



**BOARD OF TRUSTEES GOVERNANCE REPORT  
DIVERSITY**

**April 2006**

**Date:** March 27, 2006

**To:** The Purdue University Board of Trustees

**Re:** Annual Governance Report on Diversity

**Action Requested:** Receive the Report

This annual governance report covers Diversity characteristics, priorities, and enhancement programs at Purdue University – West Lafayette, Calumet, IPFW, and North Central campuses.

Strategic plans at Purdue University campuses emphasize the critical importance of a diverse yet cohesive academic environment, where students, faculty, staff, and administrators engage in a rich mix of learning, discovery, and engagement activities. Such a community fosters multicultural understanding and practices, and demonstrates success of its members through growth and productivity in a diverse global community.

Purdue promotes human and intellectual diversity to enrich the academic community, foster student learning to prepare for a multicultural world economy, and to overcome the barriers separating individuals, populations, and cultures. Programs for recruitment, retention, career development, and success complement equal access and opportunity extended by Purdue University to representatives of a wide variety of populations and cultures.

In addition, Purdue is attentive to diversity characteristics that extend beyond demography to issues that are critical to improving campus climate for diversity, procurement and construction, and intercollegiate athletics to render a broad and comprehensive view. It should be noted that all diversity initiatives at Purdue are sensitive to the legal environment and ensure compliance with the law.

Benchmarking with peer institutions has challenged each Purdue University campus to pay closer attention to diversity demography, and develop effective enhancement initiatives to become nationally recognized as a “diverse” institution. By the representation of Federally defined demographic categories compared with respective peer institutions, the Calumet campus continues to fare significantly above average for students, and slightly below average for faculty; IPFW and West Lafayette campuses fare below to substantially below average for both students and faculty; and the North Central campus fares below average for faculty but much above average for students.

System-wide minority student enrollment at Purdue has increased to 13.9%, which is close to the 14.2% minority population in Indiana. (The national minority population is estimated at 30.9%.)

As Purdue continues to implement various strategic initiatives and programs to achieve enhanced diversity characteristics, progress is being marked as captured by the information summarized in this report. It covers information on demographic characteristics as well as a multitude of specific programs that have been designed with a view to accelerating further progress at each Purdue campus. A complete list of these programs (last annual update in June 2005) is included in this report.

A comprehensive presentation on the status of diversity actions and progress is attached. This presentation provides a coherent view of Purdue's progress on various aspects of diversity, and priorities as well as areas that need attention. Introduced with an overview, this presentation covers:

- Academic Diversity – Legal Update, Curricula and Programs, Students, Faculty, Staff
- Staff Demography and Diversity Climate
- Diversity in Procurement and Construction
- Diversity in Intercollegiate Athletics

In each section, appropriate objectives, actions, and responsibilities serve as references for expected achievements and accountability, along with actions and progress to date. Finally, a set of conclusions provide the highlights of priorities and challenges.

With the heightened awareness of diversity related issues, programs, and initiatives at all Purdue campuses, the University remains quite optimistic about achieving its aspirations for diversity characteristics toward a vibrant multicultural environment. This will continue to be an overarching imperative for superior learning, discovery, and engagement activities at Purdue.

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Martin C. Jischke  
President

**PURDUE UNIVERSITY**  
**BOARD OF TRUSTEES GOVERNANCE REPORT ON DIVERSITY**  
**APRIL 2006**

**Demographic Highlights**

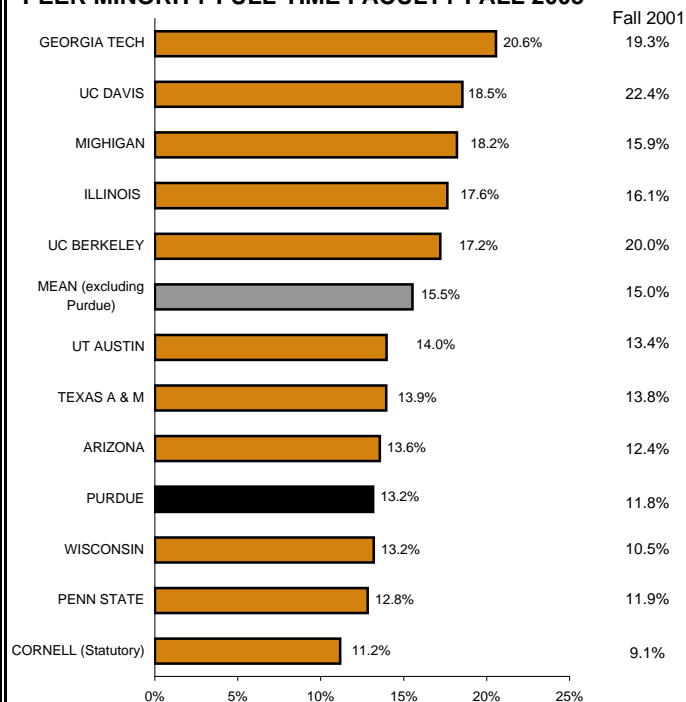
**Faculty and Staff**

- Females and minorities represented 35.6% and 39.7% respectively, of the West Lafayette Campus' new faculty hires for Fall 2005.
- Since Fall 2000, tenure and tenure-track minority faculty increased by 56.0% on the West Lafayette Campus, and all minority faculty and staff increased by 46.6%.
- The West Lafayette Campus increased female tenure and tenure-track faculty by 13.9% from Fall 2000. African American tenure and tenure-track faculty increased 60.0% over the past five years, and 9.1% in the past year.
- Over the last five years, the Calumet Campus female faculty and staff have increased by 10.0% and the minority faculty and staff have increased by 11.1%.
- The Fort Wayne Campus increased by 46.3% in the percentage of minority faculty and staff and 19.6% in female faculty and staff since Fall 2000.
- The North Central Campus increased the number of minority tenure system faculty by 30.3% from Fall 2000. The number of female faculty and staff increase by 13.4% from Fall 2000.
- The System-wide total of female tenure system faculty increased by 11.1% from Fall 2000 to Fall 2005. Currently, female faculty comprises 27.0% of system-wide tenure faculty.

**Students**

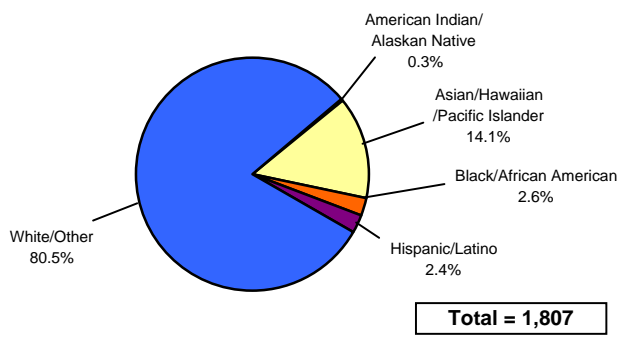
- West Lafayette Campus increased the undergraduate and graduate enrollment of minority students by 31.0% and 10.3% respectively since Fall 2000, with a corresponding one-year change of 5.0% and -2.9%.
- As of Fall 2005, at the West Lafayette Campus females comprise 41.1% of the total enrollment, while 69.8% of the professional students are female.
- Enrollment of new undergraduate female students on the West Lafayette campus was 41.6% in Fall 2005. Domestic minority students made up for 14.3% of the new undergraduates in Fall 2005.
- The African American enrollment on the Calumet Campus increased 34.0% from Fall 2002 to Fall 2005.
- At IPFW, the minority student enrollment increased by 7.7% from Fall 2002 to Fall 2005.
- The North Central Campus increased the number of minority students by 16.2% from Fall 2002 to Fall 2005.
- The System-wide total number of minority undergraduate and graduate/professional student enrollment increased by 23.0% and 3.5% respectively from Fall 2000 to Fall 2005.

**PEER MINORITY FULL-TIME FACULTY FALL 2003**



Source: IPEDS Fall Staff Surveys: Purdue includes Statewide Technology

**TENURE & TENURE TRACK FACULTY BY RACE/ETHNICITY FOR FALL 2005**



Source: Workforce File

**FACULTY & STAFF HEADCOUNT BY RACE/ETHNICITY<sup>1</sup>**

		2000	2001	2002	2003	2004	2005	5-Year Change	1-Year Change
Tenured and Tenure Track Faculty	Am Indian/Alaska Native	5	5	6	6	5	5	0.0%	0.0%
	Asian/Hawaiian/Pacific Islander	162	171	191	212	229	255	57.4%	11.4%
	Black/African Am	30	31	32	40	44	48	60.0%	9.1%
	Hispanic/Latino	28	31	30	36	38	43	53.6%	13.2%
	White/Other	1,469	1,454	1,445	1,452	1,451	1,456	-0.9%	0.3%
	<b>Subtotal</b>	<b>1,694</b>	<b>1,692</b>	<b>1,704</b>	<b>1,746</b>	<b>1,767</b>	<b>1,807</b>	<b>6.7%</b>	<b>2.3%</b>
Non-Tenure Track Faculty, Lecturers & Post Docs	Am Indian/Alaska Native	0	1	0	0	0	3	NA	0.0%
	Asian/Hawaiian/Pacific Islander	163	172	181	178	222	245	50.3%	10.4%
	Black/African Am	13	16	16	11	16	22	69.2%	37.5%
	Hispanic/Latino	22	34	33	28	28	33	50.0%	17.9%
	White/Other	410	433	436	462	474	506	23.4%	6.8%
	<b>Subtotal</b>	<b>608</b>	<b>656</b>	<b>666</b>	<b>679</b>	<b>740</b>	<b>809</b>	<b>33.1%</b>	<b>9.3%</b>
Administrative Staff	Am Indian/Alaska Native	6	7	6	6	6	8	33.3%	33.3%
	Asian/Hawaiian/Pacific Islander	8	7	8	9	14	13	62.5%	-7.1%
	Black/African Am	26	26	24	29	33	50	92.3%	51.5%
	Hispanic/Latino	7	6	6	6	11	18	157.1%	63.6%
	White/Other	1,170	1,223	1,290	1,351	1,451	1,581	35.1%	9.0%
	<b>Subtotal</b>	<b>1,217</b>	<b>1,269</b>	<b>1,334</b>	<b>1,401</b>	<b>1,515</b>	<b>1,670</b>	<b>37.2%</b>	<b>10.2%</b>
Professional Staff	Am Indian/Alaska Native	2	2	3	4	3	2	0.0%	-33.3%
	Asian/Hawaiian/Pacific Islander	117	138	157	173	173	168	43.6%	-2.9%
	Black/African Am	30	35	33	39	41	32	6.7%	-22.0%
	Hispanic/Latino	23	21	26	27	24	23	0.0%	-4.2%
	White/Other	1,549	1,623	1,659	1,691	1,685	1,671	7.9%	-0.8%
	<b>Subtotal</b>	<b>1,721</b>	<b>1,819</b>	<b>1,878</b>	<b>1,934</b>	<b>1,926</b>	<b>1,896</b>	<b>10.2%</b>	<b>-1.6%</b>
Extension Educators	Am Indian/Alaska Native	0	0	0	0	0	0	0.0%	0.0%
	Asian/Hawaiian/Pacific Islander	0	0	0	0	0	0	0.0%	0.0%
	Black/African Am	6	4	4	4	4	4	-33.3%	0.0%
	Hispanic/Latino	1	1	1	1	1	3	200.0%	200.0%
	White/Other	268	269	268	250	258	265	-1.1%	2.7%
	<b>Subtotal</b>	<b>275</b>	<b>274</b>	<b>273</b>	<b>255</b>	<b>263</b>	<b>272</b>	<b>-1.1%</b>	<b>3.4%</b>
Clerical Staff	Am Indian/Alaska Native	5	7	7	8	10	11	120.0%	10.0%
	Asian/Hawaiian/Pacific Islander	11	11	15	16	18	21	90.9%	16.7%
	Black/African Am	19	18	20	15	13	12	-36.8%	-7.7%
	Hispanic/Latino	13	12	10	14	13	14	7.7%	7.7%
	White/Other	1,433	1,438	1,383	1,375	1,383	1,377	-3.9%	-0.4%
	<b>Subtotal</b>	<b>1,481</b>	<b>1,486</b>	<b>1,435</b>	<b>1,428</b>	<b>1,437</b>	<b>1,435</b>	<b>-3.1%</b>	<b>-0.1%</b>
Service Staff	Am Indian/Alaska Native	14	14	14	15	14	15	7.1%	7.1%
	Asian/Hawaiian/Pacific Islander	49	54	61	56	53	59	20.4%	11.3%
	Black/African Am	36	41	41	43	48	61	69.4%	27.1%
	Hispanic/Latino	51	108	79	75	70	74	45.1%	5.7%
	White/Other	2,227	2,249	2,133	2,117	2,141	2,165	-2.8%	1.1%
	<b>Subtotal</b>	<b>2,377</b>	<b>2,466</b>	<b>2,328</b>	<b>2,306</b>	<b>2,326</b>	<b>2,374</b>	<b>-0.1%</b>	<b>2.1%</b>
Total Faculty and Staff	Am Indian/Alaska Native	32	36	36	39	38	44	37.5%	15.8%
	Asian/Hawaiian/Pacific Islander	510	553	613	644	709	761	49.2%	7.3%
	Black/African Am	160	171	170	181	199	229	43.1%	15.1%
	Hispanic/Latino	145	213	185	187	185	208	43.4%	12.4%
	White/Other	8,526	8,689	8,614	8,698	8,843	9,021	5.8%	2.0%
	<b>Total</b>	<b>9,373</b>	<b>9,662</b>	<b>9,618</b>	<b>9,749</b>	<b>9,974</b>	<b>10,263</b>	<b>9.5%</b>	<b>2.9%</b>

Source: Workforce File

**NEW FACULTY FOR FALL 2005\***

College/School	Faculty Rank				Total Hires	Minority # %	
	Full Professor	Associate Professor	Assistant Professor	Instructor		#	%
Agriculture	3	7	11	0	21	4	19.0%
Cancer Center	0	0	1	0	1	1	100.0%
Consumer & Family Sciences	0	1	3	0	4	1	25.0%
Education	1	1	3	0	5	1	20.0%
Engineering	5	3	24	0	32	12	37.5%
Liberal Arts	6	1	16	0	23	7	30.4%
Libraries	0	0	0	0	0	0	0.0%
Management	1	1	9	1	12	6	50.0%
Pharm, Nursing, Health Sciences	1	1	8	0	10	2	20.0%
Science	7	3	20	0	30	13	43.3%
Technology	0	0	8	0	8	2	25.0%
Veterinary Medicine	3	1	4	0	8	1	12.5%
<b>Total College/School Hires</b>	<b>24</b>	<b>17</b>	<b>99</b>	<b>1</b>	<b>141</b>	<b>47</b>	<b>33.3%</b>
<b>Strategic Plan Hires</b>	<b>11</b>	<b>9</b>	<b>53</b>	<b>0</b>	<b>73</b>	<b>29</b>	<b>39.7%</b>

Source: Office of the Provost; as of February 2006

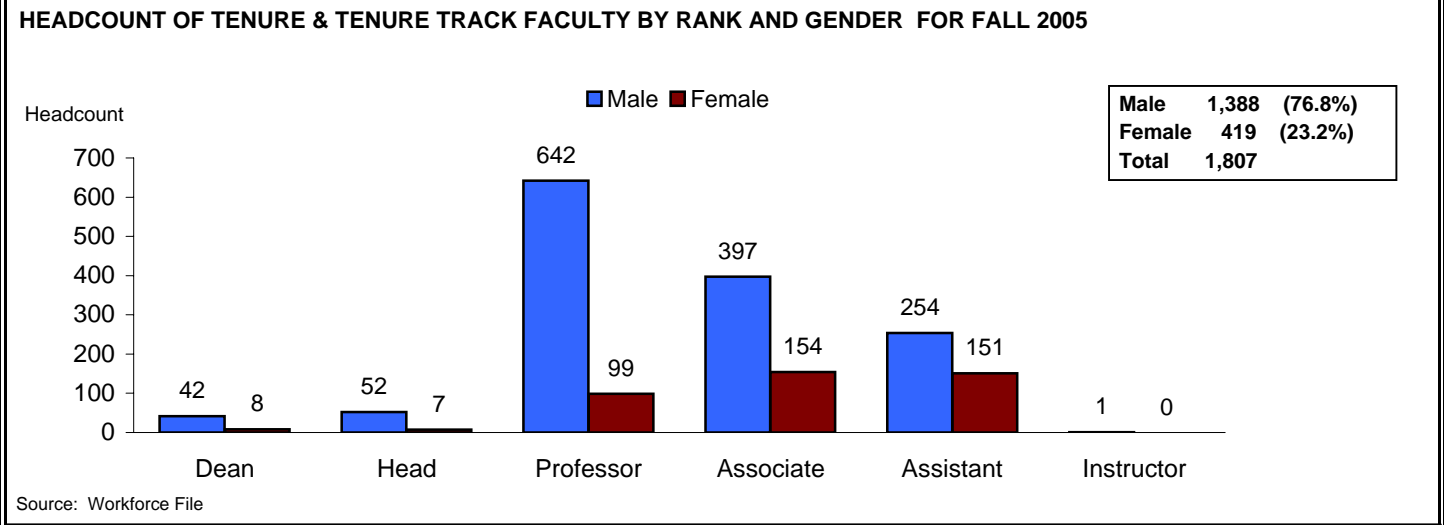
\*Individual college/school counts include joint hires.

<sup>1</sup>Adjunct faculty and graduate student employees such as Graduate Teaching and Research Assistants are not included in the counts.

FACULTY & STAFF HEADCOUNT BY GENDER <sup>1</sup>										PEER FEMALE FULL-TIME FACULTY FALL 2003		
		2000	2001	2002	2003	2004	2005	5-Year Change	1-Year Change			
Tenured and Tenure Track Faculty	Female	368	376	379	399	405	419	13.9%	3.5%	UT AUSTIN	34.0%	Fall 2001 33.5%
	Subtotal	1,694	1,692	1,704	1,746	1,767	1,807	6.7%	2.3%	ARIZONA	33.6%	32.2%
Non-Tenure Track Faculty, Lecturers & Post Docs	Female	272	295	312	304	322	346	27.2%	7.5%	MIGHIGAN	33.1%	32.4%
	Subtotal	608	656	666	679	740	809	33.1%	9.3%	PENN STATE	32.1%	30.0%
Administrative Staff	Female	778	811	844	890	981	1,054	35.5%	7.4%	CORNELL (Statutory)	31.5%	27.2%
	Subtotal	1,217	1,269	1,334	1,401	1,515	1,670	37.2%	10.2%	ILLINOIS	31.3%	29.0%
Professional Staff	Female	785	832	860	861	854	819	4.3%	-4.1%	MEAN (excluding Purdue)	29.4%	29.3%
	Subtotal	1,721	1,819	1,878	1,934	1,926	1,896	10.2%	-1.6%	UC DAVIS	28.7%	31.2%
Extension Educators	Female	150	156	157	150	156	163	8.7%	4.5%	UC BERKELEY	28.5%	32.5%
	Subtotal	275	274	273	255	263	272	-1.1%	3.4%	WISCONSIN	28.4%	28.1%
Clerical Staff	Female	1,437	1,441	1,393	1,390	1,395	1,391	-3.2%	-0.3%	PURDUE	26.3%	25.7%
	Subtotal	1,481	1,486	1,435	1,428	1,437	1,435	-3.1%	-0.1%	TEXAS A & M	24.4%	25.6%
Service Staff	Female	1,046	1,052	998	969	967	1,011	-3.3%	4.6%	GEORGIA TECH	17.3%	20.5%
	Subtotal	2,377	2,466	2,328	2,306	2,326	2,374	-0.1%	2.1%			
<b>Total Faculty and Staff</b>	Female	4,836	4,963	4,943	4,963	5,080	5,203	7.6%	2.4%			
	Total	9,373	9,662	9,618	9,749	9,974	10,263	9.5%	2.9%			

Source: Workforce File

Source: IPEDS Fall Staff Surveys: Purdue includes Statewide Technology



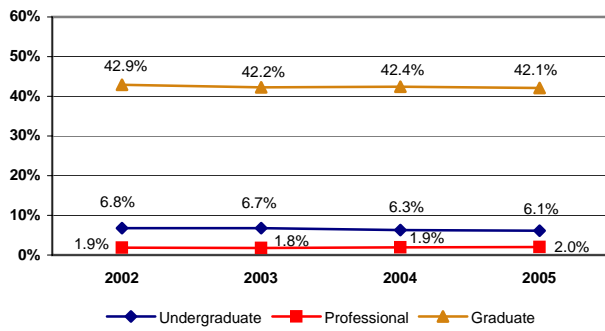
### NEW FACULTY FOR FALL 2005\*

College/School	Faculty Rank				Total Hires	Female	
	Full Professor	Associate Professor	Assistant Professor	Instructor		#	%
Agriculture	3	7	11	0	21	4	19.0%
Cancer Center	0	0	1	0	1	0	0.0%
Consumer & Family Sciences	0	1	3	0	4	1	25.0%
Education	1	1	3	0	5	4	80.0%
Engineering	5	3	24	0	32	10	31.3%
Liberal Arts	6	1	16	0	23	11	47.8%
Libraries	0	0	0	0	0	0	0.0%
Management	1	1	9	1	12	4	33.3%
Pharm, Nursing, Health Sciences	1	1	8	0	10	4	40.0%
Science	7	3	20	0	30	9	30.0%
Technology	0	0	8	0	8	1	12.5%
Veterinary Medicine	3	1	4	0	8	2	25.0%
<b>Total College/School Hires</b>	<b>24</b>	<b>17</b>	<b>99</b>	<b>1</b>	<b>141</b>	<b>46</b>	<b>32.6%</b>
<b>Strategic Plan Hires</b>	<b>11</b>	<b>9</b>	<b>53</b>	<b>0</b>	<b>73</b>	<b>26</b>	<b>35.6%</b>

Source: Office of the Provost; as of February 2006  
\*Individual college/school counts include joint hires.

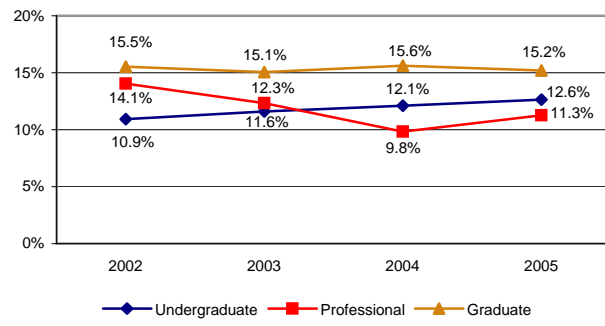
<sup>1</sup>Adjunct faculty and graduate student employees such as Graduate Teaching and Research Assistants are not included in the faculty and staff counts.

**INTERNATIONAL STUDENT PERCENTAGE OF FALL ENROLLMENT**



Source: Office of Enrollment Management

**MINORITY DOMESTIC STUDENT PERCENTAGE OF FALL ENROLLMENT**



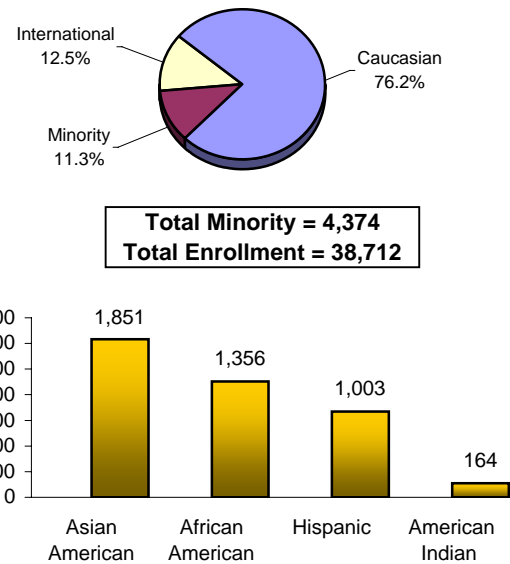
Source: Office of Enrollment Management

**FALL ENROLLMENT BY STUDENT LEVEL, RACE/ETHNICITY, & INTERNATIONAL**

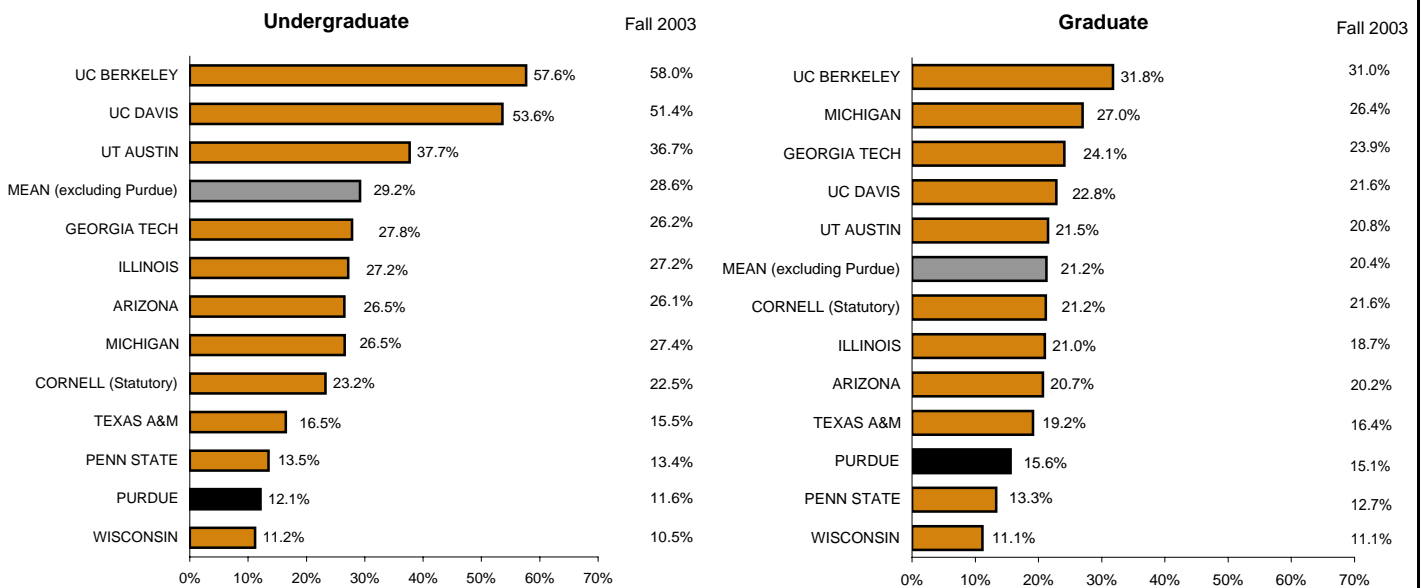
	2000	2001	2002	2003	2004	2005	5-Year Change	1-Year Change
<b>Undergraduate</b>								
African American	967	936	989	1,033	1,058	1,079	11.6%	2.0%
American Indian	117	123	128	123	137	143	22.2%	4.4%
Asian American	1,091	1,207	1,363	1,469	1,547	1,626	49.0%	5.1%
Hispanic	623	625	670	713	746	816	31.0%	9.4%
Total Minority	2,798	2,891	3,150	3,338	3,488	3,664	31.0%	5.0%
Percent Minority Domestic	9.7%	10.0%	10.9%	11.6%	12.1%	12.6%		
International	1,934	2,005	2,101	2,081	1,943	1,894	-2.1%	-2.5%
Percent International	6.3%	6.5%	6.8%	6.7%	6.3%	6.1%		
<b>Professional</b>								
African American	27	30	30	31	32	34	25.9%	6.3%
American Indian	3	2	2	0	1	0	-100.0%	-100.0%
Asian American	80	73	62	49	34	46	-42.5%	35.3%
Hispanic	28	29	30	29	22	20	-28.6%	-9.1%
Total Minority	138	134	124	109	89	100	-27.5%	12.4%
Percent Minority Domestic	16.6%	15.6%	14.1%	12.3%	9.8%	11.3%		
International	21	20	17	16	18	18	-14.3%	0.0%
Percent International	2.5%	2.3%	1.9%	1.8%	1.9%	2.0%		
<b>Graduate</b>								
African American	199	200	241	242	242	243	22.1%	0.4%
American Indian	17	19	23	24	24	21	23.5%	-12.5%
Asian American	193	186	191	196	193	179	-7.3%	-7.3%
Hispanic	144	135	145	155	169	167	16.0%	-1.2%
Total Minority	553	540	600	617	628	610	10.3%	-2.9%
Percent Minority Domestic	15.3%	14.7%	15.5%	15.1%	15.6%	15.2%		
International	2,503	2,670	2,897	2,997	2,960	2,919	16.6%	-1.4%
Percent International	40.9%	42.1%	42.9%	42.2%	42.4%	42.1%		
<b>Total Percent Minority Domestic</b>	<b>10.4%</b>	<b>10.6%</b>	<b>11.5%</b>	<b>12.0%</b>	<b>12.5%</b>	<b>12.9%</b>		

Source: Office of Enrollment Management

**ENROLLMENT BY RACE/ETHNICITY FALL 2005**



**PEER ENROLLMENT OF DOMESTIC MINORITY STUDENTS FALL 2004**

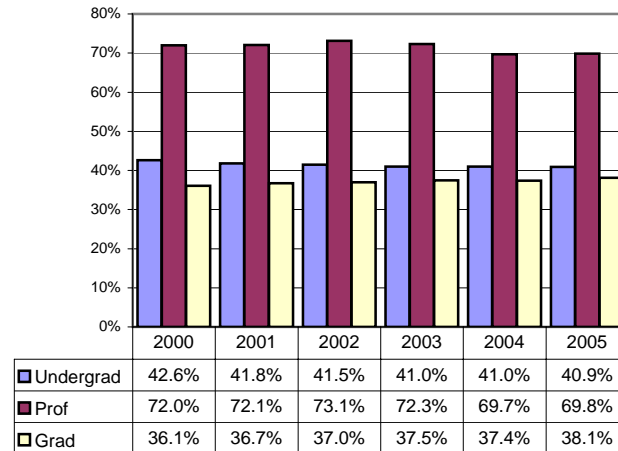


Source: IPEDS Fall Enrollment Surveys except for Purdue whose figures came from the Office of Enrollment Management's official fall enrollment and Cornell which came from their website

**STUDENT ENROLLMENT BY LEVEL AND GENDER**

Student Level	2000	2001	2002	2003	2004	2005	5-Year Change	1-Year Change
<b>Undergraduates</b>								
Male	17,724	18,036	18,070	18,208	18,131	18,250	3.0%	0.7%
Female	13,175	12,951	12,838	12,643	12,616	12,625	-4.2%	0.1%
% Female	42.6%	41.8%	41.5%	41.0%	41.0%	40.9%		
<b>Professional</b>								
Male	238	245	242	249	280	273	14.7%	-2.5%
Female	613	633	657	651	644	632	3.1%	-1.9%
% Female	72.0%	72.1%	73.1%	72.3%	69.7%	69.8%		
<b>Graduate</b>								
Male	3,912	4,012	4,254	4,436	4,372	4,291	9.7%	-1.9%
Female	2,209	2,331	2,503	2,660	2,610	2,641	19.6%	1.2%
% Female	36.1%	36.7%	37.0%	37.5%	37.4%	38.1%		
<b>Total</b>								
Male	21,874	22,293	22,566	22,893	22,783	22,814	4.3%	0.1%
Female	15,997	15,915	15,998	15,954	15,870	15,898	-0.6%	0.2%
% Female	42.2%	41.7%	41.5%	41.1%	41.1%	41.1%		

% Female



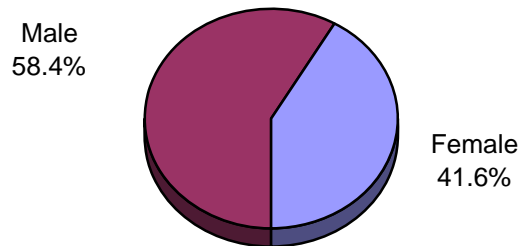
Source: Office of Enrollment Management

**NEW UNDERGRADUATE ENROLLMENT DEMOGRAPHICS**

	2003	2004	2005	2-Year Change	1-Year Change
New Freshmen	6,446	6,786	7,191	11.6%	6.0%
New Transfers	982	1,119	1,046	6.5%	-6.5%
New Regional Transfers	268	200	225	-16.0%	12.5%
Total	7,696	8,105	8,462	10.0%	4.4%
% Female	41.7%	43.2%	41.6%		
% Minority Domestic	14.1%	13.9%	14.3%		
% International	6.6%	6.0%	7.2%		

Source: Office of Enrollment Management

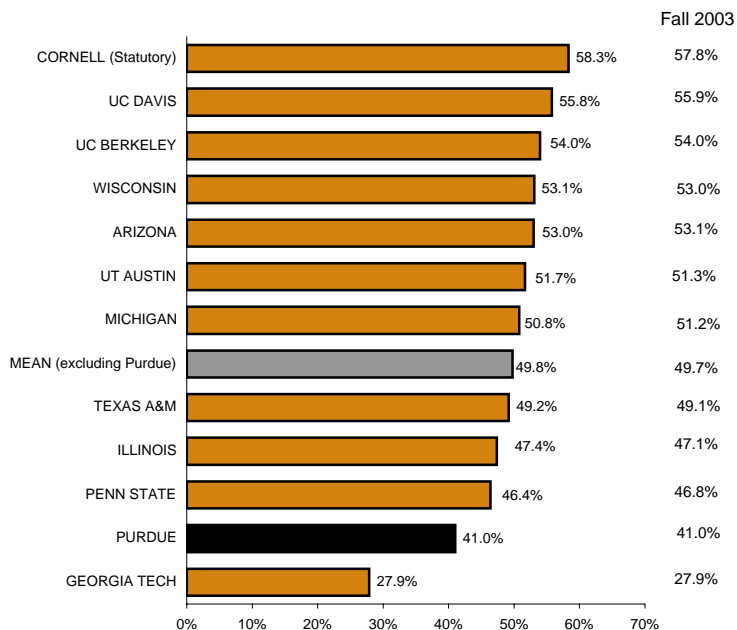
**NEW UNDERGRADUATE STUDENTS BY GENDER FALL 2005**



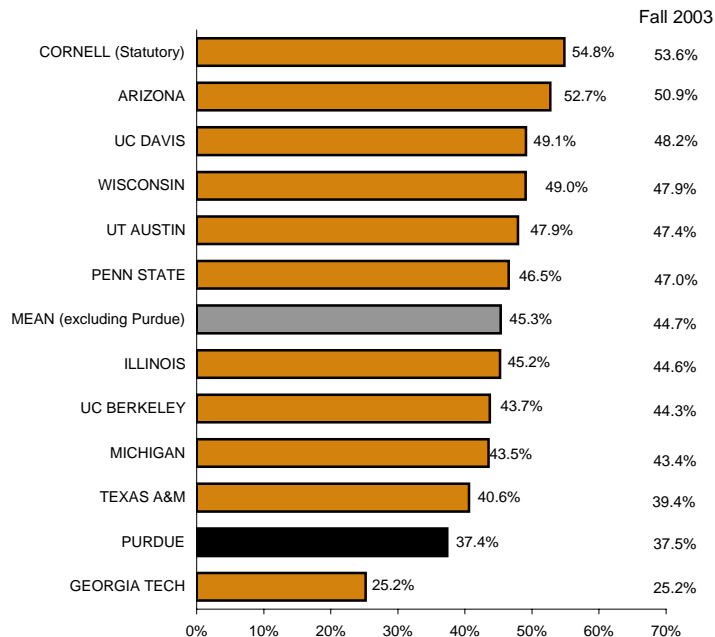
TOTAL = 8,462

**PEER ENROLLMENT OF FEMALE STUDENTS FALL 2004**

**Undergraduate**



**Graduate**



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<sup>1</sup>**

By Gender	2000	2001	2002	2003	2004	2005	5-Year Change	1-Year Change
	Male	131	128	135	135	132	135	3.1%
Female	96	95	96	95	92	95	-1.0%	3.3%
Percent Female	42.3%	42.6%	41.6%	41.3%	41.1%	41.3%		
<b>Total</b>	<b>227</b>	<b>223</b>	<b>231</b>	<b>230</b>	<b>224</b>	<b>230</b>	<b>1.3%</b>	<b>2.7%</b>

By Race/Ethnicity	2000	2001	2002	2003	2004	2005	5-Year Change	1-Year Change
	Black/African American	5	7	7	7	7	6	20.0%
American Indian/Alaska Native	0	0	0	0	0	0	0.0%	0.0%
Asian/Hawaiian/Pacific Islander	29	29	32	30	28	33	13.8%	17.9%
Hispanic/Latino	9	8	8	9	10	10	11.1%	0.0%
Total Minority	43	44	47	46	45	49	14.0%	8.9%
Percent Minority	18.9%	19.7%	20.3%	20.0%	20.1%	21.3%		
White/Other	184	179	184	184	179	181	-1.6%	1.1%
<b>Total</b>	<b>227</b>	<b>223</b>	<b>231</b>	<b>230</b>	<b>224</b>	<b>230</b>	<b>1.3%</b>	<b>2.7%</b>

Source: Workforce File

**STAFF SIX-YEAR TREND**

By Gender	2000	2001	2002	2003	2004	2005	5-Year Change	1-Year Change
	Male	140	139	137	134	142	157	12.1%
Female	270	285	291	279	285	288	6.7%	1.1%
Percent Female	65.9%	67.2%	68.0%	67.6%	66.7%	64.7%		
<b>Total</b>	<b>410</b>	<b>424</b>	<b>428</b>	<b>413</b>	<b>427</b>	<b>445</b>	<b>8.5%</b>	<b>4.2%</b>

By Race/Ethnicity	2000	2001	2002	2003	2004	2005	5-Year Change	1-Year Change
	Black/African American	70	78	83	75	74	77	10.0%
American Indian/Alaska Native	1	0	0	0	0	0	-100.0%	0.0%
Asian/Hawaiian/Pacific Islander	1	1	0	1	2	4	300.0%	100.0%
Hispanic/Latino	45	43	50	49	50	50	11.1%	0.0%
Total Minority	117	122	133	125	126	131	12.0%	4.0%
Percent Minority	28.5%	28.8%	31.1%	30.3%	29.5%	29.4%		
White/Other	293	302	295	288	301	314	7.2%	4.3%
<b>Total</b>	<b>410</b>	<b>424</b>	<b>428</b>	<b>413</b>	<b>427</b>	<b>445</b>	<b>8.5%</b>	<b>4.2%</b>

Source: Workforce File

**TOTAL FACULTY & STAFF SIX-YEAR TREND<sup>1</sup>**

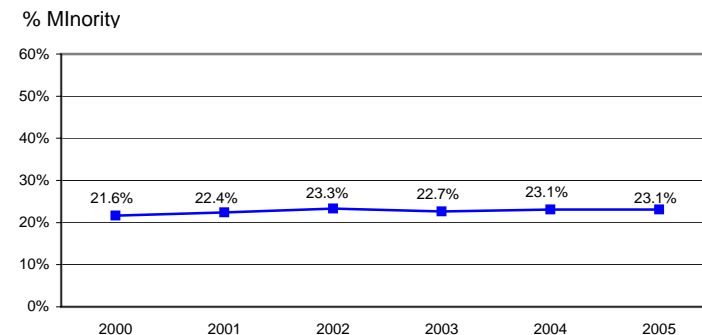
By Gender	2000	2001	2002	2003	2004	2005	5-Year Change	1-Year Change
	Male	403	391	387	385	404	393	-2.5%
Female	470	506	515	502	492	517	10.0%	5.1%
Percent Female	53.8%	56.4%	57.1%	56.6%	54.9%	56.8%		
<b>Total</b>	<b>873</b>	<b>897</b>	<b>902</b>	<b>887</b>	<b>896</b>	<b>910</b>	<b>4.2%</b>	<b>1.6%</b>

By Race/Ethnicity	2000	2001	2002	2003	2004	2005	5-Year Change	1-Year Change
	Black/African American	86	101	100	95	95	97	12.8%
American Indian/Alaska Native	1	0	0	1	0	1	0.0%	100.0%
Asian/Hawaiian/Pacific Islander	36	39	40	39	42	45	25.0%	7.1%
Hispanic/Latino	66	61	70	66	70	67	1.5%	-4.3%
Total Minority	189	201	210	201	207	210	11.1%	1.4%
Percent Minority	21.6%	22.4%	23.3%	22.7%	23.1%	23.1%		
White/Other	684	696	692	686	689	700	2.3%	1.6%
<b>Total</b>	<b>873</b>	<b>897</b>	<b>902</b>	<b>887</b>	<b>896</b>	<b>910</b>	<b>4.2%</b>	<b>1.6%</b>

Source: Workforce File

**TOTAL FACULTY & STAFF MINORITY**



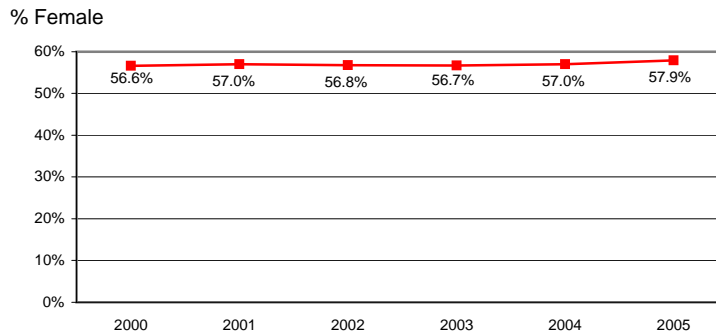
Source: Workforce File

**FALL ENROLLMENT BY RACE/ETHNICITY & INTERNATIONAL**

	2002	2003	2004	2005
African American	1,069	1,219	1,357	1,432
American Indian	34	38	32	45
Asian American	120	132	139	138
Hispanic	1,188	1,213	1,293	1,274
Total Minority	2,411	2,602	2,821	2,889
Percent Minority Domestic	27.4%	28.8%	31.0%	31.5%
International	78	87	113	137
Percent International	0.9%	1.0%	1.2%	1.5%
Caucasian	6,374	6,440	6,288	6,276
<b>Total</b>	<b>8,863</b>	<b>9,129</b>	<b>9,222</b>	<b>9,302</b>

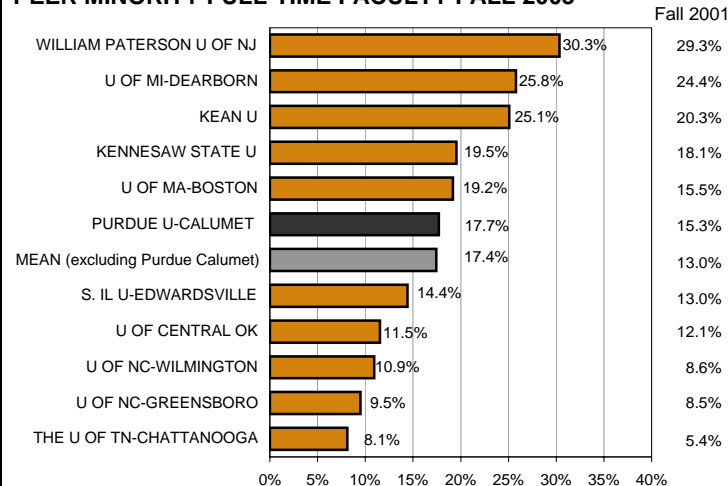
Source: Office of Enrollment Management

**FEMALE FALL ENROLLMENT**



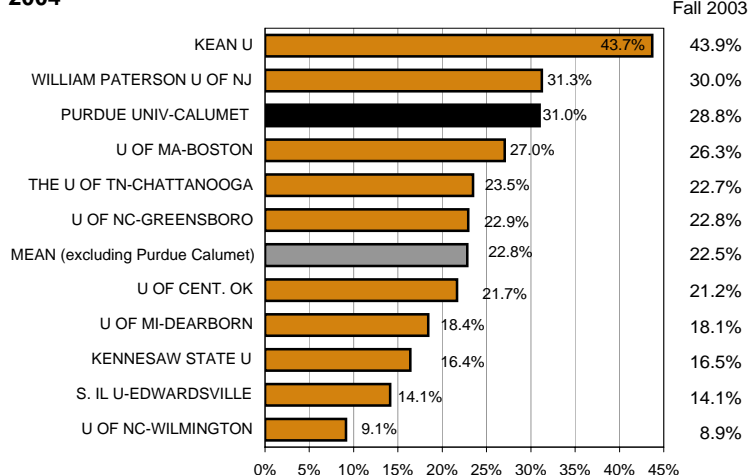
Source: Office of Enrollment Management

**PEER MINORITY FULL-TIME FACULTY FALL 2003<sup>1</sup>**



Source: IPEDS Fall Staff Surveys

**PEER ENROLLMENT OF MINORITY DOMESTIC STUDENTS FALL 2004\***



Source: Peer Institutions - IPEDS Fall Enrollment Surveys. \* Includes all student levels

<sup>1</sup>Adjunct faculty and graduate student employees such as Graduate Teaching and Research Assistants are not included in the faculty and staff counts. The race/ethnicity counts include international faculty and staff.

**TENURE & TENURE TRACK SIX-YEAR TREND<sup>1</sup>**

By Gender						5-Year	1-Year	
	2000	2001	2002	2003	2004	2005	Change	Change
Male	193	184	190	200	211	193	0.0%	-8.5%
Female	101	101	99	97	105	112	10.9%	6.7%
Percent Female	34.4%	35.4%	34.3%	32.7%	33.2%	36.7%		
<b>Total</b>	<b>294</b>	<b>285</b>	<b>289</b>	<b>297</b>	<b>316</b>	<b>305</b>	<b>3.7%</b>	<b>-3.5%</b>

By Race/Ethnicity						5-Year	1-Year	
	2000	2001	2002	2003	2004	2005	Change	Change
Black/African American	7	6	6	8	7	7	0.0%	0.0%
American Indian/Alaska Native	4	4	4	4	4	4	0.0%	0.0%
Asian/Hawaiian/Pacific Islander	21	21	22	29	30	28	33.3%	-6.7%
Hispanic/Latino	5	5	3	4	4	3	-40.0%	-25.0%
Total Minority	37	36	35	45	45	42	13.5%	-6.7%
Percent Minority	12.6%	12.6%	12.1%	15.2%	14.2%	13.8%		
White/Other	257	249	254	252	271	263	2.3%	-3.0%
<b>Total</b>	<b>294</b>	<b>285</b>	<b>289</b>	<b>297</b>	<b>316</b>	<b>305</b>	<b>3.7%</b>	<b>-3.5%</b>

Source: Workforce File

**STAFF SIX-YEAR TREND**

By Gender						5-Year	1-Year	
	2000	2001	2002	2003	2004	2005	Change	Change
Male	195	206	220	234	237	253	29.7%	6.8%
Female	341	352	364	362	385	395	15.8%	2.6%
Percent Female	63.6%	63.1%	62.3%	60.7%	61.9%	61.0%		
<b>Total</b>	<b>536</b>	<b>558</b>	<b>584</b>	<b>596</b>	<b>622</b>	<b>648</b>	<b>20.9%</b>	<b>4.2%</b>

By Race/Ethnicity						5-Year	1-Year	
	2000	2001	2002	2003	2004	2005	Change	Change
Black/African American	21	26	36	33	36	38	81.0%	5.6%
American Indian/Alaska Native	5	6	6	6	7	8	60.0%	14.3%
Asian/Hawaiian/Pacific Islander	3	4	3	3	5	8	166.7%	60.0%
Hispanic/Latino	5	6	5	5	8	8	60.0%	0.0%
Total Minority	34	42	50	47	56	62	82.4%	10.7%
Percent Minority	6.3%	7.5%	8.6%	7.9%	9.0%	9.6%		
White/Other	502	516	534	549	566	586	16.7%	3.5%
<b>Total</b>	<b>536</b>	<b>558</b>	<b>584</b>	<b>596</b>	<b>622</b>	<b>648</b>	<b>20.9%</b>	<b>4.2%</b>

Source: Workforce File

**TOTAL FACULTY & STAFF SIX-YEAR TREND<sup>1</sup>**

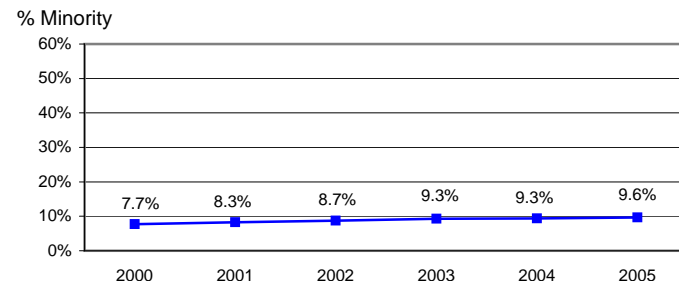
By Gender						5-Year	1-Year	
	2000	2001	2002	2003	2004	2005	Change	Change
Male	575	594	617	634	664	664	15.5%	0.0%
Female	653	676	712	709	748	781	19.6%	4.4%
Percent Female	53.2%	53.2%	53.6%	52.8%	53.0%	54.0%		
<b>Total</b>	<b>1,228</b>	<b>1,270</b>	<b>1,329</b>	<b>1,343</b>	<b>1,412</b>	<b>1,445</b>	<b>17.7%</b>	<b>2.3%</b>

By Race/Ethnicity						5-Year	1-Year	
	2000	2001	2002	2003	2004	2005	Change	Change
Black/African American	34	39	48	48	54	59	73.5%	9.3%
American Indian/Alaska Native	11	11	12	13	16	16	45.5%	23.1%
Asian/Hawaiian/Pacific Islander	33	37	41	48	48	46	39.4%	-4.2%
Hispanic/Latino	17	18	15	16	17	18	5.9%	5.9%
Total Minority	95	105	116	125	132	139	46.3%	5.3%
Percent Minority	7.7%	8.3%	8.7%	9.3%	9.3%	9.6%		
White/Other	1,133	1,165	1,213	1,218	1,280	1,306	15.3%	2.0%
<b>Total</b>	<b>1,228</b>	<b>1,270</b>	<b>1,329</b>	<b>1,343</b>	<b>1,412</b>	<b>1,445</b>	<b>17.7%</b>	<b>2.3%</b>

Source: IPEDS Fall Staff Surveys

**TOTAL FACULTY AND STAFF MINORITY**

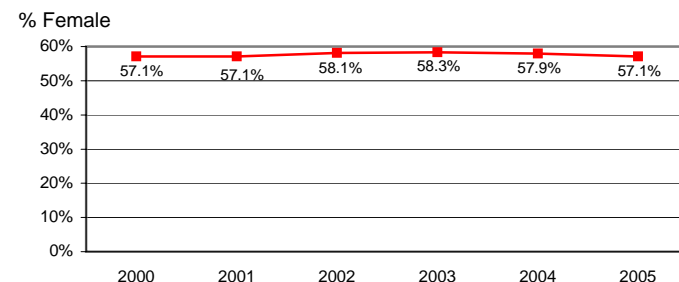


**FALL ENROLLMENT BY RACE/ETHNICITY & INTERNATIONAL**

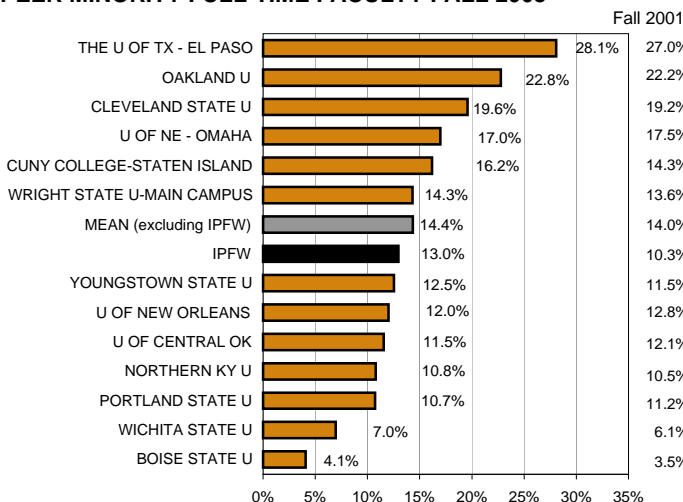
	2002	2003	2004	2005
African American	614	607	612	597
American Indian	37	45	45	45
Asian American	220	232	231	263
Hispanic	249	267	292	301
Total Minority	1,120	1,151	1,180	1,206
Percent Minority Domestic	9.6%	9.9%	10.1%	10.3%
International	146	149	147	140
Percent International	1.2%	1.3%	1.2%	1.2%
Caucasian	10,489	10,506	10,483	10,449
<b>Total</b>	<b>11,755</b>	<b>11,806</b>	<b>11,810</b>	<b>11,795</b>

Source: Office of Enrollment Management.

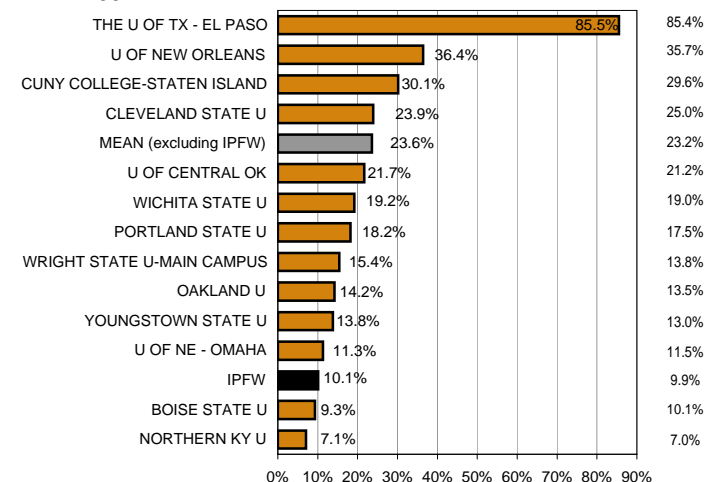
**FEMALE FALL ENROLLMENT**



**PEER MINORITY FULL-TIME FACULTY FALL 2003<sup>1</sup>**



**PEER ENROLLMENT OF MINORITY DOMESTIC STUDENTS FALL 2004\***



<sup>1</sup>Adjunct faculty and graduate student employees such as Graduate Teaching and Research Assistants are not included in the faculty and staff counts. The race/ethnicity counts include international faculty and staff.

**TENURE & TENURE TRACK SIX-YEAR TREND<sup>1</sup>**

By Gender	2000	2001	2002	2003	2004	2005	5-Year Change	1-Year Change
Male	49	48	52	51	50	52	6.1%	4.0%
Female	30	30	34	34	34	35	16.7%	2.9%
Percent Female	38.0%	38.5%	39.5%	40.0%	40.5%	40.2%		
<b>Total</b>	<b>79</b>	<b>78</b>	<b>86</b>	<b>85</b>	<b>84</b>	<b>87</b>	<b>10.1%</b>	<b>3.6%</b>

By Race/Ethnicity	2000	2001	2002	2003	2004	2005	5-Year Change	1-Year Change
Black/African American	2	2	2	3	2	2	0.0%	0.0%
American Indian/Alaska Native	0	0	0	0	0	0	0.0%	0.0%
Asian/Hawaiian/Pacific Islander	4	6	8	8	8	10	150.0%	25.0%
Hispanic/Latino	4	4	4	4	4	5	25.0%	25.0%
Total Minority	10	12	14	15	14	17	70.0%	21.4%
Percent Minority	12.7%	15.4%	16.3%	17.6%	16.7%	19.5%		
White/Other	69	66	72	70	70	70	1.4%	0.0%
<b>Total</b>	<b>79</b>	<b>78</b>	<b>86</b>	<b>85</b>	<b>84</b>	<b>87</b>	<b>10.1%</b>	<b>3.6%</b>

Source: Workforce File

**STAFF SIX-YEAR TREND**

By Gender	2000	2001	2002	2003	2004	2005	5-Year Change	1-Year Change
Male	56	58	62	68	75	71	26.8%	-5.3%
Female	128	135	133	137	134	134	4.7%	0.0%
Percent Female	69.6%	69.9%	68.2%	66.8%	64.1%	65.4%		
<b>Total</b>	<b>184</b>	<b>193</b>	<b>195</b>	<b>205</b>	<b>209</b>	<b>205</b>	<b>11.4%</b>	<b>-1.9%</b>

By Race/Ethnicity	2000	2001	2002	2003	2004	2005	5-Year Change	1-Year Change
Black/African American	8	5	7	11	11	10	25.0%	-9.1%
American Indian/Alaska Native	0	0	0	0	0	0	0.0%	0.0%
Asian/Hawaiian/Pacific Islander	3	5	5	5	5	4	33.3%	-20.0%
Hispanic/Latino	3	4	5	6	5	4	33.3%	-20.0%
Total Minority	14	14	17	22	21	18	28.6%	-14.3%
Percent Minority	7.6%	7.3%	8.7%	10.7%	10.0%	8.8%		
White/Other	170	179	178	183	188	187	10.0%	-0.5%
<b>Total</b>	<b>184</b>	<b>193</b>	<b>195</b>	<b>205</b>	<b>209</b>	<b>205</b>	<b>11.4%</b>	<b>-1.9%</b>

Source: Workforce File

**TOTAL FACULTY & STAFF SIX-YEAR TREND<sup>1</sup>**

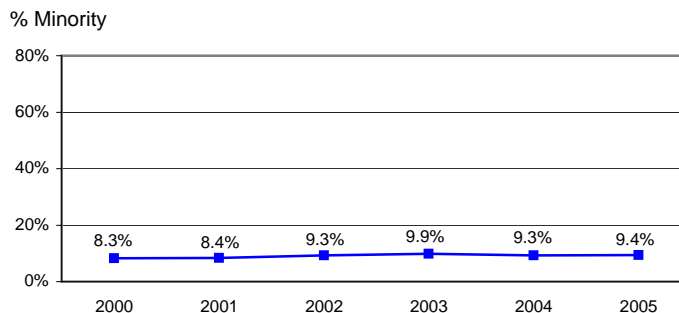
By Gender	2000	2001	2002	2003	2004	2005	5-Year Change	1-Year Change
Male	184	186	194	210	213	214	16.3%	0.5%
Female	216	230	236	254	249	245	13.4%	-1.6%
Percent Female	54.0%	55.3%	54.9%	54.7%	53.9%	53.4%		
<b>Total</b>	<b>400</b>	<b>416</b>	<b>430</b>	<b>464</b>	<b>462</b>	<b>459</b>	<b>14.8%</b>	<b>-0.6%</b>

By Race/Ethnicity	2000	2001	2002	2003	2004	2005	5-Year Change	1-Year Change
Black/African American	14	10	12	18	16	17	21.4%	6.3%
American Indian/Alaska Native	0	0	0	1	1	0	0.0%	-100.0%
Asian/Hawaiian/Pacific Islander	9	14	15	14	14	15	66.7%	7.1%
Hispanic/Latino	10	11	13	13	12	11	10.0%	-8.3%
Total Minority	33	35	40	46	43	43	30.3%	0.0%
Percent Minority	8.3%	8.4%	9.3%	9.9%	9.3%	9.4%		
White/Other	367	381	390	418	419	416	13.4%	-0.7%
<b>Total</b>	<b>400</b>	<b>416</b>	<b>430</b>	<b>464</b>	<b>462</b>	<b>459</b>	<b>14.8%</b>	<b>-0.6%</b>

Source: Workforce File

**TOTAL FACULTY AND STAFF MINORITY**



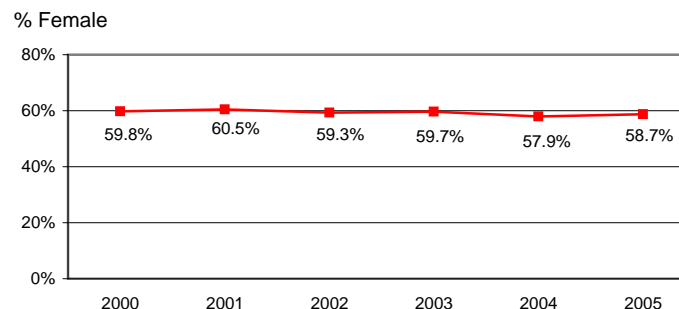
Source: Workforce File

**FALL ENROLLMENT BY RACE/ETHNICITY & INTERNATIONAL**

	2002	2003	2004	2005
African American	126	134	125	154
American Indian	44	30	30	34
Asian American	31	36	30	37
Hispanic	120	139	136	148
Total Minority	321	339	321	373
Percent Minority Domestic	8.8%	9.8%	9.4%	10.6%
International	1	6	10	8
Percent International	0.03%	0.17%	0.29%	0.23%
Caucasian	3,335	3,124	3,110	3,138
<b>Total</b>	<b>3,657</b>	<b>3,469</b>	<b>3,441</b>	<b>3,519</b>

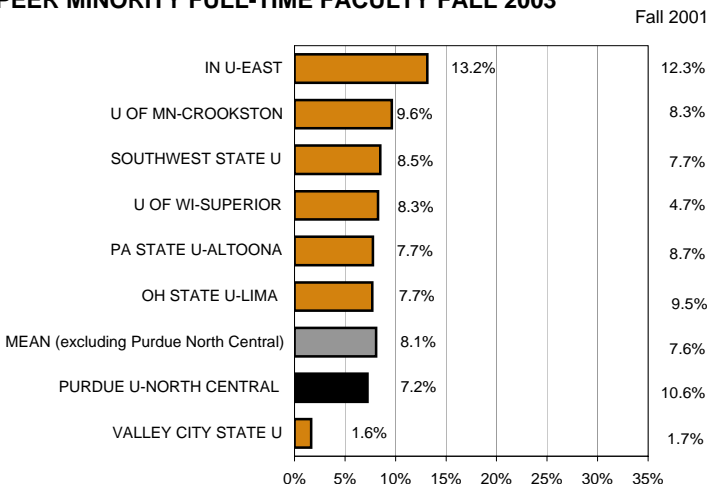
Source: Office of Enrollment Management

**FEMALE FALL ENROLLMENT**



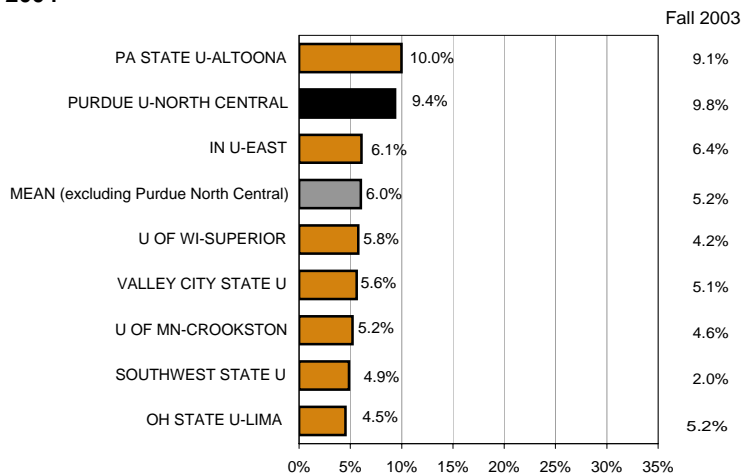
Source: Office of Enrollment Management

**PEER MINORITY FULL-TIME FACULTY FALL 2003<sup>1</sup>**



Source: IPEDS Fall Staff Surveys

**PEER ENROLLMENT OF MINORITY DOMESTIC STUDENTS FALL 2004\***



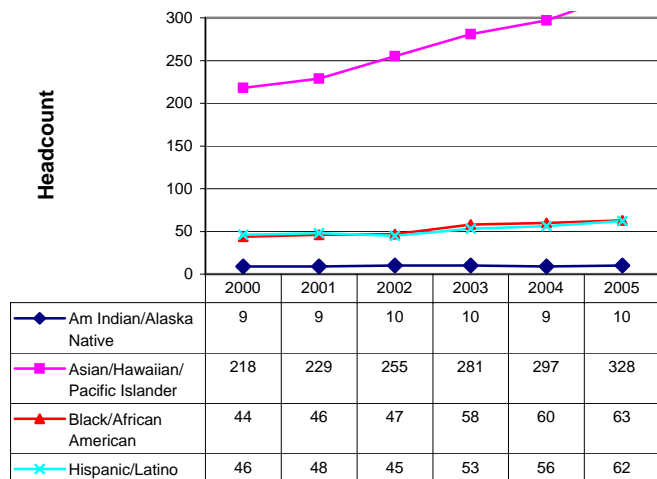
Source: Peer Institutions - IPEDS Fall Enrollment Surveys. \* Includes all student levels

<sup>1</sup>Adjunct faculty and graduate student employees such as Graduate Teaching and Research Assistants are not included in the faculty and staff counts. The race/ethnicity counts include international faculty and staff.

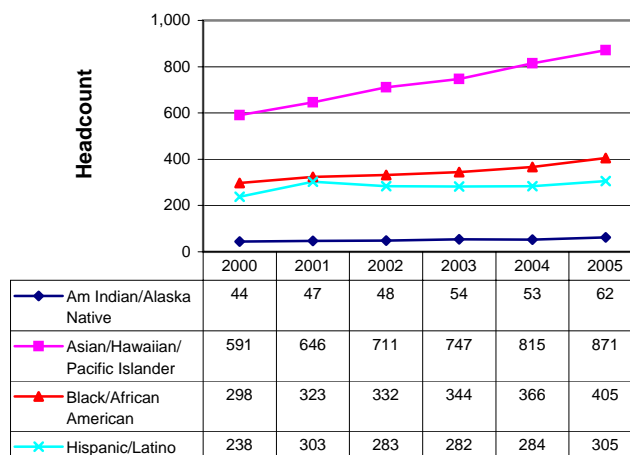
## FACULTY & STAFF BY GENDER

	2000	2001	2002	2003	2004	2005	5-Year % change	1-Year % change
<b>Tenured/Tenure Track Faculty</b>								
Male	1,743	1,719	1,745	1,779	1,801	1,810	3.8%	0.5%
Female	603	613	618	635	646	670	11.1%	3.7%
Total	2,346	2,332	2,363	2,414	2,447	2,480	5.7%	1.3%
% Female	25.7%	26.3%	26.2%	26.3%	26.4%	27.0%		
<b>Total All Faculty and Staff</b>								
Male	5,826	5,993	5,998	6,132	6,282	6,443	10.6%	2.6%
Female	6,228	6,428	6,458	6,478	6,617	6,796	9.1%	2.7%
Total	12,054	12,421	12,456	12,610	12,899	13,239	9.8%	2.6%
% Female	51.7%	51.8%	51.8%	51.4%	51.3%	51.3%		

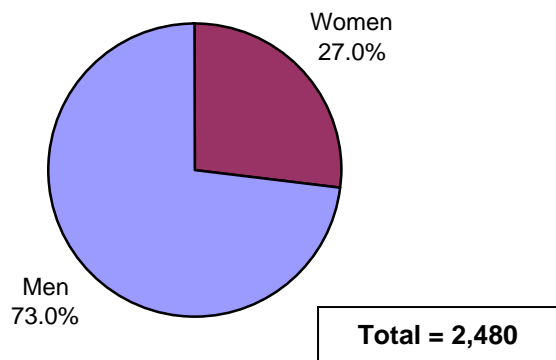
## TENURE & TRACK FACULTY BY RACE/ETHNICITY



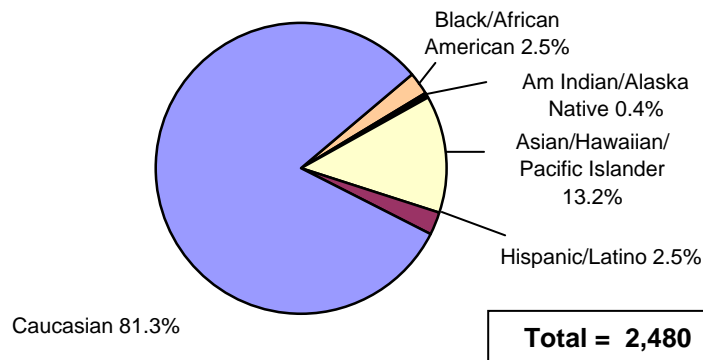
## TOTAL ALL FACULTY AND STAFF BY RACE/ETHNICITY



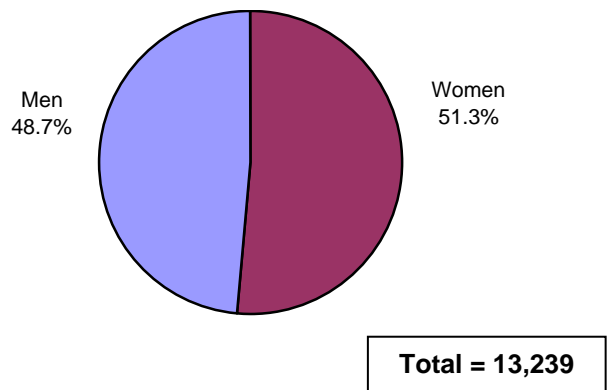
## TENURE & TENURE TRACK FACULTY BY GENDER FOR FALL 2005



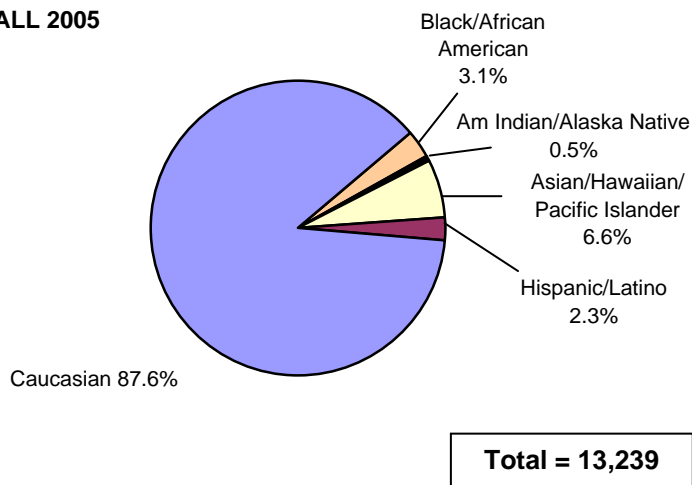
## TENURE & TENURE TRACK FACULTY BY RACE/ETHNICITY FOR FALL 2005



## TOTAL ALL FACULTY AND STAFF BY GENDER FOR FALL 2005



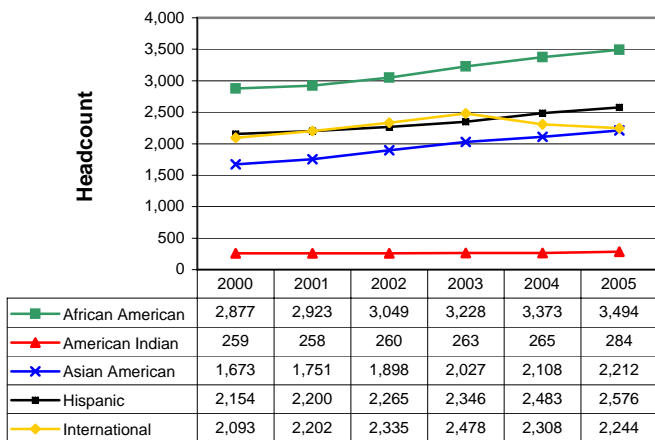
## TOTAL ALL FACULTY AND STAFF BY RACE/ETHNICITY FOR FALL 2005



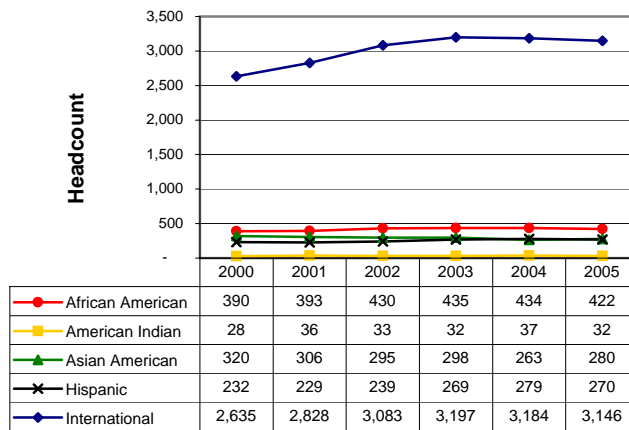
## FALL ENROLLMENT BY STUDENT LEVEL & GENDER

	2000	2001	2002	2003	2004	2005	5-Year % change	1-Year % change
<b>Undergraduate</b>								
Male	30,339	30,843	31,179	31,419	31,351	31,429	3.6%	0.2%
Female	27,099	27,267	27,554	27,508	27,412	27,547	1.7%	0.5%
Total	57,438	58,110	58,733	58,927	58,763	58,976	2.7%	0.4%
% Female	47.2%	46.9%	46.9%	46.7%	46.6%	46.7%		
<b>Graduate / Professional</b>								
Male	4,999	5,125	5,390	5,569	5,543	5,483	9.7%	-1.1%
Female	4,079	4,313	4,514	4,548	4,440	4,542	11.4%	2.3%
Total	9,078	9,438	9,904	10,117	9,983	10,025	10.4%	0.4%
% Female	44.9%	45.7%	45.6%	45.0%	44.5%	45.3%		
<b>Grand Total</b>								
Male	35,338	35,968	36,569	36,988	36,894	36,912	4.5%	0.0%
Female	31,178	31,580	32,068	32,056	31,852	32,089	2.9%	0.7%
Total	66,516	67,548	68,637	69,044	68,746	69,001	3.7%	0.4%
% Female	46.9%	46.8%	46.7%	46.4%	46.3%	46.5%		

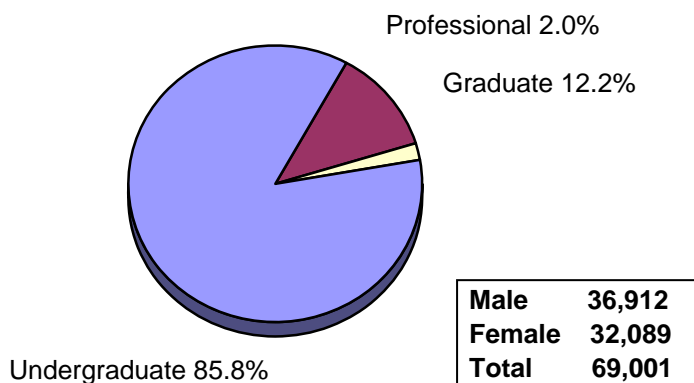
## UNDERGRADUATE ENROLLMENT BY RACE/ETHNICITY



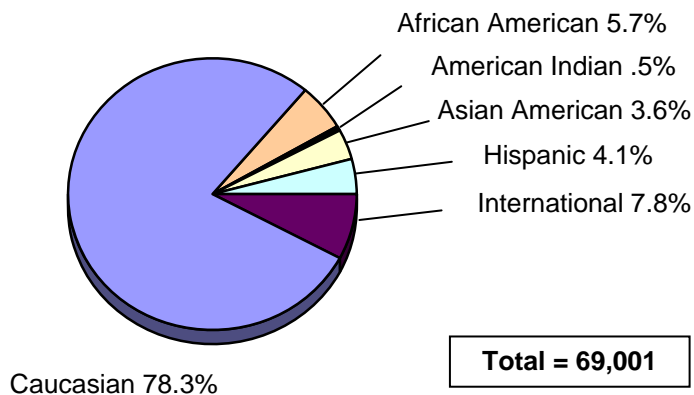
## GRADUATE/PROFESSIONAL ENROLLMENT BY RACE/ETHNICITY



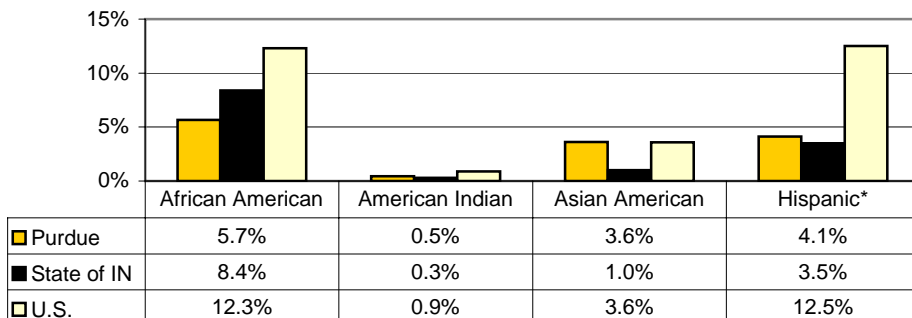
## FEMALE ENROLLMENT BY LEVEL FOR FALL 2005



## TOTAL ENROLLMENT BY RACE/ETHNICITY & INTERNATIONAL FOR FALL 2005



## FALL 2005 MINORITY ENROLLMENT COMPARISON TO CENSUS DATA BY RACE/ETHNICITY



	Estimated % Total Minority
Purdue	13.9%
State of IN*	14.2%
U.S.*	30.9%

Source: U.S. 2000 Census for the State of Indiana and U.S.; Purdue - Office of Enrollment Management

\* Hispanics may be of any race on the census. Estimation for total percent minority for the State of Indiana and U.S. are calculated by subtracting percent white persons, not of Hispanic/Latino origin from 100 percent.