Session 3 Deliverable: Demographic Data for CSUN (Biology and Geology)

This is what was found by CSUN Bio and Geosciences pod at California State University Northridge 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.csun.edu/counts/standard.php](https://www.csun.edu/counts/standard.php) - (public) CSUN Staff/Student Demographics 1993-Present
  - [https://csusuccess.dashboards.calstate.edu/public/dashboard-index](https://csusuccess.dashboards.calstate.edu/public/dashboard-index) - (internal, faculty only) CSUN Student Demographics, 2005-Present, includes
  - [https://www.csun.edu/science-mathematics/geology/Colloquia](https://www.csun.edu/science-mathematics/geology/Colloquia) - Link to Geological Sciences invited speakers this semester (don't have data for past speakers)
  - No working links to Biology Colloquia information
  - All raw demographic data at our organization is public, but not always easily displayed. Student success data, including graduation rates and failure/withdrawal rates are internally available, but not to students.

- **How does your organization compare to others, or to the field as a whole?**
  - Creating and Promoting Gender Equity and Diversity in Professional Geological Societies - [https://eartharxiv.org/repository/view/2060/](https://eartharxiv.org/repository/view/2060/)
    - At CSUN: CSUN is a HSI (Hispanic Serving Institution) and AANAPISI (Asian American, Native American, and Pacific Islander Serving Institution). The student body at the university is 22% white and 51% Hispanic/Latino (56% URM). However, the faculty is 61% white and 12.5% Hispanic/Latino. In the CSUN College of Science and Math, the demographic breakdowns are similar. The Geological Sciences and Biology Departments serve a smaller proportion of BIPOC students (undergrad and grad), the disparities in representation between students and faculty are even greater.
    - In the Geological Sciences Department: The geological sciences department has had success hiring and retaining female faculty (similar to the field in general), but the faculty is ~80% self-identified white. Underrepresented minority students are also underrepresented in our major (48%) relative to CSUN as a whole.
    - In the Biology Department: Similarly, the Biology Department has >40% female faculty, but is also overwhelmingly (77%) white. The undergraduate population is 25% white and 50% Latino.

- **Public goals on demographics or increasing representation:**
○ Are there general goals stated at your organization for achieving representation?
  ■ Graduation Initiative 2025 is a CSU-wide “plan to increase graduation rates, eliminate equity gaps in degree completion and meet California’s workforce needs” ([https://csun.edu/student-success/gi-2025](https://csun.edu/student-success/gi-2025))

○ Are there measurable goals stated at your organization for achieving representation?
  ■ CSUN’s campus-specific proposal for Graduation Initiative 2025 is apparently not publicly available.
  ■ No quantitative goal for increasing diversity of tenure-track faculty in terms of numbers expected and time frame for achievement.

○ Suggested additional goals for your organization:
  ■ Goal 1: Make CSUN’s GI 2025 proposal publicly available to evaluate progress towards stated quantitative goals.
  ■ Goal 2: Increase the proportion of BIPOC graduate students in the College of Science and Math
  ■ Goal 3: Increase the proportion of BIPOC faculty in the College of Science and Math

● Policy or proposed policy for collecting demographic data at your organization:
  ○ [https://www.csun.edu/counts/survey_data.php](https://www.csun.edu/counts/survey_data.php) - This link describes how survey data are collected for the CSUN Counts dashboards.

● What did you learn about other organizations (or in general) while investigating demographic data?
  ○ In general CSUN collects and makes public much valuable demographic data on faculty and students.
  ○ The disparity between student and faculty demographics in the CSUN College was striking. At each increase in academic level (undergraduate, graduate, faculty), the percentage of BIPOC decreases.