Departmental BPC Plan
Department of Computer Science
University of Illinois at Chicago

Effective dates of Plan: 10/07/2022- 10/07/2024

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Context
UIC is the Chicago Region's only public research university and is one of four "Research 1" universities in Illinois. It is a Minority-Serving Institution (MSI), Hispanic-Serving Institution (HSI), an Asian American and Native American Pacific Islander-Serving Institution (AANAPISI), and more than half of the undergraduates are eligible for Pell grants. Some demographics for undergraduate students are below. Data collection for our graduate student population is part of our proposed activities. Currently, 30% of our PhD program are women students.

	Illinois	Metro 7 County	UIC undergraduate enrollment	UIC CS graduates (2019)	UIC CS declared majors (2021)
All	100%	100%	21,357 (100%)	258 (100%)	1740 (100%)
Black	15%	17%	1,637 (7.7%)	7 (2.7%)	91 (5.2%)
Latinx	18%	23%	7,297 (34.2%)	42 (16.3%)	332 (19.1%)
Women	51%	51%	11,124 (52.1%)	37 (14.3%)	364 (20.9%)

Table 1 - Demographic breakdown of Illinois, Metro 7 County, UIC, and UIC CS.

G1: Greater faculty involvement in BPC related activities year to year and record faculty participation on BPC dashboard**.**
A1a: Participate in an Undergraduate Student Research Experience. Contribute projects and mentor undergraduate students in existing undergraduate research programs (all of which prioritize underrepresented groups) including participation in Early Research Scholars Program (ERSP, Diana Diaz), UIC NSF REUs, Guaranteed Paid Internship Program (Jonna McHugh), Undergraduate Research Experience (Nikos Varelas), and Break Through Tech Chicago (BTTC) Sprinternship (Elena Lathos).
A1b: Grace Hopper Celebration, Tapia. Faculty participation by those who've never been; increase the percentage of faculty who have attended GHC/Tapia at least once. Elena Lathos (GHC), Santhi Nannapaneni (Tapia).

A1c: Explore educational practices for effective, inclusive teaching, by having faculty visit each other's classes, doing peer review, using rubric created by Dr. Maureen Biggers (IU) and Dr. Joanne Cohoon (UVA and NCWIT). Dale Reed.

A1d: Volunteer with UIC student Black student orgs including NSBE, Black engineering/CS students, COE, AAAN (Black Tech Scholars). E.g., attend Tech Networking Events, mentor App Dev projects students are working on. Gerry Smith.

A1e: Support CS Latinx student org LOGiCA. E.g., volunteer at LARES Family Day. Gonzalo Bello.

A1f: Serve on or chair Diversity, Equity, and Inclusion (DEI) Committee. DEI committee is new as of 2021/2022 AY. Bob Sloan.

A1g: Get BPC educated. E.g., online modules published by UIC Diversity Office's Inclusive Classroom Initiative and other workshops offered by DEI Committee. Shanon Reckinger.

A1h: Volunteer at UIC undergraduate student recruitment events including open houses (Santhi N.) and women in engineering scholarship day (Elsa Soto). **E1:** Record data of faculty participation (e.g., names, dates, volunteer time, etc.) in BPCdashboard (same dashboard described in A2a). **E1.** Record data of students involved for A1a, A1d, A1e, A1h in BPC dashboard. Report activity annually at faculty meeting.

G2: Increase the percentage of women participating in UIC CS. (a) Increase the percentage of women majoring in CS to at least 25%, by 2023, and the percentage graduating with a CS degree to at least 32.5% by 2027, in alignment with UIC Break Through Tech Chicago goals. (b) By 2027, raise the percentage of women in the PhD program from 30.3% to 37%.

A2a: *[G1, G2, & G3]*] Create BPC data dashboard that facilitates the identification of successful pathways through the early core of the CS undergraduate curriculum; bottlenecks along that pathway, for women, Latinx, and Black students; and records CS faculty BPC/DEI activities. CS faculty can contribute to the collection or analysis of departmental data on dashboard. COE Staff has been requested/Phil Beltran.

A2b: Female tenure-line faculty to connect with accepted female PhD Students, independent of area, so admits hear a welcome from a female voice. Jakob Eriksson.

A2c: Diversify PhD Pipeline (G1, G2). Engage in feedback on application materials to support diverse UIC and non-UIC undergraduates. Ian Kash.

E2: Record undergraduate/graduate student data by gender, including course grades and survey data each year. Present annually at faculty meeting.

G3: **Increase the percentage of Latinx and Black undergraduate students participating in UIC CS** to better reflect the demographics of Illinois, Metro Chicago Counties (where most UIC undergraduates come from), and UIC as a whole. (a) Increase the percentage of Latinx students majoring in CS to at least 20% and 25% by 2023 and 2027, respectively. (b) Increase the percentage of Black students majoring in CS to at least 5% and 7.5% by 2023 and 2027, respectively.

A3: Same as A2a above, but by race/ethnicity.

E3: Record undergraduate/graduate student data by race/ethnicity, including course grades and survey data each year. Present annually at faculty meeting.