

ORGANIZATIONAL DEMOGRAPHIC DATA VIRGINIA INSTITUTE OF MARINE SCIENCE / WILLIAM & MARY

The following was found by the VIMS/W&M URGE Pod on demographic data (public and internal facing), as well as stated goals for representation, and/or proposals to collect and report demographic data at both VIMS and W&M.

I. LINKS TO DEMOGRAPHIC DATA

- **William & Mary:** [Office of Institutional Research - Faculty and Staff Fact Book](#) (note: accessible only to VIMS/W&M faculty & staff)
- **William & Mary:** [Undergraduate Class of 2024 Admissions](#)
- **William & Mary:** [Office of Institutional Research](#)
- **VIMS:** [Diversity Report 2016](#) (p. 5-6)
- **VIMS Student Demographics:** publicly available data includes only applicant statistics (*i.e.*, number admitted); database of student demographics (1992-present) is available internally from School of Marine Science as part of a private alumni database; some data available on p. 50-51 of [Diversity Report 2016](#)
- **VIMS invited speaker demographics:** recent data available from faculty seminar organizers; longer-term (2006-2016) records are found on p. 67 of [Diversity Report 2016](#)
- **Geology Department invited speaker demographics:** data available from Geology Department “GeoSeminar” faculty organizer
- Reasons why data may not be collected:
 - Not prioritized: not enough time and resources for VIMS to create a report. EX: needs interviews, time from the faculty to create it.
 - Tough bureaucracy to retrieve demographic data. ex: committee demographics.

II. COMPARISON OF WILLIAM & MARY AND VIMS TO OTHER INSTITUTIONS, OR TO THE GEOSCIENCES / MARINE SCIENCE FIELD AS A WHOLE

- W&M has a column for comparisons with other institutions on the [Student Diversity Dashboard](#), but these data are not completed.
- Pages 54-55 of the [Diversity Report 2016](#) provide a comparison of PhD Completions in Marine Science from IPEDS for years 2009 – 2013, including VIMS. Note that W&M/VIMS graduated 2 African American PhD students, which equaled 10.5% of the Black PhDs in marine science during the period covered. Both were supported by the *Hall Bonner Program*.
- Pages 38-43 of the [Diversity Report 2016](#) provide a comparison of VIMS with other similar institutions for 2014 Faculty composition for “instructional staff with faculty status” from IPEDS.
- Additional note: Atwa (2017) Geology Senior Thesis: *Diversity in the Geosciences: An Investigation of Four-Year Institution Completion Rates by Gender and Race*

III-A. PUBLIC GOALS ON DEMOGRAPHICS & INCREASING REPRESENTATION (WILLIAM & MARY / GEOLOGY DEPARTMENT)

- [William & Mary Diversity Plans](#) (note that this is an incomplete list of links)
- **General goals stated for achieving representation:**
 - *“We will actively recruit faculty of color. We will ensure a diverse set of speakers, including Black geoscientists, for department seminars.”* (W&M Geology’s Commitment to Anti-Racism)
 - *“The Geology Department is committed to attracting and retaining faculty that are underrepresented in STEM higher education in the United States. We aim to grow our faculty to enhance diversity by recruiting and proactively searching for potential diversity hires.”* (W&M Geology Diversity Plan 2018)
 - *“The Geology Department is committed to attracting more students from underrepresented groups into the department community and mentoring those students to earn a Bachelor’s degree in Geology.”* (W&M Geology Diversity Plan 2018)
 - *“The Geology Department is committed to creating a climate within our community that is as welcoming and inclusive as possible. Both the department and campus climate influence our ability to retain exceptional faculty and staff as well as to attract, retain, and graduate high-achieving diverse students. We define an inclusive and a welcoming departmental environment as one that fosters intellectual curiosity, is respectful of different ideas, and encourages collaborative problem-solving among all students and faculty.”* (W&M Geology Diversity Plan 2018)
- **Measurable goals stated for achieving representation:**
 - *“Hire a tenure-eligible Geology faculty from an underrepresented minority in the next 2 to 3 years (by 2020).”* (W&M Geology Diversity Plan 2018)
 - *“By 2021, the Geology Department graduates will more clearly reflect the overall diversity of the College’s undergraduate population. Specifically, we aim to graduate $\geq 7\%$ African Americans and $\geq 7\%$ Hispanics by that time. Currently, the Geology Department is graduating 25 to 35 majors/year, by 2021 we aim to graduate at least 4 to 5 students/year from underrepresented groups.”* (W&M Geology Diversity Plan 2018)
 - *“In the Spring of 2018, the Geology Department will conduct a community survey to better understand our department climate. We will then evaluate the results and make specific steps to improve our overall department climate. We will partner with departmental, campus, and national groups to demonstrate our commitment to growing a more diverse and inclusive department.”* (W&M Geology Diversity Plan 2018)

III-B. PUBLIC GOALS ON DEMOGRAPHICS & INCREASING REPRESENTATION (VIMS)

- [VIMS Diversity & Inclusion Plans](#) and the [Diversity Report 2016](#) include both general and measurable goals. Examples are given below:
 - Cluster hire underrepresented faculty and or/postdocs
 - Attract, develop, and retain increasingly diverse administrators, faculty, students and staff
 - Reach an increasingly diverse audience with education programs and outreach services
- **Suggested additional goals for VIMS:**
 - Having diverse search committees (career stages, gender, race, etc.)
 - Keep the implicit bias training requirement (including non-voting members)
 - Continue to submit budget requests to the General Assembly to fund diverse post-doc “pipeline” positions
 - Requiring hiring processes only to move forward if it includes sufficient diversity in applicants

IV. POLICIES FOR COLLECTING DEMOGRAPHIC DATA

- **William & Mary:** data collected by [Office of Diversity & Inclusion](#).
- **Geology Department:** data collected by Diversity Committee composed of faculty. Infrequent collection.
- **VIMS:** students self-identify in at least two points in the admission process, though there are data discrepancies between what is officially reported by W&M and self-reporting by prospective students to VIMS
- Contact for questions about data presented in the Fact Book: ir@wm.edu

V. LESSONS LEARNED ABOUT OTHER ORGANIZATIONS (OR IN GENERAL) WHILE INVESTIGATING DEMOGRAPHIC DATA

- **W&M Geology and VIMS:**
 - Make sure to host a collection of seminar speakers that includes a nice mix of male, female, and non-binary speakers as well as speakers from underrepresented races.
 - At VIMS, provide grad students with information about how to connect with diverse groups or support within the larger W&M community; this can be part of the Student Catalog, where information is presented on Gloucester Point surroundings
 - Host W&M professors willing to present more JEDI context of science and/or guest speakers who have these perspectives.
- **W&M and VIMS Overall:**
 - Be sure that committees, hiring boards and other administrative groups are composed of members with a wide range of races and are not dominated by one gender in particular.