Computer Science Department

POINT OF CONTACT

Ray Toal, Ph.D.
Computer Science
Ray.Toal@lmu.edu

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SYSTEMIC ANALYSIS STEPS UTILIZED

PARTICIPATION AND REPORTING

☑ Attended SA Consultation Session
☑ Submitted a Progress Report

This unit reported their progress to the community on 9/15/20.
Presentation video
Presentation Slides

PROCESS ■ ISSUES ■ ACTON STEPS ■ OUTCOMES

PROCESS

- Several meetings of Climate/Culture Task Force
- Short discussions at nearly every department meeting
- Summer 2020 Survey (oriented toward curriculum, but with culture elements, over 300 respondents)
- Visits from VP Jennifer Abe to Department Meetings
- Department Implicit Bias Sessions (let by Adam Fingerhut)
- Visit from Nora Murphy to kick off Climate/Culture Task Force Faculty+Student+Alumni #antiracism Slack Channel Faculty + Staff Resource Folder in Box
- Student resource web site, on belonging, race, gender, allyship, tech, etc. (https://lmucs.github.io/resources/resources.html)
- Discussions on paper by Andrew Forney and Sunai Kim on retention and metrics of success in Seaver by demographic decomposition

ISSUES IDENTIFIED

- It is difficult to determine the best channels for learning about student experiences while avoiding survey-burnout and avoid fatigue from students
- Having to report the "same things over and over," though office hours and casual conversation were often found to be appropriate and useful channels for discovery.
- In our analysis of retention and success data, it is difficult to determine barriers to success due to pre vs. post LMU experiences, and if within LMU, both when, and where (inside vs. outside our department culture).
- We need to support our students in their outside endeavors (e.g., internships) given the well-known and systemic problems within our discipline.

ACTION STEPS

✹ Reflect on success of Bytes and Nybbles (Bigs & Littles) student mentorship program.
✹ Form Faculty and Staff Reading Group.

🖷 Department standards for inclusive syllabus language.

OUTCOMES

✹ Data for program improvement.
✹ Increase in faculty and staff DEI literacy and aptitude.
✹ Create space for discussion and ideas.

🖷 Computer Science syllabi will explicitly contain language on DEI expectations.

HIGHLIGHTS

Culture and Climate Task Force:

Andrew Forney, Ph.D., (Co-chair)
Assistant Professor of Computer Science

Jordan Freitas, Ph.D., (Co-chair)
Assistant Professor of Computer Science

Masao Kitamura (Co-chair)
Manager of Laboratory Facilities

Mandy Korpusik, Ph.D., (Co-chair)
Assistant Professor of Computer Science

Ray Toal, Ph.D., (Chair)
Chair and Professor of Computer Science

What is already happening

- Lab redesign toward more inclusive spaces after 2017 meeting - Stereotype threat and impostor syndrome explicitly discussed in first year courses
- We are now sending students to the Tapia Conference for Diversity in Computing in addition to Grace Hopper Celebration of Women in Computing and Society of Women Engineers

Other highlights

- The following resources have been a part of our thinking and process:
  - - 2020 "CMSI Student Attitudes Survey" - Forney and Kim paper (video: https://vimeo.com/424955874/1a5b8d2ca0)
  - - Faculty/Staff Box Resource (with readings / anti-racism strategies)
  - - Our CSSI program has been a dramatic, positive, influence on the CMSI program as a whole

NEXT STEPS

LEGEND FOR PRESIDENTS COMMITMENTS

🗐 Hiring

✹ Culture and Climate

🖷 Education

SYSTEMIC ANALYSIS STEPS: QUICK REFERENCE

1. Listen to your team and constituents
2. Review infrastructure and policy
3. Review scope and content of programs
4. Evaluate structural diversity (data)
5. Analyze strategic partnerships
6. Evaluate vision/mission statement
7. Identify training needs
8. Accountability and Assessment