

The objective of this document is to compile the last 5 to 10 years worth of demographic data for the University of Arkansas (UA) as a whole (referred to as “Total University”) and at the departmental level for the Department of Geosciences (GEOS).

Demographic Data for University of Arkansas (U of A)

Total University student enrollment

Online access to U of A student demographics found [here](#).

Gender: Enrollment at UA has been rising since 2010 to ~ 30,000 students. Until 2014, male students made up the majority of enrolled students. In 2015, female students made up the majority of enrolled students. For reference, the gender make-up of Arkansas is 51% female, 49% male.

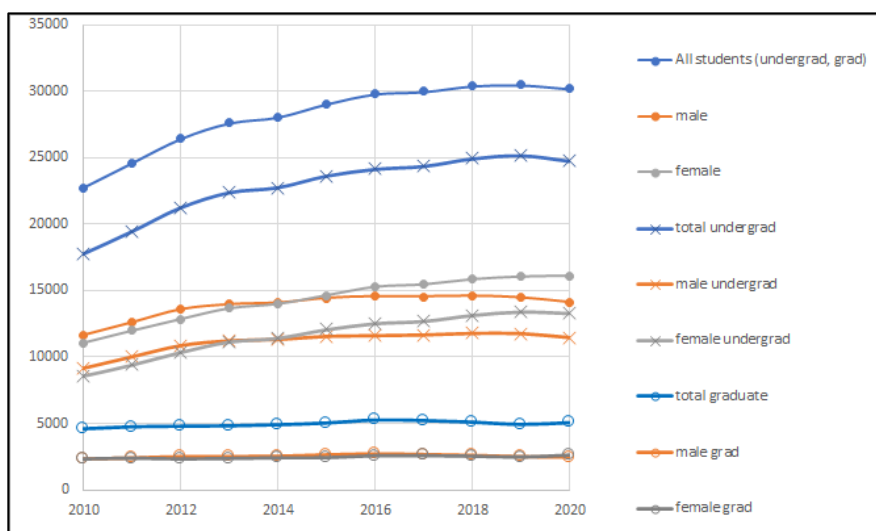


Figure 1: Total enrollment at the University of Arkansas (UA) over the last 10 years by gender and degree level

Ethnicity: Enrollment by white students makes up most of the students enrolled at the UA. Since 2010, the number of underrepresented minority students (URM) have increased however white students still make up over 73% of enrolled students in 2020 and URM including Asian-Americans make up 22%. For graduate students (both PhD and MS), enrollment ranged between 63 and 69% in the last 10 years, non-resident aliens make up between 16-17% and all URM make up between 14-19%. For reference, the demographic make-up of Arkansas is 79% white, 15.7% African-American, 7.9% Hispanic or Latino, and 2.2% two or more races with Asian, American Indian or Alaska Native representing less than 2% (<https://www.census.gov/quickfacts/AR>).

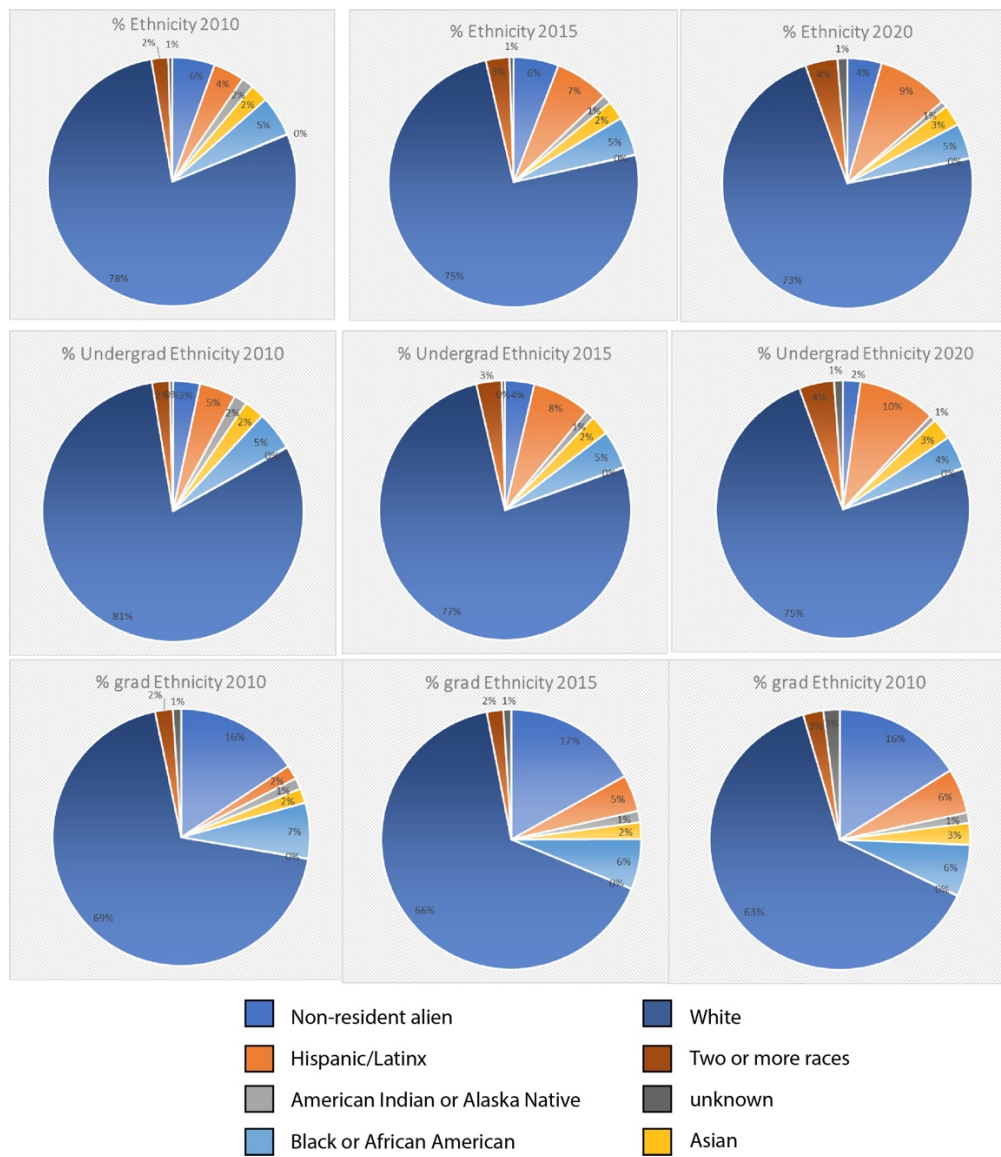


Figure 2: Percent Ethnicity for the University of Arkansas, undergraduates enrolled at UA, and graduate enrolled at UA for 2010 to 2020.

Total University faculty demographics

Online Resource for Faculty Demographics can be found [here](#).

Gender: Full-time faculty at the University of Arkansas ranged between 65-35% and 60-40% male-female faculty between 2010 and 2018, starting in 2019 and 2020, gender-parity was better at 59-41% male-female.

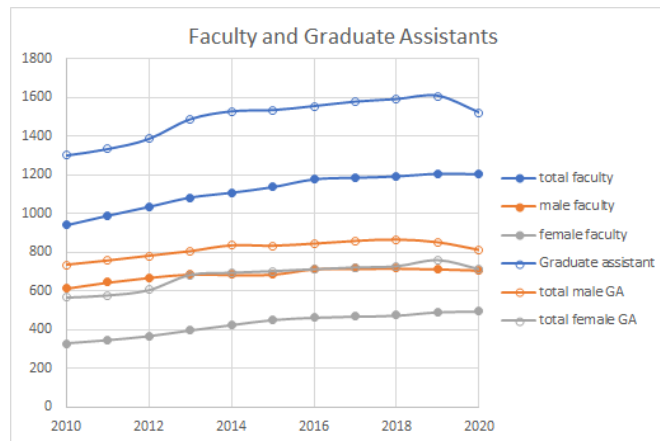


Figure 3: Total number of full-time faculty and Graduate Assistants (GA) for the past 10 years.

Ethnicity: Full-time faculty reduced from 81% white-dominated to 70% white-dominated. The greatest ethnic minority was Asian-Americans. This was followed by Hispanic/Latino faculty at 2-4%. African-Americans make up between 2-3% faculty. We have also included graduate assistant demographics since many of our undergraduate students are taught by graduate assistants. Graduate assistants are dominated by white/European-Americans. A third of graduate assistants are made up of non-resident aliens. URM make up between 8 and 11% for GAs with the most common ethnicity being African-American or Hispanic/Latino graduate assistants.

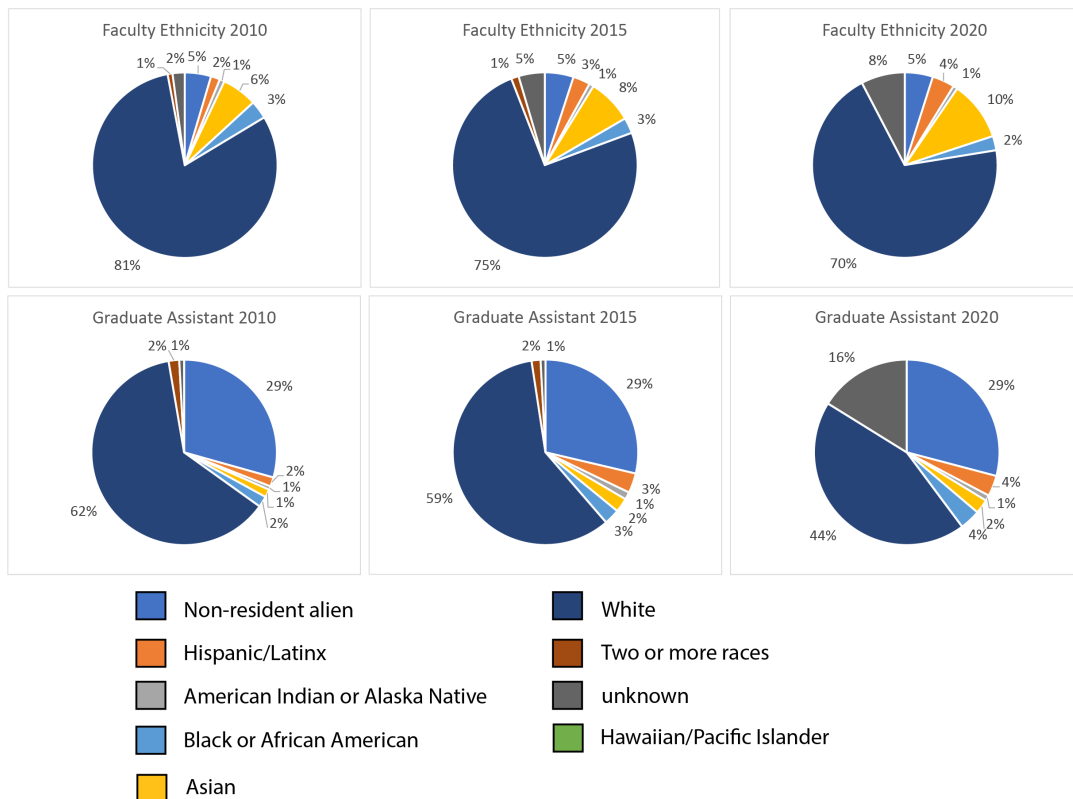


Figure 4: Ethnicity amongst all full-time faculty and graduate assistant at the University of Arkansas

Department of Geosciences (GEOS)

GEOS student enrollment

Online access to GEOS student demographics found [here](#). GEOS data need to be filtered for visualization.

Gender: Overall, enrollment in the Department of Geosciences has decreased since 2015. Male students have been most students for all years since 2010 with the greatest disparity being in 2012 with at 71-29% male/female ratio to a most equitable year of 2019 with a 51-49% male/female ratio. Gender enrollment does not follow that of the University as a whole.

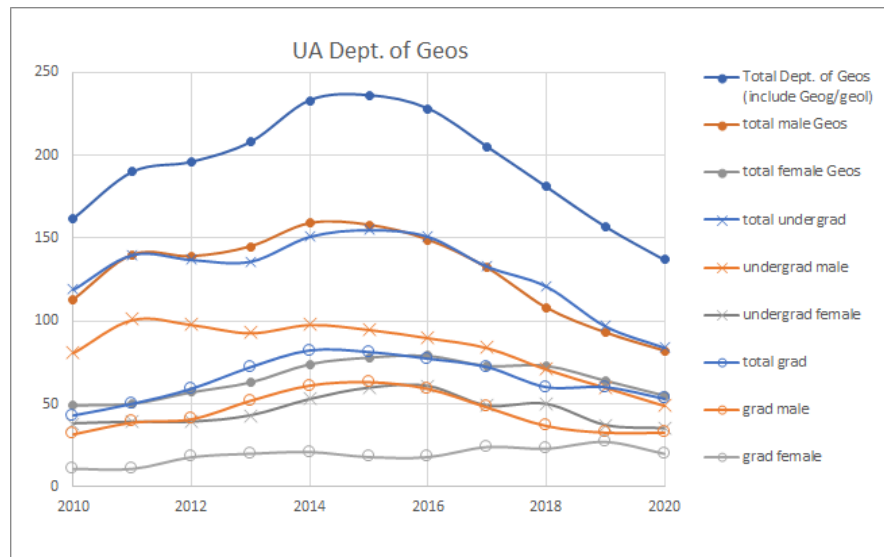


Figure 5: Enrollment for the Department of Geosciences by gender and degree level.

Ethnicity: The 85% white-dominated majority among undergraduates in 2010 has decreased to 75% in 2020, whereas the number among graduate students has gone from 86% white-dominated majority in 2010 to a 68% in 2020.

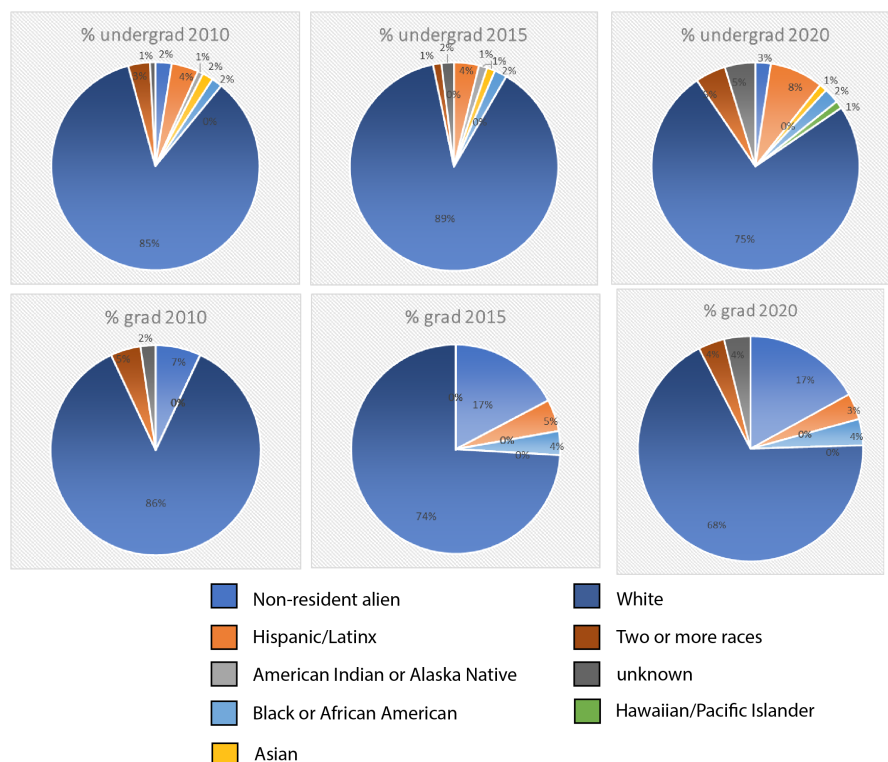


Figure 6: Enrollment by ethnicity for the Department of Geosciences for the years 2010 to 2020

GEOS Faculty Demographics

Online access to GEOS faculty demographics found [here](#). GEOS data need to be filtered for visualization.

Gender: The Department of Geosciences is made up of 66% male and 34% female faculty and staff. This includes staff, non-tenure track, and tenure-track/tenured faculty. This is below the average for the University of Arkansas which currently has a 51-49% male-female ratio.

Ethnicity: The department's ethnicity is made up of 74% white/European-America. Thirteen faculty and staff are Asian-American. Two faculty, (3%) are Latina, and one faculty member is African-American. This is consistent with the University of Arkansas faculty as a whole.

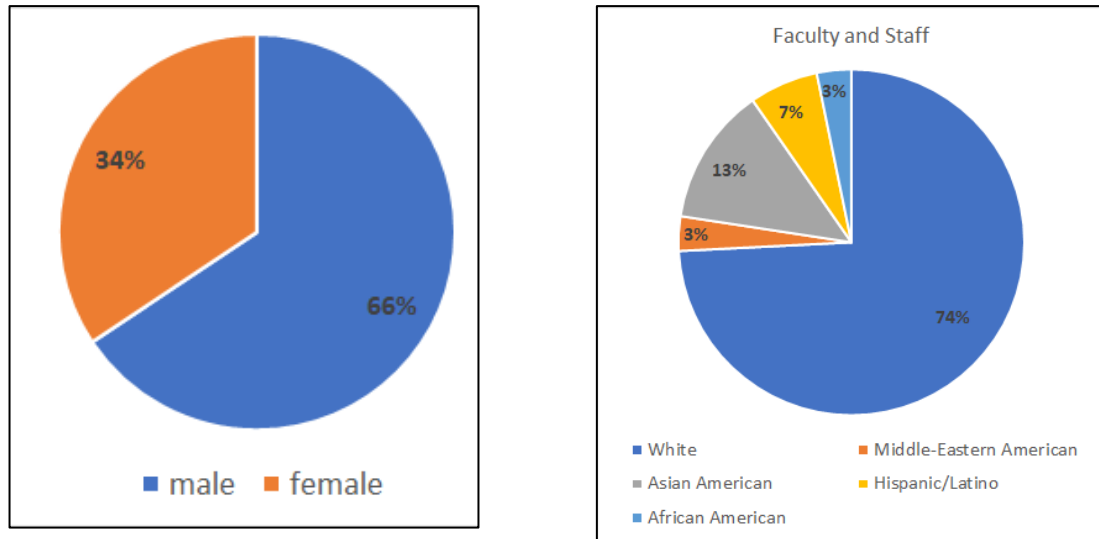


Figure 7: Gender (left) and Ethnicity (right) break down of Department of Geosciences faculty and staff including tenured, tenure-track, non-tenure-track, and staff.

Colloquium: We compiled data for the Geosciences weekly Colloquium since Fall 2017. Our simple classification for ethnicity was White for American/European Caucasian and Minorities which includes all other categories combined.

In recent years our Geosciences Department Colloquium organizers became more cognizant of the importance of having a balanced selection of Speakers with respect to Gender and Ethnicity. Following the Summer 2020 BLM and George Floyd protests, the Colloquium organizers decided to broaden the scope of the Colloquium to include among the typical geosciences talks, speakers that presented and discussed various DE&I issues in academia and in our community. This has continued in Spring 2021 by both promoting discussion of DE&I in academia as well as observing a gender balanced selection of speakers, although the ethnical balance was not adequate, and the organizers recognize this lapse. This data is not online as this demographic analysis was first conducted for this task.

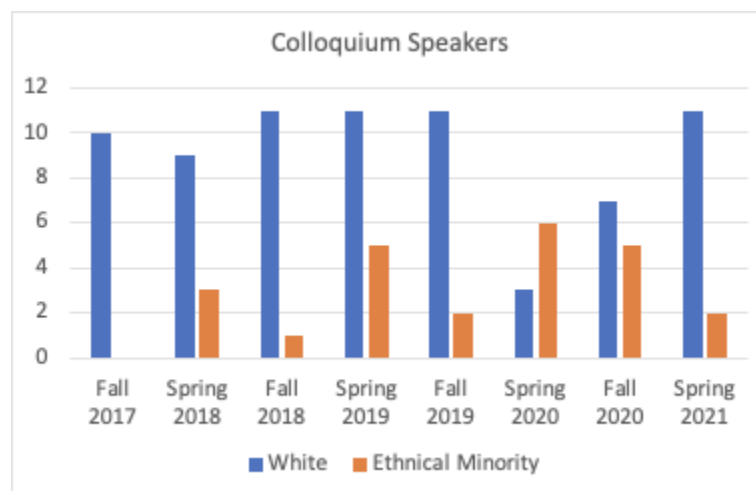


Figure 8. Ethnicity distribution of Colloquium Speakers.

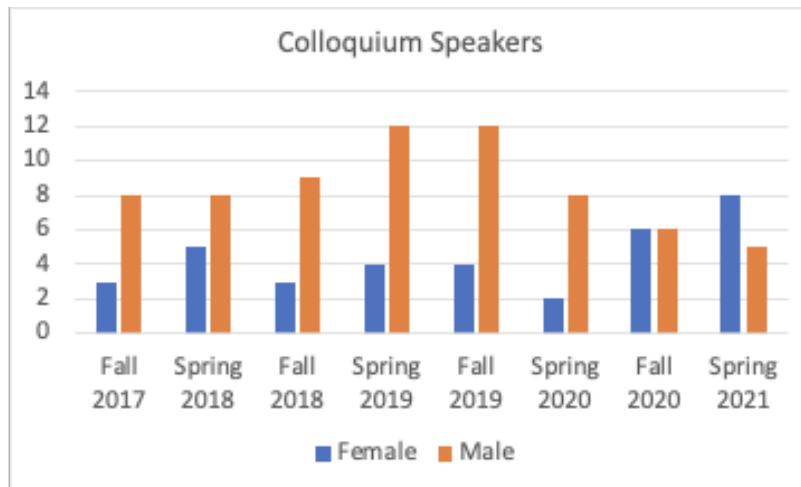


Figure 9. Gender distribution of Colloquium Speakers.

Comparison to AGI Diversity in Geosciences

Gender Comparison: Compared to the AGI Diversity in Geosciences, 2018 Status of the Workforce survey, the Department of Geosciences at the University of Arkansas is below the national average for female participation in Geosciences Programs. In 2017, the department improved to the national average at 45%. In 2018 to 2020, the department has gone from 40-41%.

Figure 4.10: Participation of Women in Geoscience Programs

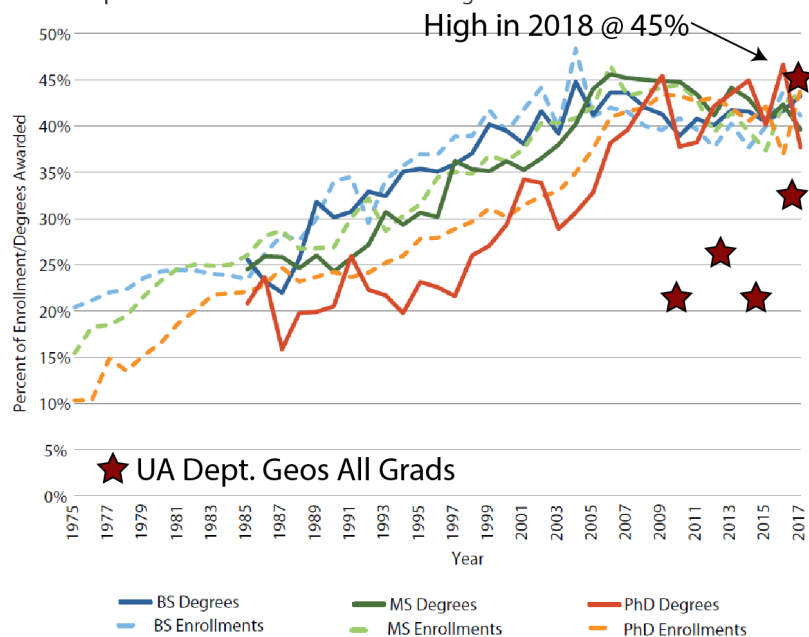


Figure 10: Comparison of the Dept. Of Geosciences at UA to AGI 2018 Status of Workforce. For the 2020 academic year the department has 38% female graduate students.

Ethnicity Comparison: Relative to the AGI Status of the Workforce, released in 2018, the Department of Geosciences have ranged between 0 and 17% URM for the BS degree. For the MS degree, URM range between 0 and 17%. The PhD program did not begin awarding degrees until 2018. URM in this comparison

includes Asian-Americans but does not include Non-resident aliens. Over the past 10 years, the undergraduate degree has been dominated by white students, between 81-89%. The next highest URM is Hispanic/Latino students or students of 2 or more races, between 6 and 7%. For the MS degree, white students represented 89-94%, 94% in 2020. Non-resident aliens make up the majority of non-white students. The next highest group are Asian Americans and students of two or more races, at 7%. African American students make up a maximum of 11% in 2014. PhD degrees have been dominated by non-resident aliens and white students. One African-American has been awarded a PhD (in 2018).

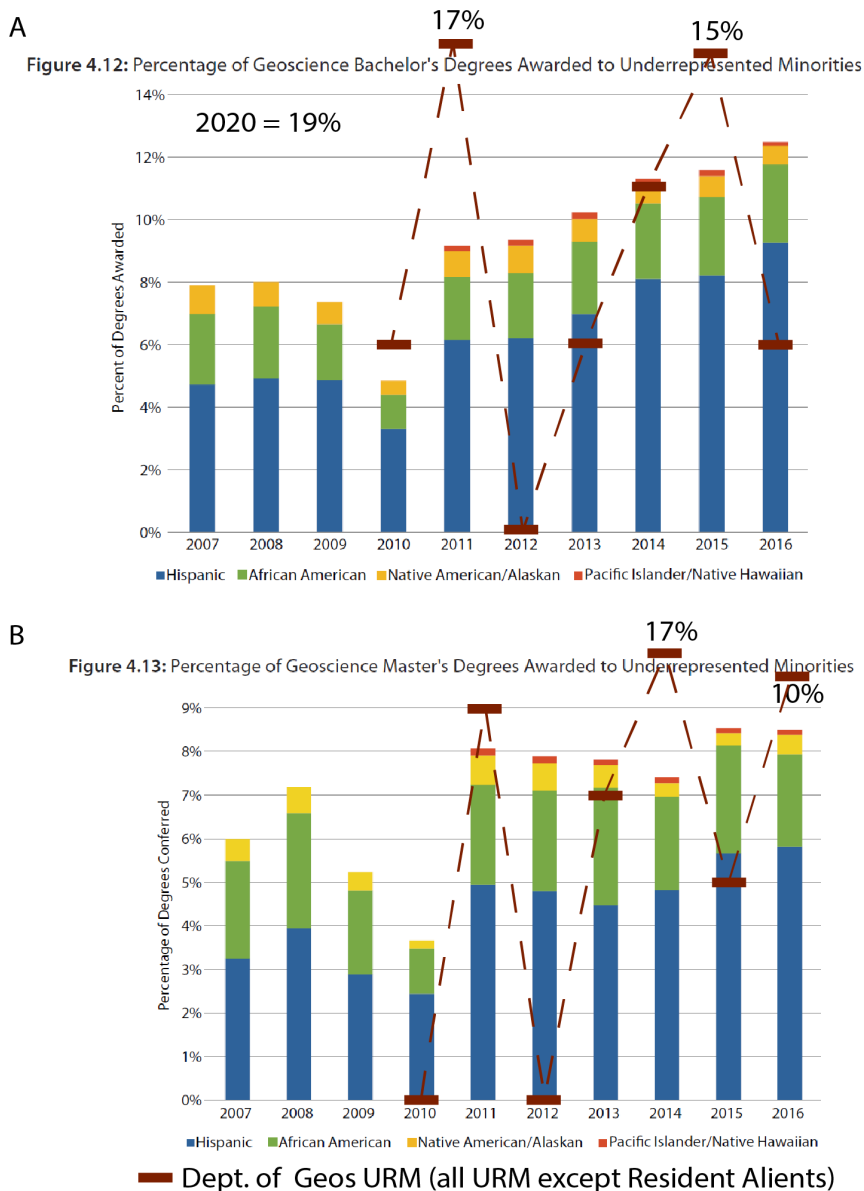


Figure 11: Degrees awarded by the Dept. Of Geosciences compared to 2018 AGI Status of the Workforce document. Under-represented groups (URM) includes all non-white students and does not include non-resident aliens. PhD students have only been awarded since 2018 since the degree program began in 2015.

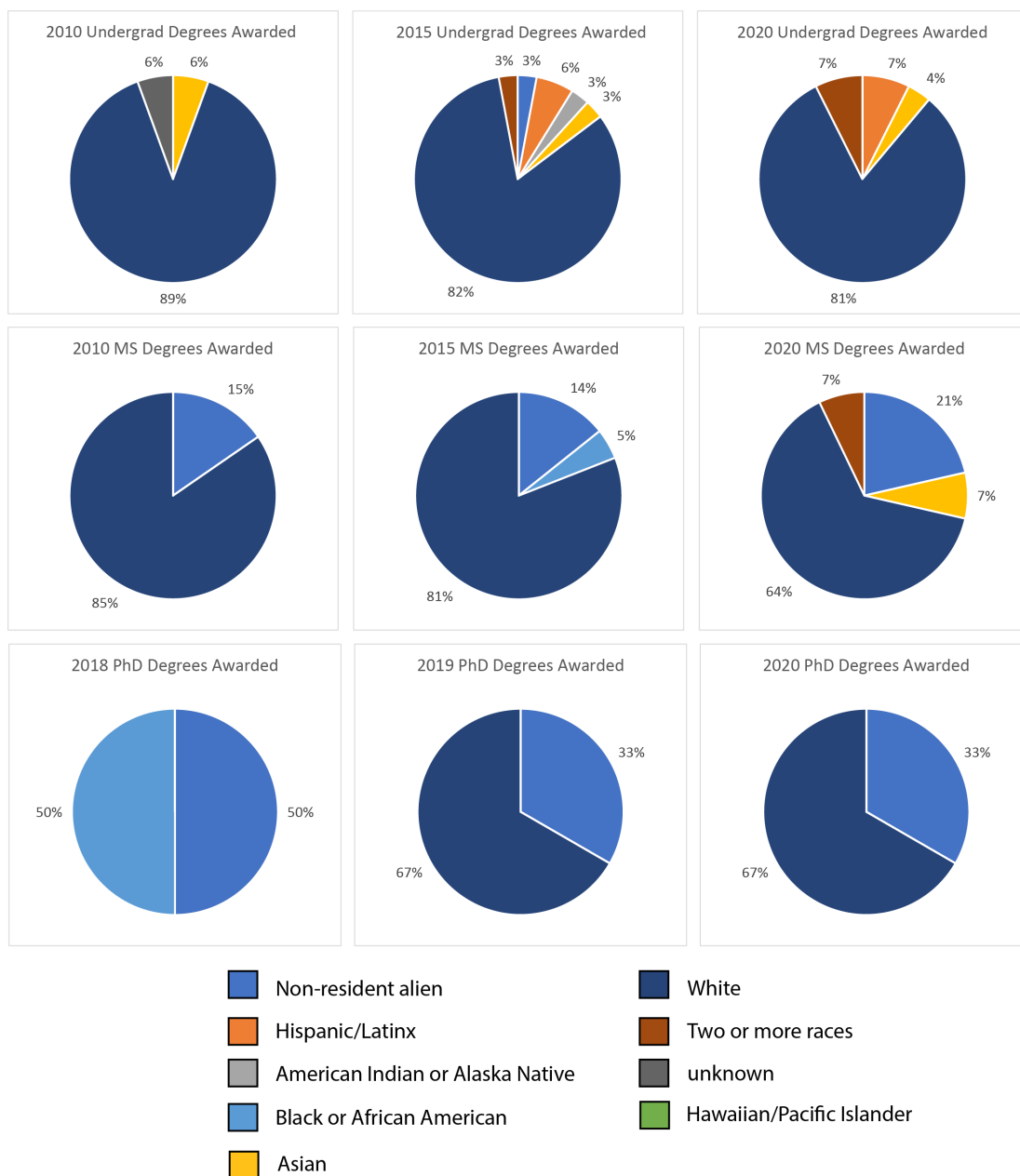


Figure 12: Degrees awarded for all levels in the Dept. Of Geosciences by ethnicity

Additional Demographic Considerations: The Department of Geosciences also is advised by an Alumni Advisory Board which helps raise funds for the department as well as suggest actions by the department with respect to hiring, courses, and career talks. This group is primarily made up of white males. Although an ethnicity survey has not been conducted of the advisory board, certainly greater than 75% of the members are white. The gender make-up of the board is 19% female, 81% male. Well below the participation average for AGI 2018 participants.

Goals on demographics or increasing representation.

General Goals

The University of Arkansas **Division for Diversity, Equity and Inclusion:**

The Division for Diversity, Equity and Inclusion strives for Inclusive Excellence, which entails total campus engagement in actively and genuinely supporting the ideals of diversity and inclusion. We believe diversity should permeate the very fabric of our educational institution. We have a responsibility as engaged citizens to consistently incorporate behaviors and practices that support an inclusive environment on campus, in Arkansas and everywhere.

Engagement and Outreach

Goal: Develop strategic engagement and outreach frameworks that will build awareness in the campus community and promote best practices and collaboration with individuals, communities, businesses and other educational institutions in Arkansas communities.

The University of Arkansas **Department of Geosciences Diversity and Inclusion.**

Statement: The Department of Geosciences is committed to enhancing diversity and promoting inclusion at all levels of the department. The department is dedicated to maintaining an organizational and educational climate where differing ideas, abilities, backgrounds, and needs are fostered with opportunities for faculty, staff, and students from divergent experiences to participate and contribute. The Department of Geosciences recognizes that a wide variety of perspectives from all its members are important and necessary components of a diverse and inclusive department and of a genuinely wide-ranging contemporary education.

Measurable goals

- The University of Arkansas has a stated goal to increase diversity to 23% of its student population by 2025. Current (2021) number is 21% (personal communication with the Office of the Provost).
- The University of Arkansas 5 years Strategic Plan of 2017 (<https://www.uark.edu/strategic-plan/DRAFT-Guiding-Priority-Task-Force-Reports-September-11.pdf>) has "Enriching Campus Diversity and Inclusion" among its guiding priorities. The plan included hiring a new Provost for the office for Diversity, Equity and Inclusion, who oversees various actions throughout the campus including the creation of a Diversity Plan for each college and department within the university by May 2018, which has largely been achieved. Although most metrics in the Strategic Plan are not numerical, planned actions have clear metrics for easy reporting such as target dates for action implementation. The Strategic Plan also has a Metrics Dashboard.

Suggested additional goals

Determining DE&I measurable goals beyond students' enrollment to include faculty and staff body, external advisory committees, university internal committees, boards, etc.

Define goals for faculty hire committees. For Example: at least 1 URM in long list/short list.

Explore blind faculty review, faculty hiring.

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

We were not able to clearly determine which policies are in place at U of A in our search. A general statement from the [Office of Institutional Research and Assessment](#) follows:

Fostering informed decision making, data literacy and institutional assessment.

The [Office of Institutional Research and Assessment](#) accurately and objectively compiles, analyzes, and delivers information about the University of Arkansas community to internal and external constituencies in order to foster informed decision making, data literacy, and institutional assessment.

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

<https://www.geosociety.org/gsatoday/groundwork/G472GW/GSATG472GW.pdf>

<https://sps.columbia.edu/ideas-impact/future-work/columbia-hbcu-fellowship>

https://oir.uark.edu/assessment/coache/COACHE_Preview_2018.pdf

<https://research.uark.edu/research-analytics/index.php>

<https://ljp.uark.edu/>

<https://fulbrightreview.uark.edu/southeast-arkansan-middle-school-students-take-on-covid-19-during-virtual-u-of-a-biomedical-research-camp/>

<https://law.uark.edu/service-outreach/youth-summit.php>