

Statistical Analyses of Program and its History

Earth & Planetary Sciences Pod, Yale University

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Our Pod Values Concerning Program Demographic Data:

1. Simply, documenting institutional and departmental demographics is a necessary component for measuring progress toward diversity, equity and inclusion through time.
2. We would like the department and university to be held accountable in the goals stated by the [Office of Diversity & Inclusion](#):
 - a. Strengthen diversity recruitment efforts
 - b. Development of internal talent
 - c. Creation and enhancement of mentoring programs
 - d. Cultivation of Yale Affinity Groups
 - e. Offer diversity education opportunities
 - f. Develop a system of metrics to track and assess diversity progress
 - g. Develop strategies to communicate and publicize Yale's diversity milestones
3. We believe that publishing this data offers necessary transparency for people interested in joining the department, and can ultimately be a useful tool for recruitment by conveying the department's values and progress.

Overview of What We Found:

Overall, demographic data across the university at the faculty, undergraduate, and graduate or professional schools level is fairly easily accessible from the Office of Institutional Research's (OIR) website: [Office of Institutional Research | Office of Institutional Research](#). However, there is currently little to no demographic data at the departmental level.

Motivated by this URGE deliverable, and by suggestions from others, the Department of Earth & Planetary Sciences (EPS)' Inclusion, Diversity, Equity & Anti-Racism (IDEA) Committee is working to obtain current and historical demographic data from OIR. Ideally, this data will be updated annually, and displayed on the new IDEA Committee website: [Departmental DEI initiatives and the IDEA committee | The Department of Earth & Planetary Sciences](#).

In a few cases, administrators were reluctant to make demographic data public at very fine scales. In most cases, this was out of concern for the violation of privacy due to small total numbers (e.g., a group of 5 people), where this data could potentially be linked to specific individuals. The only other reason given for not publishing certain data was the concern that it would be difficult to provide important context, such as student enrollment data for specific EPS courses when courses vary drastically by year.

Existing Links to Demographic Data by University Role:

1. College and Professional Schools

Yale's Office of Institutional Research (OIR) ([Office of Institutional Research | Office of Institutional Research](#)) is responsible for collecting and publishing institutional (Yale-wide) demographic data on its administrative & facilities spending, faculty, and student groups. Much of their historical data (including University financial information) can be found at [Browse Data Tables | Office of Institutional Research](#). A current-year (2020-21) quick-look fact sheet is published at [Facts and Statistics](#) and previous factsheets can be found at [Quick Facts about Yale University | Office of Institutional Research](#).

The Office of International Students and Scholars (OISS) also published a previous-year (2019-2020) report on the makeup of international students and scholars, found at [Statistics & Reports: 2019-2020 | Office of International Students & Scholars](#). Additionally, Yale's Common Data Set, which is an initiative to improve the quality and accuracy of information provided to all involved in students' transitions in higher education, can be found here: [A. General Information](#).

Data presented here may be compared to national demographic data collected by the national center for education statistics: [2019, The Integrated Postsecondary Education Data System \(IPEDS\)](#), which include gender and race / ethnicity demographics at the undergraduate and graduate level:

<https://nces.ed.gov/ipeds/Search/ViewTable?tableId=27428&returnUrl=%2Fipeds%2FSearch>

2. Faculty

In addition to OIR's published dataset on faculty, the Yale Faculty Development & Diversity group within the Office of the Provost publishes data on faculty makeup ([Faculty Demographics | Faculty Development & Diversity](#)), and the Faculty of Arts & Sciences (FAS) has released a Senate Report on Faculty Diversity & Inclusivity (from 2016) ([FAS Senate Diversity and Inclusivity Report](#)).

3. Postdocs & Research Staff

Demographic data for postdoctoral researchers and research staff do not exist or are not readily available for the University. Aside from total numbers (2,178 for 2020-21), we could not find any demographic data, although they are included for the OIR international scholars data.

4. Non-Research & Custodial Staff

Although OIR reports demographic data in a category on their site entitled "Faculty & Staff", they publish no actual staff demographic data on this site. In addition, while they publish administrative and faculties spending reports, they do not publish demographics data for those groups.

What We've Learned

We found that while Yale's university-wide demographics are relatively easy to obtain (with gaps in coverage i.e. postdocs, staff, etc.), our department's (EPS) demographics are not collected or published in an organized and transparent manner. While the department does have available Graduate School demographics at the department level, the department's modus operandi has been to view and use these statistics internally, and to not publish them externally. The stated reasoning from the department has been that at the department-level, especially within a small geosciences department, where demographic statistics arise from small-numbers, concerns of privacy of individuals take precedence.

We also believe that individual privacy must continue to be taken seriously and not breached with regards to any potentially personal identifiable information. We also feel that there must be a smart and responsible way to collect and publish departmental demographics data which aligns with our pod's values, stated at the beginning of this document, and allows for the transparent fulfillment of the University and Departmental goals, also stated at the beginning of this document. With these two beliefs in mind, we look to the example of the Department of Geosciences at Princeton University, which maintains a dashboard of departmental demographics obtained and distributed by their own Office of Institutional Research: [Diversity, Equity, Access, and Inclusion | Department of Geosciences](#). While direct public access is restricted to the dashboard, they provide pdfs with comprehensive departmental data for various departmental roles. We would like Princeton's example to serve as a motivation and guide for our pod's effort to organize departmental demographics data publication; and by their example, we believe that turning to our own OIR would be a great starting point for the responsible collection and dissemination of this data.

Our Pod's Stated Goals:

Yale's EPS URGE Pod and IDEA committee will continue to evaluate what demographic data can be collected and how it is collected. For example, OIR only has historical gender demographic data collected in a binary framework, but we are pushing for data to be collected in a non-binary framework moving forward. The department will also continue to evaluate how to use its demographic data to generate and measure change. We do not simply want our program to reflect the average demographics of other geoscience programs considering the dearth of diversity in the geosciences nationwide. However, we will continue to discuss appropriate goals for our department and whether to consider different goals for different positions (i.e., non-academic staff, early vs. late career faculty, postdocs and researchers, grad students, undergrads, invited speakers etc.). Finally, in line with our findings of the lack of transparent departmental demographics data, we will connect with OIR to request the release to the department of demographic data at the departmental level for responsible and continuous publication.