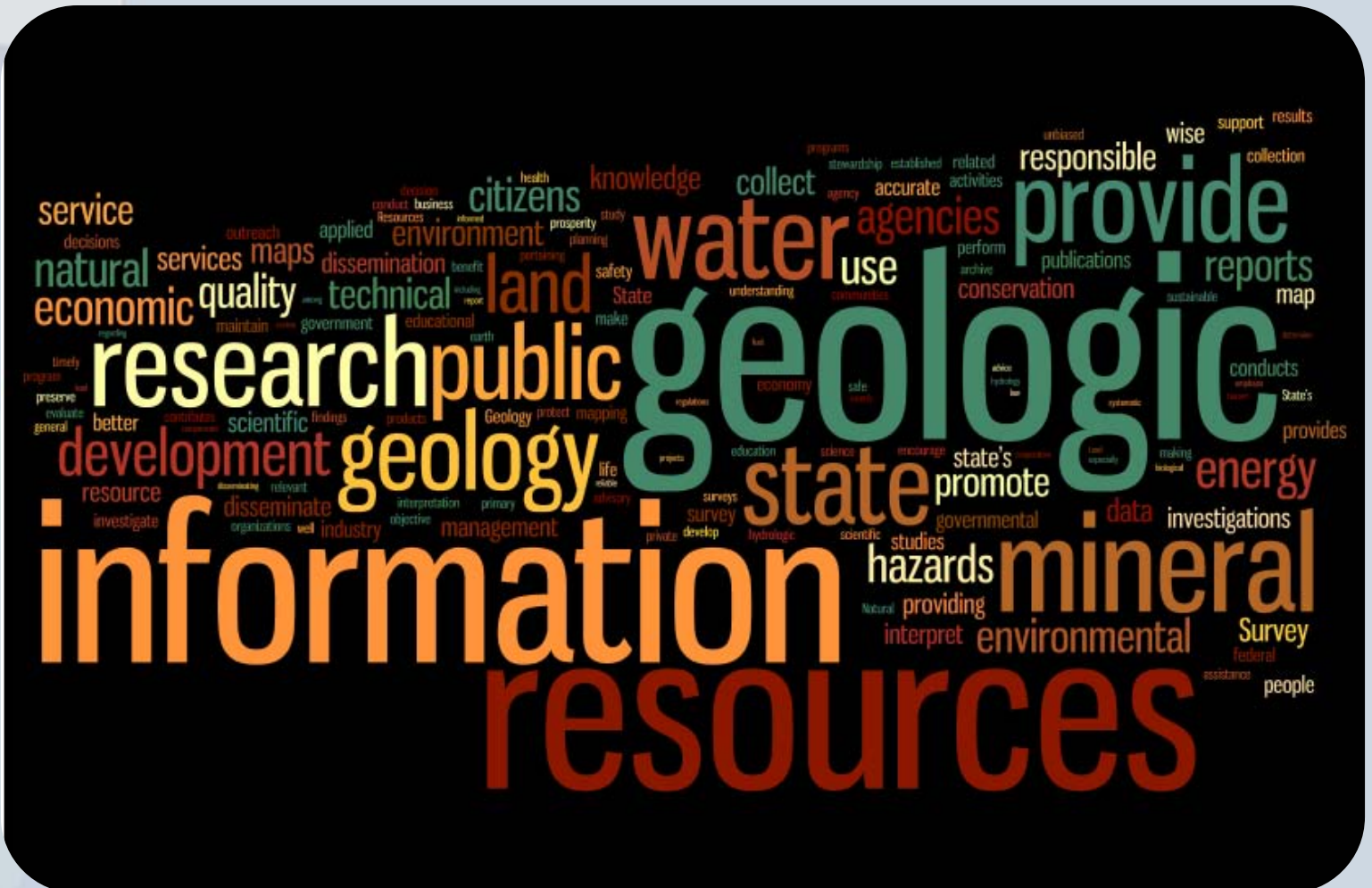




# CHALLENGES STATE GEOLOGIC SURVEYS FACE IN A WORLD OF DIVERSITY

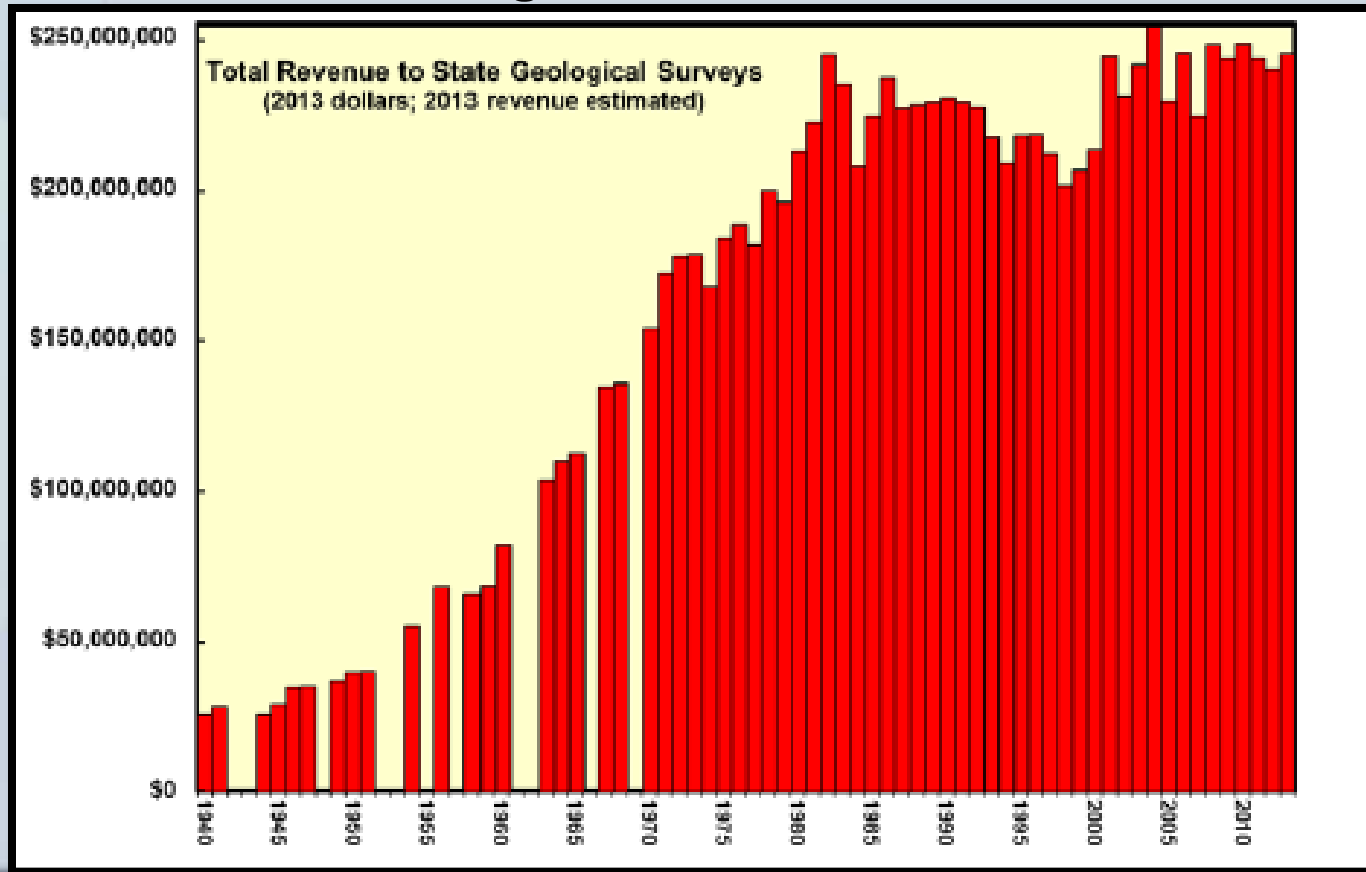
Vicki S. McConnell, Oregon State Geologist  
AASG Past President



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# World of State Geological Surveys

- Cumulative annual budget \$250 M & workforce of ~2,000
- Diverse in size and scope
- Similar in missions and goals



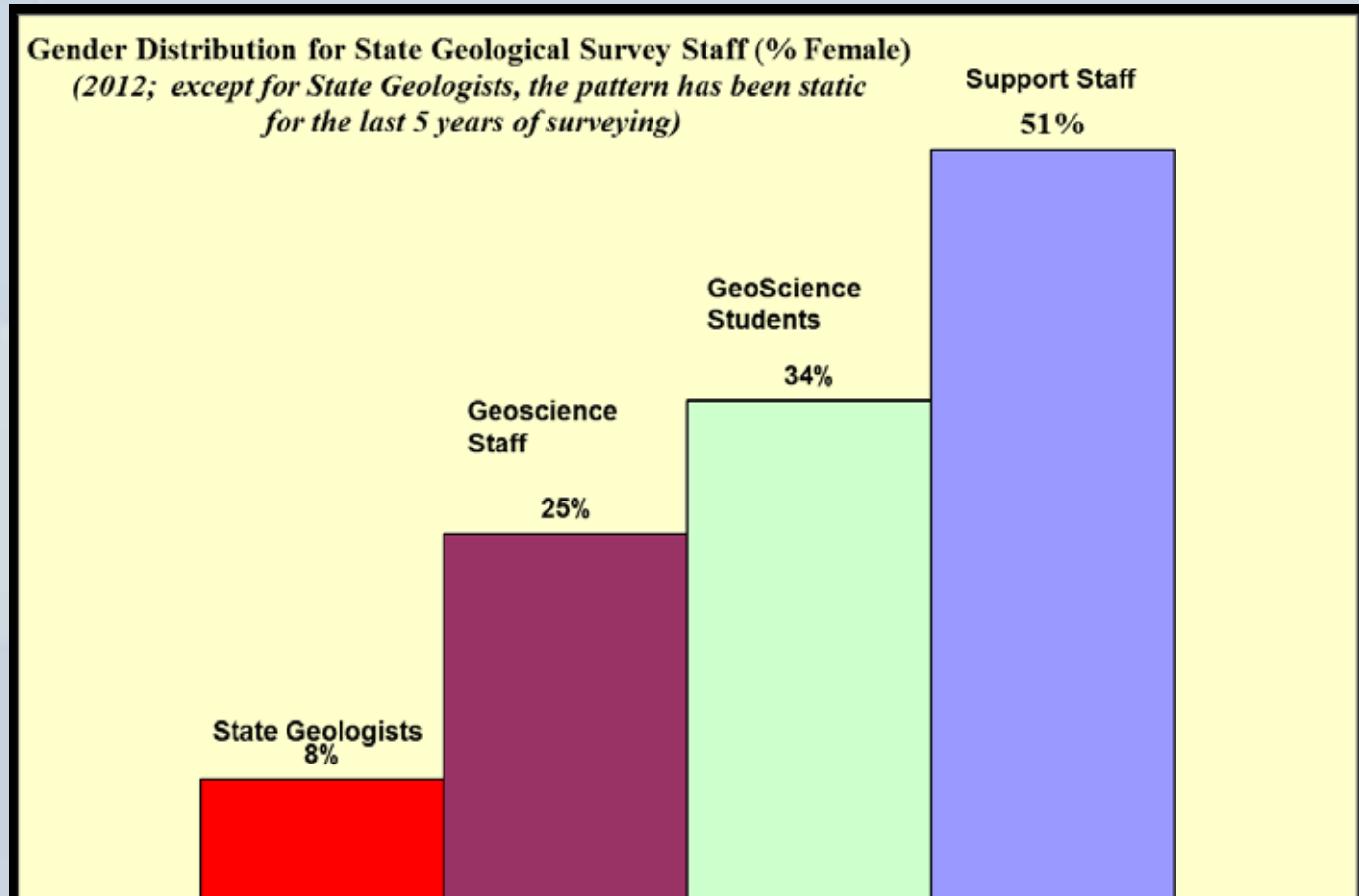


# Leadership Diversity as Proxy for Surveys



# World of State Geological Surveys - Gender

- Slow but steady rise in leadership but staff levels stagnant



2013 Annual AASG Statistician Report



# World of State Geological Surveys – Ethnicity

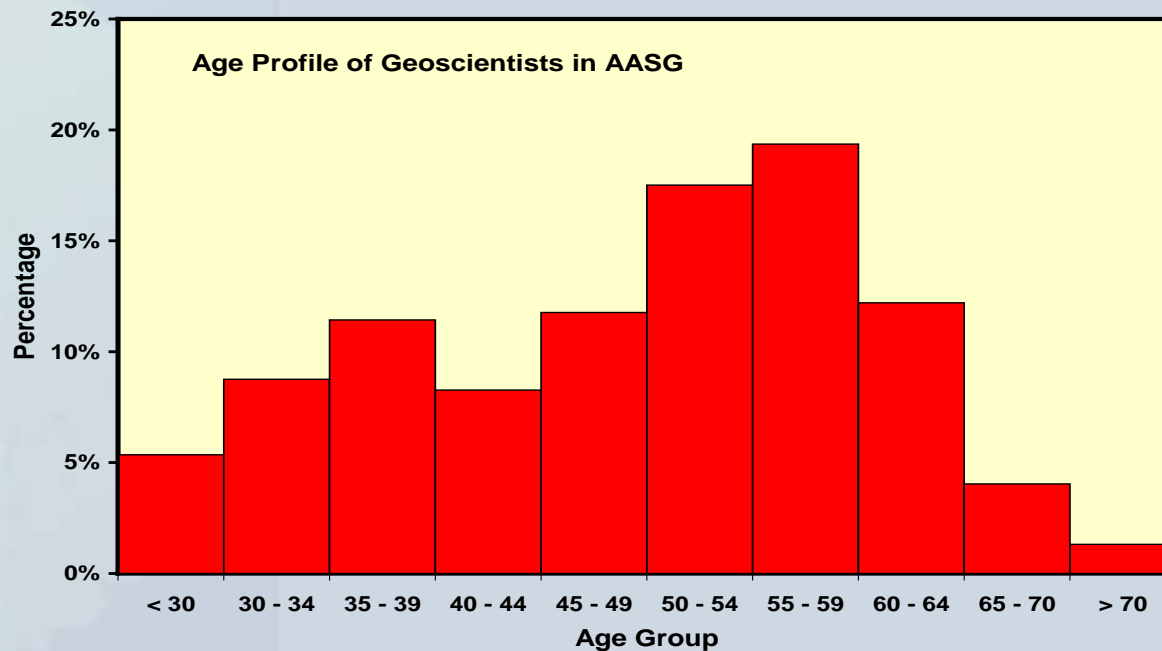
- 2% of State Geologists
- In general diversity in all staff mirrors the geographic areas
- Diversity of technical and scientific staff is <5% overall
- Most state surveys have Affirmative Action Plans and/or participate in state hiring policies
  - NOTE – it is the policy of all state surveys to hire the best and brightest of the applicant pool

# World of Geological Surveys – Staff Age

- Age community –large diversity

- Bimodal –

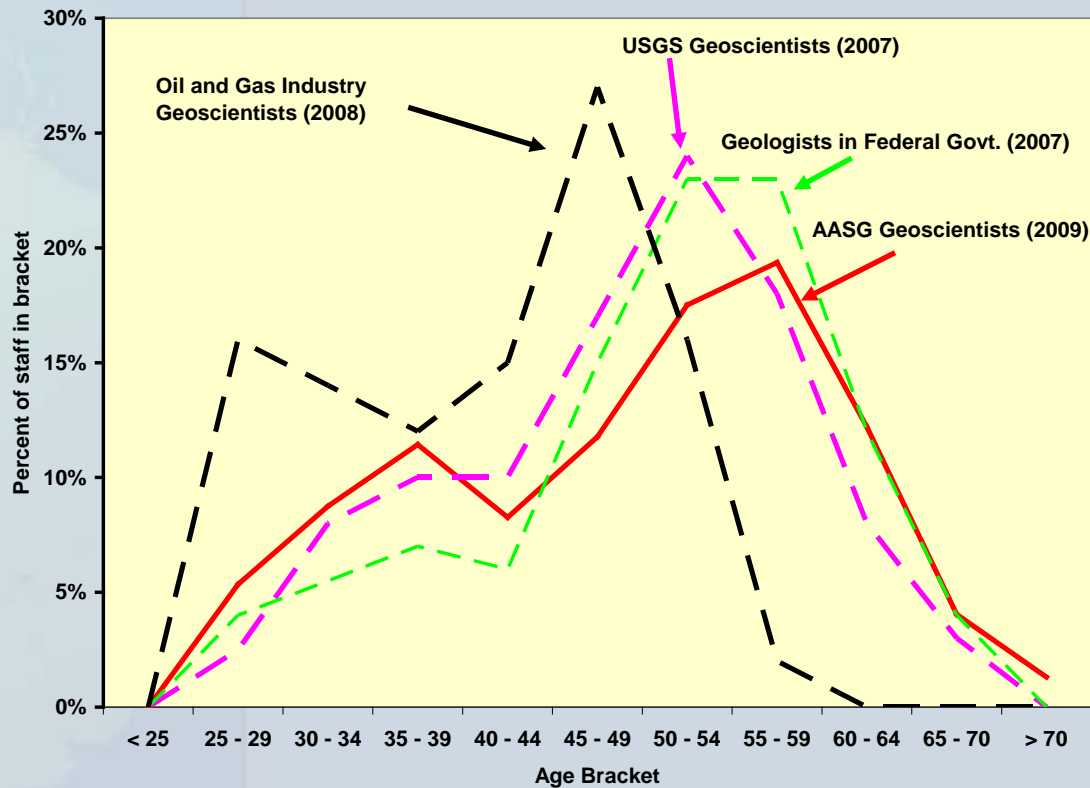
- 35–40 vs. 55–59
- Reflects hiring trends



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# World of State Geological Surveys



- Largest age spread
- Will need >500 geoscientists in 10 years

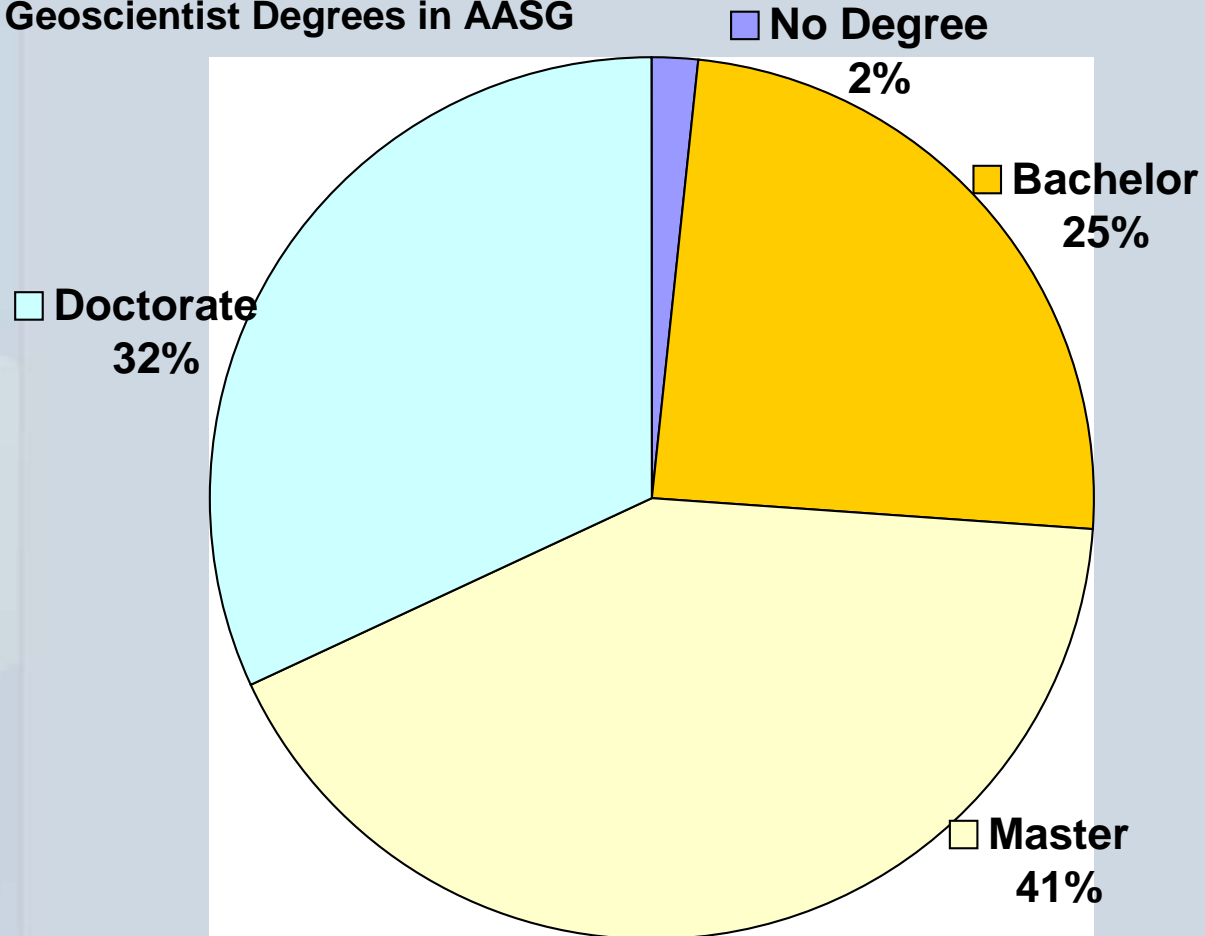
2010 Annual AASG Statistician Report



# World of Geological Surveys – Degree Level

- Future demand will be a mix of graduate and undergraduate

Geoscientist Degrees in AASG



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