Gaining Recognition for Your Accomplishments in Academia

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Sign-Up for CRA-Women Updates: www.cra-w.org

Twitter (@CRAWomen)

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This session for:

Assistant Professors (and post-docs / senior PhD students)

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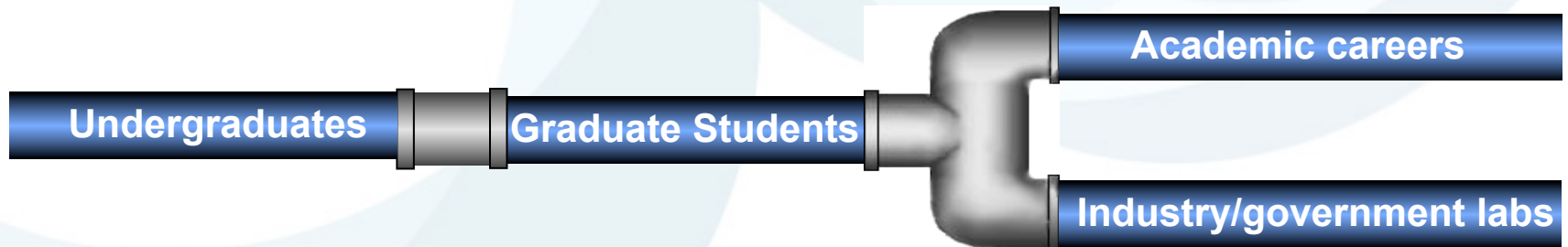# What does CRA-W do?
Individual & Group Research Mentoring

Undergrads: Undergraduate Research Experiences

Undergrads: Distinguished Lecture series/role models

Grad Cohort: Group mentoring of graduate students

Grad Students: Discipline Specific Research workshops

Academics/PhD Researchers: Group mentoring for early and mid career @ CMW, Grace Hopper, and Tapia

Academic careers

Undergraduates · Graduate Students

Industry/government labs

1700+ students & PhDs a year

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What is Recognition?

Promotions / Titles

Research Innovation

Compelling Talks

Teamwork / Partnership

Awards

Reliability / Follow-through

Leadership

Funding

Service

Nancy in Brief

PhD, U. Illinois, MS Berkeley, BS Applied Math & AB Economics Stanford

Texas A&M faculty 1995-present

Asst 1995, Assoc 2000, Full 2004
CSE Graduate Advisor, Interim Department Head
Engineering Ombuds Officer, Engineering Honors Director , CPI Chair
Group: 3 postdocs, 13 PhD, 5 MS, 4 ugrads, 10+ high school
    Graduated PhDs (9 profs, 7 research labs, 2 postdocs, 1 startup)

Major Awards & External Activities:

IEEE Robotics & Automation Society
Conference Organization: Program/General Chair: IEEE ICRA, RSS, WAFR, iSRR
CRA, CRA-W (Co-Chair), NCWIT (Co-Chair)
CRA Haberman Award, NCWIT Harold/Notkin Award, IEEE Rigas Award
ACM, AAAS, IEEE Fellow

Research – Applied Algorithms

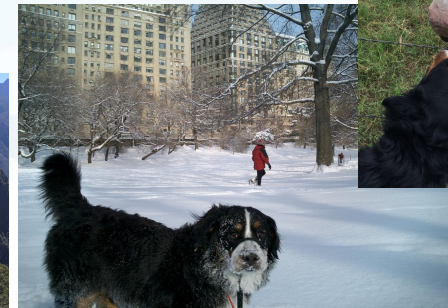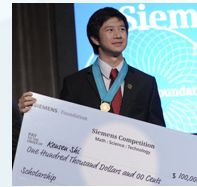Motion Planning, robotics, computational biology, computational geometry
Parallel & distributed computing, parallel algorithms, scientific computing

Other Stuff

Bernese Mountain dogs (sequentially)

Enjoy travel, reading on the beach, eating

Last summer finally made bucket trip
    to Peru & Machu Picchu!

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Ellen in Brief

PhD, Carnegie Mellon 1989

Hiram College 1996-present:

    Associate/Full Professor, Chair,

    Associate Dean

Professional Activities:

    Program/General Chair, SIGCSE Symposium

    Co-Chair, ABIE A. Richard Newton Award

    Column editor, ACM Inroads

Research:

    Computer vision, fuzzy logic,
    computer science education

Family:

    Wonderful husband (also in CS)

Fun:

    We love to travel and eat good food

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Know What "Counts"

Funding

Professional leadership?

    Conference committees

    Journal editorship

    Professional society positions

    Departmental / institution leadership

Awards for research?

Awards for teaching?

Awards for service?

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Innovation
Research & Education

Establish your research agenda

  Move beyond your Ph.D.

  CAREER proposals

Create and share tools / systems

  Research and/or education

  Open source, good UI

Develop & openly share novel educational materials

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Collaboration

Build your network
- in your research area
- in your institution / local area

Actively contribute on teams
- Deliver on your components
- Contribute ideas to the team
- Respect and recognize others' talents
- Help others to succeed
- Work with leaders who recognize contributors

National Recognition

NSF www.nsf.org

Serve on Proposal Review Panels

- Contact program director and volunteer to be on review panels (link to your web page with vitals)

Participate in Topical Focused Workshops

- Get invited to (present at) one? Volunteer to (help) organize one?

Spend a year (or two) as an NSF rotator (usually later..)

Serve on the NSF/CISE Advisory Board (later – set as goal)

- By invitation only, so must get some visibility with the NSF program directors/division directors/AD - www.nsf.gov/cise/advisory.jsp

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Professional Recognition

In the best of worlds, you do great work and it is recognized, but in the *real* world, you have to be proactive, so

Be a good (but not obnoxious) self-promoter.

Have your elevator pitch always at the ready.

Keep your website up to date.

Develop highlight slides of your work

Write "press releases"

Advice for awards

Always look for opportunities

Ask a good colleague to nominate you and help them craft the nomination. Pick your target carefully, don't overshoot

Nominating others helps your visibility

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Awards

Local to your institution
    Internal awards
    Press releases

Opportunities through professional societies
    ACM and IEEE Elevated Membership Grades

http://awards.acm.org/grades-of-membership.cfm

http://www.ieee.org/membership_services/membership/senior/app_guide.html

    Awards for early career research:

    ACM SIGs, AAAI,USENIX, WITI, SIAM, CRA, ABI,etc.

Borg Early Career Award
NSF CAREER Award

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Awards

Within your department and institution

Within the profession

- ACM www.acm.org/awards
- IEEE www.ieee.org and www.computer.org/awards
- AAAI www.aaai.org/Awards/awards.html
- SIAM, USENIX, AAAS, WITI, CRA, ABI

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Recognition in Mentoring

Nominate your students for awards (and list on your CV, website, etc., when they win)

- Student research competitions
- Best paper awards
- CRA Undergraduate Research
- Department, College, University awards

Mentoring Awards for you

- Department, College, University awards
- NCWIT, CRA

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Recognition in Teaching

IEEE / ACM Teaching Awards

  best paper awards at teaching conferences e.g. SIGCSE (IEEE version)

  work towards these, get local awards first

Write a survey article (teaching and research) – boost recognition

Write a textbook (big commitment)

Make good course materials available – specialized course, ACM SIGs, NCWIT course materials site,

Recognition in Professional Service

Before agreeing to take on a role / assignment, know why you are doing it and what you and your institution are going to get out of it

Make sure you have the knowledge / time to do the job. Saying no is better than being a 'no-show' participant / contributor

Professional Leadership

Conference leadership

    organize workshop ➔PC member ➔ PC chair

Journal leadership

    reviewer ➔ associate editor ➔ EIC

Society leadership

    serve on a committee ➔ lead a committee ➔lead organization

Institutional leadership

    serve on important committees ➔ lead important committees ➔ department leadership (not too soon!)

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Professional Recognition

In professional service focus on ways that lead to being

- Conference program chair
  - Pick your favorite (few) conference(s) and build a track record there
    - Start by working your way onto the program committee, may have to start in a non research role
- Journal editor and eventually EiC
- Member of study groups/efforts that are research related
  - e.g., CRA Grand Challenges workshops
- Elected positions (board of governors/council, officer, etc.)

Mentors and Sponsors

A mentor is someone who helps you navigate your career, providing advice and guidance.

A sponsor is someone who advocates on your behalf to help you obtain recognition.

You need both.

How to get them…

Biggest Challenges

- Being strategic – Staying focused on your goal and not letting yourself get diverted by the small, everyday tasks

- Having the right web page content, and keeping it up to date

- Overcoming modesty to blow your own horn

- Remembering to have a life

National Recognition

Attend the CRA Snowbird Conference

http://cra.org/conference-at-snowbird/

- The biannual meeting of dept. chairs and leaders from industrial and government computing research labs

- Sessions on a wide variety of research computing issues

- A great way to meet a lot of influential people

- Its by invitation only, so you have to figure out how to get invited

National Recognition

NRC (National Research Council)

www.nationalacademies.org/nrc

NRC Review Boards (security clearance ?)

- ARLTAB, ASEB (NASA), AFSB
- NIST, BAST, . . .

Required reading: *Gathering Storm*

- newton.nap.edu/catalog/11463.html#toc

CSTB (Computer Sciences & Telecom Board)

http://sites.nationalacademies.org/cstb/index.htm

CSTB report panels – how to get on one?