



**CRA-W**  
Computing Research Association  
Women

# Grad Cohort

## Diversity Drives Innovation



### Impact Diversity

**More women with graduate computing degrees will increase innovation and meet workforce needs**

**CRA-W programs work**

Women who attend CRA-W programs advance in their careers faster

**Grad Cohort needs sustained funding**

Due to insufficient funding, CRA-W had to turn down 969, highly qualified applicants in 2017

### What is Grad Cohort?

A unique two-day mentoring workshop for women in their first three years of graduate school in computing. Ph.D. and master's students learn research skills and career strategies from experienced researchers and professionals.

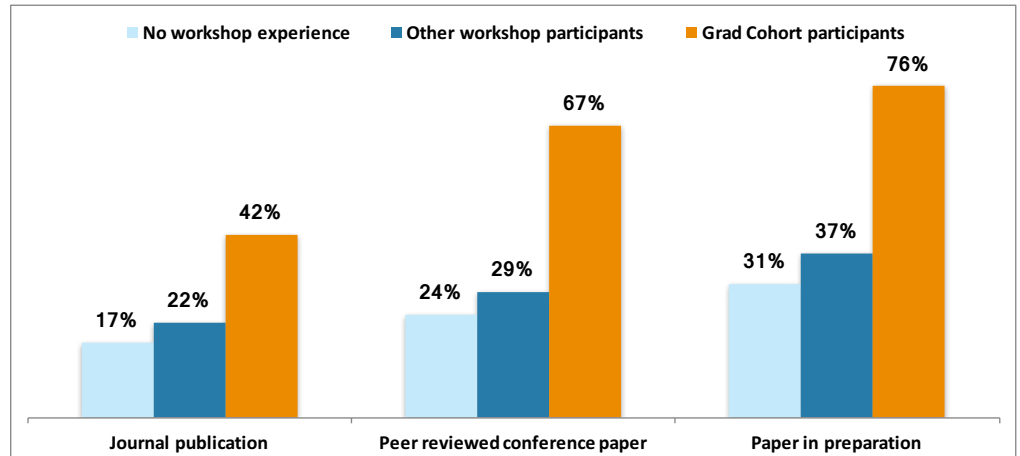
The agenda includes a mix of formal presentations, informal discussions, and networking. Attendees build relationships and peer networks that enhance and support their careers in graduate school and beyond.

### Students Learn

- Strategies and information on navigating graduate school
- Skills and qualifications that lead to success in the computing community
- Early insights into career paths & qualifications
- Mentoring and networking with successful senior women
- Peer networking and mentoring



### Grad Cohort Participants Have a High Publication Rate



Note. Women graduate students were included in this analysis. No workshop experience N = 532, Other workshop experience N = 230, Grad Cohort participants N = 342. Other workshop = single day and multiday career mentoring workshops that are not Grad Cohort. Grad Cohort participants's rate of authorship is significantly different than women with no workshop experience and women with other workshop experience,  $p < .05$ . These findings do not imply causation (e.g., Grad Cohort participants may simply be more productive people than non-participants).



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## Increasing the success and participation of women in computing research

### First Year Cohort

#### Everything is new

Networking; MS vs. PhD; Finding and Training Your Advisor; Financially Supporting your Grad Education; Internships...

### Second Year Cohort

#### Considering research options

Presentation Skills; Finding a Research Topic; MS Career Opportunities and Job Search; Building Self-Confidence; Interdisciplinary Research...

### Third Year Cohort

#### Diving into your thesis

Preparing Your Thesis Proposal and Becoming a PhD Candidate; Publishing; PhD Career Paths; PhD Job Search...

## Why sponsor CRA-W Grad Cohort?

### Short term benefits

- Cohort Alumnae Graduating Class resumes - women with Ph.D.s and master's seeking employment this year!
- Resumes & emails for intern sourcing of 1st, 2nd, and 3rd year graduate students
- Networking at poster session, meals, breaks and social events
- Recognition in CRA-W web and printed materials
- Early contact with female graduate students in computing

Year	Female Ph.D. Graduates	Grad Cohort Attendees	Grad Cohort Applicants
2013	339	302	549
2014	366	304	503
2015	359	365	671
2016	347	511	1054
2017		550	1519

### Long term benefits

- Hire more women with Ph.D.s and master's in computing
- Create a more diverse workforce

## Sponsorship Opportunities

Sponsor students in a potentially career changing opportunity at Grad Cohort. It costs on average \$1500 to send one student to the Grad Cohort Workshop.

Benefits	Platinum \$125,000	Gold \$50,000	Silver \$20,000	Bronze \$5,000
<b>CRA-W Graduating Class</b>	Access in October	Access in November	Access in December	
<b>2018 Grad Cohort Applicant Database</b>	Access in December	Access in January	Access in February	Access in March
<b>Networking &amp; participation</b>	Sponsor table Poster session Advise students Recommend speakers	Sponsor table Poster session Advise students Recommend speakers	Sponsor table Poster session Advise students Recommend speakers	Sponsor table Poster session Advise students
<b>Advertising with CRA</b>	Ad in 10 issues of Computing Research News	Ad in 10 issues of Computing Research News		
<b>More students!</b>	83 attendees	33 attendees	13 attendees	3 attendees

Please visit us at [www.cra-w.org](http://www.cra-w.org) or email Erik Russell ([erik@cra.org](mailto:erik@cra.org)) for detailed information about the benefits of each level.

If you are a startup, passionate about diversity, and not able to sponsor at the Bronze level, please contact Erik Russell ([erik@cra.org](mailto:erik@cra.org)).