Representing Yourself Outward

Lori Diachin, LLNL
Kathryn McKinley, Microsoft Research
Susan Rodger, Duke University

CRA-W
Computing Research Association
Women

Motivation for Visibility

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

CRA-W
Computing Research Association
Women

When representing yourself outward think about…

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

CRA-W
Computing Research Association
Women

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

CRA-W
Computing Research Association
Women

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!

CRA-W
Computing Research Association
Women

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

CRA-W
Computing Research Association
Women

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!

Feedback and Training

Know yourself

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

Get Feedback

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

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

CRA-W
Computing Research Association
Women

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

CRA-W
Computing Research Association
Women

Almost missed opportunity

Ellen Spertus - Wikipedia, the free encyclopedia
en.wikipedia.org/wi…
Ellen Spertus is a Associate Professor of Computer Science at Mills College, Oakland, California, … 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/…
Ellen Spertus Associate Professor of Computer Science. At Mills since January, 1998. Office: CPM 2… 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 a 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

Susan Rodger's Home Page

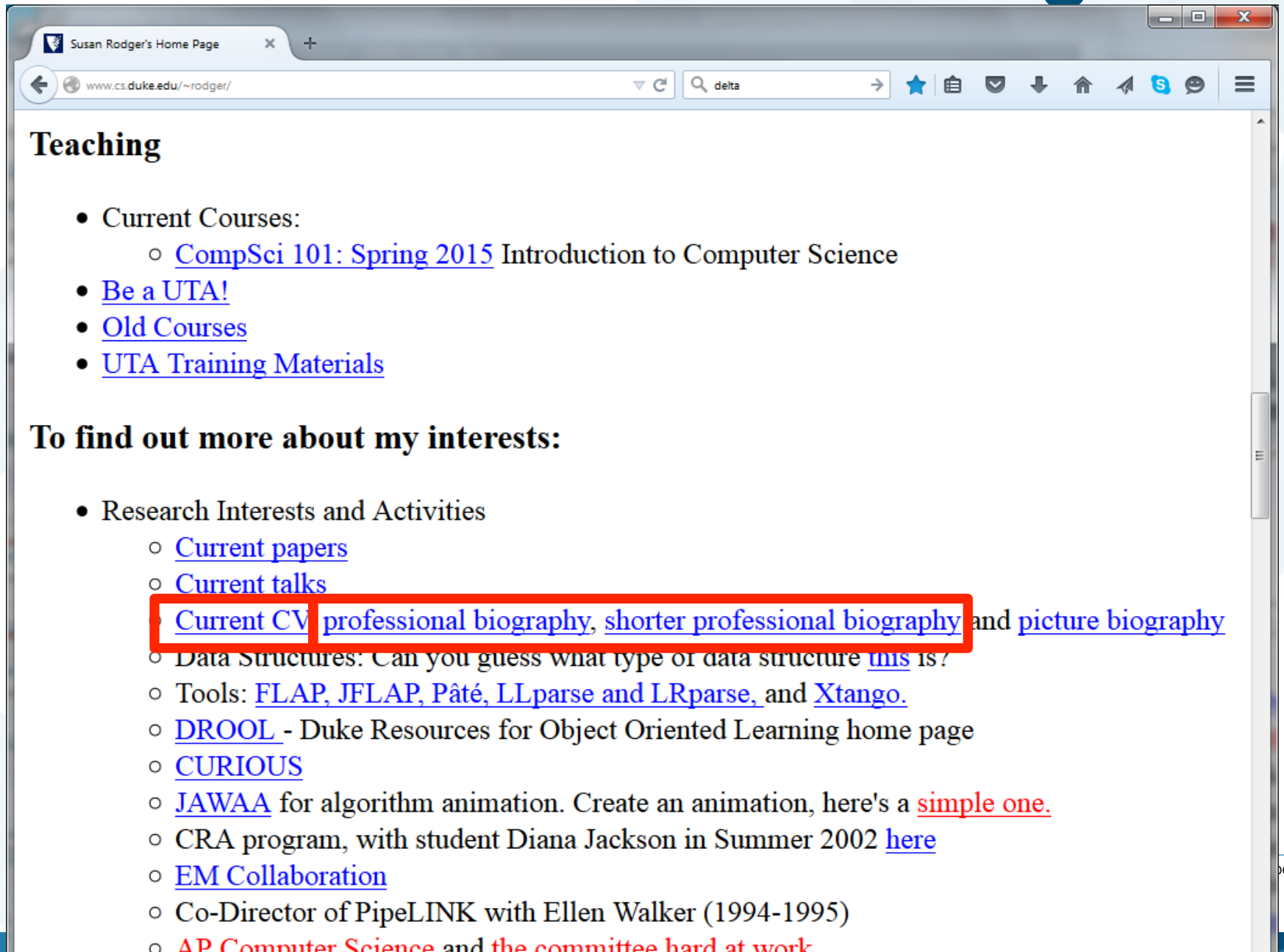
I'm a Professor of the Practice in the Computer Science Department at Duke University. I received my BS in computer science and mathematics from N.C. State University in 1983, the year the cinderella basketball team won the NCAA Championship. I received my MS and Ph.D. in computer science from Purdue 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.

Contact Info | Distractions (list of links) | amazon | Registrar | CS courses | Lib | Exchge | ExchgeInfo | csed hub | otf | Crime | women | cs articles | 25Live | workDuke | construction | track | swim

NEW ITEMS

- JFLAP
  - www.jflap.org
  - JFLAP book
  - JFLAP workshop 2014
- Alice

Professional Web Page



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

CRA-W
Computing Research Association
Women

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

CRA-W
Computing Research Association
Women

Here is that first page for Fran Allen

WIKIPEDIA
The Free Encyclopedia

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

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…

WIKIPEDIA
The Free Encyclopedia

Create account Log i

Article Talk Read Edit View history Search

Frances E. Allen

From Wikipedia, the free encyclopedia

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

Fran 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.

This article **has not been added to any categories**. Please help out by adding categories to it so that it can be listed with similar articles.

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.

V · T · E **A. M. Turing Award laureates** [hide]

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) · **Frances E. Allen** (2006)

Categories: Turing Award laureates

In the next three days

Over 30 edits, added awards, boards

Awards and honors

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.[3] 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.[4]

WIKIPEDIA
The Free Encyclopedia

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
Related changes
Upload file
Special pages
Permanent link
Page information
Wikidata item
Cite this page

Print/export
Create a book
Download as PDF
Printable version

Languages
العربية

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.[2][3]

Allen was the first female IBM Fellow and in 2006 became the first woman to win the Turing Award.[4]

Contents [hide]

Career [edit]

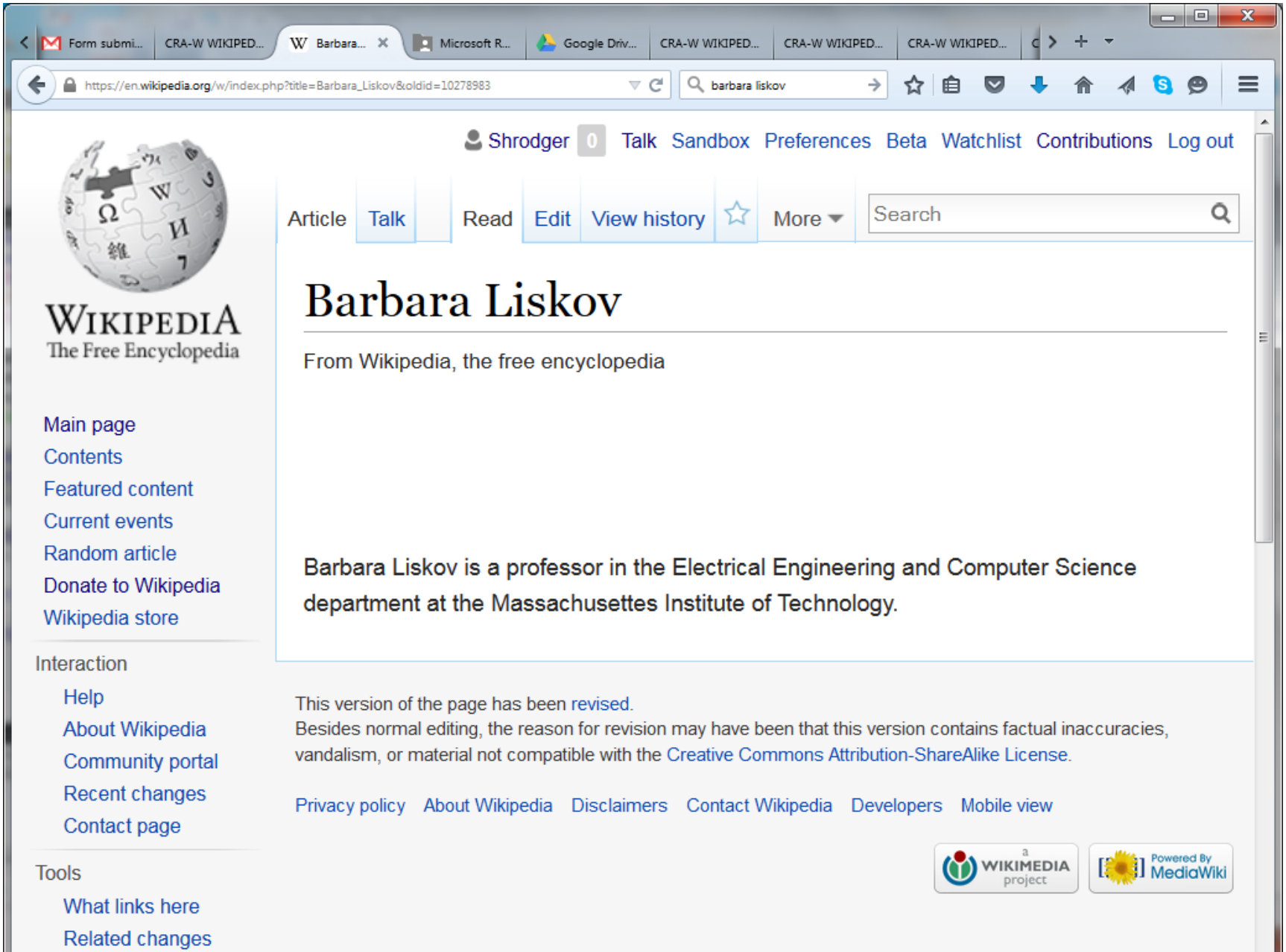
Allen grew up on a farm in Peru, New York and graduated from The New York State College for Teachers (now State University of New York at Albany) with a B.Sc. degree in mathematics in 1954.[5] She earned an M.Sc. degree in mathematics at the University of Michigan in 1957 and began teaching school in Peru, New York.[6] 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

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

Wikipedia page created June 15, 2005



39 minutes later ….

WIKIPEDIA
The Free Encyclopedia

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
Related changes
Upload file
Special pages
Permanent link
Page information
Wikidata item
Cite this page

Print/export

Barbara Liskov

From Wikipedia, the free encyclopedia

Barbara Liskov (born November 7, 1939 as **Barbara Jane Huberman**) is an American computer scientist[2] 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.[3]

Contents [hide]

Life and career [edit]

Liskov was born in 1939 California, the eldest of Jane (née Dickhoff) and Moses Huberman's four children.[4] 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.[5][6] The topic of her Ph.D. thesis was a computer

Barbara Liskov

Liskov in 2010.

Born	Barbara Jane Huberman November 7, 1939 (age 75) California
Nationality	American
Fields	Computer science

Shafi Goldwasser

I was in algorithms, followed her career

Page written July 2004

Shafi Goldwasser

From Wikipedia, the free encyclopedia

Shafrira Goldwasser (Hebrew: שפרירה 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.[4][5][6][7]

Contents

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.[8] Goldwasser was a co-recipient of the 2012 Turing Award.[9]

Scientific career [edit]

Goldwasser's research areas include computational complexity theory, cryptography

Shafi Goldwasser

Born	Shafrira 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[1]

Wikipedia

- Few Notable Women in Computing have Wikipedia pages
- Wrote a guide on how to write a Wikipedia biography and template to get started:

  www.cs.duke.edu/csed/wikipedia
- Guide has database of over 300 Notable Women in CS
  - Status of their Wikipedia page
  - Why notable
  - Can submit names and updates
- Written over 20 biography pages
- Pages can get warnings!

CRA-W
Computing Research Association
Women

Make it easy for someone to write your Wikipedia page when the time is right

CRA-W
Computing Research Association
Women

Linked In

- You need one
- Not looking for a job?
- Still need a LinkedIn page
- Bill Gates & Marissa Meyer have them!
- Many students only have LinkedIn pages
- It can be short

Google Scholar

- What is she famous for?
- Is she well cited?
- I want to read one of her papers?
- Creating a profile takes 5 minutes
- You can fix mistakes: name aliasing, multiple last names, etc.

Google Scholar
without profile

Google

kathryn mckinley

Scholar

About 6,430 results (0.04 sec)

My Citations 50

Articles
Case law
My library

Any time
Since 2015
Since 2014
Since 2011
Custom range...

Sort by relevance
Sort by date

include patents
include citations

Create alert

User profiles for **kathryn mckinley**

Kathryn S McKinley
Principal Researcher, Microsoft
Verified email at cs.utexas.edu
Cited by 9592

The DaCapo benchmarks: Java benchmarking development and analysis [PDF] from anu.edu.au
..., 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 ...
Cited by 883 Related articles All 25 versions Cite Save

Improving data locality with loop transformations [PDF] from umass.edu
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 ...
Cited by 558 Related articles All 19 versions Cite Save

Tile size selection using cache organization and data layout [PDF] from psu.edu
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 ...
Cited by 440 Related articles All 11 versions Cite Save

Hoard: A scalable memory allocator for multithreaded applications [PDF] from tamu.edu
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 ...
Cited by 378 Related articles All 61 versions Cite Save

[BOOK] Compiler optimizations for improving data locality [PDF] from mtu.edu
S Carr, KS McKinley, CW Tseng - 1994 - 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

Google Scholar
with profile

Change photo

Kathryn S McKinley

Edit | Follow

Principal Researcher, Microsoft
Programming Language Implementation
Verified email at cs.utexas.edu - Homepage
My profile is public

Title	Add	More	1–20	Cited by	Year
The DaCapo benchmarks: Java benchmarking development and analysis SM Blackburn, R Garner, C Hoffmann, AM Khang, KS McKinley, ... ACM Sigplan Notices 41 (10), 169-190				883	2006
Improving data locality with loop transformations KS McKinley, S Carr, CW Tseng ACM Transactions on Programming Languages and Systems (TOPLAS) 18 (4), 424-453				558	1996
Tile size selection using cache organization and data layout S Coleman, KS McKinley ACM SIGPLAN Notices 30 (6), 279-290				440	1995
Hoard: A scalable memory allocator for multithreaded applications ED Berger, KS McKinley, RD Blumofe, PR Wilson ACM Sigplan Notices 35 (11), 117-128				378	2000
Compiler optimizations for improving data locality S Carr, KS McKinley, CW Tseng ACM SIGOPS Operating Systems Review 28 (5), 252-262				317	1994
Scaling to the End of Silicon with EDGE Architectures D Burger, SW Keckler, KS McKinley, M Dahlin, LK John, C Lin, CR Moore, ... Computer 37 (7), 44-55				301	2004

Google Scholar

Citation indices	All	Since 2010
Citations	9592	4111
h-index	51	34
i10-index	115	84

Add co-authors

- Martin Hirzel
- Michael D. Bond
- Aaron Smith
- Keith Cooper
- Na Meng
- Dimitrios Prountzos
- AJ Bernheim Brush
- T. Scott Saponas
- Phokion Kolaitis
- Wim Heirman

Other ways to be visible

- Blogging
- Facebook
- Twitter

Pick and choose, but have something!

CRA-W
Computing Research Association
Women

Group Activity

- Divide into groups
- Search for yourself online
  - Discuss the good and bad

CRA-W
Computing Research Association
Women