

Departmental BPC Plan
College of Computing, Georgia Institute of Technology



Effective dates of Plan: 06/25/2024 - 06/25/2026

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Context: Georgia Institute of Technology (Georgia Tech) College of Computing (CoC) is one of the highest-ranked computer science (CS) programs in the country. As a public institution, we take pride in providing an affordable (\$10,258 in-state and \$31,370 out-of-state tuition) CS degree for students from the southern US and students with fewer financial resources. We have many programs in place to increase representation of students who are from underrepresented groups (URG)¹ in computing. These programs work under two robust BPC programs, the *Constellations Center for Equity in Computing* and the *CoC Department of Outreach, Enrollment and Community*.

All undergraduates at Georgia Tech are required to take an Intro to CS. Across the CoC undergraduate majors (CS, Computational Media, and Computational Engineering), we saw an increase in students who identify as women from 25.8% to 27.3% and a stable percentage of 14% as part of an underrepresented ethnic or racial group. In CoC graduate programs, the number of students who identify as female increased from 21% to 23%, and the number of students from underrepresented ethnic or racial groups remained stable at a little over 10% of the students.

	UNDERGRADUATE					GRADUATE				
	CS	Comp Media	CompE	Total		MS On-campus	MS Online	PhD	Total	
Total	4356	271	631	5258		1118	13896	441	15455	
Male	3202	120	502	3824	72.72%	800	10784	338	11922	77.14%
Female	1154	151	129	1434	27.27%	318	3112	103	3533	22.86%
AIAN and NHPI					<1%					<1%
Asian	2636	134	256	3026	57.50%	888	7301	287	8476	54.84%
Black/African American	299	24	82	405	7.70%	19	538	17	574	3.71%
Hispanic/LatinX	273	24	60	357	6.79%	16	1024	13	1053	6.81%
White	928	73	188	1189	22.61%	151	4191	99	4441	28.74%

Among the CoC faculty, 27% identify as women, an increase from 23% last report, and 11% identify as members of an underrepresented ethnic or racial group, an increase from 7% last report.

¹ The representation of some groups of people in computer science differs from their representation in the US population. The CoC considers women+, persons with disabilities, and persons who identify as Black, LatinX, and American Indian/Alaska Native (AIAN); and/or Native Hawaiian and other Pacific Islanders (NHPI) as part of Underrepresented Groups (URG).

College of Computing Faculty		
Total	160	
Male	≈120	73%
Female	≈45	27%
AIAN and NHPI	<5	<2%
Asian	≈65	33%
Black/African American	≈10	6%
Hispanic/LatinX	≈10	5%
White	≈80	50%
Unknown/Not Specified	<5	<2%

Goals (G), Activities (A), and Measures (M)

In 2022, Cedric Stallworth was appointed the Associate Dean of Inclusive Excellence (IE) to oversee BPC efforts; he tracks goals, activities and measurements to identify if we are meeting our objectives.

G1. To establish baseline numbers and expand our efforts to students with disabilities, our goal is to create and implement a systematic data collection and reporting plan by 8/24.

A1. Faculty will work with the new Dean of IE to implement data collection and reporting plans for the CoC to report on annual changes in the number of students and faculty who are part of URG and participation levels in our student support and outreach programs. **(Cedric Stallworth)**

M1. An annual report will be produced, and the first report will be disseminated by 9/24 with new BPC goals set for the 2024-2025 school year.

G2. Our focus for the 2024-2026 school years is to engage more faculty with current efforts to support Georgia Tech students who are part of URG and increase the computing pipeline from Kindergarten through Ph.D. Our goal for academic years 24–26 is for 20% of the faculty to mentor, advise, or provide support for one of the BPC-focused organizations or programs listed below.

A2. Faculty can participate as mentors, speakers, research advisors, and other roles with the following current efforts to support K-Ph.D. students and Faculty from URG in computing.

- *Minorities at the College of Computing (M@CC)* **(Cedric Stallworth)**,
- Fellowship program for Ph.D. students from URG **(Kamau Bobb)**,
- *Computing Equity Program* in K-12 schools with large student populations of URG **(Lien Diaz)**,
 - Fellowships for CS teaching and teacher training **(Lien Diaz)**,
 - Advanced Placement CS preparation programs **(Cedric Stallworth)**,
- *BridgeUp* program, in partnership with NCWIT **(Cedric Stallworth)**,
- *Dataworks* program **(Betsy DiSalvo)**, and
- *ADVANCE Network for Women and Minority Faculty* **(Anne Anton)**.

M2. Faculty leaders listed above will actively track the faculty engagement in their programs.

G3. To increase the number of faculty from URG, we aim to have over 35% of our faculty applicants be from candidates from URG in the 2024-2026 faculty searches.

A3. Faculty will conduct DEI discussions early in hiring cycles, and use focused recruiting. Each school will collect data on faculty interview demographics and set new goals and action items to increase the diversity of faculty candidates. (Chairs of hiring committees: **Mark Reidl** for IC, **Mostafa Amar** for CS, **Polo Chow** for CSE, and **Vijay Madiseti** for SCP)

M3. The Chairs of the hiring committees again measure demographic information of all job applicants invited to interview in 2024-2026, providing descriptive statistics on those hired.