

# **CRA-W** Early Career Mentoring Workshop

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@CRAWomen



**CRA-W**

Computing Research Association  
Women

**JUNE 13-14, 2015**

**OREGON CONVENTION CENTER  
PORTLAND, OR**

## Dear CMW Attendee,

Welcome to the CRA-W Early Career Mentoring Workshop for faculty at research institutions (R) and researchers in industry and government labs (L).

Women often find themselves a minority in their own departments or research unit, having few female colleagues and role models, and concerned about their potential for success. This workshop brings together junior researchers with women already established in their fields. The established professionals participating in the workshop will provide practical information, advice, and support to their younger colleagues. Our aim is to provide critical mentoring information and advice on a wide range of topics for researchers, pre-tenure faculty and graduate students in Computer Science and Engineering.

We have prepared an exciting program that addresses many facets of career development. We hope you will gain new insight and ideas that will aid you throughout your research career. For the parallel sessions, please feel free to attend the session that appears to be most useful to you. We hope you take advantage of the individual one-on-one mentoring opportunity on the second day of the workshop.

We are pleased to be co-located with the FCRC conference. We hope this allows you to attend another conference of interest and meet new colleagues who can 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.

This workshop would not be possible without funding and support from the National Science Foundation and the Computing Research Association (CRA), as well as support from a private foundation. We also thank Erik Russell and Melissa Borts for their extensive help planning the workshop.

We look forward to interacting with you throughout the workshop.

Best wishes,



Deb Agarwal  
*Early CMW-L,  
Co-director*



Susanne Hambrusch  
*Early CMW-R,  
Co-director*

# Early Career Mentoring Workshop

## Saturday, June 13 - Sunday, June 14, 2015

### Oregon Convention Center • Portland, OR

# Agenda

## Saturday, June 13, 2015

### 2:00 - 2:30pm **Welcome**

*(Room D139/D140)*

**Panelists:** Susanne Hambrusch and Deb Agarwal

### 2:30 - 3:30pm **Research as a Career**

*(Room D139/D140)*

**Panelists:** Anna Karlin, Ramune Nagisetty, and Lucy Nowell

Describes research paths in academia, industry, and government labs. Explores the differences and highlights the challenges, opportunities, and rewards in each. Contrasts career paths of successful individuals.

### 3:30 - 4:00pm **Break**

### 4:00 - 5:00pm **The Job Search**

*(Room D137)*

**Panelists:** Susanne Hambrusch, Dilma Da Silva, and Lakecia Gunter

For participants on the job market or planning to be on the job market: What goes into a job application? What should you expect during an interview? What are you supposed to do after the interview? If you are lucky enough to have multiple offers, how do you choose between them? What is "negotiation" and what can it do for you?

### 4:00 - 5:00pm **Growing Your Research Program**

*(Room D138)*

**Panelists:** Kathy Yelick, AJ Brush and Maja Matarić

Grow your research program through funding, collaboration, and networking. Guidance to funding and how to find out about opportunities.

### 5:00 - 6:00pm **Mentoring 101: How to Find a Mentor & How to Be a Mentor**

*(Room D139/D140)*

**Panelists:** Nancy Amato and Lucy Nowell

The secret of successful mentor-mentee relationships. How to make things work. How to deal with personalities that are different from you. What not to do and not to assume.

### 6:00 - 8:00pm **Reception**

*(Room D129/D130)*

## Sunday, June 14, 2015

**8:15 - 9:00am Breakfast**

**9:00 - 11:00am The Tenure Process (R)**

*(Room D137)*

**Panelists:** Holly Rushmeier, Anna Karlin, and Nancy Amato  
Research, teaching, service, expectations of department, annual reviews, letter writers, and the process. Understanding the local culture. How networking and strategic collaborations can enhance impact and strengthen your case. What to do when things don't go as planned.

**9:00 - 11:00am Getting Started in the Lab: Tips for Surviving the First Two years (L)**

*(Room D138)*

**Panelists:** Deb Agarwal and AJ Brush  
Understanding and meeting expectations. How to build collaborations and collaborators. Working on other people's projects and how to think about it in terms of your career.

**11:00 - 11:20am Break**

**11:20 - 12:30pm Advising/Supervising Students (R)**

*(Room D137)*

**Panelists:** Andrea Danyluk and Margaret Burnett  
Successful strategies for advising and supervising graduate students in research; strategies for effective communication, creating a productive environment, guiding professional development, assisting students in defining and reaching their research goals, helping students handling doubts as well as over-confidence, and helping ensure their success. Promoting and managing research with undergraduates.

**11:20 - 12:30pm Learning How to Lead: Strategies to Grow Your Technical Leadership (L)**

*(Room D138)*

**Panelists:** Kathleen Fisher and Lakecia Gunter  
Nearly all industrial and national labs have a technical career path that lets researchers rise to the top ranks while remaining in a technical position. What does it take to become a technical leader? How does an organization recognize and reward technical leadership? Panelists will share their secrets and insights of becoming leaders in industry and national labs.

**12:30 - 2:00pm Lunch**

*(Room D135/D136)*

**2:00 - 3:00pm Mentoring - One on One Mentoring Pairings with Mid-Career and Senior Mentors**

*(Room D139/D140)*

Resume review option

**3:00 - 3:45pm Negotiating skills (L)**

*(Room D139/D140)*

**Panelists:** Ingrid Russell, Dilma Da Silva, and Ramune Nagisetty  
Negotiating your salary and startup package, committee assignments, teaching assignments and teaching load in academia; negotiations needed in collaborations and other on the job activities. Saying yes to things that matter. Learning how to get what you need through win-win negotiations.

**3:00 - 3:45pm Effective Teaching and Class Management (R)**

*(Room D137)*

**Panelists:** Susan Rodger, Kathy Yelick and Andrea Danyluk  
How to plan, manage, run and assess a course; dealing effectively with large enrollments; managing your TAs (managing down). What to do about low teaching evaluations? Online teaching; effective use of technology in the class room.

**3:45 - 4:00pm Break**

**4:00 - 5:00pm Ensuring your Visibility**

*(Room D139/D140)*

**Panelists:** Lori Diachin and Susanne Hambrusch  
Much of the visibility and recognition within your organization and your professional community as well as how you and your accomplishments are seen is controlled by you. This session will highlight different approaches, their advantages and disadvantages, and how to decide what is right for your goals and personality.

# 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/RSS 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.



## A.J. Brush

*Microsoft Research*

A.J. Bernheim Brush is a Senior Researcher at Microsoft Research. A.J.'s research area is Human-Computer Interaction with a focus on Ubiquitous Computing and Computer Supported Collaboration (CSCW). A.J. is most well known for her research on technologies for families and her expertise conducting field studies of technology. Her current focus is home automation as co-leader of the Lab of Things project. She is a Senior Member of the ACM and was honored to receive a Borg Early Career Award in 2010. Her research has received 2 best paper awards and several best paper nominations. She has 11 patents and more than 18 inventions patent pending. A.J. was co-general chair of UbiComp 2014, and serves on the UbiComp Steering Committee and is co-chair of CRA-W. A.J. also serves regularly on Program Committees for many conferences including UbiComp, Pervasive, CHI, and CSCW.



## 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.



## Dilma Da Silva

*Texas A&M University*

Dr. Dilma M. Da Silva joined the Department of Computer Science and Engineering at Texas A&M University as its new department head on August, 2014. Her primary research interests are cloud computing, operating systems, distributed computing, and high-end computing. Prior to Texas A&M, she worked for IBM Research and Qualcomm Research. Da Silva is an ACM Distinguished Scientist, a member of the board of CRA-W (Computer Research Association's Committee on the Status of Women in Computing Research), member of CDC (Coalition for Diversifying Computing), co-founder of the Latinas in Computing group, treasurer for ACM SIGOPS, and an event liaison with USENIX. She has published more than 80 technical papers, filed 15 patents, and has had dozens of mentees, from middle school students to post-doctoral researchers. Da Silva received her doctoral degree in computer science from Georgia Tech in 1997 and her bachelor's and master's degrees from the University of São Paulo.



## 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 Library*

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.



## 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.



## Lakecia Gunter

*Intel Corporation*

Lakecia Gunter is the Chief of Staff of Intel Labs and Technical Assistant to the Chief Technology Officer, and Managing Director of Intel Labs, located in Hillsboro, Oregon. Intel Labs is the company's world-class, industry leading research organization, responsible for driving Intel's technology pipeline and creating new opportunities. In this role, she assists the director and his staff in setting the agenda and establishing technology priorities for both Intel Labs and the company. She is also responsible for all communications and related activities for the director. Ms. Gunter holds a B.S. in Computer Engineering from the University of South Florida and a M.S. in Electrical Engineering from the Georgia Institute of Technology. In addition to her leadership and management responsibilities, she serves in volunteer leadership roles with several non-profits including the Urban League of Portland and Gateway to College National Network. She is an active member of the Society of Women Engineers, National Society of Black Engineers, and Alpha Kappa Alpha Sorority, Inc. Her efforts in the engineering career field as well as in the community garnered her national recognition in being named to Diversity MBA Magazine's 2014 List of Top 100 under 50 Diverse Executive Leaders. She has also been recognized as a Modern Day Technology Leader by US Black Engineer and Information Technology Magazine.



## Susanne Hambrusch

*Purdue University*

Susanne Hambrusch is a professor of computer science at Purdue University. Her research interests are in query and data management, computer science education, parallel and distributed computation, and analysis of algorithms. Susanne currently serves on the board of directors of the Computing Research Association (CRA), CRA-W, CRA's Taulbee Survey Committee and she is a co-chair on CRA's Education committee. She served as the Department Head from 2002 to 2007. From 2010 to 2013, Susanne was the Director of the Computing and Communication Foundations (CCF) Division in the CISE Directorate at NSF. She successfully led the development of several new crosscutting research programs and she worked tirelessly to increase the number of Graduate Research Fellowships for students pursuing computing disciplines. Susanne received the Diplom Ingenieur in Computer Science from the Technical University of Vienna, Austria, and a Ph.D. in Computer Science from Penn State.



## Anna Karlin

*University of Washington*

Anna R. Karlin is the Microsoft Professor of Computer Science and Engineering at the University of Washington. She received her Ph.D. from Stanford University in 1987 and then spent 5 years as a researcher at (what was then) Digital Equipment Corporation's Systems Research Center before coming to the University of Washington. Her research is primarily in theoretical computer science: the design and analysis of algorithms, particularly probabilistic and online algorithms. She also works at the interface between theory and other areas, such as economics and game theory, data mining, operating systems, networks, and distributed systems.



## 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.



## Ramune Nagisetty

*Intel Labs*

Ramune Nagisetty is a Principal Engineer in Intel Labs. She currently leads research in wearable computing within the Sensing Systems Lab. Ramune earned a BSEE from Northwestern University in 1991 and an MSEE specializing in solid state physics from the University of California, Berkeley in 1995. She joined Intel as a rotation engineer in 1995, and spent the next ten years working on process technology and transistor device physics within Intel's Logic Technology Development group. She was the lead device engineer for Intel's world class 65 nm technology, taking it from path finding through manufacturing transfer. From 2006-2009 she was the Director of Intel's Strategic Technology Programs where she worked with other senior technologists and executives to understand opportunities and gaps in Intel's future technology roadmaps. She has authored nine technical publications and has ten issued or pending patents related to device physics, high performance process technology, and new usage models. In 2008 she received the Emerging Leader Award from the Society of Women Engineers. Ramune is also a songwriter and rock musician. Her band, Rocket 3, is one of the top ranked indie bands in Portland. Rocket 3's debut album, Burn, reached #76 in college music radio charts and has been featured on KZME, KNRK, KOIN TV, and on the KINK local music spotlight. <http://www.rocket3music.com/>



## Lucy Nowell

*DOE Office of Science*

Dr. Lucy Nowell is a Program Manager the Office of Advanced Scientific Computing Research (ASCR) in the U.S. Department of Energy Office of Science, which she joined in 2009. She manages a broad portfolio of computer science research projects that support scientists' work with vast amounts of data and also anticipate exascale supercomputing systems. Her portfolio spans data analysis and visualization, data management and scientific workflow management, storage systems and I/O, resilience of extreme scale systems, etc. Prior to joining ASCR, Lucy was a Program Director for Data, Data Analysis, and Visualization at the National Science Foundation and previously served as a Program Manager with the Advanced Research and Development Activity for the intelligence community. During her service as a Chief Scientist at Pacific Northwest National Lab, she contributed to patented user interface designs for ThemeRiver<sup>TM</sup> and AniViz (animated visualization). Lucy's work in visualization and analytics is informed by her background in theatrical design and cognitive psychology, as well the computer science fields of information storage and retrieval, artificial intelligence, and human-computer interaction. Lucy's MS and PhD in Computer Science are from Virginia Tech. She earned her BA, MA, and MFA in Theatre, emphasizing design of scenery, lighting and costumes. She also graduated from the accredited Falling Awake life-coach training program.



## **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 a 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](mailto:crawinfo@cra.org) for general information.

[cra-w.org](http://cra-w.org)  
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# CRA-W

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