CSE Climate Assessment Committee

Midterm report
Tuija Pulkkinen, Committee Chair
Today’s agenda

What is the issue?

1. What has been done by now?

2. What are the preliminary results of the survey?

3. What are the next steps?

4. What feedback do you have for us?
What is the issue?
Dean Alec Gallimore: CLASS committee and CoE
**CSE community process**
(Plan - Do - Check - Act):
Check which actions work, revise plans. Process likely to continue to 2022

- **NOV**: Dean Gallimore sets the CLASS committee
- **JAN**: CLASS committee selects G&K as third party conducting a climate survey of CSE
- **MAR**: CLASS committee meets with faculty, staff and graduate students to get input
- **SEP 2021**: G&K provide their results & recommendations, CLASS committee provides final report
- **AUG**: Climate survey open to CSE faculty, researchers, staff, students and alumni
- **JUN**: Climate survey closed, preliminary results shared with CSE seeking further input *this meeting*
- **MAY**: CSE community decides on actions

G&K provide their results & recommendations, CLASS committee provides final report
What has CSE done so far?

Listening to You
- Town Halls (about 3 each year)
- Community Gatherings (Anti-Asian Racism, BLM, etc.)
- Individual Check-In Meetings with Graduate Students
- Adding & Analyzing Course Climate Questions
- Meetings with Student Groups and Leadership
- Meetings with CSE Staff (each semester)
- Computing CARES Surveys, Climate Activities Surveys

Incorporating Your Suggestions
- Additional Support for CSP Students in Core Classes
- Student Reps Added to Faculty Committees
- Added "Intro to Graduate Research" Course
- Expanding "Discover Computer Science" Course
- Student-Staff-Faculty Working Groups (Lab Culture, Inclusive Environment, etc.)
- Additional Summer and Elective Course Offerings (to reduce waiting list pressure)
- Adding Service Learning Courses to Approved Lists
- Open Letter and Call to Action

Supporting Education and Careers
- Information Session on Remote & International Education
- Climate and DEI Speaker Series
- Funding Student Travel to Conferences
- Following Up on Teaching and Advising Reports
- Supporting CSEG Wellness Buddy Program (student onboarding and mentoring, etc.)

Providing Transparency
- Climate and DEI Annual Transparency Reports
- Graduate Student Check-In Report
- Climate Activities Survey Report

Celebrating The Community
- Juneteenth Celebrations
- Inaugural Student Service Awards for Climate & DEI
Survey of the CSE community

Survey open May-Jun 2021
37% women
55% men
46% white
42% Asian
More detailed demographics to follow in final report
How satisfied are you with the overall climate that you currently experience in CSE?
Graduate student viewpoints

- No questions regarding sexual preference or history
- No sexual discussions
- No reference to them by pet names
- No disrespectful conversations regarding beliefs
- No request for personal errands
- No reference in any demeaning way
- No request for uncompensated work

Agree

Disagree
Discrimination & harrassment

What was it?
Primarily reports of bullying and derogatory comments

What followed?
9 out of 10 did not report
Over half were not satisfied, and no-one was very satisfied with handling of the issue
Faculty viewpoints

- Wish for more communication and updates, particularly on the recent issues
- Faculty feel clear about what is and what is not appropriate behavior
- Women are more dissatisfied with the climate than men

- CSE leadership responds to faculty concerns
- CSE accommodates other life/family responsibilities
- CSE leadership and administration has the right people

Agree | Disagree
Suggestions for improvement

- Take action against harassers: 92
- Promote diversity: 88
- Decrease student-teacher ratio: 63
- Improve support for students: 87
- Educate faculty: 53
- More student engagement with faculty: 61
- Develop transparency and policies: 48
- Exchange competition to listening and co-operation: 27
Next steps

CSE community process
(Plan - Do - Check - Act):
Poll the community for what works, revise plans accordingly

CSE community decides on actions, involve everyone in the implementation

G&K provide their results & recommendations, CLASS committee provides final report:
Learn from survey, listen to the community

Climate survey closed, preliminary results shared with CSE seeking further input this meeting

Dean Gallimore sets the CLASS committee

CLASS committee selects G&K as third party conducting a climate survey of CSE

CLASS committee meets with faculty, staff and graduate students to get input

Climate survey open to CSE faculty, researchers, staff, students and alumni

Poll the community for what works, revise plans accordingly

CSE community decides on actions, involve everyone in the implementation

G&K provide their results & recommendations, CLASS committee provides final report:
Learn from survey, listen to the community

Climate survey closed, preliminary results shared with CSE seeking further input this meeting
Now we would like to hear your thoughts and feedback

Further feedback: send email to tuija@umich.edu
Suggestions for improvement

- Take action against harassers: 92%
- Promote diversity: 88%
- Decrease student-teacher ratio: 63%
- Improve support for students: 87%
- Educate faculty: 53%
- More student engagement with faculty: 61%
- Develop transparency and policies: 48%
- Exchange competition to listening and co-operation: 27%
Organize and oversee a review of the overall culture and climate in CSE

**Select the third party conducting the assessment**
- Giffen&Kaminsky selected

**Assist and advise the third party in conducting the assessment**
- Initial materials provided to G&K (*they were impressed by work already done!*)
- CSE members (24/25) interviewed to get input to the survey format (*thank you!*)

**Assist CSE in devising an implementation plan for the recommendations**
- Target to finalize work by end of June -> implementation start in AY2021-2022

**Identify assessment tools and recommendations applicable wider in the CoE**
- Committee discussion on CoE-wide actions scheduled for Apr 19

**Work with the Dean’s Office to engage stakeholders in the process**
- Both internal and external communications plan together with C&M

**Outcome & followup**
- A final report with recommended actions, Dean's office to follow up

For more information (summary of weekly meetings, copies of communications)
https://cse-climate.engin.umich.edu/climate-committee/

---

**Committee membership:**
- Tuija Pulkkinen
- Jon Kinsey
- Mary-Ann Mycek
- Heidi Sherick
- Rada Mihalcea
- Wes Weimer

**Committee schedule:**
- Feb: Kick-off
- March: G&K selection
- April: Survey finalization
- May: Survey collection
- June: First impressions
- August: Data, recommendations