

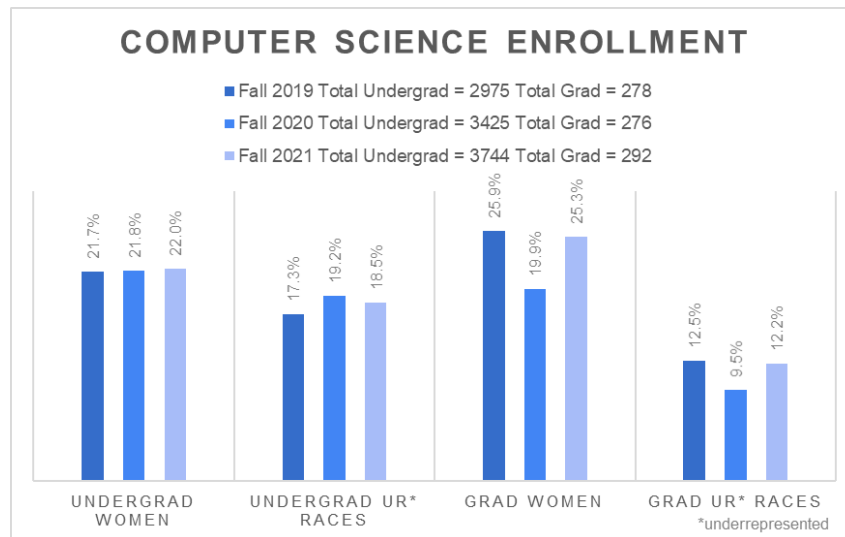
Departmental BPC Plan
Oregon State University (OSU)
School of Electrical Engineering and Computer Science (EECS)



Effective dates of Plan: 01/06/2022- 01/06/2024

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Context: The School of EECS resides in OSU's College of Engineering (COE). COE's Center for Diversity & Inclusion is committed to increasing the number of students from underrepresented groups (URGs) (i.e., women, African American, Black, Hispanic, American Indian, Native Alaskan, Native Hawaiian, and Pacific Islander) pursuing



and completing degrees and careers in engineering and computer science (CS), while fostering their advancement, success, and sense of community. Current EECS CS enrollment is over 3700 undergrad and nearly 300 grad students. EECS's CS enrollment and student demographics from the past three years are shown in the chart.

G1: Department Demographics: Each year, ensure that all EECS faculty are aware of OSU's recent representation data on undergrad and grad CS students from groups underrepresented in CS as listed above. **Activity1a:** Faculty gain knowledge from a faculty meeting presentation each fall about CS student demographics and how they can be involved in diversity, equity, and inclusion programs to broaden participation. (COE Center for Diversity & Inclusion) **Activity1b:** Faculty report annually on how the data informs their contributions to BPC. (EECS Faculty) **Eval1:** Track annual data, trends, and how the data informs BPC efforts. (Asst to School Head)

G2: Research Experiences for Undergraduates: Each year, involve at least 10 undergrads from URGs in CS (~40-50% of REU cohort) in research experiences in EECS topic areas. **Activity2a:** Faculty with funded REU students participate in EECS Summer REU Cohort weekly community activities e.g., research talks, seminars, grad student panels, and REU student presentations. (UG Research Cmte) **Activity2b:** Faculty mentor research by CS undergrads from URGs through established programs e.g., CRA's DREU and OSU's Undergrad Research, Scholarship, & the Arts Engage. (UG Research Cmte) **Eval2:** Track faculty involvement and demographics of students participating in research experiences. (UG Research Cmte)

G3: Student Attendance at Diversity-Focused Conferences: Each year, at least 25 students attend diversity-focused conferences such as Grace Hopper, Society of Hispanic Professional

Engineers (SHPE), and SHPE National Institute for Leadership Advancement (NILA). \$100k sponsorship funding for this goal has already been secured through 2023. **Activity3a:** Faculty nominate students for School of EECS sponsorship at conferences. Selection Committee uses a holistic process to review applications. (Student Success Cmte) **Activity3b:** Prior to the conference, faculty invite all attending students to professional development workshops and events to optimize benefits of conference attendance. (Student Success Cmte) **Eval3:** Track faculty involvement and student conference attendance. (Student Success Cmte)

G4: Student Club Participation: Each year, increase the number of CS students from URGs in EECS student clubs and societies across interest areas. **Activity4:** Faculty club advisors complete best practices training for creating inclusive student environments. (OSU Center for Teaching and Learning) **Eval4:** Track student demographics in clubs. (Student Success Cmte)

G5: Graduate Recruiting: By 2023, increase CS grad student population by at least 19 women (25% increase) and at least 5 (50% increase) people from underrepresented racial groups.

	CS Graduate Students as of Fall 2021
Women	25.3% (74)
Hispanic/Latinx, Black/African American, Native (domestic)	12.2% (10)

Activity5a: The graduate admissions committee and advising faculty emphasize holistic evaluation of applicants using a candidate evaluation rubric designed to not disadvantage students from URGs in CS. (Grad Admissions Cmte) **Activity5b:** Faculty recruit and nominate talented, high-achieving students from URGs via established programs e.g., EECS Outstanding Scholars program and the National GEM Consortium. (EECS Grad Coordinator) **Eval5:** Track recruitment efforts. The graduate admissions committee reports representation among applicants, admitted students, and accepted admissions. (Grad Admissions Cmte)

G6: Faculty Hiring and Recruitment: Each year, faculty applicant representation from URGs in CS will exceed their average representation in last 3 years of National IPEDS CS PhD graduation data. **Activity6a:** Faculty lead recruiting efforts implementing OSU's recruitment toolkit, developed by the President and Provost's Leadership Council for Equity, Inclusion and Social Justice in 2020, and using NCWIT resources to write inclusive job ads. (EECS School Head) **Activity6b:** Faculty include a Search Advocate trained in implicit cognitive and structural biases, diversity, and inclusive search and selection on faculty hiring committees. (EECS School Head) **Eval6:** HR demographic data is tracked and shared with EECS. (EECS School Head)

G7: Integrating Inclusive Computing: By 2023, faculty will integrate materials on the GenderMag method (gendermag.org) into course curricula/courseware, to teach and practice making technology inclusive to diverse populations, in a set of undergrad and grad courses ensuring that all students encounter the material at least once before graduation. **Activity7a:** Participating faculty complete GenderMag training to learn how to use and to teach GenderMag via in-person workshops at OSU or on-line workshops. (Burnett, Letaw) **Activity7b:** Faculty download and use inclusive computing modules/homeworks/activities from the GenderMag-Teach online community. (Burnett, Letaw) **Activity7c:** Participating faculty implement the GenderMag tool suite to assess courseware and locate "inclusivity bugs". (Sarma) **Eval7:** Track faculty involved, GenderMag use in courses, and how it impacts students' understanding of inclusion. (Student Success Cmte)