

Departmental BPC Plan
Department of Computer Science
University of Oregon

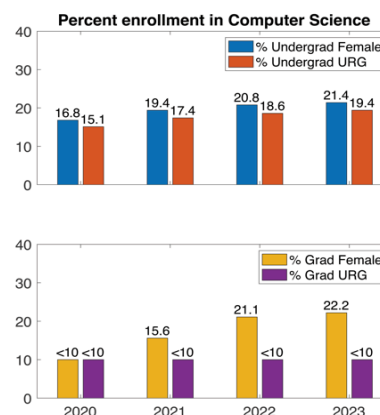


Effective dates of Plan: 04/19/2024 - 04/19/2026

Contact: Reza Rejaie, reza@cs.uoregon.edu, Professor and Department Head

1. Context

The Department of Computer Science at UO is served by the Diversity, Equity and Inclusion Committee (DEI), which works with the university to promote inclusive excellence and ensure equitable access to opportunities, benefits, and resources for all faculty, administrators, students, and community members. We are a department committed to increasing the number of female students and those from underrepresented racial groups (URGs - African American, Black, Hispanic, American Indian, Native Alaskan, Native Hawaiian, and Pacific Islander) pursuing and completing degrees and careers in



computer science (CS), while fostering their advancement, success, and sense of community. As of Fall 2023 we have 63 graduate students and 662 undergraduate majors. Recent departmental demographics (percentage of female students and those from URGs) are illustrated in the figure, broken down in terms of undergraduate and graduate students. The percentage of women in both the undergrad and grad programs has steadily increased over the past four years, and the percentage of students from URGs has increased in our undergraduate program. We intend to continue building on this progress.

2. Goals, Activities, and Measurement

G1: Departmental Data: Each year, collect demographic and experiences data for CS undergraduate and graduate students and disseminate findings within the department.

A1a: Faculty collect (and annually update) data (e.g., the Data Buddies Survey) about CS student demographics and experiences (DEI committee chair).

A1b: Faculty will analyze course data to identify barriers to the CS major, and in particular, points where students from URGs tend to leave the major. (CS Undergraduate Education Committee (UEC) chair).

A1c: Faculty will assemble and disseminate a report on CS student demographics and experiences to the department (DEI committee chair).

M1: Track annual data collected and disseminated, and how the data informs BPC efforts.

G2: CS Undergraduate Experiences: Each year, improve student experiences, retention, and research participation in the major until demographic differences are eliminated.

(Preliminary data suggests that demographic differences currently exist, and data collected for G1 will allow us to set more concrete goals and measure progress).

A2a: Faculty will schedule an annual department-wide Teaching Engagement Program (TEP) training for faculty on active learning techniques and other research informed inclusive teaching practices (TEP office and DEI committee chair).

A2b: Faculty with funding for REU students (or other summer training programs) will use *best practices* to include women and students from URGs. Faculty will support students' participation in REU weekly community activities, e.g., tutorials, minisymposia, research talks, seminars, grad student panels, and student presentations (Brittany Erickson).

A2c: Faculty will actively mentor a UO CS club (e.g., Women in Computer Science, the Cybersecurity Club) to recruit a diverse membership, promote an inclusive learning environment, enact mentorship outside of the classroom, and foster and sustain the pursuit of computer science studies (Kathleen Freeman and Eric Wills).

A2d: Faculty will support undergraduate students from underrepresented groups in obtaining research scholarships and internship opportunities by holding at least one event each year dedicated to this purpose, e.g., by organizing a workshop to introduce established research scholarships (Eric Wills and Brittany Erickson).

A2e: Faculty will host social events for CS majors (e.g., a Fall welcome pizza party) to promote a welcoming and supportive environment/department (UEC chair).

M2a: Track student participation, engagement, and satisfaction in the major and report annually to faculty, as detailed in G1.

M2b: Track # faculty participating in TEP training; # faculty mentors; # workshops held; # and demographics of students participating in research and internships and receiving scholarships; # of and attendance at departmental social events.

G3: Graduate Student Recruiting and Retention: By 2025, increase representation of women in the graduate program to 20% and students from underrepresented racial groups to 12%.

A3a: CS faculty will work with the CS Graduate Education Committee (GEC) and DEI to develop holistic evaluation criteria for graduate applications to ensure equitable treatment of students from all backgrounds (DEI and GEC chairs).

A3b: Faculty will lead a graduate student seminar on Diversity in Computer Science, drawing from readings and research, and identifying strategies for improving diversity in higher education (Anthony Hornof).

A3c: Faculty will host two social gatherings per year to promote a welcoming and supportive environment/department. E.g., in fall and/or spring for new/returning graduate students, faculty and staff (Department Head/GEC).

A3d: To promote inclusivity in the department, each term in the school year faculty will organize a "town hall" for grad students and for an open discussion about topics such as inclusivity in the department, graduate school and career success (Department Head/GEC).

M3: Application criteria developed and implemented; # students and faculty participating in activities, # and ratio of students from URGs who apply, are admitted, matriculate and graduate from our M.S. and Ph.D. programs.