

URGE

Unlearning Racism in Geoscience

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URGE Demographic Data for University/Organization - Example Deliverable

This is what was found by our USU-GEO on demographic data (public and internal facing) as well as stated goals for representation, and/or proposals to collect and report demographic data.

- **The link(s) to demographic data in our **University/Department** are here:**
 - Link to USU current staff, student, and faculty demographics: [Utah State University Office of Analysis, Assessment, and Accreditation, USU Diversity Campus Climate Survey](#)
 - [Link](#) - Geosciences department current staff, student, and faculty demographics Excel spreadsheet
 - Link - Analysis of past USU invited speaker demographics; *Not currently available*
 - [Link](#) - Analysis of past Geosciences department invited speaker demographics
 - Data on USU Awards and Promotion, Hiring, Retention: *Partially reported in demographics spreadsheet; these data will be published as part of Aspire Alliance/USU IChange Network self-assessment (Summer 2021)*
 - Data on Geosciences Awards and Promotion, Hiring, Retention: *Partially reported in demographics spreadsheet; these data will be published as part of Aspire Alliance/USU IChange Network self-assessment (Summer 2021)*
 - Data on USU Admissions: *Not currently available; will be published as part of Aspire Alliance/USU IChange Network self-assessment (Summer 2021)*
 - If data are available, what is the reason for not making it public? *General (race, gender, first generation, non-traditional) demographics data are available through the USU office of Analysis, Assessment, and Accreditation. Detailed demographics data (e.g., sexual orientation, gender identity, disability and veteran status, religion) were also collected in Fall of 2019 as part of the [USU Diversity Campus Climate Survey](#). In the Geosciences department, general demographics data have been collected but not reported due to privacy concerns and lack of an appropriate platform.*
 - If data are not collected, what is the reason? *In the Geosciences department, detailed demographics data were not collected in the past due to lack of human resources and it not being identified as a priority. In the future, we will come up with a protocol (IRB, questionnaire and release) to request these data from students, staff, faculty, and invited speakers. Once we've obtained data from one to two years-worth of respondents, we will publish these data on our department webpage.*
- **How does your organization compare to others, or to the field as a whole?**
 - *The Geosciences department is compared to other STEM disciplines and Utah State University as a whole in the Demographics Excel spreadsheet linked above.*



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- *The USU Diversity Campus Climate Survey compares USU to peer institutions (Arkansas State University, Kansas State University, and the University of North Texas). USU has a lower proportion of LGBTQIA+ students (about half) and students of color (less than a third) compared the same student demographics at peer institutions.*
- *Although USU Geosciences has an equal or greater proportion of females to males, we have a very low proportion of students, staff, and faculty from other underrepresented backgrounds. Less than 1% of undergraduate students, graduate students, faculty, and staff are people of color or of other underrepresented/underserved groups.*

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

- Are there general goals stated at your organization for achieving representation?
 - Current General Goals:
 - *'Increase the racial and ethnic diversity of the Geosciences graduate student cohort' (Geology Strategic Plan, Fall 2018), by maintaining 2-3 diversity fellows in program (10-15% of total grad students).*
 - *"goal of hiring diverse faculty in subsequent hires to serve as role models for students from diverse backgrounds" (Strategic Plan, Fall 2019)*
 - *Build a more inclusive and anti-racist educational community and curriculum to recruit and retain diverse students, staff, and faculty within our department*
 - Proposed General Goals:
 - *Ensure that all faculty and staff have received a yearly external training in one of the following: anti-racism, inclusion, and implicit bias in addition to current University-mandated trainings by adding 'Diversity, Equity, and Inclusion' evaluation to Annual Review.*
 - *Request that University modifies role statements for faculty and research positions to include DEI training and involvement in the 'Service' category*
 - *Refocus department speaker series to formally include at least one BIPOC speaker per semester.*
- Are there measurable goals stated at your organization for achieving representation?
 - Current Public Goals:
 - *"Cultivating diversity of thought and culture is central to USU's mission and essential to preparing our students to be local and global leaders." – USU President Noelle E. Cockett*



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- Proposed Public Goals:
 - *Faculty, staff, and graduate student demographics should match applicant demographics, e.g., if 15% of faculty applicants are from underrepresented groups, 15% of faculty should be from underrepresented groups*

- Suggested additional goals for your organization:
 - *Advocate that USU allocate funding towards graduate diversity fellowships, e.g., creating a Justice, Education, Diversity, and Inclusion (JEDI) fellowship.*
 - *Recognize a faculty search in which there are no applicants of underrepresented groups in the final round as a failed search.*

- **Policy or proposed policy for collecting demographic data at your organization:**
 - Current or Ongoing Policy:
 - *Aspire Alliance IChange Network self-assessment (Phase 1 USU demographics data to be completed ~Summer 2021)*
 - *USU Geosciences Department bi-annual climate and demographics survey of students, staff, and faculty*
 - Proposed Policies:
 - *Detailed Geosciences department demographics data will be internally collected through the department climate survey and utilized in decision making.*
 - *Demographics data will be displayed on the Department webpage to measure DEI progress.*
 - *An IRB will be created to facilitate the request demographic information from invited speakers.*
 - *Work with and or lobby university HR to obtain demographics data from all staff and faculty job applicants*
 - *Advocate for a policy of affirmative action for faculty hires instead of the current blind-parity policy*

- **What did you learn about other organizations (or in general) while investigating demographic data?**
 - *Utah State University and the Department of Geosciences are considerably less ethnically diverse than our peer institutions and other Geosciences/Earth Sciences departments.*



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- *Utah State draws students specifically from our region of northern Utah in Cache County, population 128,289. According to the U.S. Census, Cache County has a much lower proportion of Hispanic (11%), Black or African American (1%), Asian (2%), American Indian and Alaska Native (1%), and Native Hawaiian and other Pacific Islander (0.5%), than White residents (83.5%). Our university demographics demonstrate similar proportions.*
- *We recognize that in order to recruit and retain students, staff, and faculty of underrepresented groups, our university and department communities need to be much more diverse, inclusive, and supportive.*
- *Our recruiting efforts must expand to underserved/underrepresented communities in our region and state, including the Navajo Nation, Ute Indian Tribe of the Uintah and Ouray Reservation, and the Shoshone-Bannock Tribe of the Fort Hall Reservation*
- ~~*Our reluctance to collect demographics information is both common and unfounded.*~~
- *Our department currently has access to general demographic data for the university including race, gender, and whether students are 1st generation through HR and the AAA office*
- *We currently do not have access to detailed demographic data such as gender identity, sexual orientation, disability or veteran status, or religion.*

Source: Geosciences Department	GEOSCIENCES STUDENTS	Year (Fall term)	Geoscience Undergrad Population	Number Female Undergrad	Number Male Undergrad	Gender Identity	Native American or Pacific Islander	Asian	Black or African American	Hispanic	Native Hawaiian or Pacific Islander	Non- Resident Alien	Other/ Unspecified	Two or More Races	White	LGBTQIA+	First Gen.	
		2020	34	13	21	No data	0	0	0	0	0	0	0	0	0	34	No data	No data

Source: https://www. usu.edu/aaa/	GEOSCIENCES*	Year (Fall term)	Geoscience Undergrad Population	Number Female Undergrad	Number Male Undergrad	Gender Identity	Native American or Pacific Islander	Asian	Black or African American	Hispanic	Native Hawaiian or Pacific Islander	Non- Resident Alien	Other/ Unspecified	Two or More Races	White	LGBTQIA+	First Gen.	Disability	
2011			63	19	44	No data	2	0	0	2	0	1	2	1	55	No data	23	No data	3
2012			69	21	48	No data	1	0	0	2	0	1	2	1	62	No data	20	No data	2
2013			73	29	44	No data	2	0	0	3	0	2	2	4	60	No data	19	No data	2
2014			85	27	58	No data	1	0	0	2	0	2	3	1	56	No data	16	No data	4
2015			82	30	52	No data	0	0	0	2	0	1	4	1	74	No data	18	No data	4
2016			73	23	50	No data	0	1	0	2	0	1	4	0	65	No data	10	No data	3
2017			64	21	43	No data	0	2	0	2	0	0	3	0	57	No data	12	No data	1
2018			48	18	30	No data	0	2	0	0	0	1	1	0	44	No data	9	No data	1
2019			38	17	21	No data	0	0	0	0	0	0	2	0	36	No data	5	No data	0
2020			40	16	24	No data	0	0	0	0	0	0	2	0	38	No data	8	No data	0

*Excludes Watershed Sciences

USU STEM STUDENTS	Year (Fall term)	STEM Undergrad Population	Number Female Undergrad	Number Male Undergrad	Gender Identity	Native American or Pacific Islander	Asian	Black or African American	Hispanic	Native Hawaiian or Pacific Islander	Non- Resident Alien	Other/ Unspecified	Two or More Races	White	LGBTQIA+	First Gen.	Disability	
2011		6934	2572	3822	No data	47	65	39	206	10	196	749	59	5036	No data	1343	No data	64
2012		6692	2660	4032	No data	35	58	45	235	14	190	825	81	5224	No data	1325	No data	80
2013		7077	2764	4313	No data	24	60	46	246	12	204	986	103	5396	No data	1302	No data	82
2014		7308	2862	4446	No data	36	65	42	297	22	174	840	119	5719	No data	1329	No data	77
2015		8504	3492	5012	No data	61	88	45	376	23	198	857	157	6703	No data	1442	No data	78
2016		8599	3585	5014	No data	63	91	41	381	25	151	725	187	6971	No data	1388	No data	85
2017		8961	3873	5088	No data	128	85	44	410	20	102	869	191	7152	No data	1327	No data	92
2018		8988	4012	4976	No data	125	91	44	445	23	121	775	200	7390	No data	1442	No data	65
2019		8551	3920	4631	No data	120	79	45	441	19	80	708	201	6954	No data	1454	No data	58
2020		8704	3966	4738	No data	84	84	43	424	16	40	747	198	7091	No data	1440	No data	48

*STEM includes FTE students in Accounting, Agriculture, Animal, Dairy, and Vet Sciences, Biological Engineering, Biology, Chemistry and Biochemistry, Computer Science, Civil and Environmental Engineering, Computer Science, Data Analytics, Economics, Electrical and Computer Engineering, Engineering, Environment and Society, Kinesiology and Health Sciences, Mathematics and Statistics, Mechanical and Aerospace Engineering, Natural Resources, Nursing, Nutrition, Dietetics, and Food Sciences, Physics, Plants, Soils, and Climate, Psychology, School of Veterinary Medicine, Science, Watershed Sciences, Wildland Resources

Geosciences Grad Population	Number Female Grad	Number Male Grad	Native American or Alaska Native	Asian	Black or African American	Hispanic	Native Hawaiian or Pacific Islander	Non- Resident Alien	Other/ Unspecified	Two or More Races	White	LGBTQIA+	First Gen.	Disability
27	14	11	0	0	0	2	0	1	1	1	0	0	1	23
27	13	14	0	0	0	0	1	0	2	0	0	0	0	24
22	7	15	0	0	0	0	1	0	2	0	0	0	0	19
28	8	20	0	0	0	0	0	3	0	0	0	0	0	25
31	10	21	0	0	0	0	0	2	0	0	0	0	0	29
32	15	17	0	0	0	2	0	0	3	0	0	0	0	27
21	10	11	0	0	0	2	1	0	1	1	0	1	1	16
21	11	10	0	0	0	1	1	0	0	1	1	1	1	17
22	11	11	0	0	0	2	0	0	0	0	0	0	0	18
22	13	9	0	0	0	1	0	0	0	0	0	0	0	21

USU ALL STUDENTS*	Year (Fall term)	Undergrad Population	Number Female Undergrad	Number Male Undergrad	Gender Identity	Native American or Pacific Islander	Asian	Black or African American	Hispanic	Native Hawaiian or Pacific Islander	Non- Resident Alien	Other/ Unspecified	Two or More Races	White	LGBTQIA+	First Gen.	Disability	
2011		17222	9184	8038	No data	333	181	182	800	52	433	1108	197	13936	No data	3961	No data	88
2012		17222	9149	8074	No data	317	184	168	798	50	401	1090	240	13975	No data	3850	No data	118
2013		17059	8914	8145	No data	352	162	174	808	42	413	1231	298	13579	No data	3531	No data	132
2014		17583	9141	8441	No data	350	167	167	954	61	360	1037	328	14160	No data	3493	No data	132
2015		18885	9803	9082	No data	351	188	170	1061	70	355	1049	383	15259	No data	3391	No data	143
2016		18804	9771	9033	No data	334	189	168	1064	74	263	841	431	15441	No data	3188	No data	149
2017		18809	9793	9016	No data	331	188	151	1054	67	218	961	433	15406	No data	3071	No data	156
2018		19113	10117	8996	No data	292	188	158	1103	69	241	873	426	15762	No data	3517	No data	138
2019		18559	9968	8591	No data	302	181	134	1077	69	200	766	433	15397	No data	3644	No data	126
2020		18719	10033	8687	No data	270	179	137	1081	54	144	823	451	15581	No data	3691	No data	108

*Full-time degree seeking students, includes certificate, associates, bachelors

AGI: https://www. americangoes ciences.org/g	Undergraduate AGI DATA (2020)*	Year	Hispanic (%)	American Indian or Alaska Native (%)	Black or African American	Native Hawaiian or Pacific Islander	M.S. AGI DATA (2020)*	Year	Hispanic (%)	American Indian or Alaska Native (%)	Black or African American	Native Hawaiian or Pacific Islander	Other (%)	Two or More Races	White (%)	LGBTQIA+ (%)	First Gen. (%)	Disability (%)
2010			5.7	1	2.1	0	2010	3.6	>1	2	0	>1	0	0	>1	0	0	0
2011			6.1	1	2	>1	2011	2.9	>0.5	2	0	>1	0	0	>0.5	0	0	0
2012			6.2	0.9	2	>1	2012	3	>1	2.5	>0.2	>0.2	0	0	>1	0	0	0
2013			7	0.8	2	>1	2013	3.9	>1	2	0	>0.2	0	0	>1	0	0	0
2014			8.1	0.7	2.3	>1	2014	3.2	>1	2.2	>0.2	>0.2	0	0	>1	0	0	0
2015			8.1	0.7	2.3	>1	2015	4	>2	1.8	>0.2	>0.2	0	0	>2	0	0	0
2016			9.7	0.7	2.3	>1	2016	4	>2	2	0	>2	0	0	>2	0	0	0
2017			9.8	0.7	2.3	>1	2017	4.3	>1	2	0	>1	0	0	>1	0	0	0
2018			10.3	0.8	2.5	>1	2018	4	>0.5	2.2	>0.2	>0.2	0	0	>0.5	0	0	0
2019			11.7	0.6	2.5	>1	2019	4.4	>0.5	1.8	0	>0.5	0	0	>0.5	0	0	0

*Values are very approximate (estimated from bar graphs)

Source: https://www. usu.edu/diver sity/files/USU StaffCompari son.pdf	USU Campus Climate Survey ALL STUDENTS	Year (Fall term)	Female Students (%)	Male Students (%)	Non-binary (%)	Transgen der (%)	Other (%)	Asian or Asian American (%)	Black or African American (%)	Hispanic Latinx, or Spanish Origin (%)	Middle Eastern or North African (%)	Native America n/Pacific Islander (%)	Native Hawaiian or Pacific Islander (%)	Europe an or White Ameri can (%)	prefer not to answer (%)	Other (%)	Students of Color (%)	Internatio nal Students (%)	LGBTQIA+ (%)	Disabili ty (%)	Athletist/Ag nostic (%)	Buddhist (%)	LDS (%)	Hindu (%)	Jehovah's Witness (%)	Jewish (%)	Muslim (%)	Other Christi an (%)	Protesta nt (%)	Roman Catholi c (%)	Scientologi st (%)	Seven th Day Advent sist (%)	Unita rian- Univer salist (%)	Non- religi ous (%)	Prefer not to answer (%)	Other (%)	
		2019	58.93	39.63	0.02	0.57	0.9	2.95	1.15	5.33	0.33	1.64	0.86	90.77	2.87	0.7	8.12	1.1	8.8	6.58	10.38	0.81	65.92	0.15	0.07	0.22	0.4	3.64	0.59	2.13	0	0.04	0	0.04	10.16	3.35	2.1

*Arkansas State University, Kansas State University, the University of North Texas

Source: https://www. usu.edu/diver sity/files/USU StaffCompari son.pdf	USU Campus Climate Survey Peer Institutions*, All Students	Year (Fall term)	Female Students (%)	Male Students (%)	Non-binary (%)	Transgen der (%)	Other (%)	Asian or Asian American (%)	Black or African American (%)	Hispanic Latinx, or Spanish Origin (%)	Middle Eastern or North African (%)	Native America n/Pacific Islander (%)	Native Hawaiian or Pacific Islander (%)	Europe an or White Ameri can (%)	prefer not to answer (%)	Other (%)	Students of Color (%)	Internatio nal Students (%)	LGBTQIA+ (%)	Disabili ty (%)	Athletist/Ag nostic (%)	Buddhist (%)	LDS (%)	Hindu (%)	Jehovah's Witness (%)	Jewish (%)	Muslim (%)	Other Christi an (%)	Protesta nt (%)	Roman Catholi c (%)	Scientologi st (%)	Seven th Day Advent sist (%)	Unita rian- Univer salist (%)	Non- religi ous (%)	Prefer not to answer (%)	Other (%)	
		2019	66.99	33.31	1.15	0.54	4.1	2.47	6.83	3.84	N/A	0.76	0.17	9.99	N/A	3	27.11	6.48	15.11%	7.51%	17.02	0.81	0.76	1.05	0.24	0.64	1.5	36.85	9.13	13.32	0.11	0.15	0.05	0.24	8.17	8.23	7.15

Source: Department of Geosciences

GEOSCIENCES STAFF		Year	Total Staff	Female	Male	Non-white	White
2010	2	2	0	2	0	2	
2011	2	2	0	2	0	2	
2012	2	2	0	2	0	2	
2013	2	2	0	2	0	2	
2014	2	2	0	2	0	2	
2015	2	2	1	0	2	2	
2016	3	2	2	0	3	3	
2017	3	2	2	0	3	3	
2018	3	2	2	0	3	3	
2019	2	2	1	0	2	2	
2020	2	2	1	0	2	2	

*Executive/Admin/Mgmt, Full and Part Time; excludes Watershed Sciences

USU STAFF*	Year	Female Staff		Gender Identity		Native American or Alaskan Native (M/F)		Asian		Black or African American		Hawaiian or Pacific Islander		Hispanic of any race		Non-Resident Alien		Two or More Races		Unknown		White		Sexual Orientation		
		Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
2006	69	18	51	No data	0	0	0	0	0	0	0	0	0	0	No data	0	No data	No data	0	0	50	18	No data	No data	No Data	No Data
2007	121	43	78	No data	0	0	0	0	0	0	0	0	0	0	No data	0	No data	No data	0	0	77	42	No data	No data	No Data	No Data
2008	74	26	48	No data	0	0	0	0	0	0	0	0	0	0	No data	0	No data	No data	0	0	48	26	No data	No data	No Data	No Data
2009	67	23	44	No data	0	0	0	0	0	0	0	0	0	0	2	0	No data	No data	0	0	1	3	41	20	No Data	No Data
2010	67	23	44	No data	0	0	0	0	0	0	0	0	0	1	0	No data	No data	0	0	1	3	42	20	No Data	No Data	
2011	77	23	54	No data	0	0	1	0	1	0	1	0	0	1	0	No data	No data	0	0	4	1	46	22	No Data	No Data	
2012	74	20	54	No data	0	0	1	0	1	0	0	0	1	0	1	0	No data	No data	1	0	4	1	46	20	No Data	No Data
2013	70	19	51	No data	0	0	1	0	0	0	0	0	2	0	No data	No data	1	0	8	1	39	19	No Data	No Data		
2014	72	21	51	No data	0	0	1	0	1	0	0	0	2	0	No data	No data	1	0	7	No Data	39	21	No Data	No Data		
2015	70	21	49	No data	0	0	1	0	1	0	0	0	2	0	No data	No data	2	0	5	No Data	38	21	No Data	No Data		
2016	70	21	49	No data	0	0	1	0	1	0	0	0	2	0	No data	No data	2	0	2	No Data	41	21	No Data	No Data		
2017	67	17	50	No data	0	0	1	0	0	0	0	0	3	0	No data	No data	2	0	3	No Data	41	17	No Data	No Data		
2018	68	21	47	No data	0	0	1	0	0	0	0	0	2	0	No data	No data	2	1	4	No Data	38	20	No Data	No Data		
2019	86	22	64	No data	0	0	1	0	1	0	0	0	2	0	No data	No data	1	1	9	1	50	20	No Data	No Data		
2020	90	26	64	No data	0	1	1	0	2	0	0	0	3	0	No data	No data	0	1	6	No Data	52	24	No Data	No Data		

USU STAFF*	Year	Female Staff		Gender Identity		Native American or Alaskan Native (M/F)		Asian		Black or African American		Hawaiian or Pacific Islander		Hispanic of any race		Non-Resident Alien		Two or More Races		Unknown		White		Sexual Orientation		
		Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
2006	132	42	90	No data	0	0	0	0	0	0	0	0	0	0	No data	0	No data	No data	0	0	90	42	0	0	No Data	No Data
2007	106	32	74	No data	0	0	0	0	0	0	0	0	0	0	No data	0	No data	No data	0	0	74	32	0	0	No Data	No Data
2008	112	33	79	No data	0	0	0	0	0	0	0	0	0	0	No data	0	No data	No data	0	0	79	33	0	0	No Data	No Data
2009	108	32	76	No data	0	0	1	0	0	0	0	0	1	0	2	1	0	1	1	1	71	30	No Data	No Data		
2010	114	28	86	No data	0	0	1	0	0	0	0	0	3	0	3	No data	0	1	2	1	77	26	No Data	No Data		
2011	129	36	93	No data	0	0	1	0	0	0	0	0	4	1	1	1	0	1	4	2	83	31	No Data	No Data		
2012	139	36	103	No data	0	0	0	0	0	0	0	0	4	1	1	1	0	1	10	4	86	28	No Data	No Data		
2013	140	35	105	No data	0	0	0	1	1	1	1	0	6	No data	1	1	1	1	12	2	83	28	No Data	No Data		
2014	131	33	98	No data	0	0	0	2	1	1	1	0	3	No data	1	No data	1	1	13	4	78	25	No Data	No Data		
2015	143	35	108	No data	1	0	0	2	1	0	2	0	3	No data	No data	No data	1	1	15	4	85	28	No Data	No Data		
2016	167	51	116	No data	1	0	0	2	1	0	3	0	5	No data	No data	No data	1	2	3	1	102	46	No Data	No Data		
2017	160	49	111	No data	1	0	1	1	1	1	0	2	0	4	No data	No data	No data	0	2	7	5	95	41	No Data	No Data	
2018	167	47	120	No data	1	0	1	1	1	0	0	2	0	3	No data	No data	No data	1	1	8	6	104	39	No Data	No Data	
2019	158	50	108	No data	0	0	1	1	0	0	0	2	0	3	1	No data	No data	2	2	6	6	94	40	No Data	No Data	
2020	153	49	104	No data	0	0	0	1	0	0	0	2	0	5	1	No data	No data	1	2	2	4	94	41	No Data	No Data	

*Clerical and Secretarial, Full and Part Time

Source: <https://www.usu.edu/diversity/files/USUStaffClimateSurvey.pdf>

USU Campus Climate Survey Peer Institutions*, All Staff	Year (Fall term)	Female Staff (%)	Male Staff (%)	Non-binary (%)	Transgender (%)	Other (%)	Asian or American (%)	Black or African American (%)	Hispanic, Latino, or Spanish Origin (%)	Middle Eastern or North African (%)	Native American/Alaska Native (%)	Native Hawaiian or other Pacific Islander (%)	European or White American (%)	I prefer not to answer (%)	Other (%)	Staff of Color (%)	International Staff (%)	LGBTQIA+ (%)	Disability (%)	Atheist/Agnostic (%)	Buddhist (%)	LDS (%)	Hindu (%)	Jehovah's Witness (%)	Jewish (%)	Muslim (%)	Other Christian (%)	Protestant (%)	Roman Catholic (%)	Scientologist (%)	Seventh Day Adventist (%)	Sikh (%)	Unitarian (%)	Non-Universalist religious (%)	Prefer not to answer (%)	Other (%)
2019	65.03	27.93	0.73	0.23	4.45	1.86	8.08	6.6	N/A	0.68	0.11	76.12	6.22	4.47	15.99	3.3	7.58%	6.89%	13.34	0.53	0.24	0.61	0.19	0.38	0.21	38.59	12.49	11.51	0.06	0.19	0	0.79	3.34	10.02	7.49	

*Arkansas State University, Kansas State University, the University of North Texas

Source: Geosciences Department

Year	Total	Professor Male	Professor Female	Asst. Professor Male	Asst. Professor Female	Research Assist. Male	Research Assist. Female	Lecturer Male	Lecturer Female	Instructor Male	Instructor Female	Research Fellow Male	Research Fellow Female	Research Associate Male	Research Associate Female	White	Non-White	Retirements	Retention (%)	
2018	19	4	1	3	3	1	1	1	0	1	1	3	0	0	0	19	0	0	100	
2019	19	4	1	3	3	1	1	0	1	0	1	3	0	0	0	19	0	0	100	
2020	19	4	1	3	3	1	1	0	1	0	1	3	1	0	1	19	1	2	100	
2021	20	3	3	4	1	1	3	0	0	1	1	1	1	0	1	0	19	1	0	100

Source: https://www.usu.edu/

Year	Total Faculty	Female Faculty	Male Faculty	Gender Identity	Native American or Alaskan Native (M/F)		Asian		Black or African American		Hawaiian or Pacific Islander		Hispanic of any race		Non-Resident Alien		Two or More Races		Unknown		White		Sexual Orientation		
					Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male
2006	10	3	7	No data																					
2007	10	3	7	No data																					
2008	11	4	7	No data																					
2009	10	4	6	No data																					
2010	9	3	6	No data																					
2011	11	5	6	No data																					
2012	11	5	6	No data																					
2013	12	5	7	No data																					
2014	14	7	7	No data																					
2015	13	6	7	No data																					
2016	14	7	7	No data																					
2017	14	7	7	No data																					
2018	14	7	7	No data																					
2019	14	7	7	No data																					
2020	16	8	8	No data																					

*Includes Full Time Assistant and Associate Professors, Instructors, Lecturers, and Professors; excludes Watershed Sciences.

USU FACULTY ALL

Year	Total Faculty	Female Faculty	Male Faculty	Gender Identity	Native American or Alaskan Native		Asian		Black or African American		Hawaiian or Pacific Islander		Hispanic of any race		Non-Resident Alien		Two or More Races		Unknown		White		Sexual Orientation		
					Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male
2006	854	301	553	No data																					
2007	908	311	597	No data																					
2008	957	337	620	No data																					
2009	888	303	585	No data																					
2010	880	301	579	No data																					
2011	972	340	632	No data																					
2012	1004	360	644	No data																					
2013	1019	374	645	No data																					
2014	1024	384	640	No data																					
2015	1040	387	653	No data																					
2016	1081	416	665	No data																					
2017	1115	432	683	No data																					
2018	1157	458	699	No data																					
2019	1157	463	694	No data																					
2020	1176	478	698	No data																					

Source: https://www.usu.edu/diversity/fi

Year (Fall term)	Female Faculty (%)	Male Faculty (%)	Non-binary (%)	Transgender (%)	Other (%)	Asian or American (%)	Black or African American (%)	Hispanic, Latino, or Spanish Origin (%)	Middle Eastern or North African (%)	Native American or Alaska Native (%)	Hawaiian or Pacific Islander (%)	European or White American (%)	I prefer not to answer (%)	Other (%)	Faculty of Color (%)	International Faculty (%)	LGBTQIA+ (%)	Disability (%)	Atheist/Agnostic (%)	Buddhist (%)	LDS (%)	Hindu (%)	Jehovah's Witness (%)	Jewish (%)	Muslim (%)	Other Christian (%)	Protestant (%)	Roman Catholic (%)	Scientologist (%)	Seventh Day Adventist (%)	Sikh (%)	Unitarian Universalist (%)	Non-religious (%)	Prefer not to answer (%)	Other (%)
2019	49.07	50.46	0.46	0.93	0.23	2.53	0.23	4.83	1.15	0.92	0.23	85.29	7.36	0.46	7.79	7.13	3.35	6.43	21.89	1.47	36	0.42	0	0.42	0.21	4	3.58	4.84	0	0.21	0	1.89	14.74	7.58	2.74

USU Campus Climate Survey Peer Institutions*, All Faculty

Year (Fall term)	Female Faculty (%)	Male Faculty (%)	Non-binary (%)	Transgender (%)	Other (%)	Asian or American (%)	Black or African American (%)	Hispanic, Latino, or Spanish Origin (%)	Middle Eastern or North African (%)	Native American or Alaska Native (%)	Hawaiian or Pacific Islander (%)	European or White American (%)	I prefer not to answer (%)	Other (%)	Faculty of Color (%)	International Faculty (%)	LGBTQIA+ (%)	Disability (%)	Atheist/Agnostic (%)	Buddhist (%)	LDS (%)	Hindu (%)	Jehovah's Witness (%)	Jewish (%)	Muslim (%)	Other Christian (%)	Protestant (%)	Roman Catholic (%)	Scientologist (%)	Seventh Day Adventist (%)	Sikh (%)	Unitarian Universalist (%)	Non-religious (%)	Prefer not to answer (%)	Other (%)
2019	52.22	41.48	0.27	0.3	9.05	6.45	5.44	3.73	N/A	0.67	0	76.1	2.84	6.65	18.35	7.34	6.57%	6.50%	17.97	1.45	1.07	1.57	0.14	2.17	1.04	28.9	13.86	9.63	0.04	0	0	1.8	10.16	11.5	5.5

*Arkansas State University, Kansas State University, the University of North Texas

Source:
<https://www.usu.edu/community/engagement/awards/principal-award>

Presidential Award for Civic and Community Engagement (FACULTY)

Year	Male	Female	Non-white	White
2014-15		1		1
2015-16		1		1
2016-17	1			1
2017-18		1	1	
2018-19	1		1	1

Presidential Award for Civic and Community Engagement (STAFF)

Year	Male	Female	Non-white	White
2014-15		1		1
2015-16	1			1
2016-17		1		1
2017-18		1	1	
2018-19	1		1	1

Presidential Award for Civic and Community Engagement (STUDENT)

Year	Male	Female	Non-white	White
2014-15		1		1
2015-16	1	1		2
2016-17	1	1	1	1
2017-18		1		1
2018-19		2		2

Source:
<https://www.usu.edu/equality/diversity/awards/past-recipients>

USU Diversity Awards (ADMINISTRATOR)

Year	Male	Female	Non-white	White
2013-2014		1		1
2014-2015		1		1
2015-2016	1			1
2016-2017	1			1
2017-2018	1			1
2018-2019		1		1
2019-2020				

USU Diversity Awards (FACULTY)

Year	Male	Female	Non-white	White
2013-2014	1			1
2014-2015		1		1
2015-2016	1			1
2016-2017	1			1
2017-2018	1			1
2018-2019		1		1
2019-2020		1		1

USU Diversity Awards (STAFF)

Year	Male	Female	Non-white	White
2013-2014	1			1
2014-2015	1			1
2015-2016		1		1
2016-2017	1			1
2017-2018	1			1
2018-2019		1	1	
2019-2020	1	1		

USU Diversity Awards (STUDENT)

Year	Male	Female	Non-white	White	LGBTQIA+
2013-2014		1	1	1	No data
2014-2015	1		1	1	No data
2015-2016		1	1	1	No data
2016-2017		2		2	No data
2017-2018	1		1	1	No data
2018-2019	1		1	1	1†
2019-2020		1		1	1 No data

†Student awardee self-identified LGBTQIA+

Source:
<https://www.usu.edu/science/pages/awards/index>

College of Science Award (Graduate Mentor; FACULTY)

Year	Male	Female	Non-white	White
2013	No data	No data	No data	No data
2014	No data	No data	No data	No data
2015	No data	No data	No data	No data
2016	No data	No data	No data	No data
2017	No data	No data	No data	No data
2018		1		1
2019	1			1
2020		1		1

College of Science Award (Teacher of the Year; FACULTY)

Year	Male	Female	Non-white	White
2013	1			1
2014	1			1
2015	1			1
2016		1		1
2017	1*			1
2018	1			1
2019		1		1
2020		1		1

College of Science Award (Researcher; FACULTY)

Year	Male	Female	Non-white	White
2013	1			1
2014		1		1
2015	1			1
2016	1			1
2017	1			1
2018		1*		1
2019	1		1	1
2020	1		1	1

College of Science Award (Undergraduate Mentor; FACULTY)

Year	Male	Female	Non-white	White
2013		1		1
2014	1			1
2015	1		1	1
2016	1			1
2017		1		1
2018		1*		1
2019	1			1
2020	1			1

College of Science Award (Excellence; STAFF)

Year	Male	Female	Non-white	White
2013	No data	No data	No data	No data
2014	No data	No data	No data	No data
2015	No data	No data	No data	No data
2016		2		2
2017		2		2
2018	1	1		2
2019		1		1
2020		1		1

College of Science D. Wayne Thorne Career Research Award

Year	Male	Female	Non-white	White
2013	1			1
2014	1*			1
2015	1			1
2016	1			1
2017		1		1
2018		1		1
2019	1			1
2020				

*Denotes Geosciences Department Recipient

Geosciences Awards (University-Sponsored)

Year	Male	Female	Non-white	White	Award
2013					
2014		1			1 D. Wayne Thorne Career Research Award
2015					
2016					
2017		1			1 CoS Teacher of the Year
2018			2		2 CoS Undergrad. Mentor of the Year; CoS Researcher of the Year
2019					
2020					

Geosciences Awards (National)

Year	Male	Female	Non-white	White	Award
2013					
2014					
2015					
2016					
2017					
2018			3		3 1 Naeser Prize in Thermochronology; 2 Geological Society of America (GSA) Fellowships
2019					
2020					

Geosciences Awards (University-Sponsored) Nominations

Year	Male	Female	Non-white	White	Award
2013					
2014					
2015					
2016		1	1		2 CoS Teacher of the Year; CoS Researcher of the Year
2017		1	2		3 CoS Undergrad. Mentor of the Year; CoS Researcher of the Year; D. Wayne Thorne Career Research Award
2018		2			2 CoS Undergrad. Mentor of the Year; D. Wayne Thorne Career Research Award
2019		1	1		2 CoS Grad. Mentor of the Year; CoS Researcher of the Year
2020			1		1 CoS Teacher of the Year

Geosciences Awards (National) Nominations

Year	Male	Female	Non-white	White	Award
2013					
2014					
2015					
2016					
2017					
2018					
2019			1		1 American Geophysical Union (AGU) Macelwane Medal
2020					

USU Geosciences Invited Speaker Demographics

Semester	Year	Male	Female	Non-white	White
Spring	2015	6	3	1	8
Fall	2015	7	4	1	10
Spring	2016	6	1	0	7
Fall	2016	4	3	1	6
Spring	2017	5	3	1	7
Fall	2017	5	5	0	10
Spring	2018	10	2	1	11
Fall	2018	3	2	0	5
Spring	2019	1	5	0	1
Fall	2019	4	2	1	5
Spring	2020	0	3	0	3
Fall	2020	1	3	0	4
Spring	2021	3	5	2	6

Geosciences Department Faculty Searches*

Year	Male	Female	Non-white**	White	Position	Total Applicants
2020	37	12	21	28	Faculty, Price Campus	49
2020	45	22	12	55	Faculty, Logan Campus	67
2020	12	6	5	13	PPAP, Logan Campus	18

*Data currently unavailable for hires prior to 2019

**Non-white applicants are primarily Asian