



Plan for Diversity and Inclusion

Department of Computer Sciences

Gabriel Terejanu
Associate Professor

Assessment Data

- **Annual review of PhD students:** student and faculty online surveys & PhD review letters
- **Annual graduate faculty meetings:** feedback from faculty members
- **Feedback** from the director of graduate studies and the associate chair for graduate education.

Obstacles in the PhD program

- **Late PhD milestones:** 1 year later than published guidelines
- **Research-productivity biased annual review:** neglects PhD milestones
- **Limited number of advanced courses for PhD students**
- **Limited interactions:** student-student & student-faculty
- **Slow research progress** of PhD students
- **Lack of software system** to track PhD student progress

Concrete actions to promote success

1. Review PhD students every semester

- reinforcing information regarding PhD requirements
- review letters generated by the PhD review committee - balance academics, milestones, and research
- provide pointers to the PhD requirements and concrete actions that students need to take
- early indications of friction between advisors and PhD students

2. Offer more research oriented graduate courses

- challenging task because of their rather small enrollment
- crucial for student success especially with passing their Qualifying Exam and developing their Proposals

Concrete actions to promote success

3. Build a community for PhD students

- new physical spaces for student collaboration
- encourage more interaction between the PhD committee members and the graduate student
- take steps toward developing a many-to-many mentoring program
- encourage PhD students to publish in top tier CS conferences

4. Develop/acquire a data infrastructure to track PhD student progress and facilitate analytics

- requirements for the new system have been generated and supplied to the IT department

5. Develop a PhD pipeline of URM students

- educating the local undergraduate students regarding grad school applications and admissions

UNIVERSITY OF NORTH CAROLINA
CHARLOTTE
COLLEGE OF COMPUTING AND INFORMATICS