

## URGE Demographic Data for Midwestern State University

This is what was found by Kimbell School of Geosciences Pod at Midwestern 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. This week's discussion has encouraged us to collect and utilize student demographic data regularly.

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

- *Midwestern State University Institutional Effectiveness Dashboard - breaks down demographic data for university by race, gender, etc.:*  
<https://msutexas.edu/institutional-effectiveness/dashboards.php>
- *McCoy College of Science, Math and Engineering, 2018 data (student study "Examining Diversity and Inclusion in STEM Participation and Instruction"):*  
<https://drive.google.com/file/d/1-TdzFyytnTjg53S8sRopisre7Gua7w23/view?usp=sharing>

CLASSIFICATION	Percent female	Percent minority	Percent international
MSU	60.5	47.6	15.2
MCOSME	41.8	37.5	22.0
GEOS	41.4	27.1	25.7

Indicates greater than MSU value
Indicates less than MSU value

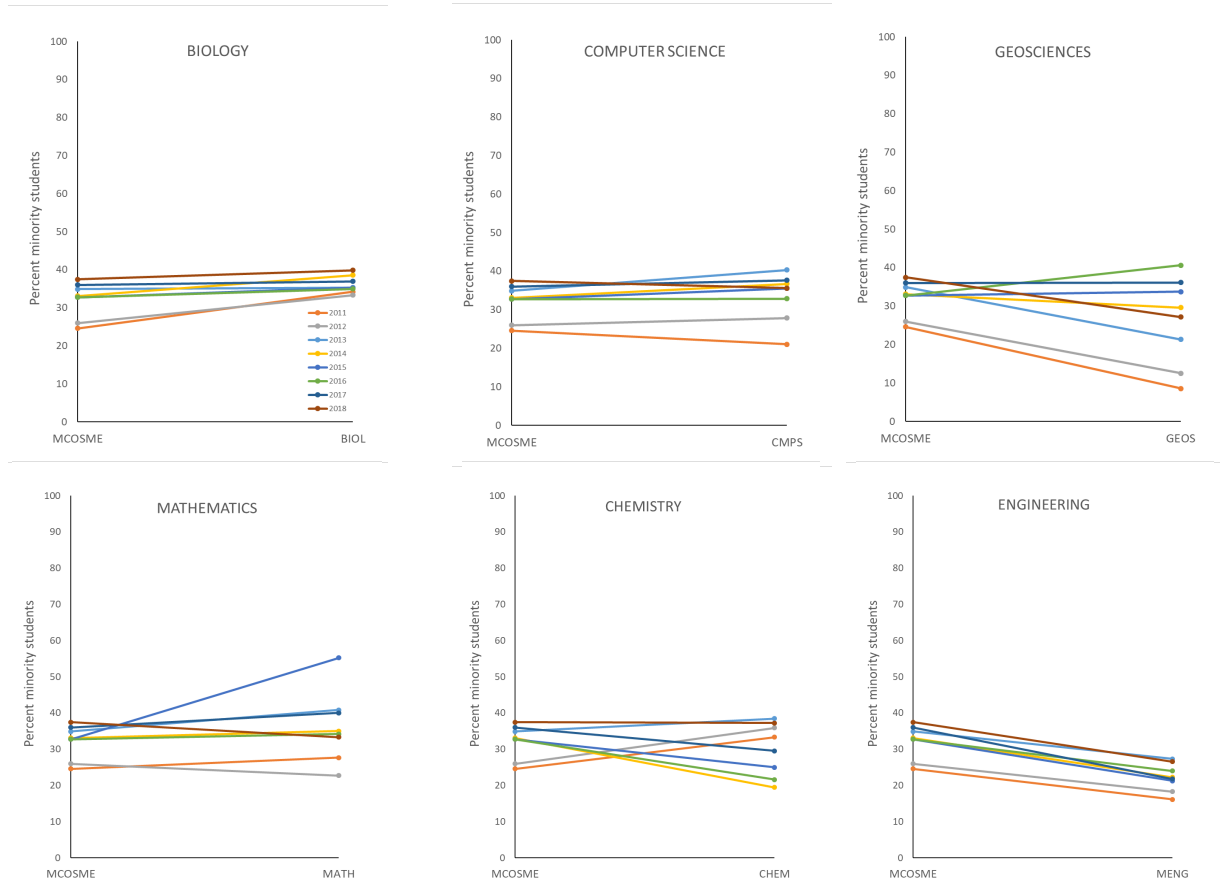
- *Analysis of past invited speaker demographics for the Kimbell School of Geosciences. This data was not previously collected but is compiled in the below spreadsheet:*  
<https://docs.google.com/spreadsheets/d/1eFPvrXy6rJs372-OrK7zGWI2mL2FvKyY8FLsVWb5M2w/edit?usp=sharing>

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- **How does your organization compare to others, or to the field as a whole?**

Data from 2018 student study:

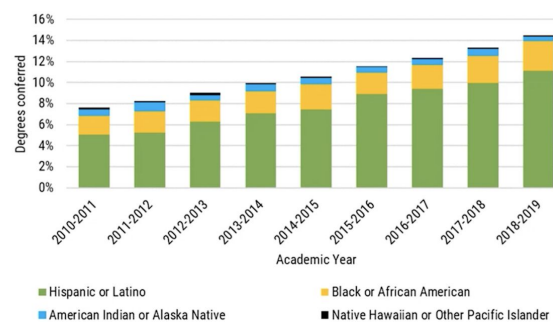
- Percentage of minority students in Kimbell School of Geoscience is lower than national average and McCoy College of Science, Math and Engineering average



## US Undergraduate Geoscience Degrees All Underrepresented Populations

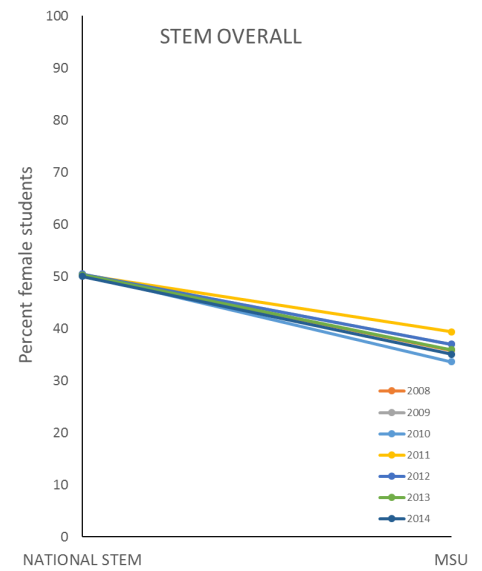
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Geoscience Bachelor's degrees awarded to underrepresented minorities

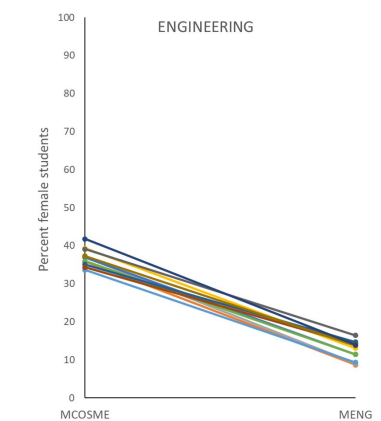
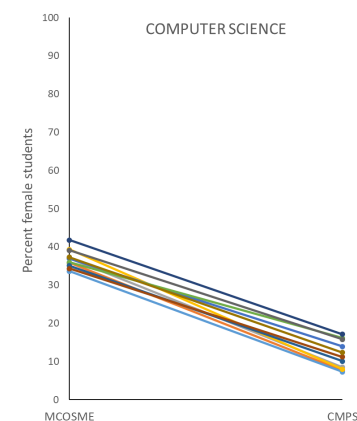
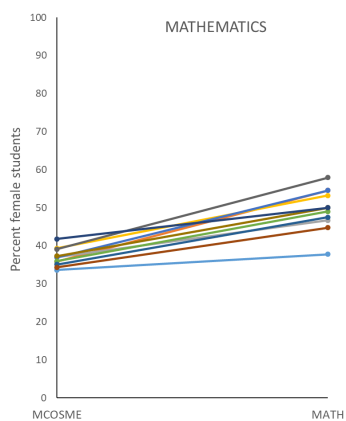
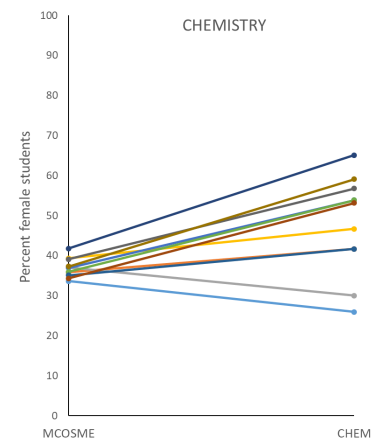
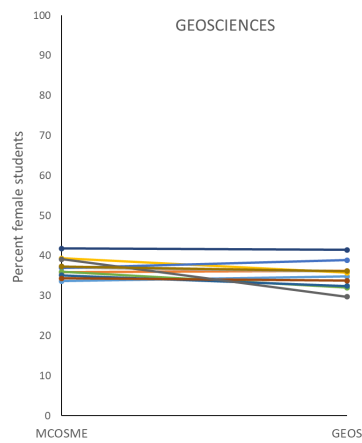
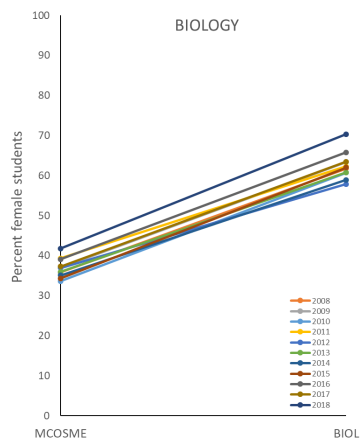


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- Percentage of female students is lower than national, but varies by discipline



- Percentage of female students in Kimbell School of Geoscience is at or below the McCoy College of Science, Math and Engineering average



- **Public goals on demographics or increasing representation:**
  - Suggested goals for your organization:
    - Incremental increase of non-international minority students by 5% over 5 years
      - As part of overall planned departmental growth of 20%
    - Increase representation in seminar speakers (at least one underrepresented/minoritized speaker per year)
    - Creation of culturally responsive groups for geoscience and STEM students more broadly
- **Policy or proposed policy for collecting demographic data at your organization:**
  - Proposed policy for collecting, reporting, tracking and utilizing demographic data.
    - Compile data when students apply to program
    - Compile data on the 12th day of each long semester going forward - will give baseline and set target goals
      - Evaluate to make sure students are represented and supported with culturally responsive groups (e.g. GeoLatinas, NABG)