



## INDIANA UNIVERSITY

OFFICE OF THE VICE PRESIDENT  
FOR UNIVERSITY RELATIONS

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To: Chris Lowery, Commissioner  
Joshua Garrison, Senior Associate Commissioner and Chief of Staff  
Seth Hinshaw, Senior Associate Commissioner and Chief Financial Officer  
Indiana Commission for Higher Education

From: Angela Smith Jones, Associate Vice President of State Relations  
Indiana University

Re: SEA 202-2024 Required Reporting

Date: September 3, 2024

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In accordance with reporting requirements outlined in Senate Enrolled Act 202-24, please accept this overview, attachment, and the corresponding tables related to: overall FTE, employees whose primary or secondary job duties or job titles include diversity, equity, and inclusion, and efforts to ensure intellectual diversity.

### Required Reporting Components

(1) For each academic year, beginning with the 2017-2018 academic year, the total number of state educational institution:

- (A) full-time and tenured professors;
- (B) adjunct instructors;
- (C) other contingent faculty; and
- (D) nonacademic support or administrative employees.

**IU Response:** See "IU SEA 202 Employee Data"

Definitions, guidelines, and parameters used in determining which information in this section.

**IU Response:** Data parameters and definitions outlined in attached report.

(2) For each academic year, the total number of employees at the state educational institution whose primary or secondary job duties or job titles include diversity, equity, and inclusion.

**IU Response:** There were 102 positions whose primary or secondary job duties or job titles include diversity, equity, and inclusion, during the most recent academic year (AY 2023-2024).

Definitions, guidelines, and parameters used in determining which information in this section.

**IU Response:** The data reflect positions categorized as "Diversity Programming"

or jobs that include "diversity," "equity," or "inclusion" in the position description or title.

(3) For each academic year, the total number of state educational institution adjudications or proceedings regarding violations of policies regarding diversity, equity, and inclusion or harassment.

**IU Response:** 142

Definitions, guidelines, and parameters used in determining information in this section:

**IU Response:** IU has included adjudications and proceedings for violations of the university's Discrimination, Harassment, and Sexual Misconduct policy, the university's Academic Appointee Responsibilities and Conduct policy for faculty, and the university's Code of Student Rights, Responsibilities & Conduct. Data is drawn from the most recent academic year (2022-23) institutional Faculty & Staff Discrimination/Harassment/Sexual Misconduct Reports, and most recent academic year student conduct reports.

(4) A list and description of what the state educational institution does to ensure free speech rights of students.

**IU Response:** IU encourages the free and civil exchange of ideas, free speech, and academic freedom. While the topics can sometimes be controversial and uncomfortable, IU's student-centered campuses embrace an environment where all voices are heard and valued. In addition, civility and respect are expected between and among members of the campus community so that all community members thrive and develop intellectually and ethically. This is accomplished through policies and resources that amplify IU's commitment to free speech right for students.

Free Speech at IU Resource & Policies:

Free Speech: Indiana University (iu.edu)

- <https://policies.iu.edu/policies/ua-14-first-amendment-indiana-university/index.html>
- <https://policies.iu.edu/policies/ua-10-expressive-activity/index.html>
- <https://policies.iu.edu/policies/ua-19-event-management/index.html>
- <https://policies.iu.edu/policies/gr-01-contact-government-officials/index.html>
- <https://policies.iu.edu/policies/stu-00-student-code/index.html>

Definitions, guidelines, and parameters used in determining which information in this section.

**IU Response:** IU included official policies and resources directly related to the

promotion of free speech rights of students, defined by policies and resources that address free speech, the First Amendment, expressive activity, free expression, and student rights.

(5) A list and description of what the state educational institution does to ensure intellectual freedom for professors.

**IU Response:** Indiana University has a robust shared governance and policy environment, aligned with principles of academic freedom adopted by the AAUP, which outlines the related rights of academic freedom for faculty. Indiana University states clearly that “Academic freedom is central to the mission of the university. Knowledge cannot be advanced unless faculty and librarians have freedom to study and communicate ideas and facts, including those that are inconvenient to political groups or authorities, without fear of recrimination.”

Additionally, IU policy (UA-03) ensures the following:

**“INTELLECTUAL INQUIRY AND DEBATE”**

In determining whether discrimination, harassment and/or sexual misconduct has occurred and what type of remedy, if any, might be appropriate in a given case, the university will also consider the fact that free intellectual inquiry, debate, and constructive dialogue are vital to the university’s academic mission and must be protected even when the views expressed are unpopular or controversial. Accordingly, any form of speech or expressive conduct that is protected by state or federal law, including the First Amendment, is not subject to this policy.”

IU Policies Pertaining to Academic Freedom and Free Expression

- <https://policies.iu.edu/policies/ua-14-first-amendment-indiana-university/index.html>
- <https://policies.iu.edu/policies/ua-10-expressive-activity/index.html>
- <https://policies.iu.edu/policies/ua-19-event-management/index.html>
- <https://policies.iu.edu/policies/gr-01-contact-government-officials/index.html>
- <https://policies.iu.edu/policies/aca-32-academic-freedom/index.html>
- <https://policies.iu.edu/policies/lib-01-libraries-privacy/index.html>
- <https://policies.iu.edu/policies/aca-33-code-academic-ethics/index.html>
- [Discrimination, Harassment, and Sexual Misconduct: Policies: University Policies: Indiana University \(iu.edu\)](https://policies.iu.edu/policies/aca-32-academic-freedom/index.html)

Definitions, guidelines, and parameters used in determining which information in this section.

**IU Response:** IU included official policies and resources directly related to supporting intellectual freedom of faculty, defined as policies that address academic freedom, free expression, academic ethics, expressive activity and the First Amendment.

(6) A list and description of what the state educational institution does to ensure intellectual and ideological diversity of professors.

**IU Response:** Indiana University has a longstanding and robust shared governance and policy environment, aligned with the principles of academic freedom adopted by the AAUP, which outlines the related rights of academic freedom for faculty. Many of the policies listed above under Section 5 help establish an environment of freedom of inquiry and create an environment where diverse viewpoints are valued and protected.

Policies Supporting Faculty Intellectual and Ideological Diversity

- <https://policies.iu.edu/policies/aca-21-faculty-librarian-annual-reviews/index.html>
- <https://policies.iu.edu/policies/aca-37-faculty-librarian-tenure/index.html>
- <https://policies.iu.edu/policies/aca-38-faculty-librarian-promotion/index.html>
- <https://policies.iu.edu/policies/aca-32-academic-freedom/index.html>
- <https://policies.iu.edu/policies/ua-14-first-amendment-indiana-university/index.html>
- <https://policies.iu.edu/policies/ua-10-expressive-activity/index.html>

Definitions, guidelines, and parameters used in determining which information in this section.

**IU Response:** IU included official policies and resources directly related to supporting intellectual freedom of faculty, defined as policies that address: academic freedom, free expression, academic ethics, expressive activity, and the First Amendment.

(7) Definitions, guidelines, and parameters used in determining information included are noted in each section above.

## Indiana University - SEA 202 Employee Data

### a. FT and Tenured Professors

Tenured *Also includes administrative faculty that also hold an academic position*  
 Tenure Track *Also includes administrative faculty that also hold an academic position*  
 Non-Tenure Track *Includes full-time faculty in such positions as: lecturer ranks, clinical ranks, research rank faculty, as well as other employees with an academic appointment that may be operating in an administrative capacity.*

|                  | 2017  | 2018  | 2019  | 2020  | 2021  | 2022  | 2023  |
|------------------|-------|-------|-------|-------|-------|-------|-------|
| Tenured          | 2,389 | 2,408 | 2,475 | 2,476 | 2,421 | 2,465 | 2,298 |
| Tenure Track     | 1,052 | 1,038 | 974   | 947   | 941   | 991   | 982   |
| Non-Tenure Track | 3,124 | 3,294 | 3,307 | 3,405 | 3,462 | 3,820 | 3,858 |

### b. Adjuncts

*Part-time instructional faculty on a contract*

|  | 2017  | 2018  | 2019  | 2020  | 2021  | 2022  | 2023  |
|--|-------|-------|-------|-------|-------|-------|-------|
|  | 2,372 | 2,421 | 2,611 | 2,444 | 2,584 | 2,665 | 2,594 |

### c. Other Contingent Faculty

*Full-time, non-TT faculty hired on a contract basis, such as visiting faculty.*

|  | 2017 | 2018 | 2019 | 2020 | 2021 | 2022 | 2023 |
|--|------|------|------|------|------|------|------|
|  | 380  | 386  | 362  | 266  | 289  | 268  | 245  |

### d. Non Academic Support/Administrative Employees

*Includes full-time and part-time ("staff") non-academic/administrative employees*

|  | 2017   | 2018   | 2019   | 2020   | 2021   | 2022   | 2023   |
|--|--------|--------|--------|--------|--------|--------|--------|
|  | 11,667 | 11,868 | 11,902 | 11,898 | 11,343 | 11,469 | 12,013 |

|                     | 2017   | 2018   | 2019   | 2020   | 2021   | 2022   | 2023   |
|---------------------|--------|--------|--------|--------|--------|--------|--------|
| IU Total Employees* | 20,984 | 21,415 | 21,631 | 21,436 | 21,040 | 21,678 | 21,990 |

\* Source: Data submitted to IPEDS, matched to SEA 202 required categories.

Note: Beginning in Fall 2022, IU began reporting School of Medicine dually-employed IU Health faculty in the full-time, non-tenure track category. Previously these faculty had been excluded from our federally reported IPEDS data.