CHALLENGES STATE GEOLOGIC SURVEYS FACE IN A WORLD OF DIVERSITY

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AASG Past President
World of State Geological Surveys

- Cumulative annual budget $250 M & workforce of ~2,000
- Diverse in size and scope
- Similar in missions and goals
Leadership Diversity as Proxy for Surveys
World of State Geological Surveys - Gender

• Slow but steady rise in leadership but staff levels stagnant

Gender Distribution for State Geological Survey Staff (% Female)
(2012; except for State Geologists, the pattern has been static for the last 5 years of surveying)

- Support Staff: 51%
- Geoscience Students: 34%
- Geoscience Staff: 25%
- State Geologists: 8%
World of State Geological Surveys – Ethnicity

• 2% of State Geologists

• In general diversity in all staff mirrors the geographic areas

• Diversity of technical and scientific staff is <5% overall

• Most state surveys have Affirmative Action Plans and/or participate in state hiring policies
  • NOTE – it is the policy of all state surveys to hire the best and brightest of the applicant pool
World of Geological Surveys – Staff Age

- Age community – large diversity

- Bimodal –
  - 35–40 vs. 55–59
  - Reflects hiring trends

Age Profile of Geoscientists in AASG

- Reflects hiring trends
World of State Geological Surveys

- Largest age spread
- Will need >500 geoscientists in 10 years
Future demand will be a mix of graduate and undergraduate.

- Doctorate: 32%
- Bachelor: 25%
- Master: 41%
- No Degree: 2%

2010 Annual AASG Statistician Report
Future World of Geological Surveys
Mission of Education and Outreach to define our future employees

AASG Education Committee
- K-12 Geoscience Curriculum
- Student Interns
- Support earth science teachers
- GSA/AGI Education forums

Advocate for student exposure to geosciences
- GEOForce
THANK YOU

Questions or Comments