CRA-W Early Career Mentoring Workshop:

Managing the Academic Career for Women Faculty in Undergraduate Computing Programs

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Computing Research Association
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MARCH 4, 2015

CO-LOCATED WITH SIGCSE 2015

KANSAS CITY, MO

Dear CMW Attendee,

Welcome to the CRA-W Early Career Mentoring Workshop - Managing the Academic Career for Women Faculty in Undergraduate Computing Programs. Our aim is to provide critical mentoring information for women instructors, pre-tenure faculty and graduate students in Computer Science and Engineering who are interested in an academic career.

We have prepared a program to address many facets of career development. We hope you will gain new insight and ideas that will aid you throughout your academic career. Additionally, we are pleased to be associated with the SIGCSE conference, where you will undoubtedly find many more ideas and meet new colleagues that will serve you in your future professional development.

The speakers for the 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.

We would like to thank the National Science Foundation and the Computing Research Association for their support and funding.

We look forward to our interaction throughout the day and for the remainder of the SIGCSE conference.

Best wishes,

Sheila Castañeda and Susan Rodger
Early CMW-E co-chairs

Managing the Academic Career for Women Faculty in Undergraduate Computing Programs

March 4, 2015

Co-located with SIGCSE 2015

Kansas City, MO

Location: Kansas City Convention Center – Room 2505A

Agenda

8:15 AM – 8:30 AM	Registration and Continental Breakfast	
8:30 AM – 9:00 AM	Welcome, Introductions, Announcements	*Sheila Castañeda*
9:00 AM – 9:45 AM	Mentoring 101: How to Find a Mentor, How to Be a Mentor	*Lori Pollock*
9:45 AM – 10:30 AM	Research Strategies	*Kelly Shaw*
10:30 AM – 11:00 AM	Break	
11:00 AM – 11:45 AM	Getting What You Need	*Ellen Walker*
11:45 AM – 12:00 PM	Networking Strategies	*Sheila Castañeda*
12:00 PM – 1:00 PM	Lunch / Networking	
1:00 PM – 1:45 PM	Teaching Survival Tactics	*Shannon Duvall*
1:45 PM – 2:30 PM	Time Management	*Nicole Anderson*
2:30 PM – 3:00 PM	Break and Discussion	
3:00 PM – 3:45 PM	Promotion and Tenure	*Jodi Tims*
3:45 PM – 4:45 PM	Q&A Discussion with Panel Members	*Sheila Castañeda w/panel*
4:45 PM – 5:00 PM	Wrap-up and Evaluations	*Sheila Castañeda*

Session Descriptions

Mentoring 101: How to Find a Mentor, How to Be a Mentor

Lori Pollock *(University of Delaware)*

We will explore how to find a mentor and how to be a good mentor. We will discuss building mentor relationships, challenges and barriers in mentoring undergraduates, graduate students, and junior faculty.

Research Strategies

Kelly Shaw *(University of Richmond)*

Figuring out how to juggle teaching, research, and service demands at a teaching-oriented academic institution is a hard problem! Our commitment to being excellent professors in the classroom can make it hard to find time to develop a thriving research program. Additionally, learning how to construct a research group consisting primarily of frequently changing sets of undergraduate students can be challenging. This talk will address issues related to making time for doing research, determining what sorts of projects and collaborations to pursue, selecting and working with undergraduate researchers, and obtaining research funding.

Getting What You Need

Ellen Walker *(Hiram College)*

Once you have your faculty position, how can you ensure that you have all you need - students to work with, professional development, travel support, etc.? I will present ideas to help you make the most of your academic position.

Networking Strategies

Sheila Castañeda *(Clarke University)*

This session will highlight several practical methods of making professional connections and using them wisely. Topics will include ideas about whom we should network with, what we can do to network at conferences and when not to network at conferences, as well as what to do when our best networking efforts go wrong.

Teaching Survival Tactics

Shannon Duvall *(Elon University)*

In the "Teaching Survival Tactics" session, participants will learn to both survive and thrive as Computer Science educators. This talk will cover both current theories of pedagogy as well as very practical suggestions and resources. We will discuss planning course goals and objectives, options for how to use class time, and ways to foster a fun, interactive learning environment. We will also present classroom management techniques and strategies for what to do when things don't go as intended.
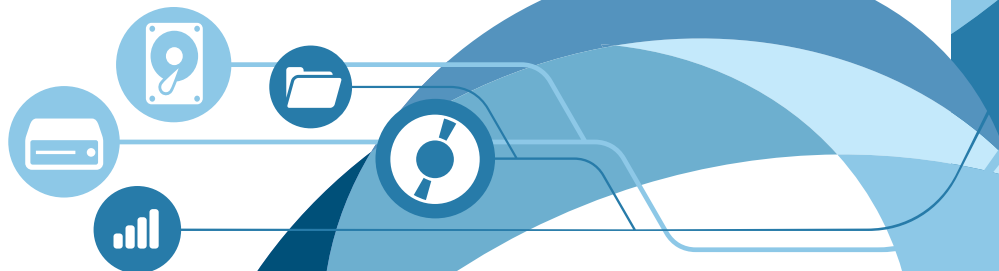
Time Management

Nicole Anderson *(Winona State University)*

This session will focus on prioritizing and making time for what matters to you. Strategies from time management experts, as well as approaches that have worked for Nicole in her work and home life will be presented. The audience will also be encouraged to share their thoughts and strategies.

Promotion and Tenure

Jodi Tims *(Baldwin Wallace University)*

Understanding the process of promotion and tenure proves difficult and stressful for most early career academic professionals. This session attempts to take some of the mystery out of the process and provides practical advice for developing a successful promotion and tenure portfolio. One of the primary takeaways is to begin early and develop the portfolio over multiple years in a manner that emphasizes the candidate's strengths and reflects on professional growth during the pre-tenure years. Challenges along the road to promotion and tenure that one may face and strategies for handling them will also be discussed.

Speakers

Nicole Anderson

Winona State University
nanderson@winona.edu
Nicole Anderson is an Associate Professor of Computer Science at Winona State University. She has a passion for teaching and learning.

Sheila Castañeda

CRA-W Board Member

Clarke University
cast@clarke.edu
Sheila Castañeda is Professor Emeritus of the Computer Science Department at Clarke University, Dubuque, Iowa. She received her MS in Computer Science from The University of Wisconsin – Madison in 1979 and has been teaching at Clarke University since then until retiring from teaching at the end of 2014. Her professional interests include computer science education, programming languages and database systems. She is a member of the Computer Research Association's Committee on the Status of Women in Computing and is director of the Early Career Mentoring Workshops – Education. She is a member of the Iowa STEM Statewide Computer Science Workgroup working to get more computing into Iowa schools. She is also a member of the Sister City Relationship Advisory Commission for the City of Dubuque. She is married and has four grown children and three granddaughters. Away from the office she enjoys traveling, gardening, baking, sewing and of course spending time with her family.

Shannon Duvall

Elon University
sduvall2@elon.edu
Shannon Duvall is an Associate Professor of Computer Science at Elon University in Elon, NC. She teaches courses at all levels of the curriculum, from introductory programming through Artificial Intelligence and Graphics & Games Programming. She is active in the Computer Science Education community, especially with work on "Kindergarten Computer Science," making Computer Science accessible and fun to learn. Her other research interests include Accessibility, Serious Games, and Natural Language Dialog Systems. She is wife to Robert Duvall and mom to five-year-old Lilliana.

Lori Pollock
CRA-W Board Member
University of Delaware
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Lori Pollock is a Professor in Computer and Information Sciences at University of Delaware. She earned her Ph.D. and M.S. in CS at University of Pittsburgh in 1986 and 1983, respectively, and her B.S. in CS and Economics at Allegheny College in 1981. Her research focuses on program analysis for building better software maintenance tools, software testing, energy-efficient software, and computer science education. She is an ACM Distinguished Scientist and was awarded the University of Delaware's Excellence in Teaching Award and the University of Delaware's E. A. Trabant Award for Women's Equity. She has actively worked for improving the participation of women and other underrepresented groups in computer science for many years. She serves on the Executive Board of the Computing Research Association's Committee on the Status of Women in Computing (CRA-W). She is also leading Partner4CS, a project towards meeting the CS10K goals in the Delaware region.

Kelly Shaw
University of Richmond
kshaw@richmond.edu

Kelly Shaw is an Associate Professor of Computer Science at the University of Richmond, a small liberal arts college in Virginia. Shaw's research largely focuses on parallel computer architectures, including many-core architectures and graphics processors. In addition to hardware design and optimization, she is interested in tools and approaches that make it easier to program these architectures. As the University of Richmond's Computer Science students are all undergraduate students, another of Shaw's interests is determining how best to include and mentor undergraduate students on research projects. Since 2004, she has worked with 15 undergraduate researchers who have gone on to graduate study or to careers in industry and government. Shaw earned her master's and doctoral degrees from Stanford University and her Bachelor's degree from Duke University, all in Computer Science.

Jodi Tims

Baldwin Wallace University
jltims@bw.edu

Dr. Jodi Tims is a Professor of Computer Science at Baldwin Wallace University in Berea, OH. She serves as Chair of the Department of Mathematics and Computer Science. She began teaching at the university level in 1982 at the University of Pittsburgh at Johnstown as an Instructor of Mathematics. Upon completing her M.S. in Computer Science at the University of Pittsburgh in 1988, Dr. Tims became an Assistant Professor of Computer Science. In 1992, she received the Edward A. Vizzini Natural Science Division Award for Excellence in Teaching and in 1994 was tenured and promoted to Associate Professor. After earning her Ph.D. in Computer Science from the University of Pittsburgh, she accepted a position as Associate Professor and Coordinator of Computer Science at Saint Francis University, Loretto, PA. She moved to Baldwin Wallace in 2002 and was promoted to Full Professor in 2004. In addition to her teaching and administrative responsibilities, Dr. Tims serves on numerous university-wide committees and is a member of the Board of Directors of OHTech (formerly NEOSA), the executive board of the Regional Information Technology Engagement (RITE) Board of Northeast Ohio, and the ACM-W Executive Council, leading the ACM-W Celebrations project. She served as Program Chair for the Ohio Celebration of Women in Computing (OCWiC, 2009 and 2011) and General Chair of OCWIC 2013. Currently, Dr. Tims is a Program Co-Chair for SIGCSE 2015 and will be General Co-Chair for SIGCSE 2016.

Ellen Walker

Hiram College
walkerel@hiram.edu

Ellen Walker is Associate Dean of Academic Affairs and Professor of Computer Science at Hiram College, a small liberal arts college in Northeast Ohio. Her research interests include computer vision, artificial intelligence and computer science education. She is deeply interested in undergraduate teaching and mentoring as well as issues affecting women in computer science. She has received funding from NSF for both research and curriculum development. Prior to joining Hiram College, she was an Assistant Professor of Computer Science at Rensselaer Polytechnic Institute, where she advised three Ph.D. students and several masters students to completion. At Rensselaer, she co-directed the NSF-funded PipeLINK program in 1995, which connected high school, undergraduate, graduate and faculty women to help increase attraction and retention of women in computer science. She served on the board of the North American Fuzzy Information Processing Society from 1999-2005, and served as the Program Chair for the 2003 NAFIPS Conference. She co-chaired the Ohio Celebration of Women in Computer Science in 2009, and the SIGCSE Technical Symposium in 2011. She is a member of the ACM-W council, She has served on numerous panels for the National Science Foundation, and a reader for the Advanced Placement Exam in Computer Science. Dr. Walker is a member of AAAI and CCSC, and a Senior Member of ACM and IEEE.

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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