I. Diversity subcommittee report
   A. Lexi and Maggie solicited feedback from WiCS community/e-board
   B. Major issues:
      1. Diversity amongst faculty
         a. Increased transparency around what puts professors on tenure track, how professors are hired and retained
         b. Kathleen: tenure is only an option for research professors, not teaching professors. Department is working hard to attract and retain the best teaching faculty. Turnover rate is very typical of CS departments because there are so many jobs -- many departments are trying to hire teaching faculty
            1. SoE renaming positions to “Professor of Teaching” (currently “Lecturer’’); next step: approval from Tufts Board of Trustees
            2. Currently searching for another teaching faculty member - hoping to hire at least 1 teaching prof
            3. 2 tenure track positions currently open (1 systems/security, 1 AI/NLP/ML)
            4. Hoping to hire women and/or underrepresented minorities
         c. All research universities face these same challenges
         d. Shannon: what does the outreach process for job candidates look like?
         e. Kathleen: job postings, personal networks, issue is more that there aren’t many people looking for jobs than that we aren’t reaching potential candidates, teaching positions tend to be very regionally focused and Boston is highly competitive. Have to pick the best of the candidates that we have available. Diversity is a shared goal amongst faculty. Salary adjustments made for next year.
      2. Abby: is the department looking toward outside resources (school-wide diversity initiatives, professionals in diversity) to improve diversity in the department? Has there been any attempt to collect data on the student experience in the CS department?
      3. Kathleen: Partnering with the Center for STEM Diversity, CSD reception (5 students attended) conversation about ways in which the department could be more supportive. There is interest in partnering with NSBE to create affinity groups/structural support for black students in the CS department. Women in CS at Tufts have communities and strong peer support within the dept, want to create the same spaces for underrepresented minorities. Put in a request for an additional staff person for front office (proposal deferred) some of whose time would be dedicated to diversity. Surveying: students have not been surveyed beyond the data buddies survey (comes out after Thanksgiving). Data buddies is valuable for Tufts CS because we contribute to national diversity effort, could explore sending out a more targeted survey independent of Data Buddies but would need to know what questions we want to ask
      4. **Action Item:** Diversity Committee could think about what we might survey students about, what data we would want to collect, what information do we want to gain and what do we think we could do with that
         a. Would be helpful to pool data from surveys conducted in core courses
      5. If the department were to provide support for diversity, what would that look like?
         a. Lexi asks: ally training? Could this be department funded? Hiring a professional, who would the audience be?
b. Kathleen suggests: submitting a proposal to see if it would be in the department’s diversity budget

c. Maggie: who self-selects to attend implicit bias training, and who would we be missing? Would we capture the audience who would benefit the most from that? Suggestions: TA implicit bias training, overview in intro classes, some way to reach large groups coming into the department early on

d. **Action Item:** Kathleen -- explore what might be possible in terms of having all or as many students as possible receive implicit bias training

e. Faizan suggests: a course on engineering ethics, bias, etc.

f. Kathleen says: department is exploring how ethics is connected with what we teach, adding more

g. **Action Item:** incorporating implicit bias training into curriculum

II. TA subcommittee report

. Primary needs identified:
   1. Centralized evaluation of TAs, lack of structure around TA evaluations, how to handle TAs not doing their jobs or doing it poorly

. Proposal: having an open portal for students to provide feedback on TAs, collecting feedback from both students and peer TAs
   a. Other schools have award systems to recognize outstanding TAs, some courses provide opportunities for TAs to meet with the professor for the course to reflect but could this be standardized across courses?
   b. Want structure in place to let TAs build community, gain feedback
   2. Need defined role/set of responsibilities for the Teaching Fellow

. Propose specialized teaching fellow training early in semester/for senior course staff (TF/grad TA/prof), standardization of the role of TF and responsibilities
   a. Training would ideally become self-sustaining and centralized in terms of what professors can and should expect from TAs at different levels and in different roles
   3. COMP05

. Kathleen says: next semester, Monroe will be overseeing the class, it will function as 4 3-hr blocks during the semester, each one will be co-taught by teaching fellows
   a. Interested senior TAs and TFs should reach out to Megan!
   b. Revised version should be less theoretical and more directly relevant to the COMP teaching experience, refining to get a course that teaches the right skills and is eventually taught by TFs and is self-sustaining
   c. Assigned work in COMP05 should be more directly related

d. **Action Item:** get in touch with Megan Monroe regarding COMP05 in the future

   4. **Action Item:** include head TAs from COMP40, 160, and 170 -- reach out to head TAs and see if anyone would be interested in representing their course in this subcommittee

III. CS student council governance

. Members for next year?
   1. Currently: head TAS (should be: 11/15/40/105/160/170, maybe 61?), leaders of department-recognized student organizations
   2. Members at large?

. Should a certain number of this group be partitioned to each class year? Should it be self-nominated generally, or representatives for certain categories?
   1. Sophomore, Junior, 200 Boston Ave, PostBac, Part time grad students

a. How do we go about choosing if more people apply than we can sustain in a council meeting?

b. **Action Item:** establish subcommittee to read applications and make decisions with Kathleen about future members -- identify a “Membership » subcommittee -- to start in April, select members for next year -- Supriya, Evana, Marilyn, Spencer

   3. What part of the graduate student body needs to be represented?
IV. Department Graduation Speaker Selection
   A. Yuki volunteered last year, went over really well, want to continue this tradition but need a process for selecting a student speaker
      1. Marilyn suggests: follow Tufts’ process for student graduation speakers -- i.e. when you apply, you should know what you want to say and be willing to celebrate the experience
   B. SoE and SoAS students want to graduate together, goal to get all students at SoAS graduation ceremony -- paired with Math for graduation
   C. Submit an abstract of what you would like to say, to be reviewed by the new Subcommittee on Graduation Speaker Thing (membership TBD at next meeting)

V. New Business
   A. Future meetings
      1. Should be 90 minutes
      2. Could have time to recap/update on happenings in student groups
   B. Updates for all groups could come out with agendas

Student Attendees and Subcommittees

- csstudentcouncil@cs.tufts.edu mailing list -- ACTION ITEM: send edit link to group

  Michael Thramann, (A’ 20)
  Jeremy Kanovsky (E’21)
  Shannon Robinson (phd)
  Faizan Muhammad (E’20)
  Patrick Wolfe
  Benjamin Janis (JumboSec)

  Diversity Subcommittee
  Alexis (Lexi) Walker, WiCS Vice President
  Margaret (Maggie) Velti, President of WiCS
  Abigail (Abby) Mosca, President of ACM-W

  TA Subcommittee
  Marilyn Sun, COMP105 TF
  Supriya Sanjay, COMP15 TF
  Julie Jiang, COMP11 TF
  Caroline Kaufman, COMP11 TF

  Membership sub-committee
  Evana Gizzi