URGE Demographic Data for Princeton University, Department of Geosciences & Program Atmospheric and Oceanic Sciences

This is what was found by the Princeton URGE Pod at Princeton University on demographic data (public and internal facing) as well as stated goals for representation, and/or proposals to collect and report demographic data.

- **Undergraduate Statistics**
  - **Geosciences**
    - 2009-2019 (cumulative totals)
      - 63% students identified as white
      - 13% students identified as Asian
      - 5% students identified as Black
      - 5% students identified as Hispanic
      - 1% students identified as Native American
      - 0% students identified as Native Hawaiian / Pacific Islander
      - 4% students identify with two or more races
      - 6% students identify as International
      - 2% students did not disclose their race/ethnicity
    - 2019
      - 48% of students identified as women
      - 33% of students identified as Asian, Black, Hispanic, Native American, Native Hawaiian / Pacific Islander, or Multiracial
  - **Princeton University**
    - 2020 (total 4688 enrolled for Fall Semester)
      - 51% of students identified as women
      - 39% identified as White, 28% as Asian, 10% as Black, 11% as Hispanic, 6% as 2 or more races, and 4% did not self-identify.
      - Overall, the percentage of self-identifying White undergraduates has steadily decreased, with a 10% decrease compared to 2010, while the shares of Asian, Black and Hispanic-identifying students has increased.
      - From 2010-2015, the percentage of White-identifying students remained stable, and the increase in the shares of Asian, Black and Hispanic-identifying students could be attributed to a simultaneous decrease in the share of non-self-identifying students.
      - However, post-2015, when the percentage of non-self-identifying students has remained stable, a decrease in the percentage of
White-identifying students occurred together with an increase in the percentages of Asian, Black and Hispanic-identifying students.

- The decrease in the share of White-identifying students of 10% from 2015 to 2020 is roughly divided across the other categories (1-2% increase in Asian, Black, Hispanic, Mixed-Race and non-identifying students).

  - Source: Diversity Dashboard (screened by Primary Ethnicity, Undergraduate Student)
  - One interesting thing to note about the Diversity Dashboard data is that international students are not a separate category. They are also included in the racial/ethnic demographics.

**Graduate Statistics**

- **Geosciences:** Statistics on race/ethnicity of graduate students enrolled in GEO can be found [here](#). Summary from 2009 to 2019:
  - ‘White’ has decreased from 45% to 43%.
  - ‘Asian’ has increased from 3% to 10%.
  - ‘Black’ has increased slightly from 0% to 3%.
  - ‘Hispanic’ has not changed (3%).
  - ‘Two or more races’* has increased slightly from 0% to 3%.
  - ‘International’** has decreased from 48% to 38%.

  - Note, the numbers listed above are significantly different from the reported doctoral completions in 2018 ([link here](#)), where 91% of awarded doctoral degrees are to students that identify as white. Both links are from the Geoscience diversity [web page](#) under department demographics.

- **AOS:**
  - ‘White’ has decreased from 50% to 35%.
  - ‘Asian’ has not changed (0%).
  - ‘Black’ has not changed (0%).
  - ‘Hispanic’ slightly increased from 0% to 6%.
  - ‘International’ has increased from 50% to 53%.

- **More AOS:**
  - From 2004/2005 to 2017/2018 ([link here](#)):
    - 37 students received PhDs in AOS, of which:
      - 48.6% were US citizens/permanent residents and
      - 51.4% were international students
      - Of the US students receiving PhDs:
        - 88.9% were white
        - 11.1% were Asian
No US citizen Black, Hispanic, Native American, Native Hawaiian/Pacific Islander students received PhDs during this period

- Full breakdown of international students’ race/ethnicity is not available

Princeton University: Statistics on race/ethnicity as reported to the US department of Education (link to excel file). Summary of statistics on degree seeking graduate students from 2010 to 2020.

- ‘White’ has decreased from 41% (n=1043) to 33% (n=1001).
- ‘Asian’ has increased from 6% (n=154) to 9% (n=278).
- ‘Black’ has no significant changes (3%, n=72 to 86).
- ‘Hispanic’ has increased from 3% (n=82) to 7% (n=209).
- ‘International*’ has increased from 37% (n=942) to 41% (n=1258).
- ‘Two or more races’** has increased from 2% (n=40) to 3% (n=91).
- ‘Not self-identified’ has decreased from 8% (n=214) to 5% (n=142).

*To protect small cell sizes, ‘Native Hawaiian/Pacific Islander’ and ‘Native American’ are both included under ‘two or more races’. **Individuals holding a temporary resident visa are reported as ‘International’, regardless of their response to the Hispanic ethnicity and race questions

Postdoc Statistics

Geosciences:

- 2009-2019 (cumulative percent)
  - 65% postdocs identified as white
  - 30% postdocs identified as Asian
  - <1% postdocs identified as Black
  - <1% postdocs identified as Hispanic
• 0% postdocs identified as Native American
• 0% postdocs identified as Native Hawaiian / Pacific Islander
• 1% postdocs identify with two or more races
• 2% postdocs did not disclose their race/ethnicity

■ 2019
• 40% of postdocs identified as women

Source: Human Resources Employee Census File (screened Geosciences: Postdoc Fellow/Associate).

○ AOS:

■ 2009-2019 (cumulative percent)
• 20% postdocs identified as white
• 5% postdocs identified as Asian
• 0% postdocs identified as Black
• 0% postdocs identified as Hispanic
• 0% postdocs identified as Native American
• 0% postdocs identified as Native Hawaiian / Pacific Islander
• 2% postdocs identify with two or more races
• 72% postdocs identify as International
• <1% postdocs did not disclose their race/ethnicity

■ 2019
• 42% of postdocs identified as women

■ More AOS (source: Inclusive Princeton. In 2019:

• Overall statistics
  ○ 73% of postdocs are international
  ○ 24% US citizens
  ○ 4% unknown
  ○ Of the US citizens:
    ■ 33% are white
    ■ 50% are Asian
    ■ 17% two or more races

• A more detailed breakdown of the race/ethnicity of international postdocs is not available.
• There have been no US citizen Black, Hispanic, Native American, Native Hawaiian/Pacific Islander postdocs in AOS since 2009.

Source: diversity dashboard at Inclusive Princeton (here)

■ 34% of postdocs identified as White
■ 56% as Asian/Black/Hispanic/Native American/Native Hawaiian Pacific Islander/Multiracial
Princeton University: In 2020, 35% of postdocs identified as White, 29% as Asian, 4% as Hispanic, 1% as Black, 1% as Multiracial, and 30% unknown/no response. Since 2010, the percentage of postdocs identified as White has declined, but this decline has largely been due to an increase in unknown/no response. The proportion of Asian, Black, Hispanic, and Multiracial postdocs have varied by ±1% from their 2020 percentages in every year since 2010. Source: Diversity Dashboard (screened by Primary Ethnicity, Postdoc Fellow/Associate)

Faculty Statistics
- Geosciences: In 2019, of 17 tenured/tenure-track faculty, 0 (0%) identified as black, native American, native Hawaiian/Pacific Islander, Multiracial, or unknown; 1 (6%) as hispanic; 2 (12%) as Asian; 14 (82%) as White.
- AOS: Since faculty are mostly either PU tenure track professors in Geosciences, or federal employees, no statistics available (from dept demographics on Inclusive Princeton) for AOS faculty as a whole.
- Princeton university: in the academic year 2020-2021, 80% of full professors identify as white, 10% Asian, 4% Black, and 2% Hispanic. Assistant professors, 55% identify as white, 17% Asian, 7% Hispanic, and 4% Black (18% Unknown).
  - Source: Link (excel file) with statistics on faculty/academic diversity (DOFs) as reported to the US department of education
  - Summary of statistics on tenure/tenure-track faculty from 2010 to 2020:
    - ‘White’ has decreased from 82% (n=607) to 71% (n=585).
    - ‘Asian’ has increased slightly from 9% (n=65) to 10% (n=85).
    - ‘Black’ has no significant change over the last 10 yeat (4%, n=26 to 30).
    - ‘Hispanic’ has increased slightly from 3% (n=20) to 4% (n=31).
    - ‘International’ has increased from 2% (n=18) to 6% (n=47).
‘Two or more races’ has no significant change <1% (n=2 to 4).
‘Not self-identified’ has increased from 0 to 5% (n=0 to 41).
*Individuals holding a temporary resident visa are reported as ‘International’, regardless of their response to the Hispanic ethnicity and race questions.

**Princeton University Employee Diversity Dashboard**

- Select Demographic: Federal Race/Ethnicity
- Employee Type: **All**
- Dean of the Faculty Group: Visiting Faculty / Staff
- Show Mark Labels: No

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- **The link(s) to demographic data at our organization are here:**
  - Organization, Company, University Current Staff/Student Demographics:
    - [Link] - Geosciences Department demographics, listed under “Departmental Demographics.” Department demographic information does not appear to be public but the Geosciences department has made it public.
    - 2010-2020 data at Princeton [Demographic Dashboard](https://inclusive.princeton.edu/about/demographics) (Undergraduate data under “Student Chart”, Faculty/Postdoc/Staff under “Employee Chart”. The raw data (excel sheets) reported to the US department of education can be found [here](https://inclusive.princeton.edu/about/demographics)).
  - Link to Princeton Demographics [here](https://inclusive.princeton.edu/about/demographics)
  - Analysis of past invited speaker demographics
○ If data are not collected, what is the reason?

● 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/
  ○ Compared to field as a whole, more diverse wrt gender and race/ethnicity, especially for students.
  ○ GEO compared to average of other departments at Princeton:
    ● Undergraduates: less racially diverse, same gender diversity
    ● PhDs: same racial diversity, more gender diversity
    ● Postdocs: same or more racial diversity (30% unknown), more gender diversity (but gender diversity is still bad among postdocs)
    ● Faculty: less racially diverse, less gender diversity
      ○ Racial diversity of ALL geoscience faculty (82% White) is worse than that of only tenured faculty across the university (80% White)
  ○ Interestingly, there are more BIPOC students in the graduate population (48%) than the undergraduate population (%33), implying that Princeton should be doing a better job to recruit diverse undergraduates into the geosciences.
  ○ Princeton geosciences has basically reached gender parity among undergraduates and graduate students. The faculty and postdocs still have a large male bias, especially the faculty.
  ○ Gender
    ■ Undergrads - 48% female
    ■ Graduate students - 48% female
    ■ Postdocs - 40% female
    ■ Tenured/Tenure-Track Faculty - 29% female
  ○ Race/ethnicity
    ■ Undergrads - 63% White (fluctuated between. 44-79% since 2009), no international students.
    ■ Graduate students - 43% White, 38% international (from 2009-2016, international students exceeded White students)
    ■ Postdocs - 52% White, 40% Asian (did not list international status)
    ■ Tenured/Tenure-Track Faculty - 82% White. 3 out of 17 faculty are non-White (Asian/Hispanic).

● Public goals on demographics or increasing representation:
○ Are there general goals stated at your organization for achieving representation?
  ■ For example: “We strive to reach a diverse applicant pool.”
  ■ **AOS’s statement on DEI**: “We desire and celebrate diversity, and we know that a more diverse and inclusive community is stronger, more resilient, and better able to produce fundamental scientific advances and to effectively communicate to the global community.”
  ■ **GEO’s statement on DEI**: “The Diversity Committee is devoted to promoting access, increasing diversity and fostering inclusivity within the Department of Geosciences at Princeton University.”
  ■ From the “Search Officers Guide”:
    ● “Princeton actively seeks students, faculty, and staff of exceptional ability and promise who share in our commitment to excellence in teaching and scholarship, and who will bring a diversity of viewpoints and cultures. By incorporating a broad range of human experiences and a rich variety of human perspectives, we enlarge our capacity for learning, enrich the quality and texture of campus life, and better prepare for life and leadership in a pluralistic society.” -Princeton’s Statement on Diversity and Community”
    ● Search officers are appointed for each department to encourage recruitment of a broad and diverse pool of applicants for faculty/researcher appointments, and verify that the search follows university guidelines and includes good faith efforts to meet the University’s diversity-related objectives.
  ■ From the grad school: “The Graduate School is committed to identifying and engaging talented students from all backgrounds to pursue master’s and doctoral degrees at Princeton University.”
○ Are there measurable goals stated at your organization for achieving representation?
  ■ For example: “We will ensure at least 3 of our board members are from underrepresented/underserved groups.”
    ● PU lawyers would never allow such wording in my experience.
○ Suggested additional goals for your organization:
  ■ Goal 1: …

- **Policy or proposed policy for collecting demographic data at your organization:**
  ○ Link - How data are collected, reported, tracked, and utilized in decision making.
  ○ OR proposed policy for collecting, reporting, tracking and utilizing demographic data.

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