

## Departmental BPC Plan

Knight Foundation School of Computing and Information Sciences  
Florida International University



**Effective dates of plan:** 04/15/2022- 04/15/2024

**Contact:** The KFSCIS DE&I committee is responsible for overseeing the implementation of the plan. Membership is as follows: Dr. Mark A. Finlayson (Chair, [markaf@fiu.edu](mailto:markaf@fiu.edu), Interim Assoc. Dir, Assoc. Prof.); Dr. Fahad Saeed ([fsaeed@fiu.edu](mailto:fsaeed@fiu.edu), Assoc. Prof.); Ms. Maria “Cristy” Charters ([mcharter@fiu.edu](mailto:mcharter@fiu.edu), Assoc. Teaching Prof.); Dr. Monique Ross ([moross@fiu.edu](mailto:moross@fiu.edu), Asst. Prof.); Irene Vega ([irvega@fiu.edu](mailto:irvega@fiu.edu), Program Associate). The entire committee can be reached at [diversity-committee@cs.fiu.edu](mailto: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:** KFSCIS is home to 264 graduate students across the categories of Doctoral and Master’s (191) students, with the following racial and gender distribution: White 21 (8%); Hispanic 119 (46%); Black 18 (7%); Asian 13 (5%); Male 201 (77%); Female 59 (23%). In total at least 141 (53%) are members of minoritized groups.

**Undergraduate Students:** KFSCIS is home to 2,725 undergraduate students, with the following White 259 (9%); Hispanic 1,782 (65%); Black 362 (13%); Asian 146 (45%); 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** – Maintain 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** – Formalize 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** – Continue executing the 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** – Continue executing the 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** – Develop and implement a plan informed by the CERP assessment of departmental climate. Demonstrate improvement along the metrics submitted to AWED in each year covered by this plan.

## **Activities**

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 describe in writing hiring committee processes that promote diversity in faculty recruitment and hiring, 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. Continue delivering the diverse recruitment presentation to groups of women and Hispanics; target 1 group per semester.
  - b. Disseminate the talking points to faculty and staff for use during discussions for potential graduate students.
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 the start of the core course sequence (Programming I & II in CS) funded by our recently awarded CIC grant.
  - b. Measure and evaluate effectiveness of interventions for continuous improvement.
5. **Departmental Climate** – *Ms. Vega, Dr. Saeed*
  - a. Develop a plan driven by the CERP data for improvement as measured by the Provost's office metrics.
  - b. Execute the plan.
  - c. Continue assessing departmental climate yearly using CERP instruments.

**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 and 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.