

# Mid-Career: Stay, Change or Retire

*A.J. Brush & Marie desJardins*



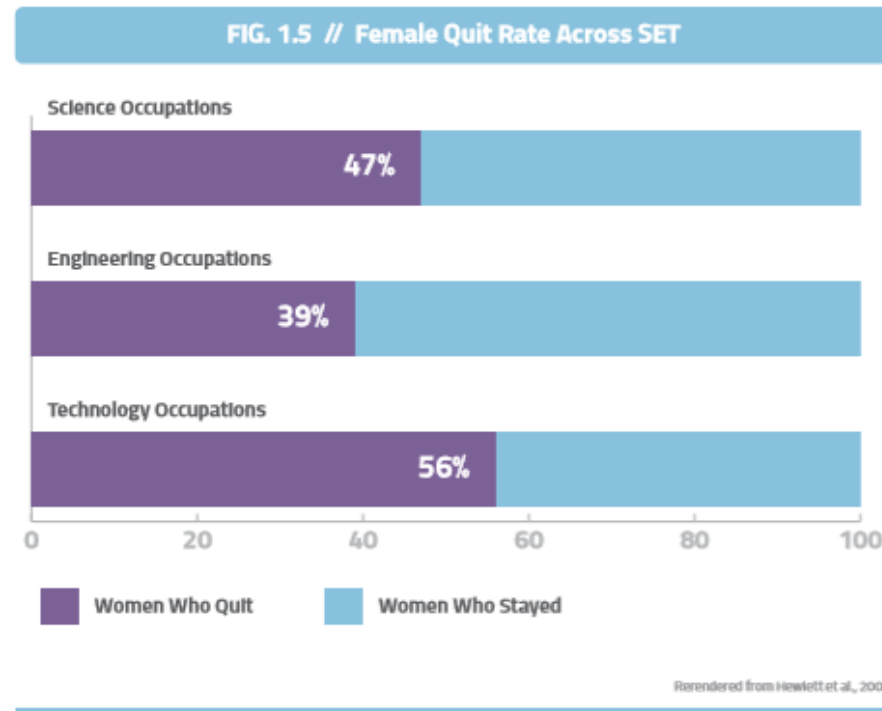
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# Motivation

*We'd really like you to stay in computing!*

*But we recognize (and have experienced ourselves) that you might need a change*



In the high tech industry, the quit rate is more than twice as high for women, as it is for men:

41% FOR WOMEN

17% FOR MEN

Source: [NCWIT Women in Tech: The Facts, 2016 update](#)

Questions? Ask any time! <http://bit.ly/staychangeretire>



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# Where do people go and why?

FIG. 1.7 // Women Who Leave the Private SET Workforce—Where Do They Go?



## Reasons

- Workplace experience – lack of support from manager, lack of training and development
- Lack of access to creative technical roles
- Dissatisfaction with career prospects

Source: [NCWIT Women in Tech: The Facts, 2016 update](#)

Questions? Ask any time! <http://bit.ly/staychangeretire>



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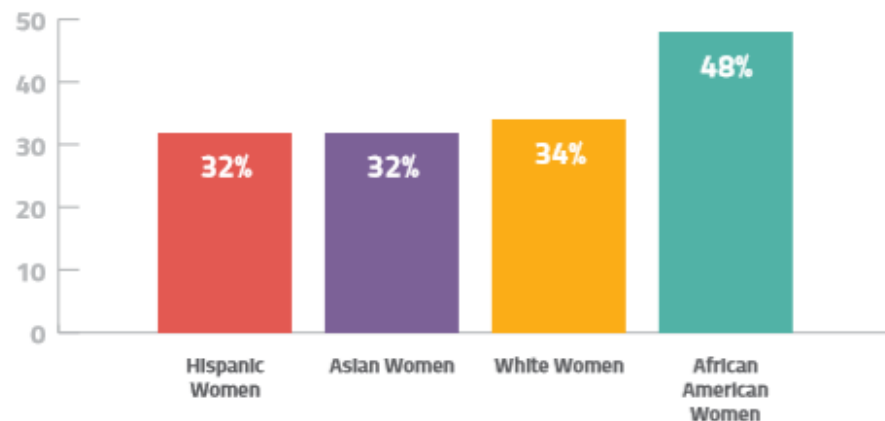
# Feeling stuck? You are not alone.

## Women in SET Fields Find Themselves “Stalled”

The most recent study by the Center for Talent Innovation found that 32 percent—roughly 1 in 3 SET women—report that they feel “stalled” in their careers and are likely to quit their jobs in one year” (Hewlett et al., 2014).

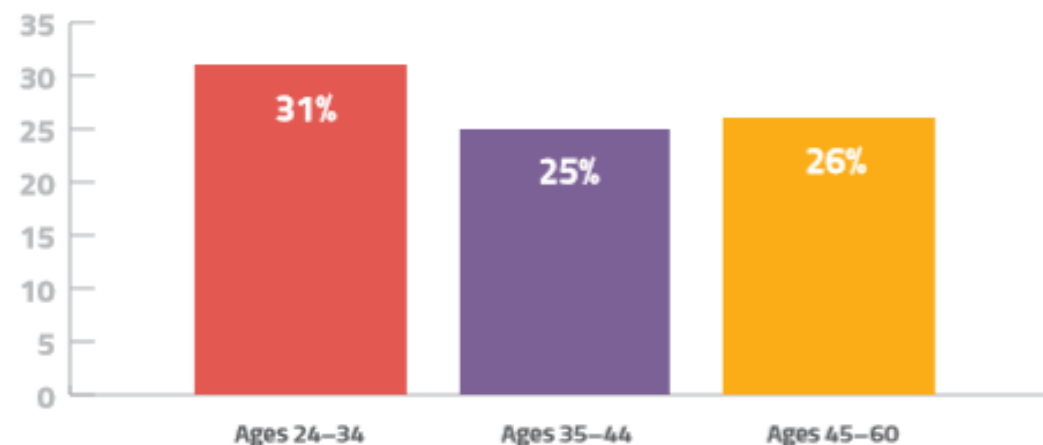


FIG. 1.12 // Women’s Perceived SET Stall Rates



Importantly, young women, regardless of race/ethnicity, report feeling stalled more than any other age group (Hewlett et al., 2014).

FIG. 1.13 // Women Who Report Feeling “Stuck in Place” by Age Group



Source: [NCWIT Women in Tech: The Facts, 2016 update](https://www.ncwit.org/research/2016/06/20/ncwit-women-in-tech-the-facts-2016-update/)

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# Retention in academia remains problematic

## *2008 Taulbee Survey (ten years ago)*

- New PhDs: 20.8% women
- New TT faculty: 23.1% women
- New teaching faculty: 24.6% women
- Current faculty:
  - Assistant – 24.3% women
  - Associate – 15.9% women
  - Full – 12.3% women
  - Teaching faculty – 26.8% women

## *2018 Taulbee Survey (most recent data)*

- New PhDs: 19.3% women ↓ 1.5
- New TT faculty: 22.9% women ↓ 0.2
- New teaching faculty: 26.5% women ↑ 1.9
- Current faculty:
  - Assistant – 22.7% women ↓ 1.6
  - Associate – 23.2% women ↑ 7.3
  - Full – 14.9% women ↑ 2.6
  - Teaching faculty - 28.1% women ↑ 1.3

**Promising progress at mid-career (Associate) level is not matched by proportional increase in senior (Full) professors**



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# Who are you?

- We'd like to learn about you.
- Audience link: <http://bit.ly/midwho>
- Live results: <http://www.polljunkie.com/poll/rfiqog/mid-career-who-are-you/view>

Questions? Ask any time! <http://bit.ly/staychangeretire>



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# Our Stories

# Marie desJardins

- 1985 : A.B. Engineering, Harvard
- 1992 : Ph.D. Computer Science, Berkeley
- 1991-2001 : Research Scientist, SRI
  - 1999: Terrifying decision to apply for academic positions 🐱
- 2001-2018 : Professor at UMBC
  - Tenured in 2007, full professor in 2011
  - 2014-2015 : ACE Fellow @ WPI (plus a month in France)
  - 2015-2018 : Associate Dean
  - 2018-now: Simmons University: Inaugural Dean of the College of Organizational, Computational, and Information Sciences 🐱
- Married since 1985, two amazing adult daughters (senior in college & 5<sup>th</sup>-year MD/PhD student)
- Like to read, sing, play piano, ski, travel, eat great food, solve crossword puzzles and logic problems



**“You gain strength, courage and confidence by every experience in which you really stop to look fear in the face.... You must do the thing you think you cannot do.”**

**—Eleanor Roosevelt**



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# A.J. Brush



Ph.D. in computer science from UW (2002)  
Post-doc (2002 – 2004)

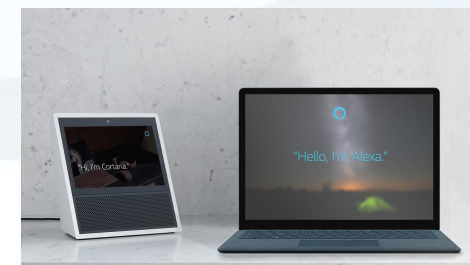
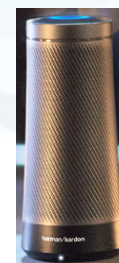
Microsoft®

## Research

Human-Computer Interaction (HCI)  
(2004 – 2016)



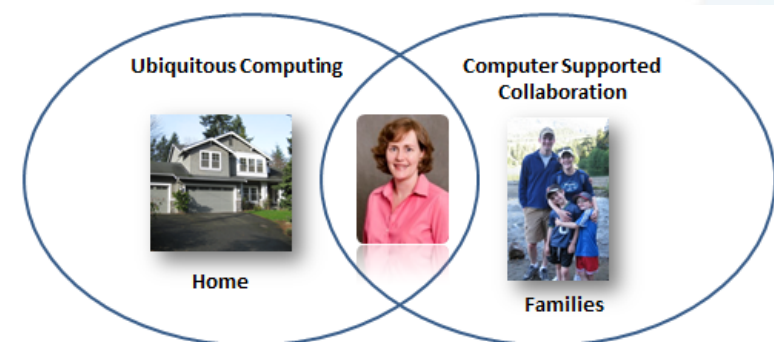
Cortana Product Group  
2016 -



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Technologies for  
homes and families.



Married since 1998, 2 boys (17, 15), enjoy biking, hiking, reading

# Options

# The “Big” Dimensions

- **Role** – Same role? Different role?
- **Institution** – Same, same type, new type?
- **Environment/Lifestyle** – Tweak existing, change fundamentally?

Questions? Ask any time! <http://bit.ly/staychangeretire>



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# Stay, Change, Leave

## *Stay*

- Advance within my institution
- Find a better balance
- Have broader impact

## *Change*

- Same type of institution/position
- Different type of institution in the field
- Different type of position in the field

## *Leave*

- Retire
- Take a sabbatical / break
- Major career change

Questions? Ask any time! <http://bit.ly/staychangeretire>



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# Options: Self reflection + small group exercise

## *Step 1: Self reflection (3 min.)*

Take 3 minutes and check in with yourself

### *Stay*

Advance within my institution  
Find a better balance  
Have broader impact

### *Change*

Same type of institution/position  
Different type of institution in the field  
Different type of position in the field

### *Leave*

- Retire
- Take a sabbatical / break
- Major career change

## *Step 2: Turn and talk to your neighbor(s) (5 min.)*

Take 5 minutes in groups of 2 - 3

- Answer the poll
- Share your thoughts with your neighbor(s)

Audience poll:

<http://bit.ly/midgoal>

Live poll results:

<http://www.polljunkie.com/poll/gnomcg/mid-career-goal/view>



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# Considerations

# Stay – Questions

- Do you have a sponsor? (Different than mentor)
- Does your manager know you want something else?
- Does your organization have career coaching?
- Have you identified the new possibility and spoken to people with that role?
- Do you know your strengths and weaknesses, and what new skills you might need to develop to transition to a new role?

Questions? Ask any time! <http://bit.ly/staychangeretire>



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# Change - Questions

- How robust is your network? Have you made connections with people at the types of institutions you're interested in?
- Are you taking advantage of this conference?
- Is your professional profile up-to-date? (LinkedIn, etc.)
- Are there professional events in your area to attend?
- Do you have a sponsor?

Building Your Professional  
Persona Session  
4 – 5 pm  
OCCC W308D

Questions? Ask any time! <http://bit.ly/staychangeretire>



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# Leave - Questions

- Is this a particularly stressful time in your life?
- Does your organization have support structures to take advantage of?
- Have you talked with your manager?
- Can you try a new thing while keeping doors open?

Questions? Ask any time! <http://bit.ly/staychangeretire>



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**Next Step**

# Next Step: Self Reflection + Small group exercise

## *Step 1: Self reflection (3 min.)*

Take 3 minutes and check in with yourself, what is 1 tangible next step?

Audience link:

<http://bit.ly/midnextsteps>

Live poll results:

<http://www.polljunkie.com/poll/snigcf/mid-career-next-steps/view>

## *Step 2: Turn and talk to your neighbor(s) (5 min.)*

Take 5 minutes in groups of 2 - 3

- Answer the poll
- Share your next step with your neighbor(s)
- Add questions to online form

Questions? Ask any time! <http://bit.ly/staychangeretire>



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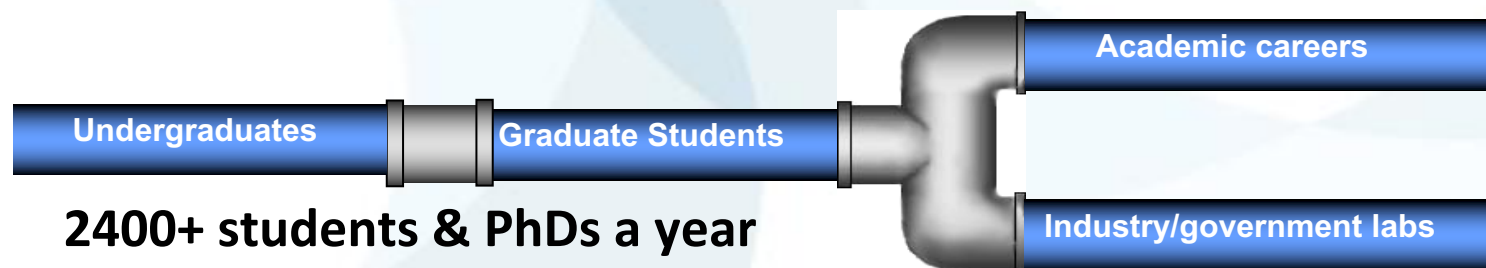
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# What is CRA-WP? *Individual & Group Research Mentoring*

**Undergrads:** Undergraduate Research Experiences (CREU & DREU), Research-Focused Scholarship opportunities at GHC (GHC Research Scholars)

**Grad Cohort:** Group Mentoring of Graduate Students (Grad Cohort for URMD & Grad Cohort for Women)

**Grad Students & Academics/PhD Researchers:** Mentoring Tracks @ GHC, Returning Scholars @ GHC, Group Mentoring for Early & Mid Career @ CMW



Stay in touch: <https://cra.org/cra-w/>, Twitter: @CRAWomen  
Facebook: CRA-W, Linked-In: CRA-Women



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# CRA-WP Events at GHC

- Visit the CRA-WP Booth in the EXPO to learn more
- Attend another CRA-WP Session  
Building Your Professional Persona Session, 4 – 5 pm, OCCC W308D



Stay in touch: <https://cra.org/cra-w/>, Twitter: @CRAWomen  
Facebook: CRA-W, Linked-In: CRA-Women



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**Question Time**  
**<http://bit.ly/staychangeretire>**