

**Departmental BPC Plan**  
**Department of Computer Science**  
**Utah State University**



**Effective dates of plan:** 9/21/2023 - 09/21/2025

**Contact:** John Edwards <[john.edwards@usu.edu](mailto:john.edwards@usu.edu)>, Assistant Professor, Dept. of Computer Science

	Computer Science			USU	Logan
	UG	Master	PhD		
American Indian				2%	
Asian	1%	29%	49%	1%	3%
Black/African American				1%	1%
Hispanic/Latino	5%	3%	5%	7%	14%
Native Hawaiian/Pacific Islander					
White	90%	61%	26%	87%	76%
Multiple	3%		5%	3%	6%
Other		7%	15%		
Male	76%	85%	62%	45%	
Female	18%	15%	38%	55%	
Other	7%				

Table 1: Demographics of the department, university, and city as of 2023. Source: Office of Analysis, Assessment and Accreditation (<https://www.usu.edu/aaa/nw/>), and Census data (<https://www.census.gov/>)

**1. Context**

Utah State University (USU) is a public R1 research university located in Logan, Utah. The Computer Science (CS) Department is home to over 20 faculty with undergraduate, Master, and Ph.D. degree programs. The faculty pursues research across twelve fields of study such as artificial intelligence, cybersecurity, human-computer interaction, and virtual reality. The USU student body, as of 2023, is 87% white and 7% Hispanic, while the demographics of Logan are 76% white and 14% Hispanic (refer to Table 1 for CS department demographics as of 2023). Based upon the demographics of our student population as compared to the University and Logan, we see opportunities to improve representation in the computer science major of students identifying as women and/or Hispanic.

**2. Goals**

**G1:** By 2027, increase recruitment among high school students identified as Hispanic. Specifically, our initiative aims to inspire the Hispanic students at the College of Engineering in USU – where the Hispanic student population was 8% in 2022 – to enroll in CS 1400 (CS1). This should elevate the proportion of Hispanic students majoring in Computer Science from its 2022 figure of 5%.

**G2:** By 2027, enhance female enrollment in Computer Science to 25%, which represents a significant increase from the 18% recorded in 2023.

**G3:** Conduct and improve Data Buddies climate survey responses each year for the years 2025-2027.

**G4:** By 2025, ensure that 90% of faculty and 100% of new students will have EDI (Equality, Diversity & Inclusion) training.

**3. Activities and Measurement**

**A1.** Homework inclusivity (G3): Faculty will revamp homework assignments to make the narratives culturally diverse and inclusive, with applications that appeal to varied interests (e.g. not only video games), which has been shown to most benefit women, Hispanic students and first-generation college students. Metrics: Number of revised assignments and student responses in the IDEA course survey regarding those assignments. (Mano, Edwards)

**A2. Promotion Materials (G1, G2, G3, G4):** Beginning in 2026, faculty will be required to report their personal BPC plans and activities in their annual reports and their outcomes will be included in the department head's annual evaluation report. Metrics: Number of BPC-related activities that each faculty member has undertaken during the reporting period; evaluate the extent to which reported activities align with the departmental BPC goals. (Qi)

**A3. Peer-mentoring (G2, G3, G4):** The department will create and provide ongoing organizational and financial support to sustain a peer-mentoring program, which has been shown to help all students learn and engage, with particularly large benefits for women and Hispanic students. Peer mentors will be primarily recruited from ACM-W club members and CRA-WP members and will be invited to participate in a mentor/mentee catered lunch once per semester as compensation. Metrics: Number of faculty and students engaged in the program, both as mentors and mentees; compare the academic performance of students who are part of the program with those who are not. (Allan)

**A4. Supporting Affinity Group Communication (G2, G3):** Faculty will actively engage in interacting with student affinity groups in computing, such as ACM-W and CRA-WP. Faculty will report the number of events and the number of students and faculty members participating in affinity group events at the annual department retreat. Metrics: Number of events held per year and number of participants in the events' audience; feedback from student members of the affinity groups about their interactions with faculty. (Boubrahimi)

**A5. Outreach in Latinos in Action (G1, G2):** Every year USU hosts Latinos in Action leadership camp for approximately 250 K-12 Latino students. The computer science department will provide a workshop in one of its research areas dedicated to this program each year. Metrics: Attendance rate at the leadership camp to understand how many of the registered participants attended the event; retention rate of past attendees who return to participate in subsequent leadership camps; feedback from the K-12 students who attended the camp. (Harper, Yuan, Cho, Al-Ameen)

**A6. Climate Survey (G3):** Faculty will collect survey data from students using the Data Buddies survey and disseminate insights in the department with a particular emphasis on women and Hispanic students. Each course will have a Canvas assignment with bonus points for the completion of the survey. Metrics: Percentage of students who participate in the Data Buddies survey out of the total CS student population; compare survey data across different demographics, such as ethnicity, gender, and academic level, to identify any disparities or specific needs. (Hamdi, Poulsen, Mathias, Xie, Falor)

**A7. Faculty Retreat and Meetings - data review and training (G1, G2, G3, G4):** Every August at the annual department retreat, faculty will review data on minority representation among undergraduate and graduate students. The Computer Science Department will collaborate with the university's offices for Equality, Diversity & Inclusion (EDI) and/or the Office of Empowering Teaching Excellence (ETE) to conduct a 30-minute EDI training session during the annual faculty retreat. Furthermore, the department will invite a speaker from USU's Inclusion Center to address BPC in one faculty meeting each semester. Metrics: Percentage of students from underrepresented groups who successfully complete their degrees; feedback from faculty on the effectiveness of the EDI training conducted at the annual retreat and the presentation of the Inclusion speaker during faculty meetings. (Qi)

**A8. Faculty Hiring (G4):** Faculty members serving on hiring committees will adopt practices for inclusive faculty hiring recommended by NCWIT (National Center for Women & Information Technology). These practices will include unbiased recruitment, transparent job descriptions, and diverse interview panels. Metrics: Demographics of candidates selected for interviews and the members of the interview panels; disaggregated by race, ethnicity, and gender to determine the effectiveness of the adopted inclusive practices in increasing diversity. (Karimi, Cho, Petruzza, Dyreson)