



GEOSCIENCES
TEXAS A&M UNIVERSITY

Growing Hispanic/Latino enrollments at Texas A&M Geosciences

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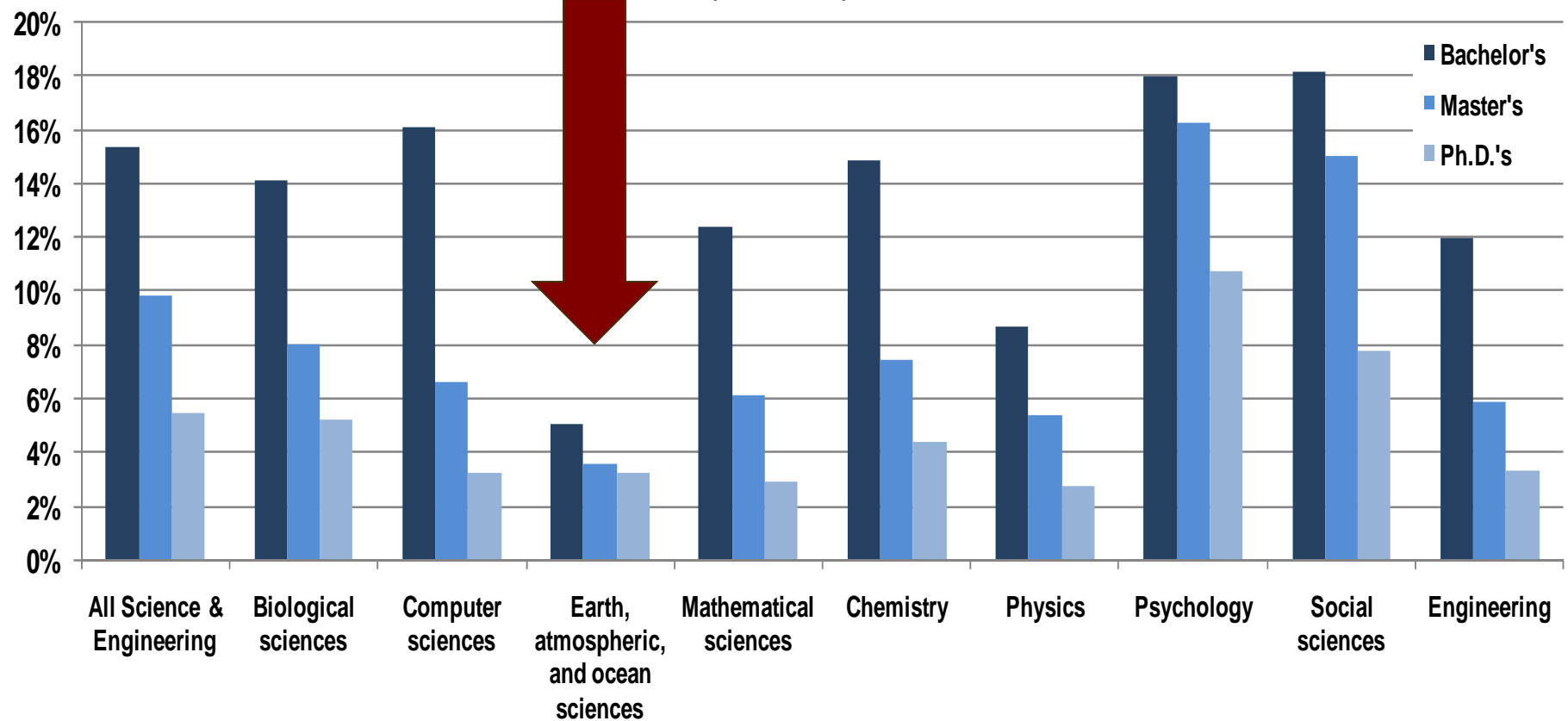


Domestic Student Diversity College-wide

	2012	2010	2008	2007
White	663 (78.2%)	715	425	422 (87.8%)
Black	19 (2.2%)	24	6	3 (0.6%)
Hispanic	117 (13.8%)	118	59	40 (8.3%)
Asian	27 (3.2%)	23	12	14 (2.9%)
American Indian	4 (0.5%)	3	3	2 (0.4%)
TOTALS	848 16.5% URM	883	505	481 9.3 % URM



Percent of Degrees Conferred to Underrepresented Minorities in Science & Engineering Fields (1995-2004)




Source: AGI Geoscience Workforce Program, data derived from NSF's Science and Engineering Degrees, by Race/Ethnicity of Recipients: 1995-2004



Table 4

Universities that awarded the most geoscience bachelor's degrees to Hispanic Americans during the 5-year period from 2004 through 2008.

These 13 universities awarded one-third of all geoscience bachelor's degrees earned by Hispanic Americans over the last 5 academic years combined.



Florida State University	University of California, Santa Cruz
San Diego State University	University of Puerto Rico, Mayaguez
Stanford University	University of Texas, Austin
Texas A&M University, Main Campus	University of Texas, El Paso
United States Naval Academy	University of Texas, San Antonio
University of California, Irvine	University of Washington, Seattle
University of California, Santa Barbara	

According to the NCES, each of the universities listed above awarded more than 10 geoscience bachelor's degrees to Hispanic Americans over the last 5 academic years.

AIP Statistical Research Center compiled data collected by the NCES.

<http://www.aip.org/statistics>

Why Diversity is Important

- **Diversity is a key part of our institutional capacity**
 - Texas is increasingly diverse and one of four minority-majority states (with CA, NM & HI).
 - 37.6% Hispanic, 11.5% African-American - TX in 2010
 - It is our University mission to serve the people of Texas. We have far to go to be fully representative.
 - Human, intellectual and natural systems all function better with a diversity of members. More perspectives = more creative and representative solutions.
 - Diversity of all kinds is important. Ethnicity is only one dimension. We also need to consider gender and all other visible and invisible dimensions of diversity.
- It requires a conscious effort to build this capacity.

Oceanography

- Graduate-only program
 - 32 students enrolled at the MS level – Sp 2012
 - 43 students enrolled at the Ph.D. level
 - 50 domestic students
- Domestic diversity is growing, but graduate diversity is lower than undergraduate
 - 8 % Hispanic in OCNG, better than the College as a whole at the graduate level (5%)
 - 12% domestic URM at the graduate level compared with 8% for the College
 - 62% women of all domestic ethnicities

Making Strides

- **Growing national presence in graduate recruiting venues**
 - All geoscience professional societies annual meetings
 - Targeted graduate recruitment at events such as SACNAS, and other focused venues
- **Sustained recruiting and retention efforts for undergraduates – models for graduate retention?**
 - iGeo, G-Camp, GeoX – recruiting, GFGA – retention, group advising
 - Targeted recruitment and tailored retention is the key

Making Strides

- **TAMU Geosciences has catalyzed a statewide network of undergraduate institutions to increase diversity in graduate admissions and retention**
 - Diversity and Innovation in the Geosciences – Texas (DIG-Texas) lead institution.
 - <http://digtexas.org>
 - Funded by NSF jointly with UT Austin
 - Held events in Houston, College Station and Austin – emphasize degree and career pathways, relevance to students and their communities
 - Brought over 30 undergraduate students and faculty to campus from UTSA, UTEP, UT Brownsville, Lamar, TAMU-CC, and others

Program and Degree Coordination



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Issues and Challenges

- Support
 - community and financial both
- Time to completion and degree goals
- Challenges of relocating and “on-boarding” students from varied cultural backgrounds – one size does not fit all
- Ongoing curricular tuning and focus
- Maintaining and enhancing visibility