

CSE Climate Assessment Committee

Midterm report
Tuija Pulkkinen, Committee Chair

Today's agenda

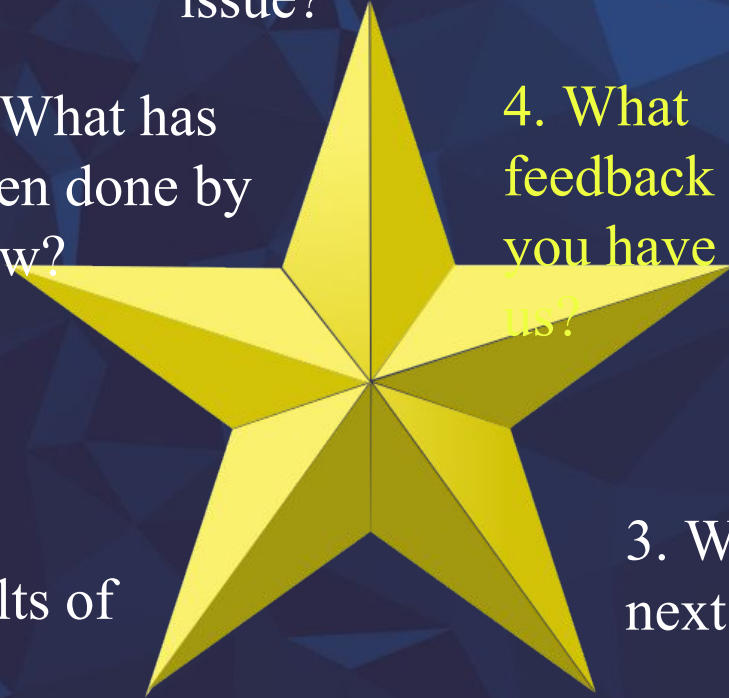
What is the
issue?

1. What has
been done by
now?

4. What
feedback do
you have for
us?

2. What are the
preliminary results of
the survey?

3. What are the
next steps?

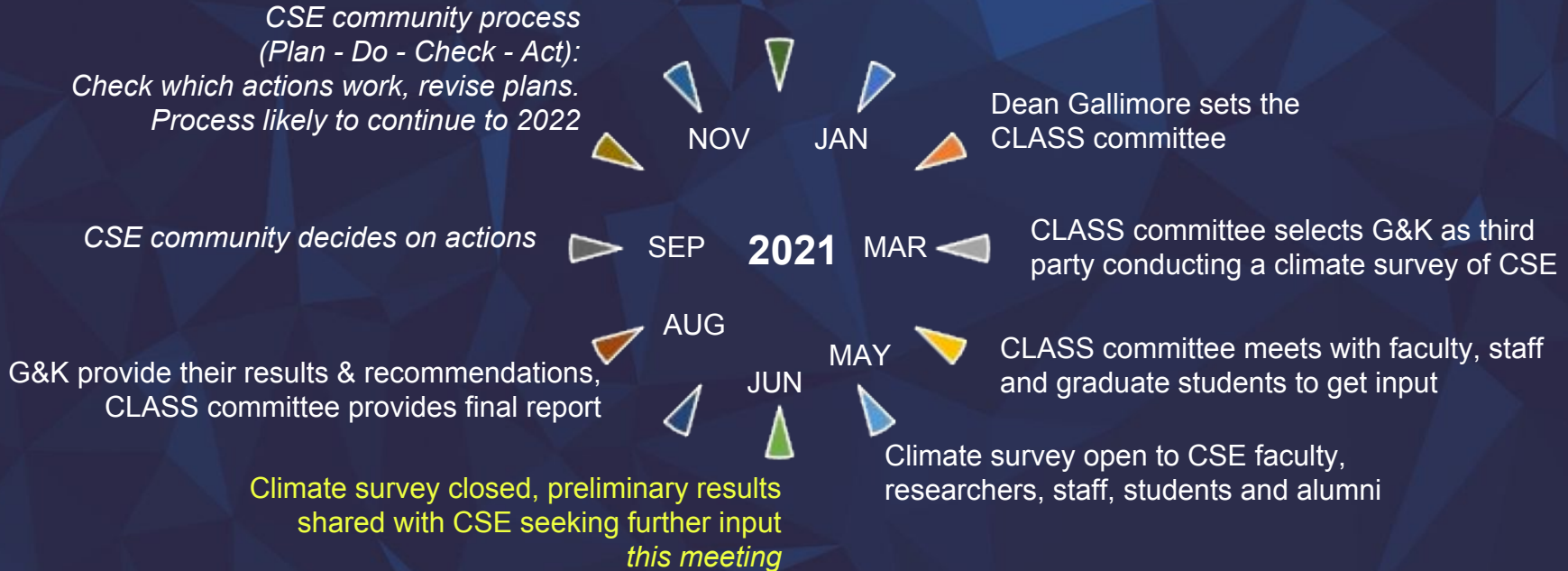


What is the issue?



Dean Alec Gallimore: CLASS committee and CoE

Process timeline



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

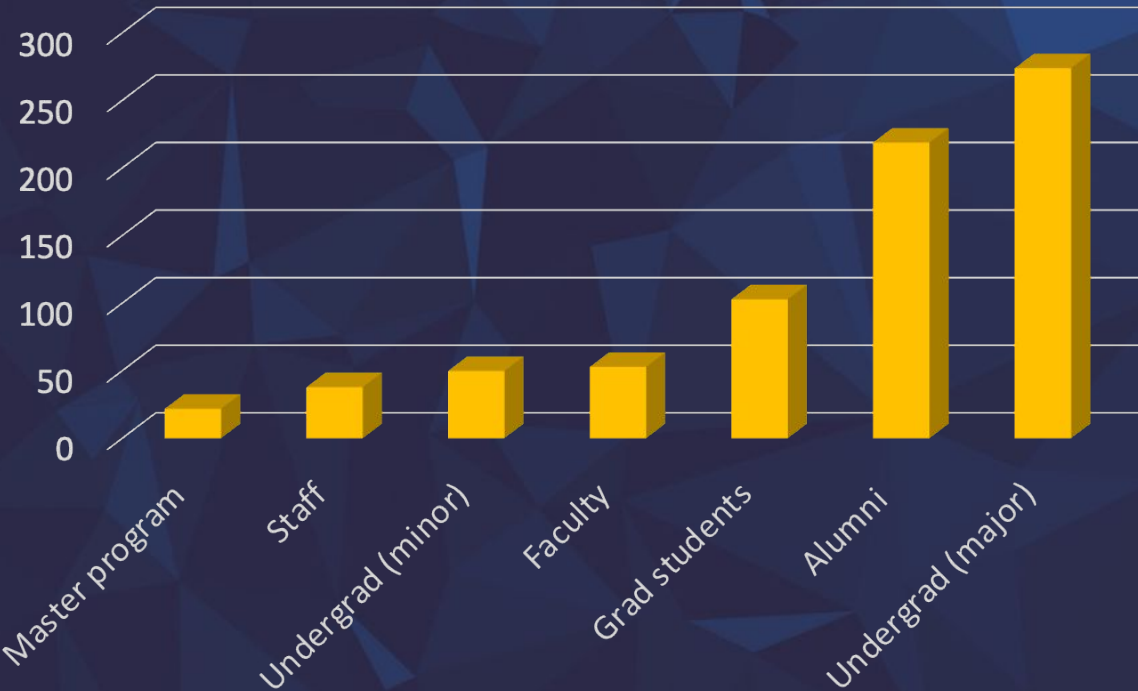
- Juneteenth Celebrations
- Inaugural Student Service Awards for Climate & DEI

Survey of the CSE community



MICHIGAN ENGINEERING
UNIVERSITY OF MICHIGAN

823 RESPONSES



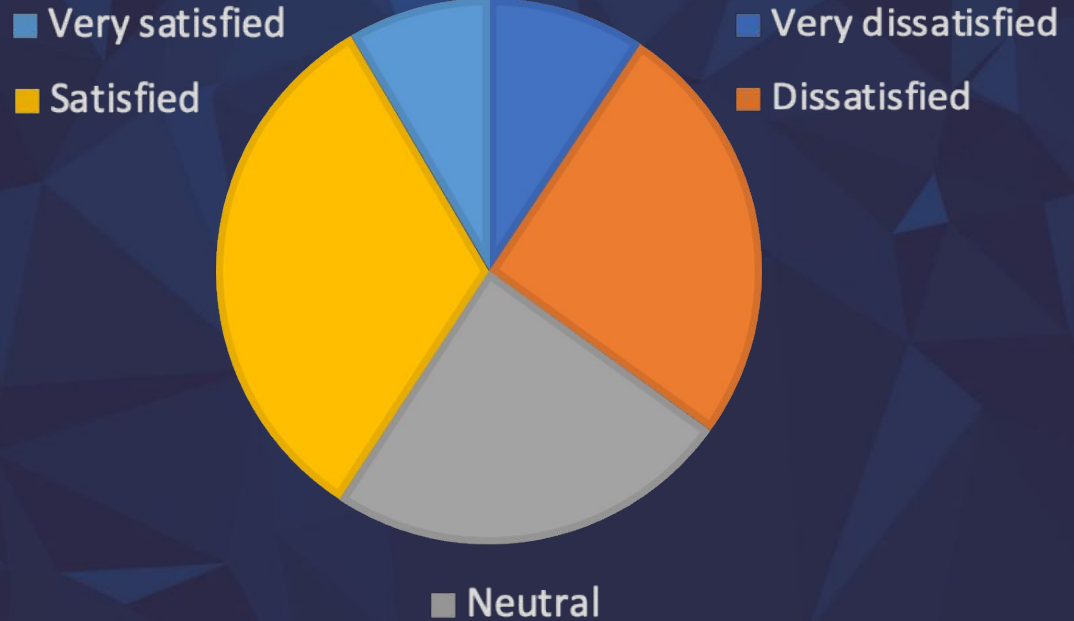
Survey open May-Jun 2021

37% women
55% men

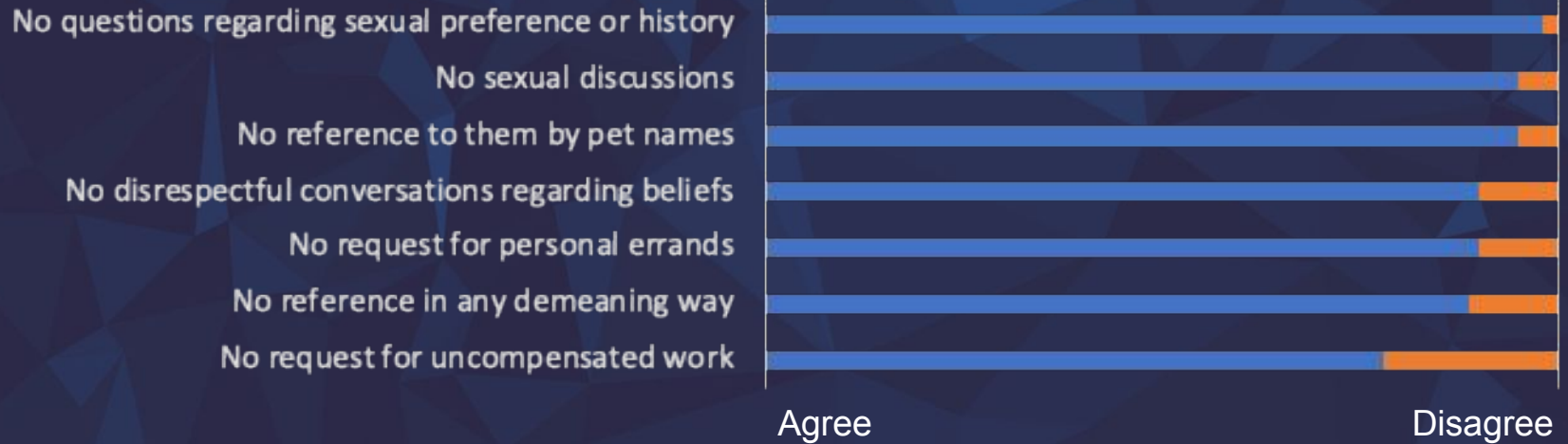
46% white
42% Asian

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



Discrimination & harrassment

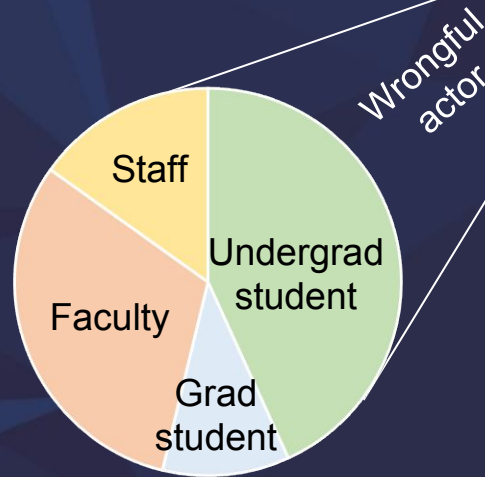


What was it ?

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

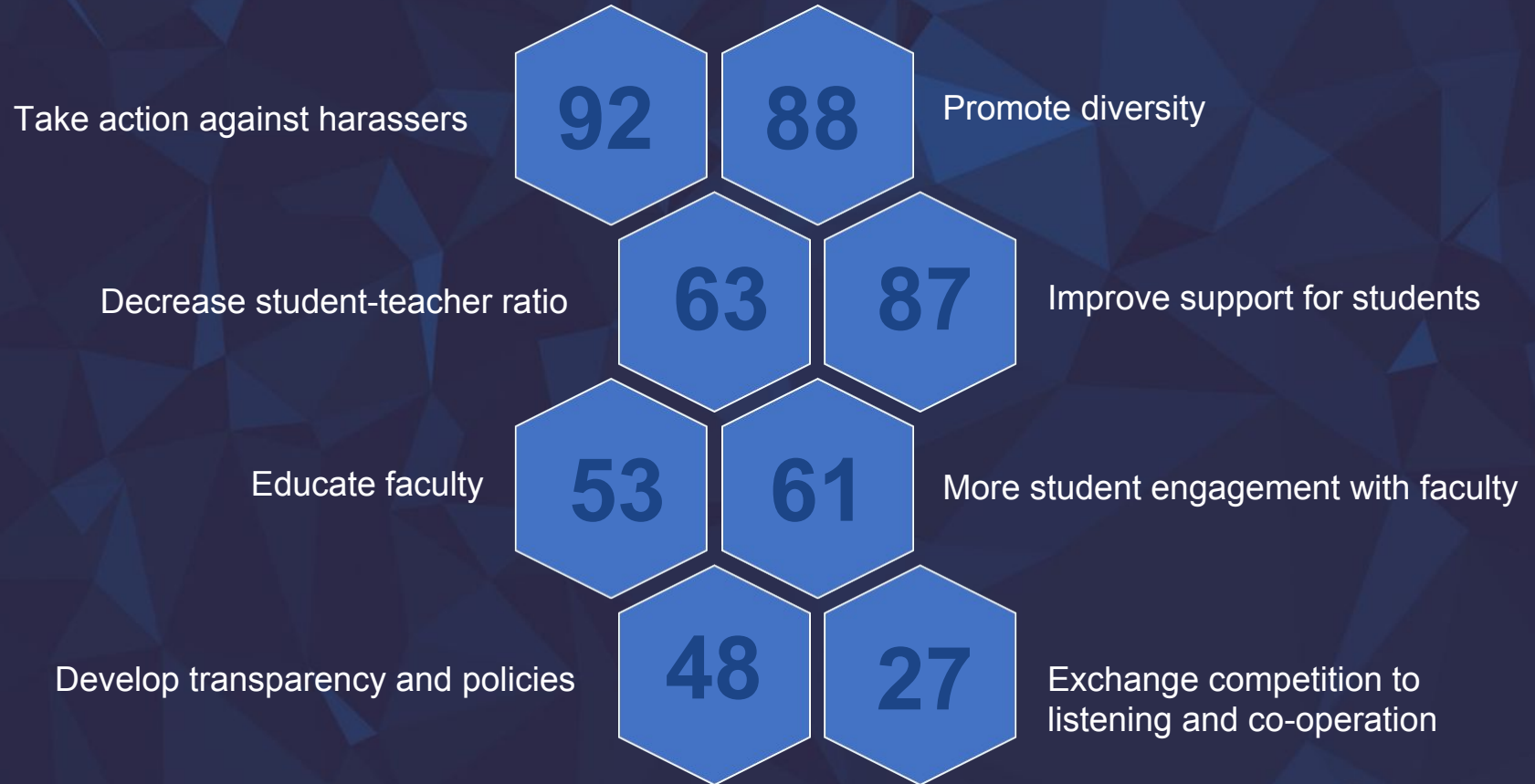
Wish for more communication and updates, particularly on the recent issues

Faculty feel clear about what is and what is not appropriate behavior

Women are more dissatisfied with the climate than men



Suggestions for improvement



Next steps

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



Dean Gallimore sets the CLASS committee

*CSE community decides on actions,
involve everyone in the implementation*



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

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



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

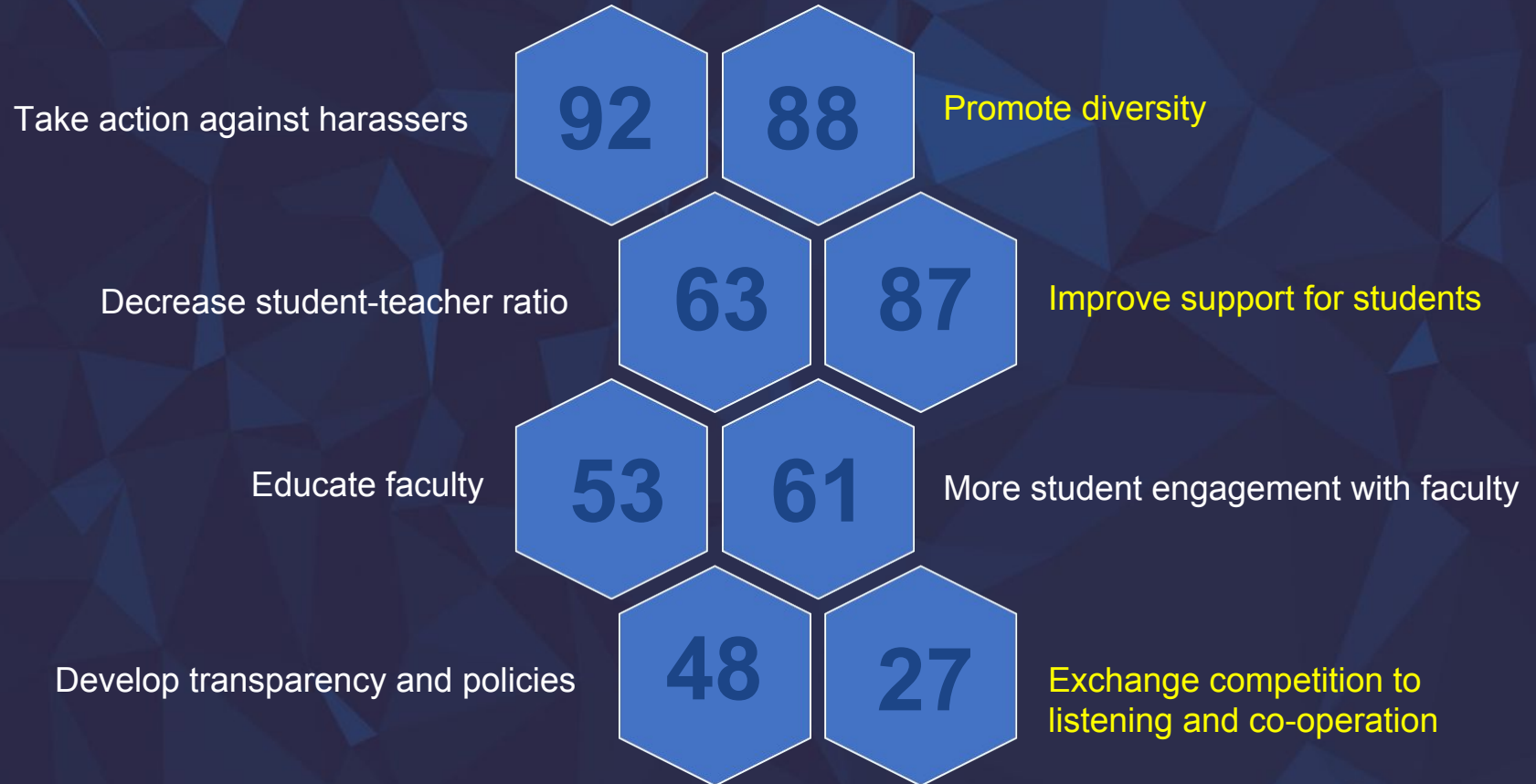
Climate survey closed, preliminary results shared with CSE seeking further input *this meeting*

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

**Now we would like to hear
your thoughts and feedback**

Further feedback: send email to tuija@umich.edu

Suggestions for improvement



CLASS Charge and Progress

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