

Project Title: CS[U] Mentorship

Creating life-long bridges for URM students in Computer Science

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PROJECT DESCRIPTION

Alignment with at least one of the IE areas of focus: This project aligns with the following three areas of focus for the inclusion network's mini-grant:

- Increase recruitment, retention, and promotion of faculty, staff and students from historically marginalized and underrepresented populations
- Improve the university climate of inclusion
- Increase outreach and engagement with external communities

Brief description of the proposed project (I.e., activities)

The Computer Science department mentorship program pairs incoming students with upper classmen. Initially, this program paired female-identifying students. It is now open to all undergraduate students with a high proportion of first-generation students and students from historically marginalized identities.

Of the 68 students currently in the program, 51.35% are First Generation and 56.76% are Underrepresented Minority students. This is more than double the department's overall representation of First Generation and Racially Minoritized students at 23.6% and 26.2% respectively.

Additionally, only 17.3% of the students in CS identify as female while 38.33% of the students in the CS mentorship program are women. Many students point to this program as one of the most impactful experiences they have had, but we know it could be better.

This program has been immensely successful but could have a higher impact on our underrepresented populations and increase the climate of inclusion by expanding its reach and structure.

The program needs structured touchpoints and a part-time student employee to manage the success of those touchpoints and to also ensure communication with alumni from the program to take the *next step* in developing relationships not only across current students in the program but also relationships between current students and professional alumni of the program.

This grant would fund a part-time student to help with these touchpoints, cover some additional programming costs to build face-to-face structured time across mentorship clusters, support a life-changing conference experience for student to attend the Grace Hooper Conference, and purchase t-shirts to build identity within the program.

Intended impact and measurable outcomes

The impact of the program will be assessed by:

1. The number of mentorship pairings
2. Quantitative and qualitative data analysis on participants views of belonging at CSU and within computer science

TIMELINE OF ACTIVITIES

Summer 2023

- Summer recruitment meetup (\$150)
- Purchase shirts for all 90 anticipated 2023 participants (\$1,350)
- Hire part-time student assistant (\$960)

Fall 2023

- Recruitment table at ACM Board Game night (\$100)
- Community building and student pairing event (\$350)
- Alumni panel (\$200) - *professional alumni who were part of this mentorship pairing program*
- Hire part-time student assistant (\$1,920)
- Send 8 participants to the Grace Hopper Conference (\$18389)

Potential to leverage other unit resources to extend intended outcomes

This program will leverage additional support from our unit (as you can see in the project budget below). The Unit Matching column has been approved by our department chair, Dr. Craig Partridge.

We will continue to reach out to other resources to ensure the success of the program.

PROJECT BUDGET

Column 1: Item outlines the reason for the cost, *column 2: Resource: EIN Grant* details the proposed use of the EIN Mini Grant, *column 3: Resource: Unit Matching* breaks down the approved matching funds from the department, and the *4th column, Total Cost* details the total cost of each line item.

Item	Resource: EIN Grant	Resource: Unit Matching	Total Cost (in dollars)
Summer recruitment event	70.00	75.00	150.00
90 shirts	1350.00	0.00	1350.00
Student Assistant (summer)	906.00	0.00	1440.00
Student Assistant (fall)	1920.00	0.00	1440.00
recruiting table (ACM)	0.00	100.00	100.00
student pairing event	0.00	350.00	350.00
Grace Hopper Conference	5700.00	12689.00	18389.00
Totals	10000.00	13214.00	23219.00