

**Departmental BPC Plan**  
**Department of Computer Science**  
**Morgan State University**



**Effective dates of Plan:** 05/08/2023- 05/08/2025

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- **Context**

Morgan State University is both an HBCU and Maryland's Preeminent Public Urban Research University. As of 2021, MSU's student population was 64.6% Black, 16.4% unknown, 9.7% international and 4.1% Hispanic, with other ethnic classifications at or below 2.5%.

As shown in the tables, below, the enrollment numbers of women students at the computer science department at MSU have seen an overall increase from 2016 to 2021. The percentage of enrolled women students has seen a slight improvement but remained below 30%. The percentage of women who applied to join the computer science program and then enrolled is consistently lower than for men and has been steadily dropping since 2017.

We plan to focus on boosting the representation of women students in computing at MSU.

Undergraduate Enroll	Women	Men	Total	W %
Fall 2021	84	263	347	24.21%
Fall 2020	92	215	307	29.97%
Fall 2019	76	213	289	26.30%
Fall 2018	74	215	289	25.61%
Fall 2017	55	187	242	22.73%
Fall 2016	40	164	204	19.61%

Bachelor Computer Science Major	Applied	Accepted	Enrolled	M_Enroll/ Accepted	Applied	Accepted	Enrolled	W_Enroll / Accepted
Fall 2021	533	473	103	21.78%	210	198	26	13.13%
Fall 2020	418	339	71	20.94%	198	161	27	16.77%
Fall 2019	360	275	77	28.00%	139	104	28	26.92%
Fall 2018	350	261	77	29.50%	132	98	23	23.47%
Fall 2017	318	224	76	33.93%	112	81	26	32.10%
Fall 2016	214	145	51	35.17%	67	48	15	31.25%

- **Goals**

**G1 [Data Collection and Reporting]** By the end of 2024, to inform our efforts to better serve our students, put in place an annual process for collecting and reporting data about the recruitment, progression and graduation of women students in computing.

**G2 [Gender Ratio Improvement]** By the end of 2030, increase the percentage of women enrolled in the Computer Science and Cloud Computing undergraduate degrees to be at least 33% of that of the total number of students.

**G3 [Full Faculty Participation]** By the end of 2023, 100% of the computer science faculty will participate in BPC related activities each year.

- **Activities and Measurements**

**A1: [G2].** Faculty participate in redesigning introductory Computer Science courses (COSC 110, 111, 112) to integrate inclusive teaching practices and align with BPC goals.

**Measurement(s):** Practices introduced, e D, F, W rates and the retention rates by gender for each course. **[Contact: Chouchane, Xu, Guo]**

**A2. [G1, G2, G3].** Faculty and student organizations work with BPC organizations such as STARS, NCWIT, iAAMCS, LEAP and AccessComputing to seek BPC resources and expert help through consulting.

**Measurement(s):** Changes in the numbers/demographics of faculty and students actively working with BPC organizations.

**[Contact: Chouchane, Xu, Guo]**

**A3. [G2, G3].** Faculty obtain internal and external funding for summer computing programs for area high school students that are designed to broaden participation in computing, with an eye towards having college students from MSU reach high school students.

**Measurement(s):** Numbers and demographics of college students from MSU and area high school students as BPC activity participants.

**[Contact: Chouchane, Xu, Guo]**

**A4. [G2, G3].** Faculty work to improve inclusive messaging about our program on our website and in marketing materials or by providing “talking points” for people who represent us such as colleagues, admissions, and advisors (see <https://ncwit.org/resource/academicwebsites/>).

**Measurement(s):** Presence of documentation of messaging activities in the annual evaluation packet of each computer science faculty member.

**[Contact: Chouchane, Xu, Guo]**

**A5. [G2, G3].** Faculty secure funding for student attendance at a diversity-focused conference and attend with the students.

**Measurement(s):** Conduct an annual review of the total numbers and genders of faculty and students attending diversity-focused conferences.

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**A6. [G1, G2].** Faculty work with the Institutional Research Office to better understand recruitment, progression and graduation trends over time by gender.

**Measurement(s):** Changes in the magnitude and percentages of women students' recruitment, progression and graduation.

**[Contact: Chouchane, Xu, Guo]**

**A7. [G1, G2].** Faculty collect survey data from students using the NCWIT Student Experience of the Major survey, Data Buddies survey, or other climate survey and share results with the department, with particular focus on gender differences.

**Measurement(s):** Survey response rate; student satisfaction and inclination to major in computing disaggregated by gender

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