BPC Plan

School of Computing and Information Sciences
Florida International University

Effective dates of plan: January 1, 2021 – December 31, 2024 (4 years).

Revision of plan will begin: The SCIS Diversity, Equity, & Inclusion (DE&I) Committee will begin mid-plan revision of this plan on January 1, 2022 (Spring term) in response to initial data collected, to be completed by mid-semester. The plan will be presented to the SCIS faculty for approval and will ideally take effect by July 1, 2022. Formulation of a new plan will begin January 1, 2024, with the goal of being completed, adopted, and posted by July 1, 2024.

Contact: The SCIS DE&I committee is responsible for overseeing the implementation of the plan. Membership is as follows: Dr. Mark A. Finlayson (Chair, markaf@fiu.edu, Interim Assoc. Dir, Assoc. Prof.); Dr. Fahad Saeed (fsaeed@fiu.edu, Assoc. Prof.); Ms. Maria "Cristy" Charters (mcharter@fiu.edu, Assoc. Teaching Prof.); Dr. Monique Ross (moross@fiu.edu, Asst. Prof.); Erica Levy (elevy@fiu.edu, Asst. Dir. for Academic Support Services). The entire committee can be reached at diversity-committee@cs.fiu.edu.

Context & Data

The DE&I Committee has collected preliminary data in the following three areas relevant to diversity, which motivates the goals and activities outlined later in the plan.

Faculty: SCIS currently has 47 full time faculty members across the categories of Full (11), Associate (11), and Assistant (8) Professors, and Full (1), Associate (7), and Assistant (9) Teaching Professors. Of these, at least 18 (38%) are women, Hispanic, or African American, all groups minoritized in computing (hereafter: *minoritized groups*).

Graduate Students: SCIS is home to 264 graduate students across the categories of Doctoral (73) and Master's (191) students, with the following racial and gender distribution: White 21 (8%); Hispanic 119 (46%); Black 18 (7%); Asian 13 (5%); Two or more races 4 (2%); Not reported 2 (1%); Nonresident alien 83 (32%); Male 201 (77%); Female 59 (23%). In total at least 141 (53%) are members of minoritized groups.

Undergraduate Students: SCIS is home to 2,725 undergraduate students, with the following White 259 (9%); Hispanic 1,782 (65%); Black 362 (13%); Asian 146 (45%); Two or more races 56 (2%); Nonresident alien 112 (4%); Male 2,216 (81%); Female 526 (19%). In total at least 2,127 (78%) are members of minoritized groups.

Goals

The main goals of the plan, aligned with activities outlined in the next section, are as follows:

1. **Faculty University Requirements** – Achieve full compliance with all University training requirements for faculty hiring committees by Summer 2021. Achieve 95% penetration for Bystander Leadership training by the end of 2023.
2. **Faculty Hiring** – Develop and institutionalize processes to promote diversity in faculty recruitment and hiring. Demonstrate increases in numbers of faculty in minoritized groups pursued, short-listed, interviewed, and hired in each year covered by this plan.
3. **Graduate Students** – Develop and implement a plan for improving the recruitment of graduate students in minoritized groups. Demonstrate improvements in diversity

amongst the undergraduate student body in each year covered by this plan. This goal will focus on increasing Hispanic students' representation.

4. **Undergraduate Students** – Develop and implement a plan for improving the recruitment of undergraduate students in minoritized groups. Because the undergraduate body is already heavily dominated by Hispanics, this goal will focus on representation of women. Demonstrate improvements in diversity amongst the undergraduate student body in each year covered by this plan.

5. **Departmental Climate** – Assess departmental culture of inclusion and develop a plan for improvement as measured by metrics submitted to the Provost's office. Demonstrate improvement along those metrics in each year covered by this plan.

Activities (with contact, all activities are new)

1. **Faculty University Requirements –** *Dr. Finlayson*
   a. Work with chairs of hiring committees to develop plans to achieve full compliance with university diversity training requirements.
   b. Monitor compliance with all University training requirements for hiring committees.
   c. Work with chairs of hiring committees to maintain compliance with requirements.
   d. Recruit more faculty to participate in Bystander Leadership training (*Dr. Ross*).

2. **Faculty Hiring** – *Dr. Finlayson*
   a. Work with chairs of hiring committees to develop processes for institutionalization of minoritized group recruitment, to include written rubrics and guidelines.
   b. Work with chairs of hiring committees to implement those processes.
   c. Work with chairs of hiring committees to monitor and collect data on outcomes.
   d. Work with chairs to maintain and improve processes.

3. **Graduate Students** – *Ms. Charters, Dr. Saeed*
   a. Develop and implement a plan for improving the recruitment of Hispanic graduate students. The plan will focus on developing a slide deck for raising awareness amongst and recruitment from the local undergraduate population as well as national and international Hispanic institutions.
   b. Implement the plan by delivering the presentation to 5 target groups per year.

4. **Undergraduate Students** – *Dr. Ross, Ms. Charters*
   a. Develop and implement a plan for improving the recruitment and retention of women undergraduate students. The plan will focus on revisions to start of the core course sequence (Programming I & II in CS) funded by our recently awarded CIC grant.

5. **Departmental Climate** – *Ms. Levy*, *Dr. Saeed*
   a. Assess departmental culture of inclusion
   b. Develop a plan for improvement as measured by the Provost's office metrics.

6. **Evaluation:** Additional, detailed data on recruitment and retention of undergraduate women will be collected by an assigned faculty member to be compensated by the CIC grant. The data to be collected and reported on will include: Student enrollment and persistence; Faculty/TA support in core sequence CS courses; Term-to-term retention and graduation of computing majors; Gender and race/ethnicity of all students. This data will be used to inform mid-plan revision of BPC plan goals and activities.