URGE Demographic Data for Montana State University

This is what was found by Department of Earth Sciences at Montana State University on demographic data (public and internal facing) as well as stated goals for representation, and/or proposals to collect and report demographic data.

- **The link(s) to demographic data at our organization are here:**
  - [https://www.montana.edu/opa/facultystaffindex/diversity/Faculty_Diversity.html](https://www.montana.edu/opa/facultystaffindex/diversity/Faculty_Diversity.html) - Organization, Company, University Current Staff/Student Demographics
  - [https://www.montana.edu/opa/students/enrollment/ethnicm.html](https://www.montana.edu/opa/students/enrollment/ethnicm.html)
  - Speaker data has not been tracked in the past.

- **How does your organization compare to others, or to the field as a whole?**
  - The Department of Earth Sciences at Montana State University compares well in terms of the gender balance among faculty. The Department does not do well in racial balance among faculty or students as compared to XXXX

- **Public goals on demographics or increasing representation:**
  - Are there general goals stated at your organization for achieving representation?

  MSU’s IChange team has committed to designing a plan to recruit and retain a more inclusive, diverse faculty. Our “Audacious Goal” is:

  “By 2040, MSU faculty will mirror the diversity of the student population.”

  We create a civil, supportive and respectful environment where difference and diversity are sources of strength.

  GOAL 1.1: Broaden access for underrepresented populations and increase academic success for all students through excellence in undergraduate education.

  GOAL 3.1: Increase mutually beneficial collaborations with Tribal nations and partners

  - Are there measurable goals stated at your organization for achieving representation?

  1. Enrollment of students who are economically disadvantaged, first generation, veterans, adult learners, individuals with disabilities and from underrepresented races and ethnicities will increase in each group’s share of the student body by two points by 2024.
Suggested additional goals for your organization:

- Provide support for departments to ensure diverse applicant pools and to make diverse hires.

**Policy or proposed policy for collecting demographic data at your organization:**
Our campus uses the common data set for comparisons with other campus but otherwise there is no published policy. “The Common Data Set (CDS) was developed through collaboration among publishers of college guides, colleges and universities, representatives of higher education organizations, high school counselors, and the National Center for Education Statistics. Many of the items and definitions in the Common Data Set will be used on the fall surveys of several major publishers. The goal of the CDS is to improve the comparability of data reported by colleges and to ease each institution's burden by asking questions in a standard way on numerous surveys. We are making our response to the Common Data Set available online to show how we reported these data.”

**What did you learn about other organizations (or in general) while investigating demographic data?**

- MSU is just beginning the process of collecting demographic data beyond what appears on student applications/enrollment and faculty payroll/hiring data.
- [https://diversity.ldeo.columbia.edu/seminardiversity](https://diversity.ldeo.columbia.edu/seminardiversity) - Increase diversity in seminars
- [https://www.nature.com/articles/d41586-019-03784-x](https://www.nature.com/articles/d41586-019-03784-x) - No all-male panels