

CRA-W Mid Career Mentoring Workshop

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CRA-W

Computing Research Association
Women

JUNE 13-14, 2015

**OREGON CONVENTION CENTER
PORTLAND, OR**

Dear Mid CMW Attendee,

Welcome to the CRA-W Mid Career Mentoring Workshop. The purpose of the workshop is to provide you with support to further develop your career. Our aim is to increase the number of women who advance to the top of career tracks in education, research and industry/government laboratories.

We have prepared a program to address many facets of career development. Some are plenary sessions, and some are parallel sessions designated as education (E), academic research (R) or laboratory (L) (either industry or government). For the parallel sessions, please feel free to attend the session that appears to be most useful to you – regardless of the label. We have also built in a group mentoring session and meals and breaks for you to get small group mentoring.

CRA-W is also running an Early Career Mentoring Workshop in parallel with this workshop. The two groups will mix occasionally and we hope that you can provide your advice to those just starting out.

The speakers for our workshop are an exceptional group of senior women who are here to help you. Please take every opportunity to meet other participants and the speakers, and build your own professional network.

This workshop would not be possible without the funding and support from the National Science Foundation and the Computing Research Association (CRA), as well as support from a private foundation. We would especially like to thank Erik Russell and Melissa Borts from CRA who helped with the organization and the logistics of the workshop.

We hope this workshop provides you with both ideas and contacts for your future professional development.



Deb Agarwal
Mid CMW-L, Co-director



Susan Rodger
Mid CMW-E, Co-director



Holly Rushmeier
Mid CMW-R, Co-director

Mid Career Mentoring Workshop

Saturday, June 13 - Sunday, June 14, 2015

Oregon Convention Center • Portland, OR

Agenda

Saturday, June 13, 2015

- 8:15 - 9:00am Registration and Breakfast**
- 9:00 - 9:30am Welcome and Overview of Workshop with Introduction of All Participants**
(Room D139/D140)
Panelists: Deb Agarwal, Holly Rushmeier and Susan Rodger
- 9:30 - 11:00am Promotion to the Next Technical Step for CMW-E=Professor Track**
(Room D137)
Panelists: Susan Rodger, Mary Anne Egan, and Ingrid Russell
- 9:30 - 11:00am Promotion to the Next Technical Step for CMW-R=Full Professor Track**
(Room D139/D140)
Panelists: Margaret Burnett, Nancy Amato, and Anne Condon
- 9:30 - 11:00am Promotion to the Next Technical Step for CMW-L=Technical Ladder Track**
(Room D138)
Panelists: Kathleen Fisher, Lori Diachin, and Vida Ilderem
These parallel sessions will focus on strategies for each type of attendee to attain the next level of advancement. The discussion will provide advice regarding activities that help and hurt your chances of advancing (e.g. committees, research, positions, books, collaborations, starting a company). It will help you to think about how to prioritize your time how to improve your case for advancement to the next technical level.
- 11:00 - 11:20am Break**
- 11:20 - 12:30pm Building Collaborations, Advocates, Cohort, Mentors, Peer Network**
(Room D139/D140)
Panelists: Kathy Yelick, Andrea Danyluk and Cherri Pancake
Expanding your network outside and within your organization will provide benefits throughout your career. Your network provides recommendations for promotion, speaker invitations, recommendations for awards, collaborators for proposals, advice, and mentors. This panel will provide advice and methodology suggestions for building your network.

12:30 - 2:00pm Lunch with Activity, Tables by Topic

(Room D135/D136)

2:00 - 3:30pm Managing Down, Managing Up (R+E)

(Room D137)

Panelists: Sue Fitzgerald, Maja Mataric, and Anne Condon

All of us are managers and have managers. This session will discuss strategies for managing in an academic environment. It will cover managing Student Researchers/Classes/TAs/Administrative Positions/Support Personnel. It will also cover strategies for managing up in interactions with chairs, deans, etc.

2:00 - 3:30pm Managing Down, Managing Up (L)

(Room D138)

Panelists: Lori Diachin and Vida Ilderem

This session will discuss strategies for managing in an industry or national laboratory environment. It will cover managing Project Members/ Researchers/Group Lead/ Committees/etc. It will also cover strategies for managing upward in interactions with Department Heads, Division Leads, VPs, etc.

3:30 - 4:00pm Break

4:00 - 5:00pm Effective Leadership

(Room D139/D140)

Panelists: Mary Anne Egan, Kathleen Fisher, and Cherri Pancake

What is leadership? What does it take to become a leader? Why is it important to be seen as a leader? This panel will cover strategies for building and being recognized for your leadership skills. It will also cover strategies for building a long-term leadership role in your organization such as building consensus and recognition of others.

5:00 - 6:00pm Group Mentoring

Rotations among Groups

(Two Rooms: D137 & D138)

The speakers and organizers will be arranged around the rooms as mentors. The attendees will rotate through the room with an opportunity to speak to multiple mentors.

6:00 - 8:00pm Reception

(Room D129/D130)

This evening will be an opportunity for participants and speakers to mingle and discuss additional topics.

Sunday, June 14, 2015

8:15 - 9:00am Breakfast

9:00 - 11:00am Leading Initiatives, Building New Programs, Negotiating Skills

(Room D139/D140)

Panelists: Kathy Yelick, Sue Fitzgerald, and Kathryn McKinley

This panel will address how to help your organization make a change either due to your own interests or because your management asked you to lead a change. Identifying and pursuing change can provide a feather in your cap but it can just as easily go wrong. Organizations typically resist change. This panel will present strategies for building support for a change and eliminating resistance. A major part of successfully leading change is negotiating up-front for the support you need to be successful. This panel will also cover negotiating strategies to obtain needed support and resources (who, when, where, and how much to ask for).

11:00 - 11:20am Break

11:20 - 12:30pm Representing Yourself Outward (Web Presence, meetings, PR, CV)

(Room D139/D140)

Panelists: Lori Diachin, Kathryn McKinley, and Susan Rodger

People will form an opinion of you based on everything they know about you. This session will cover strategies for managing your visibility such that you and your work are known in your organization. Too often people feel invisible or that others have a bad impression of them. This session will provide the tools to manage that.

12:30 - 2:00pm Lunch

(Room D135/D136)

2:00 - 3:00pm Mentoring of Early Career

(Room D139/D140)

We request that the any available mid-career attendees remain to participate in a mentoring activity with the early career attendees.

Speakers



Deb Agarwal

Lawrence Berkeley Laboratory and Inria

Deb Agarwal is the Berkeley Lab Data Science and Technology Department Head, Inria International Chair, and a University of California Berkeley Institute for Data Science Senior Fellow. Dr. Agarwal's research focuses on scientific tools which enable sharing of scientific experiments, advanced networking infrastructure to support sharing of scientific data, data analysis support infrastructure for eco-science, and cybersecurity infrastructure to secure collaborative environments. Some of the projects Dr. Agarwal is working on include: AmeriFlux data processing and management, advanced computational subsurface modeling data management, and infrastructure for carbon capture simulations. Dr. Agarwal co-leads the DALHIS associated team. Dr. Agarwal leads a team developing data server infrastructure to significantly enhance data browsing and analysis capabilities and enable eco-science synthesis at the watershed-scale to understand hydrologic and conservation questions and at the global-scale to understand carbon flux. Dr. Agarwal is an advocate for diversity in computing and is a member of the CRA-W Board and is working to increase the diversity in computing at all levels. Dr. Agarwal received her Ph.D. in electrical and computer engineering from University of California, Santa Barbara and a B.S. in Mechanical Engineering from Purdue University.



Nancy Amato

Texas A&M University

Nancy M. Amato is Unocal Professor in the Department of Computer Science and Engineering at Texas A&M where she co-directs the Parasol Lab. She received undergraduate degrees in Mathematical Sciences and Economics from Stanford University, and M.S. and Ph.D. degrees in Computer Science from UC Berkeley and the University of Illinois at Urbana-Champaign. Her main areas of research focus are motion planning and robotics, computational biology and geometry, and parallel and distributed computing. She is Program Chair for IEEE ICRA 2015 and RSS 2016, was Editor-in-Chief of the IEEE/RSJ IROS CPRB (2011-2013), and served on the editorial boards of the IEEE TPDS and IEEE TRO. She is an elected member of the CRA Board of Directors (2014-2017), and of the IEEE Robotics and Automation Society AdCom (2009-2014). She is co-Chair of the CRA's Committee on the Status of Women in Computing Research (CRA-W) and was co-Chair of the NCWIT Academic Alliance (2009-2011). She was an AT&T Bell Laboratories PhD Scholar, received an NSF CAREER Award, is an ACM Distinguished Speaker, and was a Distinguished Lecturer for the IEEE Robotics and Automation Society. She received the 2014 CRA A. Nico Haberman Award, the inaugural 2014 NCWIT Harrold and Notkin Research and Graduate Mentoring Award, the 2013 IEEE Hewlett-Packard/Harriet B. Rigas Award, and a University-level teaching award. She is a AAAS Fellow and an IEEE Fellow.



Margaret Burnett

Oregon State University

Margaret Burnett's research is in human issues of software development, which lies in the intersection of HCI and Software Engineering. Her current research focuses on end-user programming, end-user software engineering, information foraging theory as applied to programming, and gender issues in those contexts. She has presented keynotes and invited talks on her work in 7 countries. Burnett's awards include several Best Paper recognitions, IBM's International Faculty Award, and the NSF Young Investigator Award. She was chosen as one of Microsoft's 2014 "heroes in education" for her mentoring, and was recently honored with her university's Excellence in Graduate Mentoring Award and College of Engineering's Research Award. She is an ACM Distinguished Speaker, serves on the editorial boards of IEEE Transactions on Software Engineering, ACM Transactions on Interactive Intelligent Systems, and Interacting with Computers, and serves on the Advisory Board of the NCWIT (National Center for Women & Information Technology) Academic Alliance.



Anne Condon

University of British Columbia

Dr. Anne Condon is Professor and Head of the Department of Computer Science at the University of British Columbia. Her research currently focuses on ways to computationally predict nucleic acid structure and on molecular programming - the art and science of writing programs that are realized and executed by DNA or other molecules. Anne is an ACM Fellow and a Fellow of the Royal Society of Canada. She held the NSERC/General Motors Canada Chair for Women in Science and Engineering (2004-2009), and received the Computing Research Association's Habermann Award for outstanding contributions aimed at increasing the numbers and successes of women in computing research (2010). She received her Bachelor's degree (1982) from University College Cork, Ireland, and her Ph.D. (1987) at the University of Washington, and has received Distinguished Alumna Awards from University College Cork and U. Washington's CSE Department and College of Engineering.



Andrea Danyluk

Williams College

Andrea Danyluk is the Dennis A. Meenan '54 Third Century Professor of Computer Science at Williams College. She received her A.B. from Vassar College in 1984 and her Ph.D. from Columbia University in 1992, and was a researcher at NYNEX (now Verizon) before joining the faculty at Williams in 1994. Danyluk's research interests are focused on applications of machine learning. She has published book contributions, journal and conference articles in this area, and has co-edited a special issue of the Journal of Machine Learning Research. She has served on numerous conference program committees, including the National Conference on Artificial Intelligence (AAAI) and the International Conference on Machine Learning (ICML) and has served as Tutorials co-Chair for AAAI (twice), Associate Chair for AAAI, Program co-Chair of ICML 2001, and General Chair of ICML 2009. Danyluk is active in CS education. She is a co-author of *Java: An Eventful Approach*, with Kim Bruce and Tom Murtagh, and was a member of the ACM / IEEE Task Force on CS Curricula 2013. She joined the Computing Research Association's Committee on the Status of Women in Computing Research (CRA-W) in 2008 and is co-director of the CREU program.



Lori Diachin

Lawrence Livermore National Laboratory

Lori Diachin is the Director for the Center for Applied Scientific Computing (CASC) in the Computation Directorate at Lawrence Livermore National Laboratory. CASC houses approximately 95 applied mathematicians, computer scientists, and data scientists who conduct world class, collaborative scientific research and development on problems critical to national security. The Center's core competencies include high performance computing, computational physics, numerical mathematics, computer science, and data science. Lori Diachin has over 20 years experience in applied mathematics research where her areas of expertise include mesh quality improvement, mesh component software, numerical methods, and parallel computing. Before joining LLNL, Lori was a computer scientist at Argonne National Laboratory and a Member of the Technical Staff at Sandia National Laboratory. Lori received her Bachelors degree in Mathematics from Edinboro University of Pennsylvania in 1988 and her Ph.D. in Applied Mathematics from University of Virginia in 1992.



MaryAnne Egan

Siena College

Mary Anne Egan is Professor of Computer Science at Siena College, where she has been a faculty member since 1997. She received her B.S. (1986) in Mathematics from Siena College and her Ph.D. (1997) in Computer Science from Rensselaer Polytechnic Institute. She has served as Department Chair since 2013. Her research focuses on issues of underrepresentation in computer science, especially pedagogical influences on the recruitment and retention of women and minorities in this field. Since focusing her efforts on diversity issues in Computer Science, she has implemented various strategies to improve students' first year computer science sequence, served as director of Siena's Luce Foundation grant to provide scholarships for female STEM undergraduates, has developed a course on Diversity in Computer Science, and has created an alternative programming contest for non-programmers (IMPACT) as a way to introduce high school students to computer science. Dr. Egan is also interested in the role of technology in improving people's lives in developing countries. Dr. Egan is a council member of the Association of Computing Machinery Committee on Women in Computing, co-founder of the regional New York Celebration of Women in Computing (NYCWIC), and an active member of ACM Special Interest Group for Computer Science Education (SIGCSE).



Kathleen Fisher

Tufts University

Kathleen Fisher is Professor in the Computer Science Department at Tufts University. Previously, she was a Principal Member of the Technical Staff at AT&T Labs Research, a Consulting Faculty Member in the Computer Science Department at Stanford University, and a program manager at DARPA where she started and managed the HACMS and PPAML programs. Kathleen's research focuses on advancing the theory and practice of programming languages and on applying ideas from the programming language community to the problem of ad hoc data management. The main thrust of her work has been in domain-specific languages to facilitate programming with massive amounts of ad hoc data. Kathleen is an ACM Fellow. She has served as program chair for FOOL, ICFP, CUF, and OOPSLA and as general chair for ICFP. Kathleen is past Chair of the ACM Special Interest Group in Programming Languages (SIGPLAN), past Co-Chair of CRA's Committee on the Status of Women (CRA-W), a former editor of the Journal of Functional Programming, and an associated editor of TOPLAS. Kathleen is a recipient of SIGPLAN's Distinguished Service Award.



Sue Fitzgerald

Metropolitan State University

Sue Fitzgerald, professor of computer science, is the senior faculty member in the Department of Information and Computer Sciences at Metropolitan State University. She served two terms as department chair from 1996 to 2002. At present, Sue is also Director of Metro State's Center for Faculty Development. From 2010 to 2012, she was a program director for the National Science Foundation where she made funding recommendations on grant proposals relating to science education at the undergraduate level. Dr. Fitzgerald's research interest is computer science education. Her team is developing a cognitive model of how novices learn to program. She teaches computer security and algorithms and data structures. Dr. Fitzgerald has a long history of engagement with regional, national and international professional societies and conferences. She is an At Large Board Member for ACM/SIGCSE and served as co-chair of the ACM/SIGCSE Technical Symposium Conference in 2009. Dr. Fitzgerald was the recipient of a Fulbright Scholarship at Barbados Community College (2002-2003) where she analyzed the curriculum, trained faculty and staff, and taught courses. Dr. Fitzgerald earned her BS in Computer Science (1977) and her MS in Computer Engineering (1984) from Iowa State University. She completed her doctoral work in Computer Science and Telecommunications at the University of Missouri-Kansas City in 1996. She is a Certified Information Systems Security Professional (CISSP).



Vida Ilderem

Intel

Vida Ilderem is vice president of Intel Labs and director of Wireless Communication Research (WCR) at Intel Corporation. WCR explores breakthrough wireless technologies to fulfill the promise of secure, energy efficient, seamless, and affordable connection for people and things. Prior to joining Intel in 2009, Vida served as vice president of Systems and Technology Research at Motorola's Applied Research and Technology Center. Dr. Ilderem holds a doctorate degree in electrical engineering from Massachusetts Institute of Technology. She has 27 issued patents.



Maja Mataric

University of Southern California

Maja Mataric is a professor of Computer Science, Neuroscience, and Pediatrics at the University of Southern California, founding director of the USC Robotics and Autonomous Systems Center and Vice Dean for Research in the USC Viterbi School of Engineering. She received a PhD and MS in Computer Science from MIT, and BS in Computer Science from the University of Kansas. She is a Fellow of the AAAS and IEEE, recipient of the Presidential Awards for Excellence in Science, Mathematics & Engineering Mentoring, the Anita Borg Institute Women of Vision Award for Innovation, Okawa Foundation Award, NSF Career Award, MIT TR35 Innovation Award, and the IEEE Robotics and Automation Society Early Career Award. Prof. Mataric is the author of the textbook "The Robotics Primer" and has published extensively. She has served on a number of advisory boards, including the National Science Foundation CISE Division, Willow Garage, and Evolution Robotics. Prof. Mataric is active in K-12 educational outreach, engaging student interest in STEM topics. Her Interaction Lab's research into socially assistive robotics is endowing robots with the ability to help people through individual non-contact assistance in convalescence, rehabilitation, training, and education. Her research is currently developing robot-assisted therapies for children with autism spectrum disorders, stroke and traumatic brain injury survivors, and individuals with Alzheimer's Disease and other forms of dementia.



Kathryn McKinley

Microsoft Research

Kathryn S. McKinley is a Principal Research at Microsoft. She was previously an Endowed Professor of Computer Science at The University of Texas at Austin. She is interested in creating systems (programming languages, compilers, runtimes, and architectures) that make programming easy and the resulting programs correct and efficient. She has graduated 21 PhD students. Her awards include the ACM SIGPLAN Programming Languages Software Award; ACM SIGPLAN Distinguished Service Award; and best & test of time awards from ASPLOS, OOPSLA, ICS, SIGMETRICS, IEEE Top Picks, SIGPLAN Research Highlights, and CACM Research Highlights. She served as program chair for ASPLOS, PACT, PLDI, ISMM, and CGO. She is currently a DARPA ISAT, CRA, and CRA-W Board member. Dr. McKinley was honored to testify to the House Science Committee (Feb. 14, 2013). She and her husband have three sons. She is an IEEE and ACM Fellow.



Cherri Pancake

NACSE / Oregon State University

Dr. Cherri M. Pancake is Director of the Northwest Alliance for Computational Research; she recently retired as Professor of Electrical Engineering & Computer Science and Intel Faculty Fellow at Oregon State University.

She combines backgrounds in anthropology and computer engineering to address how complex software can best support the conceptual models and research strategies of practicing scientists and engineers. Pancake was among the first worldwide to apply ethnographic techniques to identify software usability problems – an approach which is now mainstream – and she conducted much of the seminal work identifying how the needs of scientists differ from computer science and business communities. Over the past 25 years, she has served as PI or coPI on research grants totaling over \$150 million from industry, not-for-profits, NSF, and Departments of Agriculture, Commerce, Defense, Education, Energy, and Interior. The methods she developed for applying user-centered design to improve user interfaces have been reflected in software products from Hewlett Packard, Convex, Intel, IBM, and Tektronix. As a leader of national standards groups, she developed procedures for consensus-driven design that expedited the adoption of community standards. A Fellow of ACM and IEEE, Pancake currently serves as ACM Awards Chair and leads SIGHPC, ACM's Special Interest Group on High Performance Computing.



Susan Rodger

Duke University

Susan Rodger is a Professor of the Practice in the Department of Computer Science at Duke University. Over twenty years ago, she was a faculty member in the Computer Science Department at Rensselaer Polytechnic Institute. She received her PhD in Computer Science from Purdue University, and her B.S.

in Computer Science and Mathematics from North Carolina State University. Her research is in visualization, algorithm animation, and computer science education. She has developed JFLAP software for experimenting with formal languages and automata. JFLAP was recognized as one of two finalist candidates in the NEEDS Premier Award for Excellence in Engineering Education Courseware in 2007. Rodger leads the Adventures in Alice Programming project and has taught computing to over 250 K-12 teachers. Rodger has supervised over seventy undergraduate students in research projects. Rodger is Chair of the SIGCSE Board, and is a member of the CRA-W Board and the ACM Education Policy Committee. She is an ACM Distinguished Educator and a recipient of the ACM 2013 Karl V. Karlstrom Outstanding Educator Award.



Holly Rushmeier

Yale University

Holly Rushmeier received her BS, MS and PhD degrees in Mechanical Engineering from Cornell University in 1977, 1986 and 1988 respectively. Between receiving her BS and returning to graduate school in 1983 she worked as an engineer at the Boeing Commercial Airplane Company and at Washington Natural Gas Company. In 1988 she joined the Mechanical Engineering faculty at Georgia Tech. In 1991 she moved to the computing and mathematics staff of the National Institute of Standards and Technology. From 1996 to early 2004 Rushmeier was a research staff member at the IBM T.J. Watson Research Center. Her research area is computer graphics. Rushmeier was Editor-in-Chief of ACM Transactions on Graphics from 1996-99 and co-EIC of Computer Graphics Forum (2010-2014). She received an NSF Presidential Young Investigator Award, the 2013 ACM SIGGRAPH Computer Graphics Achievement Award, and is a Fellow of the Eurographics Association. Rushmeier served as chair of the Computer Science Department, July 2011- July 2014.



Ingrid Russell

University of Hartford

Ingrid Russell is Professor of Computer Science at the University of Hartford. She has served as an Associate Dean in the College of Arts and Sciences and as Vice Chair of the Faculty Senate. Her research interests are in the areas of machine learning, data mining and computer science education. Her work has been funded by the National Science Foundation, NASA, and the Connecticut Space Grant Consortium. Russell has published several journal and conference papers and has served in editorial capacities for several conference proceedings and journal special issues. She has served on the board of directors of Computer Science organizations including ACM SIGCSE and the Consortium for Computing Sciences in Colleges (CCSC). She is the Past President of CCSC and has served two three-year terms on its board of directors. Russell is a founding member and first president of the Northeastern region of CCSC and since its founding has served as a member of its board of directors.



Kathy Yelick

Lawrence Berkeley National Laboratory

Katherine Yelick is a Professor of Electrical Engineering and Computer Sciences at the University of California at Berkeley and is also the Associate Laboratory Director for Computing Sciences at Lawrence Berkeley National Laboratory. Her research is in programming languages, compilers, and algorithms for parallel machines, including the UPC and Titanium languages and automatic performance tuning libraries. She was Director of the National Energy Research Scientific Computing Center (NERSC) from 2008 to 2012 and currently leads the Computing Sciences directorate at Berkeley Lab, which includes NERSC, Energy Sciences Network (ESnet) and a research division of scientists and engineers in applied math, computer science and computational science. She earned her Ph.D. in Electrical Engineering and Computer Science from MIT and has been a professor at UC Berkeley since 1991 with a joint research appointment at Berkeley Lab since 1996. She is an ACM Fellow and recent recipient of the ACM-W Athena award. She is a member of the National Academies Computer Science and Telecommunications Board (CSTB), and previously served on the California Council on Science and Technology and the LLNS/LANS Science and Technology Committee overseeing research at Los Alamos and Lawrence Livermore National Laboratories.

Participant List

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The Computing Research Association's Committee on the Status of Women in Computing Research (CRA-W) is an action oriented organization dedicated to increasing the number of women participating in Computer Science and Engineering (CSE) research and education at all levels.

In addition to increasing the number of women involved, we also seek to increase the degree of success they experience and to provide a forum for addressing problems that often fall disproportionately within women's domain. We are hopeful that the committee activities will also have a positive impact for other underrepresented groups in CSE and we are committed to improving the working environment for Computer Scientists and Engineers of both genders.

CRA-W is a committee of the Computing Research Association. Contact CRA-W at crawinfo@cra.org for general information.

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CRA-W

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