



# **Space Grant Diversity Report Card Guidance**

## **Historical Overview**

The program office requires the Space Grant Consortia to set two specific goals for student participation annually:

- Female student participation percentage – Historically, the female student percentage has been set at 40% across the consortium. This goal was established many years ago when the national average of female students in STEM majors was approximately 32%. In an effort to bolster female participation in the program, the program office set a loftier goal of 125% of the national average, therefore establishing a 40% female participation goal.
- Underrepresented/Underserved minority student participation percentage – The underrepresented/underserved percentage goal changes annually and corresponds to the racial/ethnic diversity of higher education students enrolled in a given state. These percentages are available each year through the Department of Education's National Center for Education Statistics (NCES). By adding the racial/ethnic percentages of higher education students who are traditionally underrepresented in STEM fields (Black/Hispanic/Pacific Islander/American Indian/Alaskan Native), a consortium is able to determine its underrepresented/underserved minority student participation target goal.

## **Report Card Objective**

The female and underrepresented/underserved percentage goals have not been applied uniformly across the consortia for a number of years. Different states focus on different aspects of their awarding process when trying to meet their diversity goals. For instance, one state may claim to have achieved its diversity goals because they focus on overall participation, while falling short in significant awards. Other states may focus their diversity goals solely on funded students, while falling short in overall awardees. The purpose of this report card is to determine whether a consortium is truly meeting its diversity targets by looking at multiple facets of student participation. The report card compares both the consortia's female participation percentage against the program-wide 40% goal, and the consortia's underrepresented/underserved participation percentage against the NCES Underrepresented student enrollment percentage for each consortium. States are considered to have exceeded their goals if they meet the respective percentages (Green), achieved satisfactory performance if they achieve within two-percentage points of the goal (Yellow), and have not met the goal if they are greater than two-percentage points under the respective goal (Red).

## **Data Sources/Methodology**

- 1) Student Data Table (A1) All Participants – This data set is provided to the program office by the consortia annually. The Student Data Tables are a set of excel spreadsheets that each consortia manually fill out and submit. Table A1 of the Student Data tables collects numbers of students/gender/number of underrepresented minority



students/undergraduate and graduate status. Table A1 is inclusive of all direct student participants (funded and unfunded) in the Fellowship/Scholarship, Higher Education and Research Infrastructure programs, consortium-wide. Percentages of female students and underrepresented/underserved students are calculated in the spreadsheet and added to the Report Card.

- 2) Student Data Table (A2) Funded Participants – This data set is provided to the program office by the consortia annually. The Student Data Tables are a set of excel spreadsheets that each consortia manually fill out and submit. Table A2 of the Student Data tables collects numbers of funded students/gender/number of underrepresented minority students/undergraduate and graduate status. Table A1 is inclusive of all monetary student awards (regardless of amount) in the Internship/Fellowship/Scholarship, Higher Education and Research Infrastructure programs, consortium-wide. Percentages of female students and underrepresented/underserved students are calculated in the spreadsheet and added to the Report Card.

The business rule given to the consortia for reporting data into OEPM is that they are required to create student profiles/awards for all NIF(S) students regardless of funding amount, as well as Significant Research Infrastructure/Higher Education awardees.

A is a monetary award, internship or experience, which includes one or more of the following: (a) has a value of greater than or equal to \$3,000; (b) participation of greater than or equal to 160 hours; and/or (c) through a cost-benefit analysis proves to have significant impact on the student's academic achievement and employment.

- 3) Significant Awardees OEPM – Significant awardee data is available for each state via the OEPM BI-Reports and/or the Analytical Dashboard and can be exported to Excel. The following steps will determine the female significant awardee percentage:
  1. **Using the Significant Awardees Report**, turn on the filter function for each column.
  2. Filter by desired state.
  3. Filter by gender, selecting only “female.”
  4. Divide the number of female significant awardees by the total unfiltered number of significant awardees for a particular state.

The following steps will determine the Underrepresented/Underserved significant awardee percentage:

1. **Using the Significant Awardees Report**, turn on the filter function for each column.
2. Filter by desired state.
3. Filter by race, excluding “Asian, Asian/White, White, Do not wish to report.”
4. Next, filter by race by only selecting “Asian, Asian/White, White, Do not wish to report.” Set a second filter on ethnicity, selecting only “Hispanic.”
5. Add the number of students from step 4 and step 5 to account for all significant awardees that are underrepresented/underserved by either race or ethnicity.



6. Divide the number of underrepresented/underserved awardees by the total unfiltered number of significant awardees for a particular state.
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- 4) Funded Awardees OEPM – Funded awardee data is available for each state via the OEPM BI-Reports and/or the Analytical Dashboard and can be exported to Excel. The following steps will determine the female funded awardee percentage:
    1. **Using the All Awardees Report**, turn on the filter function for each column.
    2. Filter by desired state.
    3. Filter by award amount, excluding "\$0.00," or any variation thereof.
    4. Filter by gender, selecting only "female."
    5. Divide the number of female funded awardees by the total number of funded awardees (step 3) for a particular state.

The following steps will determine the Underrepresented/Underserved funded awardee percentage:

1. **Using the All Awardees Report**, turn on the filter function for each column.
2. Filter by desired state.
3. Filter by award amount, excluding "\$0.00," or any variation thereof.
4. Filter by race, excluding "Asian, Asian/White, White, Do not wish to report."
5. Next, filter by race by only selecting "Asian, Asian/White, White, Do not wish to report." Set a second filter on ethnicity, selecting only "Hispanic."
6. Add the number of students from step 4 and step 5 to account for all funded awardees that are underrepresented/underserved by either race or ethnicity.
7. Divide the number of underrepresented/underserved awardees by the total number of funded awardees (step 3) for a particular state.

- 5) All Awardees OEPM – All Awardees data is available for each state via the OEPM BI-Reports and/or the Analytical Dashboard and can be exported to Excel. The following steps will determine the All Awardees female percentage:
  1. **Using the All Awardees Report**, turn on the filter function for each column.
  2. Filter by desired state.
  3. Filter by gender, selecting only "female."
  4. Divide the number of female significant awardees by the total unfiltered number of significant awardees for a particular state.

The following steps will determine the Underrepresented/Underserved All Awardee percentage:

1. **Using the All Awardees Report**, turn on the filter function for each column.
2. Filter by desired state.
3. Filter by race, excluding "Asian, Asian/White, White, Do not wish to report."
4. Next, filter by race by only selecting "Asian, Asian/White, White, Do not wish to report." Set a second filter on ethnicity, selecting only "Hispanic."
5. Add the number of students from step 4 and step 5 to account for All Awardees that are underrepresented/underserved by either race or ethnicity.



6. Divide the number of underrepresented/underserved Awardees by the total number of Awardees (step 3) for a particular state.

Note: The Significant Awardees report and the All Awardees report are two separate reports that can be generated via the OEPM BI- Reports and/or the Analytical Dashboard.