

**Departmental BPC Plan**  
**College of Information Science & Technology**  
**University of Nebraska - Omaha (UNO)**



**Effective dates of Plan:** 12/05/2022- 12/05/2024

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### 1. Context

The UNO Mission, as both a Metropolitan University of distinction and a Carnegie Doctoral Research institution, is to transform and improve the quality of life locally, nationally, and globally. UNO is uniquely positioned as the only university in the region to include a College of Information Science and Technology (CIST). CIST consists of two departments: Computer Science (CS) and Information Systems and Quantitative Analysis (ISQA) and one school: Interdisciplinary Informatics (Si2). Programs offered include: Computer Science, Management Information Systems, Bioinformatics, Biomedical Informatics, Cybersecurity, Information Technology Innovation, and Computer Science Education. As an active member of two NCWIT Pacesetters' national cohorts (2015-2018) and an NCWIT Academic Alliance member (2012- ), CIST continues to implement numerous initiatives to increase recruitment and retention of students from Underrepresented Groups (URG) in computing, i.e., lack or African American, Hispanic or Latinx, and those identifying as non-male. The College's goal is to match or exceed the UNO percentages of students and faculty from these groups. See Table 1. Faculty demographics data collection is in progress and is not available currently.

**Table 1. Fall 2021 Student Enrollment Percentages:**

	African American	Hispanic/Latinx	Identifying as Non-male
CIST	5%	9%	20%
UNO	7%	14%	54%

### 2. Goals, Activities, and Measurement

#### Goal 1: Data Gathering and Analysis Plan (G1)

By May 2023, plans in place to ensure relevant data is collected, analyzed, and shared annually.

**G1-A1** - By January 2023, create a plan to systematically collect student demographic and accessibility data. **(M1) [Student Success and Recruitment Unit (SSRU) of CIST, Associate Dean for Academic and Faculty Affairs (ADAF), Associate Dean for Research (ADR)]**

**G1-A2** - By April 2023, identify and evaluate demographic and accessibility data items needed for the data gathering plan. **(M2) [SSRU, ADAF, ADR]**

**G1-A3** - Each June, the responsible party will ensure that demographic and accessibility data is collected, analyzed, and shared. **(M3) [SSRU, ADAF, ADR]**

**Goal 2: Recruitment (G2)** By May 2026, increase the percentages of CIST faculty, staff and students from URGs to align with the median Omaha metropolitan population demographics.

**G2-A1** - During each calendar year, conduct all outreach programs targeting URGs identified in the UNO CIST centralized repository of BPC activities to recruit students in grades 3-12 from URGs. **(M4) [SSRU]**

**G2-A2** - Each August, track the URG outreach programs' impact on enrollment of students from URGs. **(M4) [SSRU]**

**G2-A3** - For every faculty search conducted, verify each search committee member completed DEI faculty search training requirements. **(M5, M7). [Office of Academic Affairs (OAA)]**

**G2-A4** - During each faculty search, follow the updated University-level Diversity, Equity, Access and Inclusion (DEAI) search-committee faculty recruitment procedures and checklist. **(M6, M7) [OAA and the CIST Dean]**

### **Goal 3: Retention (G3)**

By May 2026, improve retention of students and faculty by 5% from May 2022 levels.

**G3-A1** - In April of each academic year, review the effectiveness of UG CS courses by measuring the DFW rates in these courses and collecting feedback from students at the end of each academic year. **(M9, M10) [ADFA]**

**G3-A2** - In April of each academic year, review the type of support received, the number of students served, and the accessibility and effectiveness of the Computer Science Learning Center (CSLC) through student feedback. **(M10) [CSLC Director]**

**G3-A3** - Each academic year, sponsor UNO CIST students to attend conferences promoting diversity and collect post-attendance survey data from attendees. **(M11) [CIST Faculty Advisors]**

**G3-A6** - At the beginning of every academic semester, notify URG students about Graduate Research and Creative Activities (GRACA) and Fund for Undergraduate Scholarly Experience (FUSE) programs to provide financial support directly to the students and strengthen faculty and student collaborations. **(M12) [ADR]**

### **Measurements**

**M1** – Demographic and accessibility data gathering plan created by January 2023.

**M2** - All demographic and accessibility data needed for the data gathering plan are determined and the sources for the data are identified and available to be collected by April 2023.

**M3** - All demographic and accessibility data are collected and analyzed beginning in June of each academic year.

**M4** - Annual enrollment number of students from URGs (increase).

**M5**- Number of faculty completed DEI search training (100% members of search committees).

**M6** - DEI Search Checklist completed for each search.

**M7** - Annual percentage of faculty, staff, and students from URGS, recruitment pools increase.

**M8** - Annual staff and student retention level percentages increase.

**M9** - Annual CS Introductory UG core courses' DFW rates decrease.

**M10** - Annual CSLC performance data collected and reported.

**M11** - Annual feedback from students attending DEI related conferences collected.

**M12** - Annual number of Students from URGs applying for GRACA and FUSE awards increase.