Diversity Project Variables

Program characteristics
Flexibility for nontraditional students
Application information
Funding and job prospect opportunities
Program climate

#	Code	Description	Data Source	Data Range	% "Yes"	Initial Rater Agreement
1	Inst_Name	Institution name	NCME List 2017	Text	N/A	N/A
2	Inst_State	Institution state	NCME List 2017	Text	N/A	N/A
3	Inst_City	Institution city	NCME List 2017	Text	N/A	N/A
4	Inst_Zip	Institution zip code	NCME List 2017	5-digit zip code	N/A	N/A
5	P_Website	Program website	NCME List 2017 Program website	URL	N/A	N/A
6	P_College	Name of the college or school housing the program	Program website	Text, 0=no	N/A	95%
7	P_Dept	Name of the department housing the program (use program name if there are no departments at the college/school level)	Program website	Text	N/A	100%
8	P_Name	Program name	NCME List 2017 Program website	Text	N/A	95%
9	P_Area	Measurement/psychometrics program area (specialization, minor, emphasis, specialty, etc.); if program itself is broad and/or is housed in a program with focus beyond psychometrics (i.e., Dept. of Psychology, Psychology Program), include area of specialization beyond broad program name (this does not refer to areas of research interest within the measurement/psychometrics program [e.g. measurement, program evaluation, etc.])	Program website	Text, 0=no	37%	95%
10	P_PhD	Does the program offer terminal PhD degree?	Program website	1=yes, 0=no	86%	100%
11	P_EdD	Does the program offer terminal EdD degree?	Program website	1=yes, 0=no	2%	100%
12	P_EdS	Does the program offer terminal specialist degree?	Program website	1=yes, 0=no	4%	100%

13	P_Masters	Does the program offer terminal master's degree?	Program website	1=yes, 0=no	64%	100%
14	Career_Grads	Is there information about the jobs (roles, titles, companies, etc.) program graduates have secured in the past?	Program website	1=yes, 0=no	64%	86%
15	Career_Info	Is there a statement about prospective/potential careers for program graduates stated specifically as the role they will occupy? (i.e., statistician, psychometrician, consultant, professor, etc.); statement must be differentiated from that describing the roles occupied by program graduates (see "Career_Grads" variable)	Program website	1=yes, 0=no	78%	41%
16	Career_Rates	Is there quantitative information about rates of employment for program graduates?	Program website	1=yes, 0=no	3%	100%
17	Contact	Is there an explicit statement suggesting that students can and should contact the program with any questions? (i.e., "If you have more specific questions…, please feel free to contact…")	Program website	1=yes, 0=no	52%	68%
18	Cost	Is there a statement about expected tuition costs (presented quantitatively)?	Program website	1=yes, 0=no	4%	91%
19	Disc_Stmt	Is there an anti-discrimination or equal opportunity statement that is either program specific or reiterating the general university policy at-large and which refers (either generally to practices of the program and/or) specifically to the admissions process?	Program website	1=yes, 0=no	8%	100%
20	Distance[+]	Is there a statement specifying that students are able to complete this program in full via a remote/online/distance format?	Program website	1=yes, 0[+]=no	8%	95%
21	Evening[+]	Is there a statement specifying that any number of night classes are offered?	Program website	1=yes, 0[+]=no	11%	100%
22	PartTime[+]	Is there an explicit statement specifying that students can enroll on a part-time basis?	Program website	1=yes, 0[+]=no	16%	95%
23	DivCourses_Gen[*]	Are there mandatory courses (i.e. all students in the program must complete) on the topic(s) of general diversity?[*]	Program website	1=yes, 0=no	8%	95%

24	DivCourses_Ethn**	Are there mandatory courses (i.e. all students in the program must complete) on the topic(s) of ethnic diversity?**	Program website	1=yes, 0=no	1%	95%
25	DivStmt_Gen*	Is there an explicit statement related to encouraging (i.e., welcoming and accepting) general diversity among program students (do not code for this variable within "How to Apply" section that provides instructions for writing application statements)?*	Program website	1=yes, 0=no	16%	95%
26	DivStmt_Ethn**	Is there a statement related to encouraging (i.e., welcoming and accepting) ethnic diversity among program students (do not code for this variable within "How to Apply" section that provides instructions for writing application statements)?**	Program website	1=yes, 0=no	5%	100%
27	Fac_Images	Is there at least one current faculty member image (photo and/or video) available on the program webpage or through a link to an external faculty directory?	Program website	1=yes, 0=no, Link=redirection to external URL (e.g., faculty directory)	54%	95%
28	Fac_Profiles	Is there at least one faculty profile/biography (including information beyond simply their name and job title) available on the program webpage or through a link to an external faculty directory? (i.e., statement(s) related to research interests, previous work, educational background, awards and honors, etc.)	Program website	1=yes, 0=no, Link=redirection to external URL (e.g., faculty directory)	36%	86%
29	FacResearch_Gen*	When reviewing current faculty profiles (via either program webpage or linked to external faculty directory), is there mention that at least one current faculty member has research interest(s) related to issues of general diversity?*	Program website	1=yes, 0=no, N/A=no profile available	42%	73%
30	FacResearch_Ethn**	When reviewing current faculty profiles (via either program webpage or linked to external faculty directory), is there mention that at least one current faculty member has research interest(s) related to issues of ethnic diversity?**	Program website	1=yes, 0=no, N/A=no profile available	40%	73%

31	Flex_Review	Is there an explicit statement related to considerations provided or flexibility applied during the admissions review process for otherwise exceptional applicants who might demonstrate specific weaknesses in their application materials (i.e., lower than average GRE scores, lower than average GPA, lack of research experience, etc.)	Program website	1=yes, 0=no	16%	82%
32	FundDiv_Gen*	Is there information about the availability of graduate student funding (i.e., scholarships, assistantships, fellowships, etc.) geared specifically towards generally diverse students?*	Program website	1=yes, 0=no	7%	91%
33	FundDiv_Ethn**	Is there information about the availability of graduate student funding (i.e., scholarships, assistantships, fellowships, etc.) geared specifically towards ethnically diverse students?**	Program website	1=yes, 0=no	2%	100%
34	Fund_Info	Is there any mention or information about the availability of or possibility of receiving graduate student funding (i.e., scholarships, assistantships [teaching, research, graduate], fellowships)? Indicate if information is only available via an external link to the institution's financial services office without any description on the program webpage itself.	Program website	1=yes, 0=no, Link=redirection to external URL (e.g., financial aid office)	58%	73%
35	GRE_Emph	Is there a statement emphasizing importance or value of quantitative GRE scores?	Program website	1=yes, 0=no	2%	91%
36	GRE_Suggest	Is there quantitative mention of expected/competitive GRE scores in regards to the admissions process?	Program website	1=yes, 0=no	28%	91%
37	Handbook	Is there a copy or a link to a program-specific handbook?	Program website	1=yes, 0=no	32%	91%
38	Experience	Is there information about past, current, and/or future applied experience sites? (i.e., internship, practicum, apprenticeship, experiential learning, etc.)	Program website	1=yes, 0=no	19%	95%
39	S_Contact	Is past or current student contact information available? (i.e. email address, message/email	Program website	1=yes, 0=no	27%	100%

		portal, alumni contact available through current faculty, etc.)				
40	S_Images	Is there at least one past or current student image (photo and/or video) available? (If image is not specifically attached to a student profile, the image must minimally include a label identifying the name(s) of the student(s) in the photo and/or video.)	Program website	1=yes, 0=no	46%	95%
41	S_Profiles	Is there at least one past or current student profile/biography/statement that includes information beyond student name and program association, such as their research interests, career plans, accomplishments, awards, publications, etc. (do not code alumni job placements – see variable "Career_Grad")?	Program website	1=yes, 0=no	50%	82%
42	UG_GPA	Is there a minimum undergraduate GPA listed as a pre-requisite (if source of GPA is not specified, code as "yes")?	Program website	1=yes, 0=no	32%	91%
43	Grad_GPA	Is there a minimum graduate GPA listed as a pre-requisite (for programs that offer at least one degree beyond master's level; if source of GPA is not specified, do not code)?	Program website	1=yes, 0=no, N/A (if program only offers master's)	12%	Recoded after consensus
44	Math	Is a mathematics/statistics background (either at the undergraduate or graduate level) listed as a pre-requisite/requirement (not simply being preferred or encouraged)?	Program website	1=yes, 0=no	13%	82%
45	Inst_Setting	What is the campus setting (rural, urban, suburban, small)?	Peterson's database	Text	N/A	N/A
46	Inst_Type	How is the institution funded?	Peterson's database	1=public, 0=private	N/A	N/A
47	Rent	Average monthly rent for one-bedroom apartment for institution zip code as of December 2017.	apartmentguide.com	Dollar amount	N/A	N/A
48	MSI	Is this a Minority Serving Institution (AANAPISI - Asian American Native American Pacific Islander Serving Institutions; AANH – Alaska Native Serving Institution; HBCU - Historically Black	MSI UPenn List	0=no, AANAPISI, AANH, HBCU,	N/A	N/A

				HSI, NASNTI, PBI, TCU		
		Colleges & Universities; HSI - Hispanic Serving Institutions; NASNTI - Native American Serving Non-Tribal Institutions; PBI - Predominantly Black Institutions; TCU - Tribal Colleges & Universities)				
49	HSI	Is this a Hispanic Serving Institution?	MSI HACU List	1=yes, 0=no	N/A	N/A
50	NCME_List	Is the program listed on NCME List 2017?	NCME List 2017	1=yes, 0=no	N/A	N/A
51	APA_Div5_List	Is the program listed on APA Division 5 List 2017?	APA Division 5 List 2017	1=yes, 0=no	N/A	N/A

Note. [*] "General Diversity" was defined as any non-specific ways of emphasizing differences among groups of individuals through the use of terms such as "multi-, inter-, and cross-culturalism" or referring to non-specific "diverse," "minority," "underrepresented," "marginalized," or "underserved" groups of individuals (do not review/code statements pertaining to international, linguistic, or religious diversity, disability, gender inequality/parity/feminism/sexism, etc.).

[**] "Ethnic Diversity" was defined as ways of emphasizing domestic ethnic or racial differences among groups of individuals by referring to individual ethnic or racial categories or using terms such as "race," "ethnicity," or "racism."

[+] Code of "0" ("no") refers both to when no information was found or when the information was found, but it indicated that the variable of interest is not an option/is unavailable.

The rater agreement provided is based on initial ratings. Upon calculating rater agreement, variables with disagreement were resolved via consensus between the two raters. Furthermore, where needed, the principal investigators provided clarification for resolving disagreements.

Additional Exclusion & Inclusion Rules for Reviewing and Coding

1. In general, review/code only program's unique webpages, not external (department, institution, etc.) pages or links (e.g., links to financial aid office webpage) or margins that are common to the entire domain.

2. Review documents or forms linked through the program webpage (e.g., PDFs of course or program of study, GA applications, etc.), except for program handbooks and similar comprehensive program documents (e.g. "Governance & Operating Procedures"), application forms, or documents and forms that are not unique to the program being reviewed (i.e. forms that students from other programs use as well).

3. Review/code videos if they are specific to the program (student interviews, faculty introductions, promotional videos, etc.), even if the video is hosted on a different platform (e.g. youtube)

4. If reviewing a specialization/area within a more general program (e.g. Psychology), review/code more general information that is generic to all specializations/areas and information unique to the psychometrics/measurement training, but do not review/code webpages unique to other specializations.

5. Do not review/code at the department level, unless there is only one program within the department (PhD in Psychology or PhD in Education); if that one program under the department has different specializations/areas, treat the department as the program and specific focus on psychometrics as area (see "P_Area" for specific description).

6. Do not review/code: blog archives; program newsletters, booklets, or news feeds; audio podcasts; institution catalog entries for the program; course syllabi; stand-alone documents pertaining specifically to comprehensive examination, dissertation preparation, study materials, student evaluation portfolios, etc.; pages, sections, or documents pertaining specifically to international students; pages, sections, or documents pertaining specifically to graduate certificates in psychometrics, undergraduate and/or fifth year programs, or minors/cognates for students from other programs.

7. For faculty profiles:
   a. Do not review/code links for affiliated or emeritus faculty.
   b. Review/code for faculty photos and diverse research interests even if profiles are only available through a link to external faculty directory (excluding faculty's personal websites or attached/displayed curriculum vitae); the link to faculty profile page has to be located on the program webpage, not in the margins that are common to the entire domain.
   c. When reviewing faculty profiles for programs where psychometrics/measurement training is provided through a specialization and faculty associated with the psychometrics/measurement program is not clearly identified, only review the profiles of those whose names appear on the program-specific pages or are otherwise clearly labeled as being affiliated with this program (e.g. program name after their title, etc.)

8. If the program offers several degrees (e.g. PhD and Master's), code items even if it only appears in one (e.g. if there is a diversity course that is mandatory for PhD students, but not for Master's students, code DivCourses_... variable/s as "yes"); if there is conflicting information between several degrees, code with the bias for desired variable outcome (e.g. if the program utilizes a flexible review of application during admissions for Master's students, but not for PhD students and for PhD students every item on the application is listed as important, code as "yes"; if part-time is an option for Master's students, but discouraged for PhD students, code as "yes"; if PhD students are almost always funded, but that doesn't apply to Master's students, code as "yes").