School BPC Plan
School of Computing and Analytics
College Of Informatics
Northern Kentucky University

Effective dates of Plan: 11/02/2023 - 11/02/2025
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1. Context

Northern Kentucky University (NKU) is a public university in Highland Heights, Kentucky, which is six miles south of downtown Cincinnati, Ohio. NKU is primarily an undergraduate institution with over 14,000 students, of which over 12,000 are undergraduate students and nearly 2,000 are graduate students. Northern Kentucky University is the third largest university in the Cincinnati metropolitan region. In Fall 2021, NKU enrolled incoming classes of 6938 undergraduate students, 990 of whom were in the College of Informatics. There are large numbers of women, African American students, Hispanic students, and international students. We refer to people who identify as women, African American, and/or Hispanic as people from underrepresented groups (URGs). We will focus on these groups as targets of our BPC plan.

2. Goals

This section contains the future goals of our institute to be achieved by 2025.

G1: Increase the diversity of the management and teaching team: Hire, retain, and promote more faculty, staff, and administrators who identify as women, African American, and/or Hispanic each year. Our institute has worked on it for years.

G2: Enhance the diverse climate of compass: Measure and improve campus climate that promotes a diverse and inclusive academic environment to retain diverse students, faculty, and staff.

G3: Undergraduate degree enrollment: Recruit, retain, and graduate more students from URGs each year. Our institute has worked on it for years.

G4: DEI outreach training: Institute institution-wide training and professional development opportunities around DEI each year. Our institute has been working on it for years.

G5: Provide diverse services: Expand access to culturally competent support services and experiences for students from URGs.

G6: Track the demographics of the institute: Measure demographics of students, faculty, and staff, including within different faculty ranks and leadership positions.

G7: Local area outreach: Develop strategic partnerships and community engagement opportunities for students from URGs.

3. Activities and Measurement

In this section, actions and measurement for goals are listed in the format G(goal)xA(action)x.

G1A1 [Human Resources]: Establish policy for requiring at least 2 job postings on BPC-focused databases for every posting beyond the higher education website. Faculty collaborate with

human resources to have DEI recruitment requirements for job postings adopted and implemented.

G1A2 [DEI Office]: Implement mandatory implicit bias training and provide additional bias-reduction guidance to all search committees.

G1A3 [Human Resources]: Increase demographic data collection/availability and monitoring of hiring, retention, and promotion.

G1A4 [Academic Affairs]: Ensure that all faculty members from URGs have mentors that have been trained in inclusive mentoring practices.

G2A1 [Academic Affairs + School]: Faculty will identify best practices for creating an inclusive class climate and work with instructors on implementing these practices.

G2A2 [Academic Affairs + School]: Improve curriculum inclusivity by incorporating DEI principles in all academic programs, general education, and individual course curriculums. Faculty will attend NKU Inclusive teaching Academy each spring to learn about how to implement these principles.

G2A3 [Academic Affairs]: DEI focused summer camps will be provided each summer.

G3A1 [Student Affairs + CSI]: Increase the faculty & staff support and resources provided to ROCKS and LAMP that serve African American and Latino students, respectively.

G4A1 [Student Affairs + CSI]: Adopt mandatory annual DEI training for faculty, staff, administrators, incoming and returning students.

G4A2 [Academic Affairs + DEI Office]: Faculty with experience in DEI present at conferences focused on DEI training and DEI leadership (University funding is available).

G5A1 [Academic Affairs + DEI Office]: Increase the diversity and cultural competency of academic advisors to provide culturally competent academic advising and career planning. Faculty with experience in DEI will serve as the consultants to support advisors.

G6A1 [DEI Office]: Faculty will identify current rates of representation for people from URGs among the student body, faculty, staff, and leadership roles such as the President Council.

G7A1 [College + DEI Office]: Build strategic partnerships with corporate BPC-affinity groups. Faculty will contribute to the corporate affinity groups community each year.

G7A2 [DEI Office + Student Affairs]: Increase mentorship opportunities and possibilities for students from URGs through community partners across the region. Faculty will attend the community share activities to support CS students from underrepresented groups.

For G1 and G3, data will be collected to conduct the measurement. For G2, G4, G5, G6, and G7 the survey will be used to collect comments and feedback as the measurement.

Contacts for all the responsible departments: Human Resources (Lauren Franzen, Director of HR Management Services). DEI Office (Darryl A. Peal, Chief Officer). Academic Affairs (Matt Cecil, Vice President). School (Traian Marius Truta, School head). Student Affairs (Eddie J. Howard, Jr., Vice President) + CSI (Greg Moore, Director). College (Kevin Kirby, Dean).