



UBURGE DELIVERABLE 3: DEMOGRAPHIC DATA FOR UNIVERSITY AT BUFFALO

This is what was found by UBURGE at University at Buffalo 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 at our organization are here:**
 - Organization, Company, University Current Staff/Student Demographics
 - The Common Dataset -
<https://www.buffalo.edu/provost/oia/facts-publications/common-data-sets.html>
 - Integrated Postsecondary Education Data System (IPEDS)-
<https://nces.ed.gov/ipeds/datacenter/Facsimile.aspx?unitid=196088>
 - Most recent Data Feedback Report from 2021, but UB website is not up to date (only shows 2019)
 - Most detailed demographics for Geology fall under “Physical Sciences” section within the Reported Data for IPEDS
 - As of October 15, 2020, only 3 black female and 4 black male graduate students in physical sciences
 - Unofficial Metrics -
<https://docs.google.com/spreadsheets/d/1qZEeRa3dYA60rntWeR2dLgX2c9-xULunZDVVEfE0Mro/edit#gid=886203632>
 - A living document of department demographics
 - UB University Factbook -
<https://www.buffalo.edu/provost/oia/facts-publications/factbook.html>
 - UB Affirmative Action policies -
<https://www.buffalo.edu/equity/data--reports-and-information/affirmative-action-plan.html>
 - UB as a whole has “best practices” that departments should follow to make sure recruitment is equal. For example, it mentions that:

As a hiring department or search committee member, you should be knowledgeable of the current representation and availability for the open position and inquire if a placement goal exists. If a placement goal exists, you should focus part of your recruitment efforts toward that goal.

- It's not clear yet whether Geology has been following these practices strictly
 - Analysis of past invited speaker demographics
 - Not available
 - If data are not available it is because they are unofficial, but available upon request.
- **How does your organization compare to others, or to the field as a whole?**
 - 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>
 - AGI - Status of Recent Geoscience Graduates 2021 - Who is getting Geoscience Degrees? - <https://www.americangeosciences.org/static/files/GraduateSurvey2021.pdf>
 - Creating and Promoting Gender Equity and Diversity in Professional Geological Societies - <https://eartharxiv.org/repository/view/2060/>

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

<https://arts-sciences.buffalo.edu/geology/about/diversity-and-inclusion/goals.html>

Goals are mentioned on Geology's page for increasing URM's (underrepresented minorities) in undergraduates, graduates, and faculty. The goals are only general and not measurable. It's not clear whether these goals have been actively worked on since there's no way to measure progress. For example, there seems to be no policy or process in place to seek out and hire those from underrepresented groups and there seems to be no data available on the hiring demographics (how many URM's applied and how many were hired?). Another question that is left unanswered is knowing what practices are in place to retain URM undergraduates/graduates/faculty?

Here's what we found on the Geology website:

Undergraduate

- Building on our existing collegial environment and curriculum to promote retention and advancement of all undergraduate students
- Normalizing excellent mentoring practices across the department and leaning more on the outstanding role models in our department and at UB
- Increasing visibility of geosciences as a degree that will launch students into successful, lucrative professions in service to their communities

Graduate

- Building on our existing collegial environment and curriculum that supports all graduate students through to graduation on schedule, and advances them beyond their careers at UB
- Normalizing excellent mentoring practices across the department and leaning more on the outstanding role models in our department and at UB
- Increasing visibility of geosciences as a degree that will launch students into successful, lucrative professions in service to their communities

Faculty

- Building on our existing collegial environment to retain and advance all faculty
 - Recognizing the range of strengths and contributions that each faculty brings to the department and discipline
 - Developing a rigorous process to recruit from the full pool of excellent candidates
- **Policy or proposed policy for collecting demographic data at your organization:**
 - Demographic data are recorded from applications
 - Demographic data is reported here:
 - <https://arts-sciences.buffalo.edu/geology/about/diversity-and-inclusion/goals.html>
 - Only includes degrees granted for students, not currently enrolled
 - We suggest that the demographic data be updated as of 2022 and made more public.
 - We also suggest hiring a staff member who focuses on collecting and reporting demographic data, and to work on Diversity and Inclusion matters in general.
 - **What did you learn about other organizations (or in general) while investigating demographic data?**
 - <https://diversity.ideo.columbia.edu/seminardiversity> - Increase diversity in seminars
 - <https://www.nature.com/articles/d41586-019-03784-x> - No all-male panels
 - <http://www.ohrc.on.ca/en/policy-and-guidelines-racism-and-racial-discrimination/part-3-%E2%80%93-guidelines-implementation-monitoring-and-combating-racism-and-racial-discrimination> - more information on collection of demographic data in Canada.