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URGE Deliverable #3: Statistical Analyses of Program and its History

Background:

The Geoscience major at Franklin & Marshall College falls within the Department of Earth and Environment. This department evolved out of the Geology Department when two majors were added: Environmental Science, and Environmental Studies. We are interested in knowing something about our institution, about our department overall, and about the 3 majors in our department.

- **The link(s) to demographic data at our organization are here:**

Data Request forms: The following links are forms used by the F&M Community only. To access these forms, you'll need to be logged into an F & M Google account in the same browsers. Those links can be found here:

<https://www.fandm.edu/academics/institutional-research>

To submit a request for F&M Data:

https://docs.google.com/forms/d/1wScwggq0ep0Ga6sEf_wLTR4Po6jwOjXz42B4jMbytRMs/viewform?edit_requested=true

A request was submitted by Katherine Garcia on March 4, 2021

To submit a request to use F&M's network resources for survey-related purposes:

https://docs.google.com/forms/d/13LVyVTxOKIdmkIUFNCV8D2gXeB_VFrgL34Eu5RPYM-8/viewform?edit_requested=true

Goal: If the data for department/Geosciences is not available, our goal is to create a survey (possibly anonymous - optional) required by all majors or students enrolling into the classes to submit. This option could be offered during the EXIT survey/SPOT forms.

Data by department:

This is a google folder created/owned by F&M where demographic data can be readily available (See link below):

https://drive.google.com/drive/u/1/folders/0B42uoy-l_R4rfkOwY29rVVBYYOGhkOw4zOFBEYWFmNUZxcjUwdkdmYXJZVTRzd0IHdTdaX1U

Institution Mission and Objectives

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The core mission of Franklin & Marshall's Office of Institutional Research (IR) is to provide reliable, consistent, and comprehensive data and analyses to support the College's strategic initiatives and decision-making. This includes current, historical, and longitudinal data as well as comparisons to peer institutions and national standards (See link below)

- <https://www.fandm.edu/academics/institutional-research>
 - <https://www.fandm.edu/about/facts> The link depicts institutional information, such as demographics, countries represented etc.
 - <https://www.fandm.edu/admission/meet-the-new-class> - Our institution collects yearly data, each entering class is highlighted upon commencement. The link provides First-year facts of the students in the class of 2024. A bar graph on the web link breaks down the demographics of the class of 2024.

Organization, Company, University Current Staff/Student Demographics: The college factual website provides demographic information of diversity on the F&M.

- <https://www.collegefactual.com/colleges/franklin-and-marshall-college/student-life/diversity/#:~:text=This%20college%20is%20ranked%20at,1%2C041%20males%20and%201%2C268%20females.->

What are the demographics we would like to learn about at F&M?

- Use the major demographics to formulate a data analysis if not yet created. This could be created on an excel spreadsheet with the following subsections. The information in the sub-sections should be available from F&M data.
- This could also be tackled by a voluntary climate survey directed towards just ENE majors if the information is not accessible.
- Race, ethnicity
- Family income - socioeconomic status
- Gender identity
- Families' educational attainment
- LGBTQ+ (Sexual orientation identity)
- % of students on financial aid
- % of students on work study
- Age
- Religion ?

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- Hometown: Hometown demographics, languages spoken, diversity of hometowns
- **How does your organization compare to others, or to the field as a whole?**
 - As an institution we do have some statistics that elaborate on the diversity of the campus. We also have a platform :<https://www.fandm.edu/diversity-and-inclusion> where students are able to read about the efforts the school is making to make the campus inclusive overall.
 - We are missing data specific to our department and to the Geoscience major. It would be good to delineate which data points in particular we'd like and develop a way to consistently acquire this data and evaluate it as a department.
 - We are missing a DEI statement/resource on our department web pages. It is important to include this information so that prospective students and prospective majors can easily learn something about representation and initiatives related to DEI
 - We do pretty well in terms of gender balance among our geology faculty
 - We enact similar types of marginalization as other comparable institutions
 - We have a lot to learn and understand about our department, and would like to dedicate faculty, student, and staff time to conduct a deeper dive into the data and analysis of data so that we might better understand strengths and growth areas, set measurable goals, and benchmark progress.
- For comparison, refer to:
 - AGI - "Diversity in the Geosciences – a Look at the Data and the Actions of the Community"-<https://www.americangeosciences.org/webinars/diversity-geosciences-look-data-and-actions-community>
 - Creating and Promoting Gender Equity and Diversity in Professional Geological Societies - <https://eartharxiv.org/repository/view/2060/>.



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- **Public goals on demographics or increasing representation**

Statement of Institutional Commitment

Franklin & Marshall vigorously asserts its commitment to eliminating racism and all forms of discrimination and to building an anti-racist culture on our campus. We will nurture the momentum that gained strength with student voices in protest on our campus in fall 2019. We acknowledge that our students and alumni have not enjoyed the freedom from racism and discrimination, on our campus or in our world, that they unreservedly deserve. We declare, unequivocally, that Black Lives Matter. Our hearts are with all those in our nation and in our extended F&M community who have suffered and continue to suffer; with those who feel frustration, pain, and fear; and with those who are living in the hope that human beings can band together to create a better world for all.

As members of the Franklin & Marshall community, we all share deep and mutual responsibility for our engagement, actions, and accountability. Together, we will continue to do the work to make F&M a truly welcoming and inclusive campus for all, and we will settle for no less.

Provost's Office Resources for Diversity, Inclusion, and Equity

- <https://www.fandm.edu/diversity-and-inclusion/faculty-and-staff-diversity-initiatives/provost-s-diversity-inclusion-and-equity-initiatives>

The Provost's office at F&M college oversees several initiatives to improve diversity, inclusion, and equity on our campus. The goals are to recruit and retain faculty from diverse backgrounds and to effect broader cultural change through faculty and curricular development related to include pedagogy across the disciplines.

F&M's Faculty and Professional Diversity, Inclusion and Equity Initiatives

- <https://www.fandm.edu/diversity-and-inclusion/faculty-and-staff-diversity-initiatives>

Several initiatives to improve diversity, inclusion, and equity at F&M are underway in order to continue to offer an excellent liberal arts education. Faculty and professional staff are spearheading activities to recruit and retain faculty from diverse backgrounds and promote

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inclusive pedagogies across the disciplines. Our overarching goal is to effect broader cultural change to create an environment of inclusion and respect that permeates our campus community.\

- <https://www.fandm.edu/college-policies/technology/privacy-policy>

- **Policy or proposed policy for collecting demographic data at your organization:**

Data Analysis, Reports and Presentation

- <https://www.fandm.edu/opinionresearch/data-analysis-reports>

Once all data are gathered, we perform a comprehensive analysis of findings in order to answer your project's research questions. Most often, we analyze data that we have collected. Sometimes, however, organizations approach us to help them understand data that they have collected themselves. For much of our analysis, we use a software program called the Statistical Package for the Social Sciences (SPSS).

In order to collect data we need to follow the F&M privacy policy:

- <https://www.fandm.edu/college-policies/technology/privacy-policy>

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

How we need to collect information:

- Collect data → implement policies to prevent racism and racial discrimination but more importantly implement policies so that individual know how to respond to incidents → Ongoing monitoring (What are we seeing?) → Evaluate (What worked and what didn't? How can we fix it/make it better? How did the public react to it? Positive or negative?)