The Department BPC Plan: Metrics for Success
Tracy Camp
Department Head
and Professor
Computer Science
# CS Majors (at Mines)

CS@Mines

<table>
<thead>
<tr>
<th>Year</th>
<th>Count</th>
</tr>
</thead>
<tbody>
<tr>
<td>Fall 2013</td>
<td>203</td>
</tr>
<tr>
<td>Fall 2014</td>
<td>226</td>
</tr>
<tr>
<td>Fall 2015</td>
<td>233</td>
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<tr>
<td>Fall 2016</td>
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<tr>
<td>Fall 2017</td>
<td>379</td>
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<tr>
<td>Fall 2018</td>
<td>524</td>
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<tr>
<td>Fall 2019</td>
<td>679</td>
</tr>
<tr>
<td></td>
<td>Fall 2008</td>
</tr>
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</tr>
<tr>
<td># Majors</td>
<td>157</td>
</tr>
<tr>
<td>Women</td>
<td>17</td>
</tr>
<tr>
<td>URG</td>
<td>12</td>
</tr>
<tr>
<td></td>
<td>Fall 2008</td>
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<tr>
<td># Majors</td>
<td>157</td>
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<tr>
<td>Women</td>
<td>10.8%</td>
</tr>
<tr>
<td>URG</td>
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</table>

**Women at Mines:** ~30%

**URG at Mines:** ~17%
What did CS@Mines do??
Activities/Programs

Recruitment programs
Retention programs
Welcoming culture (space/activities)
Visible signs that diversity is important
Transfer efforts
etc.
Metrics for Success
Overall Process

1. Articulate BPC Mission
2. Set Goals
3. Implement Activities Strategically
4. Evaluate (Metrics for Success)
5. Feedback loop
Overall Process

1. Articulate BPC Mission
2. Set Goals
3. Implement Activities Strategically
4. Evaluate (Metrics for Success)
5. Feedback loop
“… departmental commitment to reviewing progress towards goals and fulfillment of mission.”
“… department plan should identify an appropriate approach to evaluation …”
“... and identify metrics and instruments that will be applied to measure how well the proposed activities advance the department toward an identified goal.”
Monitor your data:
Monitor your data:

Applications
Acceptances
Enrollments
Retention/Attrition

e.g., 21.2% accept vs. 16.7% enrolled (females)
Activity Evaluation:

NCWIT Course:
Building Sustainable Initiatives for Diversifying Undergraduate Computing Programs

Module 5:
Evaluating Your Diversity and Outreach Efforts
Understand your community: STUDENTS
Understand your community:

NCWIT
Student Experience of the Major (SEM)

CS@Mines
Understand your community:

CRA Data Buddies
Satisfaction with the computing program

At your institution, the following are satisfied with the computing program**:

Thought about leaving computing major

At your institution, the following thought about leaving their computing major**:

- **All Students**: 7%
- **Women**: 4%
- **Men**: 8%
- **Majority**
- **URM**: 0%
What is the highest degree you plan to attain?

<table>
<thead>
<tr>
<th></th>
<th>Women</th>
<th>Men</th>
</tr>
</thead>
<tbody>
<tr>
<td>Bachelor’s degree (significant)</td>
<td>52%</td>
<td>26%</td>
</tr>
<tr>
<td>Question</td>
<td>Mines</td>
<td>Comparison group</td>
</tr>
<tr>
<td>-------------------------------------------------------------------------</td>
<td>-------------</td>
<td>------------------</td>
</tr>
<tr>
<td>I am confident that I can complete my undergraduate degree in computing</td>
<td>4.89 (0.32)</td>
<td>4.51 (0.85)</td>
</tr>
<tr>
<td>Overall, I am satisfied with the computing program at my institution</td>
<td>4.33 (0.85)</td>
<td>3.90 (1.07)</td>
</tr>
<tr>
<td>The department is NOT very supportive of its students</td>
<td>1.81 (0.93)</td>
<td>2.43 (1.10)</td>
</tr>
<tr>
<td>My department cares about its students</td>
<td>4.37 (0.71)</td>
<td>3.73 (1.00)</td>
</tr>
<tr>
<td>Who do you consider to be a mentor? (prof within my department)</td>
<td>61%</td>
<td>40%</td>
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</table>
Understand your community:

CRA Data Buddies

Get faculty engaged

→ Increase response rates
Understand your community:

FACULTY
Understand your community:

NCWIT GPS Tool (draft)

“… academic departments can use to identify where they are in developing a culture of inclusion.”
Understand your community:

Self-assessment Worksheet from Berkeley

“... help departments consider their current and potential connections to the campus’s equity, inclusion, and diversity goals.”
Understand your community:

Implicit bias training

Metrics:
  % of faculty who attend training
  % of students who attend training
Understand your community:

Inclusive instruction checklist

Metrics:
- % of instructors who complete checklist
- % of best practices used in class
Understand your community:

Faculty/Staff: work/life balance; wellness

Metrics:
% of faculty who complete self-evaluation
What questions do you have?