

**Departmental BPC Plan**  
**Department of Computer Science**  
**Stony Brook University - SUNY**



**Effective dates of plan:** 02/07/2022- 02/07/2024

**Contact:** Samir Das, Professor and Dept Chair, ([samir@cs.stonybrook.edu](mailto:samir@cs.stonybrook.edu)), Aruna Balasubramanian, Associate Professor and Chair of Diversity Committee ([arunab@cs.stonybrook.edu](mailto:arunab@cs.stonybrook.edu))

**Context**

Stony Brook University (SBU) is a public research university and is a member of AAU. The Department of Computer Science is part of the College of Engineering and Applied Sciences and offers BS, MS, and PhD degree programs in Computer Science (CS) and a BS program in Information Systems (IS). The CS program is the 4th most popular undergraduate major on campus in terms of total enrollment – ~1300 in 2020 (~1000 in-majors and ~300 pre-majors). Pre-majors are freshmen and sophomores that must achieve a certain GPA in a specific set of CS classes to advance to the major. CS also has an honors program. Undergraduate demographics: *White* - Univ: 28.6%, College: 22.3%, Dept: 17.5%; *Asian* - Univ: 30.9%, College: 43.8%, Dept: 53.8%; *Black, Indigenous (American Indian or Alaska Native, Native Hawaiian or Pacific Islander), Latinx, or Multiracial* - Univ: 22.6%, College: 12.4%, Dept: 8.2%; *Non-resident Alien* - Univ: 11.2%, College: 13.2%, Dept: 12.2%. In terms of Gender as indicated on student records, which includes options ‘female’ and ‘male,’ the data show *Female* - Univ: 50.3%, College: 22.9%, Dept: 17.7%; *Male* - Univ: 49.7%, College: 77.1%, Dept: 82.3%.

The department recently completed a two-year program with NCWIT’s Extension Services and developed a preliminary understanding of the local challenges in the recruitment and retention of women in the undergraduate programs. Currently, the department is working on improving the retention of women in the CS undergrad program, funded by the Center for Inclusive Computing (CIC) of Northeastern University. The department actively partners with the WISE (Women in Science and Engineering) Honors Program on campus. The WISE program offers courses, mentoring, and tutoring to female undergraduate students pursuing degrees in STEM and a set of STEM experiences for female middle and high school students. In terms of trends, the percentage of female undergrads in the department has increased slowly with the percentage roughly doubling (8.7% to 17.7%) in the past decade, but it remains below the national average. We refer to students who identify as female, Black, Indigenous, and/or Latinx as students from underrepresented groups in computing.

**Goals, Activities, and Evaluation**

The department continues to build a nurturing environment to enable students to succeed regardless of their gender, race, ethnicity, and socio-economic background. Specific goals include the following:

**G1 Recruitment.** Increase the fraction of undergrad majors from underrepresented groups in CS and IS by 4 percentage points by 2025.

**A11** Explore pathways for entry to the major using the CS0 courses. A major impediment of increasing the participation of underrepresented groups in the department is capping CS1 classes needed for entry to the major. For example, a large fraction (about 44%) of women – many from other majors or with undeclared majors – take the CS0 courses (CSE101 and IAE101) but the fraction reduces drastically for CS1. This effort will include improving summer offerings for CS1 classes needed for the major, and reconsider policies for entry to the major. (Lead: Das, McDonnell)

**A12** Improve undergraduate visit days and similar outreach programs for admitted students. Organize additional visit days and outreach specifically for admitted students from underrepresented groups in collaboration with specific campus groups, such as WiCS, ColorStack and WISE. (Lead: A Balasubramanian, Jain)

**A13** Expand outreach to local schools with high percentages of students from groups underrepresented in computing by organizing faculty or alumni visits and open houses. Encourage faculty to participate in summer visits of high school students in their labs. (Lead: Sekar, Mitra)

**Evaluation.** Year-to-year demographic data for various cohorts – applicant pool, visit days participation, CS0 and CS1 classes, overall in-majors and pre-majors; tracking data related to success of specific outreach efforts.

**G2 Inclusive Teaching.** By 2024, all faculty and teaching assistants will learn about inclusive teaching practices and a minimum of 80% of faculty will adopt inclusive practices in their teaching methods.

**A21** Train TAs on the topic of diversity, equity and inclusion. Hold regular TA training workshops. Expand the current effort to include undergrad TAs. (Lead: A Balasubramanian)

**A22** Review and expand TA recruitment methods to increase the number of TAs from groups underrepresented in computing. (Lead: C Ramakrishnan, McDonnell)

**A23** Improve faculty exposure to inclusive teaching practices via panels and workshops provided by SBU's CELT (Center of Excellence in Learning and Teaching), or other sources. (Lead: Fodor, Mitra)

**A24** Introduce class climate related questions in course evaluations. (Lead: Das)

**Evaluation.** Tracking data related to the number of TAs trained, TA demographics, TA participation in workshops, faculty input on their involvement in annual reports, class climate and inclusivity related questions in the course evaluations.

**G3 Improving Pedagogy in Intro CS Sequence.** By 2023 revamp the contents of two critical CS0 and CS1 classes, CSE101 and CSE114, to make them more engaging and inclusive.

**A31** Develop a relatable and engaging set of programming exercises, showcase broad applications and impact of computing. (Lead: Fodor, McDonnell, Mitra)

**Evaluation.** Identification, development and adoption of learning materials, end-of-term course evaluations and student surveys. Analysis of performance in CSE101 and CSE114 by demographic groups.

**G4 Student Experience and Retention.** Improve students' experience and build their confidence aiming for improved retention of students from underrepresented groups. Women drop out of CS at a higher rate than men in the department. By 2025, reduce attrition of underrepresented groups to be on par with the general student population in CS.

**A41** Increase faculty involvement in undergraduate research through WISE honors (Women in Science and Engineering) research rotations. (Lead: Sekar, Jain)

**A42** Increase faculty participation in WiCS and ColorStack events. (Lead: Fodor)

**A43** Establish a peer mentoring program for students from groups underrepresented in computing. Create graduate fellowships to encourage the participation of grad students in peer mentoring. (Lead: McDonnell)

**A44** Create focus groups to understand issues specific to commuter students and find ways to better support them. Over 40% of the undergrads in the department are commuters and initial data show that the dropout rate of women commuters relative to non-commuters is statistically significant. (Lead: A Balasubramanian, Zadok)

**A45** Develop multidimensional data analysis to understand why and where women drop out more significantly in the 8-course mandatory CS sequence. (Lead: Zadok, Mueller)

**Evaluation.** CRA's annual Data Buddies survey, department level survey/data collection, student participation in peer mentoring, data related to faculty participation via annual reports.