

# Representing Yourself Outward

*Lori Diachin, LLNL*

*Kathryn McKinley, Microsoft Research*

*Susan Rodger, Duke University*



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Women

# Motivation for Visibility

- Invitations
- Award nominations
- Job opportunities
- External evaluation
- Media opportunities
- Research visibility
- Recruiting
- Visibility within institution



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# When representing yourself outward think about...

1. First impressions
2. Speaking up
3. The power of body language
4. Know yourself and get feedback



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# Pay attention to making a great first impression

- **Appearance counts!**
  - Dress for the job you want, not the job you currently have
  - As women this may mean one step more than our male counterparts
- **Interpersonal interactions**
  - Speaking eloquently in meetings – concise, direct, polite, clear
  - Presentations
- **Written interactions**
  - Emails, instant messages, etc should be professional and formal in the work place
  - Use a greeting and closing, use a signature file



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# Speaking up: There are many communication challenges often faced by women

- Taking credit where credit is due
  - Speak up for your accomplishments – don't rely on others
- Taking things personally
  - Strive to evaluate situations from neutral balanced perspectives rather than emotional ones
- Negotiate effectively for what you deserve
  - Speak up for what you want
- Challenging power
  - Determine how you can best challenge authority in ways that you are heard, understood and valued for your input
- Projecting self confidence and a powerful presence
  - Don't beat yourself up over your 'power gaps', close them!



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# Tips to help with for speaking up

- Prepare for meetings by reviewing the agenda and having an opinion on key discussion items
- Make specific suggestions on how you can contribute to improvements in your area/group
- Become well known and recognized as an expert in the field
- Find opportunities for presentations that highlight your expertise



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# The power of body language

- Most communication is non-verbal
  - Popular science quotes 93%
  - Govern how others think and feel about us
- We are influenced by our own non-verbals
  - The body and role changes can shape your mind
  - Experiments show that power posing can significantly change your hormones (testosterone and cortisol) (Amy Cuddy TED talk)
- Presence
  - Confidence, Enthusiasm, Comfortable, Authentic
- Fake it until you become it!



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# Feedback and Training

## *Know yourself*

- What are your strengths?
- What are your values?
- What is your work and communication style?
- Do a DiSC assessment

***Be open to what you hear –  
don't assume you know  
how people perceive you!***

## *Get Feedback*

- Informal feedback from friends, peers, and mentors
- Formal feedback from supervisors (e.g. during performance appraisal time)
- Formal feedback from 360 evaluations



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# Actions I have taken to better represent myself outward

- Focused effort on dressing for success
  - Early career: a lot of jeans and sneakers
  - Mid career: Khakis, loafers
  - Current: Dress slacks and shoes, the occasional dress
- 360 feedback indicated I came across as 'scary'; working to address that
- Focused effort on improving my presentation style and speaking up more in meetings
- Naturally an introvert – 'fake it til you make it' extrovert game face
- Introspection to understand strengths and weaknesses; build support teams with complementary skill sets



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# Almost missed opportunity

## [Ellen Spertus - Wikipedia, the free encyclopedia](#)

[en.wikipedia.org/wiki/Ellen\\_Spertus](#)

**Ellen Spertus** is an Associate Professor of Computer Science at Mills College, Oakland, California, United States, and a senior research scientist at Google.

## [Ellen Spertus](#)

[people.mills.edu/spertus/Geek/](#)

**Ellen Spertus.** On June 20, I was named the 2001 Sexiest Geek Alive at a pageant in San Jose, California. Here are some answers to frequently-asked ...

## [Mills College - Ellen Spertus](#)

[www.mills.edu](#) > Academics > Faculty > Computer Science

Sep 7, 2012 – **Ellen Spertus** Professor of Computer Science At Mills since 1998. Office: CPM 201. Phone: 510.430.2011. Email: [spertus@mills.edu](#) ...

## [Mills College: Ellen Spertus, Mathematics & Computer Science](#)

[people.mills.edu/spertus](#)

**Ellen Spertus** Associate Professor of Computer Science. At Mills since January, 1998. Office: CPM 201. Phone: (510) 430-2011 e-mail: [spertus@mills.edu](#) ...

## [Images for ellen spertus](#) - Report images



## [Ellen Spertus | LinkedIn](#)

[www.linkedin.com/in/espertus](#)

San Francisco Bay Area - Novel approaches to information management

View **Ellen Spertus's** professional profile on LinkedIn. LinkedIn is the world's largest business network, helping professionals like **Ellen Spertus** discover inside ...

## Ellen Spertus



[people.mills.edu](#)

Ellen Spertus is an Associate Professor of Computer Science at Mills College, Oakland, California, United States, and a senior research scientist at Google. Spertus grew up in Glencoe, Illinois, where she attended New Trier High School. Wikipedia

**Education:** Massachusetts Institute of Technology, New Trier High School

## People also search for



Hal Abelson



William James Dally



Mitchel Resnick



Anita Borg



Cecilia R. Aragon

[Feedback](#) / [More info](#)

3 places say Associate Professor

1 place says Professor

# Professional Web Page

Susan Rodger's Home Page

www.cs.duke.edu/~rodger/


delta

☆📁🔒📥🏠📶📧☰

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## Susan Rodger's Home Page

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I'm a Professor of the Practice in the [Computer Science Department](#) at [Duke University](#). I received my BS in [computer science](#) and [mathematics](#) from [N.C. State University](#) in 1983, the year the cinderella basketball team won the NCAA Championship. I received my MS and Ph.D. in [computer science](#) from [Purdue University](#) in 1985 and 1989. Purdue CS celebrated its [50th anniversary](#) in 2013. From 1989 until 1994, I was an Assistant Professor in the [Computer Science Department](#) at [Rensselaer Polytechnic Institute](#).

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- JFLAP
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  - [JFLAP workshop 2014](#)
- Alice

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# Professional Web Page

Susan Rodger's Home Page

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## Teaching

- Current Courses:
  - [CompSci 101: Spring 2015](#) Introduction to Computer Science
- [Be a UTA!](#)
- [Old Courses](#)
- [UTA Training Materials](#)

## To find out more about my interests:

- Research Interests and Activities
  - [Current papers](#)
  - [Current talks](#)
  - [Current CV professional biography, shorter professional biography and picture biography](#)
  - Data Structures: Can you guess what type of data structure [this](#) is?
  - Tools: [FLAP](#), [JFLAP](#), [Pâté](#), [LLparse](#) and [LRparse](#), and [Xtango](#).
  - [DROOL](#) - Duke Resources for Object Oriented Learning home page
  - [CURIOUS](#)
  - [JAWAA](#) for algorithm animation. Create an animation, here's a [simple one](#).
  - CRA program, with student Diana Jackson in Summer 2002 [here](#)
  - [EM Collaboration](#)
  - Co-Director of PipeLINK with Ellen Walker (1994-1995)
  - [AP Computer Science](#) and [the committee hard at work](#)

# Professional Web Page

- Key items to have on your page:
  - Link to CV
  - Biography in different lengths, short and more detailed
  - Description of research interests
- Make it easy for someone to find info about you to:
  - Nominate you for an award, committee, etc
  - Write your Wikipedia page



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# Wikipedia

- Who has a Wikipedia page?
- Rules
  - Can't write your own page
  - Person must be notable
  - Neutral point of view
  - No original research
    - Must write only facts and use references
    - Must be verifiable
    - Do not plagiarize – write in your own words
- Few Notable Women in CS have a Wikipedia page



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# Here is that first page for Fran Allen



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## Frances E. Allen

From Wikipedia, the free encyclopedia

Fran Allen has made outstanding contributions to the field of programming languages for more than forty-five years, and her work has significantly influenced the wider computer science community.

Ms. Allen is a pioneer in the field of optimizing compilers. Her achievements include seminal work in compilers, code optimization, and parallelization. In the early 1980s, she formed the Parallel TRANslation (PTRAN) group to study the issues involved in compiling for parallel machines. The group was considered one of the top research groups in the world working with parallelization issues. Her work on these projects culminated in algorithms and technologies that form the basis for the theory of program optimization and are widely used in today's commercial compilers throughout the industry.

Ms. Allen's influence on the IBM community was recognized by her appointment as an IBM fellow, the first woman to receive this recognition. She was also president of the IBM Academy of Technology. The Academy plays an important role in the corporation by providing technical leadership, advancing the understanding of key technical areas and fostering communications among technical professionals.

In 1997, Ms. Allen was inducted into the WITI Hall of Fame. Ms. Allen retired from IBM in 2002.

# Three days later...



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# Turing Award Announced and added to her page

In 1997, Ms. Allen was inducted into the [WITI Hall of Fame](#). Ms. Allen retired from IBM in 2002.

Early 2007, she became the first woman to win the the A.M. Turing Award.

<span>V</span> • <span>T</span> • <span>E</span>	A. M. Turing Award laureates	<span>[hide]</span>
	Alan Perlis (1966) • Maurice Vincent Wilkes (1967) • Richard Hamming (1968) • Marvin Minsky (1969) • James H. Wilkinson (1970) • John McCarthy (1971) • Edsger W. Dijkstra (1972) • Charles Bachman (1973) • Donald Knuth (1974) • Allen Newell / Herbert A. Simon (1975) • Michael O. Rabin / Dana Scott (1976) • John Backus (1977) • Robert W. Floyd (1978) • Kenneth E. Iverson (1979) • Tony Hoare (1980) • Edgar F. Codd (1981) • Stephen Cook (1982) • Ken Thompson / Dennis Ritchie (1983) • Niklaus Wirth (1984) • Richard Karp (1985) • John Hopcroft / Robert Tarjan (1986) • John Cocke (1987) • Ivan Sutherland (1988) • William Kahan (1989) • Fernando J. Corbató (1990) • Robin Milner (1991) • Butler Lampson (1992) • Juris Hartmanis / Richard E. Stearns (1993) • Edward Feigenbaum / Raj Reddy (1994) • Manuel Blum (1995) • Amir Pnueli (1996) • Douglas Engelbart (1997) • Jim Gray (1998) • Fred Brooks (1999) • Andrew Yao (2000) • Ole-Johan Dahl / Kristen Nygaard (2001) • Ron Rivest / Adi Shamir / Leonard Adleman (2002) • Alan Kay (2003) • Vint Cerf / Bob Kahn (2004) • Peter Naur (2005) • <b>Frances E. Allen</b> (2006)	

Categories: Turing Award laureates

# In the next three days

## Over 30 edits, added awards, boards

### Awards and honors

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Allen is a member of the [National Academy of Engineering](#), a fellow of the [IEEE](#), the [Association for Computing Machinery \(ACM\)](#) and the [American Academy of Arts and Sciences](#). She is currently on the [Computer Science and Telecommunications Board](#), the [Computer Research Associates \(CRA\)](#) board and [National Science Foundation's CISE Advisory Board](#).

In 1997, Allen was inducted into the [WITI Hall of Fame](#).<sup>[3]</sup> She retired from IBM in 2002 and won the [Augusta Ada Lovelace Award](#) that year from the [Association for Women in Computing](#). In 2007, she became the first woman to win the [A.M. Turing Award](#).<sup>[4]</sup>



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# Frances E. Allen

From Wikipedia, the free encyclopedia

*For the early American nun, see [Frances Allen \(nun\)](#).*

**Frances Elizabeth "Fran" Allen** (born August 4, 1932) is an [American computer scientist](#) and pioneer in the field of [optimizing compilers](#). Her achievements include seminal work in [compilers](#), [code optimization](#), and [parallelization](#). She also had a role in intelligence work on programming languages and security codes for the [National Security Agency](#).<sup>[2][3]</sup>

Allen was the first female [IBM Fellow](#) and in 2006 became the first woman to win the [Turing Award](#).<sup>[4]</sup>

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## Career [\[edit\]](#)

Allen grew up on a farm in [Peru, New York](#) and graduated from [The New York State College for Teachers](#) (now [State University of New York at Albany](#)) with a [B.Sc.](#) degree in mathematics in 1954.<sup>[5]</sup> She earned an [M.Sc.](#) degree in mathematics at the [University of Michigan](#) in 1957 and began teaching school in [Peru, New York](#).<sup>[6]</sup> Deeply in debt, she joined IBM on July 15, 1957 and planned to stay only until her school loans were paid, but ended up staying for her entire 45-year career.

Fran Allen's work has had an enormous impact on compiler research and

### Frances Elizabeth "Fran" Allen



<b>Born</b>	August 4, 1932 (age 82) <div>Peru, New York, United States<sup>[1]</sup></div>
<b>Fields</b>	computer science
<b>Institutions</b>	IBM
<b>Alma mater</b>	State University of New York at Albany, <div>University of Michigan</div>
<b>Known for</b>	high-performance computing, parallel computing, compiler organization, optimization
<b>Notable awards</b>	<a href="#">Turing Award</a> (2006) <div><a href="#">Computer Pioneer Award</a> (2004)</div> <div><a href="#">Computer History Museum Fellow</a> (2000)</div>

# Wikipedia page created June 15, 2005

The screenshot shows a web browser window with multiple tabs. The active tab is titled "Barbara..." and the address bar shows the URL "https://en.wikipedia.org/w/index.php?title=Barbara\_Liskov&oldid=10278983". The search bar contains the text "barbara liskov".

The Wikipedia page for Barbara Liskov is displayed. The left sidebar contains the Wikipedia logo, the text "WIKIPEDIA The Free Encyclopedia", and a list of links: Main page, Contents, Featured content, Current events, Random article, Donate to Wikipedia, Wikipedia store, Interaction, Help, About Wikipedia, Community portal, Recent changes, Contact page, Tools, What links here, and Related changes.

The main content area shows the article title "Barbara Liskov" and the text "From Wikipedia, the free encyclopedia". Below this, a paragraph states: "Barbara Liskov is a professor in the Electrical Engineering and Computer Science department at the Massachusetts Institute of Technology."

At the bottom of the page, there is a notice: "This version of the page has been revised. Besides normal editing, the reason for revision may have been that this version contains factual inaccuracies, vandalism, or material not compatible with the Creative Commons Attribution-ShareAlike License." Below this notice are links for Privacy policy, About Wikipedia, Disclaimers, Contact Wikipedia, Developers, and Mobile view.

The footer of the page features the Wikimedia Project logo and the text "Powered By MediaWiki".

# 39 minutes later ....



The screenshot shows a web browser window with multiple tabs. The active tab is titled "Barbara..." and the address bar shows the URL "https://en.wikipedia.org/w/index.php?title=Barbara\_Liskov&oldid=10279042". The search bar contains "barbara liskov". The Wikipedia logo is on the left, and the user "Shrodger" is logged in. The article title "Barbara Liskov" is prominently displayed. Below the title is a warning box with an orange exclamation mark icon, stating: "The topic of this article may not meet Wikipedia's **general notability guideline**. Please help to establish notability by adding **reliable, secondary sources** about the topic. If notability cannot be established, the article is likely to be **merged, redirected, or deleted**. Find sources: "Barbara Liskov" – news · newspapers · books · scholar · JSTOR · free images". Below the warning box, the article text begins: "Barbara Liskov is a professor in the Electrical engineering and Computer Science department at the Massachusetts Institute of Technology." At the bottom, the categories are listed as "Professors". The browser's taskbar at the bottom shows various application icons.

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## Barbara Liskov

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*Find sources:* "Barbara Liskov" – news · newspapers · books · scholar · JSTOR · free images

**Barbara Liskov** is a professor in the Electrical engineering and Computer Science department at the Massachusetts Institute of Technology.

Categories: Professors

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# Barbara Liskov

From Wikipedia, the free encyclopedia

**Barbara Liskov** (born November 7, 1939 as **Barbara Jane Huberman**) is an American [computer scientist](#)<sup>[2]</sup> who is an [institute professor](#) at the [Massachusetts Institute of Technology](#) and Ford Professor of Engineering in its [School of Engineering's](#) [electrical engineering](#) and [computer science](#) department.<sup>[3]</sup>

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## Life and career [\[edit\]](#)

Liskov was born in 1939 [California](#), the eldest of Jane (née Dickhoff) and Moses Huberman's four children.<sup>[4]</sup> She earned her BA in mathematics at the [University of California, Berkeley](#) in 1961. In 1968 she became [one of the first women](#) in the [United States](#) to be awarded a [Ph.D.](#) from a computer science department when she was awarded her degree from [Stanford University](#).<sup>[5][6]</sup> The topic of her Ph.D. thesis was a computer

**Barbara Liskov**



Liskov in 2010.

<b>Born</b>	Barbara Jane Huberman November 7, 1939 (age 75) California
<b>Nationality</b>	<a href="#">American</a>
<b>Fields</b>	<a href="#">Computer science</a>

# Shafi Goldwasser

I was in algorithms, followed her career



The image is a screenshot of the ACM A.M. Turing Award website. At the top, there is a dark blue header with the ACM logo on the left, the text "A.M. TURING AWARD" in large white letters in the center, and a grid of small portraits of past winners on the right. Below the header, there is a navigation bar with two tabs: "ALPHABETICAL LISTING" and "YEAR OF THE AWARD". The "YEAR OF THE AWARD" tab is selected. Below the navigation bar, there is a section for the 2012 winner, Shafi Goldwasser. On the left is a black and white portrait of her. To the right of the portrait, her name "SHAFI GOLDWASSER" is written in large blue letters, followed by "United States, Israel – 2012" in smaller blue letters. Below this, the word "CITATION" is written in orange, followed by a paragraph of text in blue: "Along with Silvio Micali, for transform theoretic foundations for the science of computation. They pioneered new methods for efficient verification of complexity theory."

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A.M. TURING AWARD

A.M. TURING AWARD WINNERS BY...

ALPHABETICAL LISTING

YEAR OF THE AWARD


**SHAFI GOLDWASSER**

United States, Israel – 2012

**CITATION**

Along with [Silvio Micali](#), for transform theoretic foundations for the science of computation. They pioneered new methods for efficient verification of complexity theory.

# Page written July 2004



The screenshot shows a web browser window with multiple tabs. The active tab is titled "Shafi G..." and the address bar shows the URL "https://en.wikipedia.org/w/index.php?title=Shafi\_Goldwasser&oldid=5684369". The search bar contains "shafi goldwasser". The Wikipedia logo is visible on the left, along with navigation links like "Main page", "Contents", and "Featured content". The article title "Shafi Goldwasser" is prominently displayed, followed by the text "From Wikipedia, the free encyclopedia". The article content begins with "Dr. **Shafira Goldwasser** (born 1956) is the [RSA](#) Professor of electrical engineering and [computer science](#) at [MIT](#), and a professor of mathematical sciences at the [Weizmann Institute of Science](#), Israel. Born in [New York City](#), she obtained her B.S. (1979) in mathematics from [Carnegie Mellon University](#), and M.S. (1981) and Ph.D (1983) in computer science from [UC Berkeley](#). She joined MIT in 1983, and in 1997 became the first holder of the RSA Professorship." The article continues with a paragraph about her research areas, including complexity theory, cryptography, and computational number theory. It mentions her co-invention of zero-knowledge proofs and her work in complexity theory, including the classification of approximation problems. The final paragraph discusses her awards, including the Gödel Prize in theoretical computer science (1993 and 2001), the ACM Grace Murray Hopper Award (1996), and the RSA Award in Mathematics (1998). It also mentions her election to the American Academy of Arts and Sciences in 2001.

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## Shafi Goldwasser

From Wikipedia, the free encyclopedia

Dr. **Shafira Goldwasser** (born 1956) is the [RSA](#) Professor of electrical engineering and [computer science](#) at [MIT](#), and a professor of mathematical sciences at the [Weizmann Institute of Science](#), Israel. Born in [New York City](#), she obtained her B.S. (1979) in mathematics from [Carnegie Mellon University](#), and M.S. (1981) and Ph.D (1983) in computer science from [UC Berkeley](#). She joined MIT in 1983, and in 1997 became the first holder of the RSA Professorship.

Goldwasser's research areas include [complexity theory](#), [cryptography](#) and [computational number theory](#). She is the co-inventor of [zero-knowledge proofs](#), which probabilistically and interactively demonstrate the validity of an assertion without conveying any additional knowledge, and are a key tool in the design of cryptographic [protocols](#). Her work in complexity theory includes the classification of approximation problems, showing that some problems in [NP](#) remain hard even when only an approximate solution is needed.

For these groundbreaking results, Goldwasser has twice won the [Gödel Prize](#) in [theoretical computer science](#): first in 1993 (for "*The knowledge complexity of interactive proof systems*"), and again in 2001 (for "*Interactive Proofs and the Hardness of Approximating Cliques*"). Other awards include the [ACM Grace Murray Hopper Award](#) (1996) for outstanding young computer professional of the year and the [RSA Award in Mathematics](#) (1998) for outstanding mathematical contributions to cryptography. In 2001 she was elected to the [American Academy of Arts and Sciences](#).



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# Shafi Goldwasser

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**Shafirra Goldwasser** (**Hebrew**: שפיררה גולדווסר; born 1958) is an American-born Israeli computer scientist. She is a professor of electrical engineering and [computer science](#) at [MIT](#), and a professor of mathematical sciences at the [Weizmann Institute of Science, Israel](#).<sup>[4][5][6][7]</sup>

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## Biography [edit]

Born in [New York City](#), Goldwasser obtained her [B.S.](#) (1979) in mathematics and science from [Carnegie Mellon University](#), and [M.S.](#) (1981) and [PhD](#) (1984) in computer science from the [University of California, Berkeley](#) under the supervision of [Manuel Blum](#), who is well known for advising some of the most prominent researchers in the field. She joined [MIT](#) in 1983, and in 1997 became the first holder of the [RSA Professorship](#). She became a professor at the [Weizmann Institute of Science](#), concurrent to her professorship at MIT, in 1993. She is a member of the [Theory of Computation](#) group at [MIT Computer Science and Artificial Intelligence Laboratory](#).<sup>[8]</sup> Goldwasser was a co-recipient of the 2012 [Turing Award](#).<sup>[9]</sup>

## Scientific career [edit]

Goldwasser's research areas include [computational complexity theory](#), [cryptography](#)

Shafi Goldwasser

Born

Shafirra Goldwasser

1958 (age 56–57)

New York City

Nationality

Israeli American

Fields

Computer science, cryptography

Institutions

MIT

Weizmann Institute of Science

Alma mater

Carnegie Mellon University (BS)

University of California, Berkeley (PhD)

Thesis

Probabilistic Encryption: Theory and Applications [?] (1984)

Doctoral

Manuel Blum<sup>[1]</sup>

# Wikipedia

- Few Notable Women in Computing have Wikipedia pages
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[www.cs.duke.edu/csed/wikipedia](http://www.cs.duke.edu/csed/wikipedia)
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Principal Researcher, Microsoft

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#### The DaCapo benchmarks: Java benchmarking development and analysis

..., [R Garner](#), [C Hoffmann](#), [AM Khang](#), [KS McKinley](#)... - ACM Sigplan ..., 2006 - dl.acm.org

Abstract Since benchmarks drive computer science research and industry product development, which ones we use and how we evaluate them are key questions for the community. Despite complex runtime tradeoffs due to dynamic compilation and garbage ...

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#### Improving data locality with loop transformations

[KS McKinley](#), [S Carr](#), [CW Tseng](#) - ACM Transactions on Programming ..., 1996 - dl.acm.org

Abstract In the past decade, processor speed has become significantly faster than memory speed. Small, fast cache memories are designed to overcome this discrepancy, but they are only effective when programs exhibit data locality. In the this article, we present compiler ...

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#### Tile size selection using cache organization and data layout

[S Coleman](#), [KS McKinley](#) - ACM SIGPLAN Notices, 1995 - dl.acm.org

Abstract When dense matrix computations are too large to fit in cache, previous research proposes tiling to reduce or eliminate capacity misses. This paper presents a new algorithm for choosing problem-size dependent tile sizes based on the cache size and cache line ...

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#### Hoard: A scalable memory allocator for multithreaded applications

[ED Berger](#), [KS McKinley](#), [RD Blumofe](#)... - ACM Sigplan Notices, 2000 - dl.acm.org

Abstract Parallel, multithreaded C and C++ programs such as web servers, database managers, news servers, and scientific applications are becoming increasingly prevalent. For these applications, the memory allocator is often a bottleneck that severely limits ...

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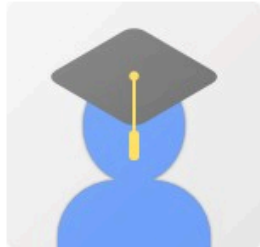
#### [BOOK] Compiler optimizations for improving data locality

[S Carr](#), [KS McKinley](#), [CW Tseng](#) - 1994 - dl.acm.org

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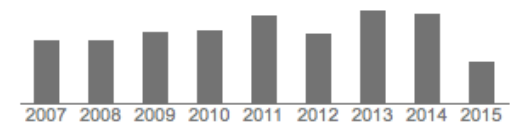
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