

**Departmental BPC Plan
Department of Computer Science
University of California, Santa Barbara**



Effective dates of Plan: 10/28/24 - 10/28/26

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1. Context

The University of California, Santa Barbara (UCSB) is an R1 research institution with approximately 24,000 undergraduates and 2,700 graduate students. UCSB is a Hispanic-Serving Institution (HSI), an elite designation by the Hispanic Association of Colleges & Universities for colleges or universities in which Hispanic enrollment comprises at least 25% of the total enrollment, and is also an Asian American Native American Pacific Islander-Serving Institution (AANAPISI), which means that at least 10% of UCSB students are Asian-American, Native American and Pacific Islander students eligible to receive financial assistance. Below is a breakdown of the CS and the College of Engineering (CoE) students (the latter consists of seven departments, two of which are graduate-only). In this document, “underrepresented group” (URG) refers to people who identify as Black, Hispanic, and Native American.

CS Department Enrollment percentages at the start of recent academic years

	2016	2018	2020*	2022*	2023*
Ugrad	16.4% W, 14.3% URG	21.0% W, 11.1% URG	21.6% W, 8.5% URG 505 total	19.4% W, 8.8% URG 613 total	21.3% W, 9.2% URG 675 total
MS	30.4% W, 2.2% URG	39.1% W, 1.6% URG	36.4% W, 0.0% URG 33 total	39.0% W, 3.7% URG 82 total	36.5% W, 3.2% URG 63 total
PhD	18.4% W, 1.8% URG	15.3% W, 3.4% URG	23.5% W, 2.5% URG 119 total	25.6% W, 3.0% URG 133 total	26.8% W, 2.4% URG 123 total

*Source: Computed using the *College of Engineering Admissions and Enrollment Data* from the College of Engineering (CoE)

College of Engineering (CoE) and CS Dept. Enrollments in 2023-24 (3 quarter average *)

	College of Engineering	Computer Science
Ugrad	Women: 20% (N=359) Asian: 48% (N=853) URG: 14% (N=246) Total: 1786	Women: 21% (N=144) Asian: 54% (N=361) URG: 9% (N=60) Total: 663
Grad	Women: 28% (N=200) Asian: 17% (N=119) URG: 7% (N=50) Total: 713	Women: 29% (N=57) Asian: 16% (N=32) URG: 2% (N=4) Total: 194

*Source: Enrollment Dashboard from the *UCSB Office of Budget & Planning; Institutional Research, Planning & Assessment*

2. Goals

G1: Data Collection : To establish baseline numbers, the DEI committee will create and implement a

systematic data collection, analysis, and reporting plan by April 2025. **G2: Faculty Participation** : At least 60% of CS faculty will participate annually in at least one committee, project, program, outreach activity, retention program, and/or event that focuses on and supports women and students from URGs, and will provide data on their participation. **G3: Undergraduate Research** : By 2027, the total number of women and students from URGs participating in undergraduate research programs will increase by 25% compared to 2024. **G4: Student Opportunities** : The CS department will provide *at least five* opportunities each quarter at the undergraduate and graduate level to advance women and students from URGs and help them build community, recruit other students, and share their experiences; to recognize their accomplishments; to engage in research and professional activities in order to increase their expertise and become competitive in the computing workforce and academia.

3. Activities (A) and Measurements (M)

A1 : (G1/G3) The Department of Computer Science will maintain a subgroup of the DEI committee with staff support focused on tracking student data holistically from application to post-graduation with specific attention to uncovering and understanding places where student progress into and through the CS program is different for women and students from URGs. The BPC subcommittee that is appointed at the start of each academic year will conduct an annual review of progress on the goals in this document and report findings to the DEI Committee. [*DEI committee, CS Ugrad & Grad Advisors*]

M1 : An annual report on the status of representation of women and students from URGs in CS presented during the Faculty Retreat and published in the Fall on the department website.

A2 : (G1/G2) Examine course and degree requirements to increase the major's accessibility and appeal to students from URGs. Analyze data from annual climate surveys (e.g., DataBuddies, CAHSI survey, departmental, university-wide, etc.). Identify ways of addressing negative data, make changes, and provide support. Initiate new curricula and programs. [*DEI committee, Undergraduate Curriculum Committee (UCC), CS Ugrad & Grad Advisors, All faculty as part of the annual course assessment committees*]

M2 : A report with assessments and recommendations submitted to the department and shared with the UCC and course instructors. A summary of findings presented at a faculty meeting.

A3 : (G2/G3/G4) Faculty participate as mentors, speakers, research advisors, committee members (e.g., Undergraduate Affairs Committee (UAC)), and other roles to:

- Engage with area high-school outreach programs to target women and students from URGs and work in coordination with the student organizations and the Office of Education Partnerships as appropriate [*Y. Kharitono*];
- Work with the UCSB Office of Admissions to reach out during the Spring term (e.g., for Visit Day) to newly admitted students who identify as women and students from URGs. Highlight opportunities and showcase student success [*DEI committee*];
- Nominate women and students from URGs for recognitions and opportunities [*UAC*];
- Contribute funding and expertise to mentor women and students from URGs through
 - Speed Advising, the honors/distinction in the major programs [*J. Balkind, M. Sra*];
 - Directed research courses, Early Research Scholar Program (ERSP) [*Z. Matni*];
 - CAHSI-supported Local REU (LREU) and Cal-Bridge [*C. Krintz*];
 - Undergrad Learning Assistants (ULAs) and TA programs [*P. Conrad, D. Lokshantov*];
 - Programs hosted by the Center for Black Studies Research, Los Ingenieros, Computing Alliance of Hispanic-Serving Institutions (CAHSI), Women in Computing Sciences (WiCS), Society of Women Engineers (SWE), iCTF (Intl Capture the Flag), Promise Scholars, local and national events and organizations [*DEI committee*]

M3 : Measured by the number of students and faculty who participate as reported through a form distributed at a faculty meeting each quarter. A summary is emailed to faculty each term.