Departmental BPC Plan
Computer Science Department
Princeton University

Effective dates of Plan: 11/12/2024 - 11/12/2026

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1. Context

The Computer Science Department (COS) at Princeton University is committed to broadening participation in computing through a unified and focused set of activities.COS is one of six academic departments within the Princeton School of Engineering and Applied Science (SEAS). The chart below compares the demographics[1] of the Computer Science Department to the overall School of Engineering at Princeton for the 2022-2023 academic year. The department's enrollment of women at both the undergraduate and graduate levels is slightly lower; there is also potential to enhance diversity among Black and Latinx students across both programs.

	total # of students*		% of Women*		% Black, Latinx*	
	UG	PhD/MSE	UG	PhD/MSE	UG	PhD/MSE
SEAS	1471	381	41%	34%	16%	13%
COS	461	111	39%	32%	15%	8%

US Domestic students only

COS's reach within Princeton is significant, as roughly 70% of all undergraduate students at Princeton enroll in a COS course and the department teaches many of the most-enrolled courses on campus. Furthermore, the department is thrilled to welcome its inaugural Assistant Director of Diversity, Equity, and Inclusion. This new role will provide critical guidance to faculty and staff on broadening participation initiatives and will assess the effectiveness of current efforts, identifying areas for improvement.

2. Goals, Activities, and Measurement

G1: Each semester, offer at least three workshops, events, or programs aimed at enhancing inclusion and belonging for students from underrepresented groups in CS.
A1a: Community Building: Support and host community building events for students in partnership with active student organizations such as COS Council, PWICS, NSBE, and SHPE. **Measurements:** Number of events, number of participants, Climate survey results. **Contact:** Weinberg & Hernandez.
A1b: Conference Participation: Financially and academically support students to attend diversity-focused conferences such as Grace Hopper and Tapia. **Measurement:** Number of students attending, survey of their experiences.**Contact:** Rusinkiewicz & Weinberg.
A1c: First-year PhD Series: Provide faculty-led workshops for first-year PhD students to help students from all backgrounds feel a sense of belonging in the computer science department. Workshops will extend beyond research and teaching, focusing on topics such as the "hidden curriculum" and connecting students to faculty and peers outside of their specific research areas**. Measurement:** Retention data, number of workshops, participant feedback, number and demographics of participants. **Contact:** Milano.

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[1]In this plan, underrepresented groups are defined as Black, Latinx, and women students.

G2: Increase the percentage of admitted students who are Black, Latinx, and women the PhD/MSE program until percentages in the program match or exceed the School of Engineering.

A2a: LEAP Alliance and AccessComputing Advocate: Participate in LEAP Alliance, a project that aims to increase the diversity of the professoriate in computing at research universities by increasing the diversity among graduate and undergraduate students. AccessComputing aims to increase the participation of people with disabilities in computing fields. **Measurement:** Attending meetings, tracking resources shared out with faculty. **Contact:** Paredes & Hernandez.

A2b: Attend Tapia Conference: Recruit and encourage students to apply to Princeton. **Measurement**: Student contacts, numbers that apply.. **Contact**: Hernandez

A2c: Reduce application barriers: Faculty distribute application fee waivers at relevant conferences and mentor graduates who manage the Pre-Application mentoring program, which is intended to reduce barriers and promote diversity among applicants. **Measurement**: Number of applicants, success of pre-mentoring program. **Contact**: Weinberg and Hernandez

A3d: Visit day affinity groups: Faculty host affinity meetings during visit days as a recruitment tool for students from underrepresented groups. **Measurement:** Satisfaction surveys to students. Tracking the number of students that attend. **Contact:** Deng.

A3e: Enhancing Access to the Master's Program: Revamp and design a new master's program that centers access for women and students from underrepresented groups. **Measurement:** Demographics of applicants and yielded students, post-graduation plans. **Contact:** Moretti.

A3f: Pathways into the Academy and Graduate School: Participate in this program for rising college seniors to prepare for graduate school through faculty and grad student interactions, with outreach to local colleges serving underrepresented students. **Measurement:** Participant feedback, placement in graduate school, participant numbers and demographics. **Contact:** Yun.

G3: Collect and analyze baseline climate data, retention data, and other relevant information about students, faculty, and staff from underrepresented groups in the department by spring 2026 and annually.

A3a: Climate Survey: Launch climate survey in partnership with the Provost office to collect baseline departmental climate data. **Measurement:** Number of participants, data broken down by demographics. **Contact:** Weinberg & Hernandez.

A3b: Data collection: Collect retention data by demographics for COS 126, 217 and 226. **Measurement:** Data reports shared with faculty. **Contact**: Hernandez

G4: During the 2024-2025 and 2025-2026 academic years and the summers of 2025 and 2026, host two K-12 outreach programs and one undergraduate outreach program annually. These initiatives will focus on 1) recruiting students from underrepresented demographic groups, and 2) increasing access to CS knowledge and skill sets to inspire continued engagement in CS.

A4a: Artificial Intelligence/Machine Learning REU: Create a new REU site for students from MSI and HSI schools to do summer research with Princeton faculty. **Measurement:** survey feedback from participants & faculty mentors, number of student applicants, & tracking students post-graduation**. Contact:** Eysenbach & Ramaswamy.

A4b: Partner with local high schools: Host high school visits with students from underrepresented groups during the academic year to meet with faculty and graduate students. **Measurement:** Participant feedback & number of students reached. **Contact**: Hernandez.

A4c: Princeton AI4ALL: Organize an annual summer program (sponsored by COS, CITP, & the AI4ALL nonprofit organization) to teach AI technology and policy to high school students from underrepresented groups. **Measurement**: Survey feedback from participants & faculty mentors, number of students participating, and tracking students post-graduation**. Contact:** Russakovsky.