Departmental Broadening Participation in Computing (BPC) Plan
Computer Science
University of North Carolina at Chapel Hill

Effective Dates of Plan: 09/27/2024 - 09/27/2026
Contact: Student Experience Manager (Azubeze Uzoma, auzoma@cs.unc.edu) and
Associate Chair for Student Experience (Brent Munsell, munsell@cs.unc.edu)

Context: Our Computer Science department is dedicated to fostering a more inclusive environment to enhance the student experience, engagement, and success (which are important aspects of achieving BPC). This will be accomplished by implementing equality-based best practices. Over the past five years, we have successfully introduced initiatives such as targeted mentorship programs and inclusive curriculum design, leading to a significant increase in enrollment among the populations identified as underrepresented in computing by the NSF, focal groups. This progress highlights the positive impact of our current BPC efforts. Using recent research findings and climate survey data from departmental leadership, we have made meaningful strides toward inclusivity. Continued communication, accompanied by actionable steps, is essential to advancing the advocacy for focal groups, and we will implement our BPC plan within the equality limits of UNC System policy and guidelines (including those from Carolina Union Student Life and Leadership).

Goals: For the undergraduate, graduate, and faculty populations, our department's mission will focus on the following goals:

[G1] Adopt equality-based best practices surrounding admission, recruiting, and training to make our processes more inclusive and beneficial for students with focal identities in our department. We plan to implement and improve these practices over the 2024-2026 academic years.
[G2] Foster an inclusive, supportive environment that engenders indistinguishable education and career success amongst all department/program constituents and across all demographic features by facilitating the adoption of known best practices by 2026.
[G3] Measure and increase faculty engagement in BPC activities to foster an inclusive culture among CS faculty members, with a focus on encouraging and rewarding BPC efforts among faculty to improve the recruiting and retention of faculty with focal identities.

Activities and Measurement:

Undergraduate and graduate recruitment and retention [G1]:

A1. Implement best practices in inclusive undergraduate admission such as an holistic admissions process that selects students entering the CS major who value contributions to the department and overcoming adversity. Contact: The Associate Chair for Student Experience (Brent Munsell, munsell@cs.unc.edu).
A2. Partner with local and regional minority-serving institutions that facilitate immersive experiences for focal prospective graduate students. Contact: External Relations (Erin Lane, eklane@cs.unc.edu).
A3. Offer optional presentations to staff regarding inclusive practices for an undergraduate learning assistant (LA) recruiting program, where LAs can enroll in a three-credit hour educational course that

includes a 3-hour workshop (discuss pedagogy and concepts such as goal motivation theory, implicit bias, and active learning) and practicum (10 hours per week). Contact: Tessa Joseph-Nicholas (nicolas@cs.unc.edu).

A4. Develop an annual summer research experience for undergraduates (REU) for students from focal groups. Students from surrounding colleges will participate in research, various activities, and bi-weekly inclusive practice-related workshops. Contact: Cynthia Sturton (csturton@cs.unc.edu).

Success metrics: Retention/graduation rates of students from focal groups. Climate Survey on satisfaction with undergraduate and graduate recruitment and retention success.

Departmental Culture & Outreach [G2]:

A5. The CS ambassador program is where undergraduate and graduate students champion departmental student experience and inclusion efforts through social and pre-professional engagement. Contact: Student Experience Manager (Azubeze Uzoma, auzoma@cs.unc.edu)

A6. Engage with K-12 populations to increase access to and visibility of computer science amongst students with focal identities. Contact: Student Experience Manager (Azubeze Uzoma, auzoma@cs.unc.edu)

A7. Send undergraduate students to inclusion-focused computing conferences yearly (e.g., TAPIA, Grace Hopper, etc.). Through an application process, the department provides scholarships. Contact: Student Experience Manager (Azubeze Uzoma, auzoma@cs.unc.edu).

A8. Develop a tailored program/initiative that requires continued engagement exceeding no less than thirty hours of engagement with or education around issues related to inclusivity within computer science for future and/or current undergraduate and graduate students. Contact: Student Experience Manager (Azubeze Uzoma, auzoma@unc.edu)

Success metrics: Student participation rate in community-strengthening events organized by clubs in our department. Rate of faculty participation in BPC efforts.

Faculty Commitment [G3]

A9. Implement structure, rubrics, and procedural methodologies to reduce bias in recruiting, mentoring, retention, and professional development at all levels. Contact: Associate Chair for Student Experience (Brent Munsell, munsell@cs.unc.edu)

A10. The BPC Committee includes students, faculty, and staff representatives, and the goal is to advance BPC-focused initiatives in computer science. Student Experience Manager (Azubeze Uzoma, auzoma@cs.unc.edu)

A11. Run a training event every semester that discusses our department's BPC plan, highlights activities and goals, and how to fit into their research proposals. Contact: Associate Chair for Student Experience (Brent Munsell, munsell@cs.unc.edu).

Success metrics: Climate surveys. Student evaluations and feedback/reviews. Rate of CS faculty participation in BPC activities, including mentoring activities.