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

<table>
<thead>
<tr>
<th></th>
<th>Faculty</th>
<th>Professional Staff</th>
</tr>
</thead>
<tbody>
<tr>
<td>Total Applicants</td>
<td>3,411  4,713  4,907</td>
<td>21,990  22,785  15,619</td>
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<tr>
<td>Total Appointments</td>
<td>294   249   267</td>
<td>434   359   293</td>
</tr>
<tr>
<td>Total Exceptions</td>
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</tr>
<tr>
<td>Approved</td>
<td>8      8     4</td>
<td>8      7     4</td>
</tr>
<tr>
<td>Total Exceptions Denied</td>
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<tr>
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<tr>
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## 2012 Employment Monitoring Activity
### By Constituent Group

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<tr>
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<th>Female</th>
<th>Unks</th>
<th>Total</th>
<th>Wht</th>
<th>Blk</th>
<th>Asn</th>
<th>Hsp</th>
<th>NA</th>
<th>NHOP</th>
<th>Two+</th>
<th>Unk</th>
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<th>Total</th>
<th>Wht</th>
<th>Blk</th>
<th>Asn</th>
<th>Hsp</th>
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<td>Reclass</td>
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<td>0</td>
<td>3</td>
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Note: Faculty data excludes adjuncts, part-time, postdoctoral, visitors and volunteers.
# 2012 Separations
## By Constituent Group
### Faculty

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<tr>
<th>Type</th>
<th>Academic Support</th>
<th>*Admin Leaders</th>
<th>Clinical Faculty</th>
<th>Faculty</th>
<th>Lecturer/Instructor</th>
<th>Librarian</th>
<th>Research Associate</th>
<th>Scientist Scholar</th>
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<td>0</td>
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</tr>
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<td>5</td>
<td>0</td>
<td>0</td>
<td>6</td>
<td>8</td>
<td>0</td>
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<tr>
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<td>5</td>
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<td>1</td>
<td>0</td>
<td>0</td>
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<td>4</td>
<td>1</td>
<td>0</td>
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<td>0</td>
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<tr>
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<td>0</td>
<td>0</td>
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<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Resignation</td>
<td>6</td>
<td>3</td>
<td>34</td>
<td>37</td>
<td>9</td>
<td>1</td>
<td>15</td>
<td>11</td>
<td>115</td>
</tr>
</tbody>
</table>

*Administrative leaders includes Assistant/Associate Deans, Associate Vice Presidents, Vice Chancellor, and Director*
## 2012 Separations
### By Constituent Group
#### Professional Staff

<table>
<thead>
<tr>
<th>Type</th>
<th>*Admin Services</th>
<th>Auxiliary Services</th>
<th>Health Prof</th>
<th>Info Tech</th>
<th>Media Relations</th>
<th>Research Science</th>
<th>Student Services</th>
<th>Safety Security</th>
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<td>18/20 Retirement</td>
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<td>0</td>
<td>0</td>
<td>1</td>
<td>0</td>
<td>0</td>
<td>0</td>
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</tr>
<tr>
<td>Death</td>
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<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>1</td>
</tr>
<tr>
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<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>1</td>
<td>0</td>
<td>1</td>
</tr>
<tr>
<td>Indiana Clinic</td>
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<td>0</td>
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<td>0</td>
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<td>0</td>
<td>1</td>
<td>2</td>
<td>0</td>
<td>5</td>
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<td>1</td>
<td>2</td>
<td>6</td>
<td>4</td>
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<td>16</td>
</tr>
<tr>
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<td>37</td>
<td>17</td>
<td>28</td>
<td>33</td>
<td>3</td>
<td>203</td>
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<tr>
<td>Staff Term/Hire Hrly</td>
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<td>0</td>
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<td>1</td>
<td>0</td>
<td>0</td>
<td>3</td>
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<tr>
<td>Perf/Misconduct</td>
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<td>2</td>
<td>3</td>
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<td><strong>50</strong></td>
<td><strong>38</strong></td>
<td><strong>23</strong></td>
<td><strong>39</strong></td>
<td><strong>42</strong></td>
<td><strong>3</strong></td>
<td><strong>272</strong></td>
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</table>

*Administrative services include coaches, development, executives and facility services*
## Three-Year Snap-Shot Separations

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<th>Faculty</th>
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<th>2011</th>
<th>2010</th>
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<tbody>
<tr>
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<td>29</td>
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<td>2</td>
</tr>
<tr>
<td>Death</td>
<td>9</td>
<td>5</td>
<td>7</td>
</tr>
<tr>
<td>Emeritus Retirement</td>
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</tr>
<tr>
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</tr>
<tr>
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<tr>
<td>Other</td>
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<tr>
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<tr>
<td><strong>Total</strong></td>
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<td><strong>209</strong></td>
<td><strong>165</strong></td>
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<table>
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<th>Professional Staff</th>
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<th>2011</th>
<th>2010</th>
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<tr>
<td>Cancellation of Hire</td>
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<td>0</td>
</tr>
<tr>
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<td>2</td>
<td>2</td>
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<tr>
<td>Reduction in Force</td>
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<tr>
<td>Perf./Misconduct</td>
<td>13</td>
<td>10</td>
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<tr>
<td><strong>Total</strong></td>
<td><strong>272</strong></td>
<td><strong>339</strong></td>
<td><strong>222</strong></td>
</tr>
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</table>
In 2012 the OEO piloted the survey by sending approximately 1,700 postcards via U.S. mail to employees that separated during 2011 and 2012. Total of 118 respondents (7%).

- 0.6% Native American, 5.2% Asian, 7.1% Black/African American, 3.2% Hispanic/Latino, and 85.7% White
- 73.2% female, 26.8% male
- 4.5% self-identified as an employee with a disability
- 3.9% self-identified as a veteran
- 20.4% faculty
- 43.4% professional staff members, 17.1% support and service staff members, 15.8% clerical, 1.3% research (lab technicians, statisticians, etc.), and 2% technology.
Exit Interview Feedback

2012 Exit Interview Data

- Work Environment: 23%
- Job Related: 31%
- Personal Health & Family: 4%
- Other: 42%
### Areas of Concern...

#### Key Issues

<table>
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<tr>
<td>• Conflict with supervisor</td>
<td></td>
</tr>
<tr>
<td>• Conflict with co-workers/colleagues</td>
<td></td>
</tr>
<tr>
<td>• Departmental challenges</td>
<td></td>
</tr>
<tr>
<td>• Little respect</td>
<td></td>
</tr>
<tr>
<td>• Politics</td>
<td></td>
</tr>
<tr>
<td>• University challenges</td>
<td></td>
</tr>
<tr>
<td>• Budget</td>
<td></td>
</tr>
<tr>
<td>• Entitlement</td>
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<td>• Parking</td>
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<td>• IUB</td>
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<td>• Stressful work environment</td>
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<tr>
<td>• Low morale</td>
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<td>• Recognition</td>
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<table>
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<tr>
<td>• Dissatisfied with job</td>
<td></td>
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<tr>
<td>• Traveling cost not worthwhile</td>
<td></td>
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<tr>
<td>• University-level challenges</td>
<td></td>
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<tr>
<td>• Skills not used</td>
<td></td>
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<tr>
<td>• Workload too much</td>
<td></td>
</tr>
<tr>
<td>• Workload too little</td>
<td></td>
</tr>
<tr>
<td>• Limited opportunity to advance</td>
<td></td>
</tr>
<tr>
<td>• No regular evaluations</td>
<td></td>
</tr>
<tr>
<td>• Returning to school</td>
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</tr>
<tr>
<td>• Accepted new position</td>
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<tr>
<td>• Moved IU Health</td>
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<td>• Position temporary and/or visiting</td>
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<td>• Personal health issues</td>
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</tr>
<tr>
<td>• Scheduling</td>
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<tr>
<td>• Relocation – spouse</td>
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</table>

<table>
<thead>
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<th>Other</th>
<th>(28)</th>
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</thead>
<tbody>
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<td>• Retirement</td>
<td></td>
</tr>
<tr>
<td>• Involuntary separation</td>
<td></td>
</tr>
<tr>
<td>• Downsize</td>
<td></td>
</tr>
<tr>
<td>• Sexual harassment (1)</td>
<td></td>
</tr>
<tr>
<td>• Discrimination</td>
<td></td>
</tr>
<tr>
<td>• Race (1)</td>
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<td>• Disability (1)</td>
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Areas of Concern...

Key Issues

Low Morale
- Departmental Challenges
  - Given little respect
  - Disorganized
  - Politics at higher level

Work Environment
- Conflict with co-workers/colleagues
- Stressful Work Environment
- Recognize Accomplishments
- Interpersonal work environment
- University Challenges
  - Spending
  - Parking
  - Entitled attitude
  - IUB

Job Related
- Return to School
- Accepted new position
- Moved to IU Health
- No regular evaluations
- Retirement
- Inadequate pay
- Workload too little
- Travel/commute
- University challenges
- Inadequate health insurance
- Inadequate benefits
- No advancement
- Job dissatisfaction

Personal
- Personal health and primary care issues
- Relocation
- Sexual harassment
- Race
- Disability
- Involuntary Separation
  - Downsize

Other

This is the “Stuff” that’s Grounded in Exits
2012 Exit Interview Data Attributed to Issues in OEO

Faculty

- Non-Renewal: 2
- Resignation: 5
- Termination: 1

Staff

- Non-Renewal: 8
- Resignation: 10
- RIF: 1
- Removal: 1
- Termination: 2
### 2012
**Complaint Data by Approach**

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<th>Investigate</th>
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*A total of four complaints were filed where gender indicators were not available.*
# 2012 Complaint Data by Basis

## All Complaints

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### 2012
Complaint Data by Basis
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*A total of four complaints were filed where gender indicators were not available (2 – sexual harassment, 1 – hostile work environment, and 1 – human resources related).*
2012
Complaint Data by Basis
Male

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*A total of four complaints were filed where gender indicators were not available (2 – sexual harassment, 1 – hostile work environment, and 1 – human resources related).*
## 2012 Complaint Data by Constituent

### Students

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### Faculty

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5-Year Snap Shot
Sexual Harassment

Sexual Harassment Five Year Summary

- Year: 2012 - 21 cases
- Year: 2011 - 29 cases
- Year: 2010 - 17 cases
- Year: 2009 - 19 cases
- Year: 2008 - 20 cases
2012
Reasonable Accommodations

Accommodation/Accessibility

- Faculty: 7
- Staff: 12
- Student: 2
### 2012 Training and/or Presentations

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