Networking

With many thanks to prior speakers on this topic
Exercises

Think

● How many people did you talk to at lunch today? How many are people you didn't know before? Who among them do you plan to connect afterward?

Act

● Please form a group of three with people around you and (1) introduce yourself (30 seconds)
(2) list who are the people in your network.
Networking:

What, Why, Where, Who, How?
What is Networking?

Networking

*noun*

1. the linking of computers to allow them to operate interactively
2. the action or process of interacting with others to exchange information and develop professional or social contacts
Why Network?

• Contribute to
  • the scientific advancement
  • the social good
  • the success and well-being of others around you

• In return, you will also be able to
  • learn about new ideas and methodologies
  • become aware of new opportunities
  • identify collaborators
  • build and publicize your brand and reputation
  • get invited to program committees, review panels, journal editorship, keynotes, etc.
Where to Network?
(Answer: Everywhere and across the layers!)

- School
- Work
- Technical talks/seminars
- Conferences and workshops
- Industry Meet-ups
- Summer internships
- Sabbaticals
- Program Committee Meetings
- Panels and other review meetings
- ‘Overhead’ committee work
- HERE!
Who: Intentional before and after

Know **why and who** you want to add to your network (e.g., before an event).
**And** know **what** you want from your network!
**And** not just people from your own discipline!

Use a serendipitous interaction that might be forgotten to grow your network.

- Established Researchers in academia, national labs and industry in diverse disciplines
- Contemporaries/peers – both junior and senior
- People who have open job positions or internships
- Industry technologists and leaders
- Technical advisors and experts
- Alumni
- NSF /DOE / Other funding agency Program managers
- Venture capitalists
- Friends and neighbors
How

• Conferences/Workshops
  • Volunteer
  • Find someone alone and start a conversation
  • Keep a short introduction/pitch ready – practice!!

• Talks/Seminars
  • Ask a question
  • Read the paper beforehand

• School/work
  • Informal and formal meetings with your colleagues, students
  • Meet with visitors coming to campus
  • Participate in committees

• Industry internships/sabbaticals
  • Get to know interns from other schools/disciplines
  • Get to know folks other than your mentors.

• Non-professional venues
Networking in the Digital Era => a combination of online & offline strategies

- Use Social media platforms - LinkedIn, Twitter, Facebook
- Attend Virtual events
- Engage with your network
- Be authentic
- Offer value
- Follow up
  - Personalize your messages
Networking: build a plan

Give yourself a goal for an event

• Example: meet 2 new people, talk with 1 research leader, etc.

Find group networking opportunities

• Example: N2Women lunches, dinner, conference outing, reception, student dinners
• Join a group that is casually talking and introduce yourself.
  (Don’t barge into private conversations)
• Sit down with people you don’t know at tables.

Prepare: Example: Read papers ahead and write down questions you want to ask.

Some Tips:

• Ask for help – introductions from your advisor, senior colleagues and mentors
• Volunteer: PCs, Panels, Conference organization jobs
• Follow up by email. Send your latest paper.
• Call the NSF/DARPA/other funding program managers.
• Don’t be discouraged if people don’t remember you. Reintroduce yourself.
Thank you!

Questions please
The following are slides from last year’s cohort.
Networking

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<th><strong>IS</strong></th>
<th><strong>IS NOT</strong></th>
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| Interacting with other people to exchange information and develop contacts especially to further your career. | • A substitute for quality work  
• Just socializing or idle chit-chat  
• Using people, name-dropping |
Trilce Estrada

Research:
In-situ analysis, distributed and scalable learning, applications in medicine and science

- Originally from Mexico
- BS, Universidad de Guadalajara and MS, INAOE
- PhD, University of Delaware
- Associate Professor, University of New Mexico
- 2015 NSF Career Award
- 2019 ACM-SIGHPC Emerging Woman Leader in Technical Computing
- 2022 Woman in Technology Award by NMTC
- Graduated 4 PhD, 9 MS, 2 undergrads
- Mom to 1 kid and 1 dog
Sujata Banerjee - My Career Journey

Univ. of Southern California
Ph.D.

Univ. of Pittsburgh
Associate Professor
Assistant Professor

Indian Institute of Technology
IIT Bombay
B.Tech. and M.Tech.


Communities – ACM SIGCOMM, IEEE Communications Soc., CRA CCC, NSF

https://research.vmware.com
The path to success

It takes a community to help you succeed and reach your full potential.

It is both WHAT you do and know, and WHO you know!
Networking: Why, Where, Who?
Why Network?

- Building and publicizing your brand/reputation
- Becoming aware of new opportunities
- Identifying collaborators
- Learning about new ideas and approaches
- Getting invited to program committees, review panels, keynotes, journal editorship, etc.
At Conferences: DO’s

✔ Be yourself, Be active, Be confident
✔ Wear your badge visibly
✔ Speak! (don’t just stand there)
✔ Use the dreaded microphone
✔ Talk to speakers after their presentations
✔ Talk to the person next to you
✔ Look people in the eyes
✔ Make lunch/dinner plans
✔ Attend social activities
✔ Get your friends/advisor to introduce you
✔ Make plans for follow up (write it down!)
✔ Re-connect with people you’ve met before
At Conferences, DON’T

DON’T hang around with your friends
DON’T interrupt private conversations
DON’T be overly negative/critical
DON’T hang on to a conversation too long
DON’T put too much stock in a single, short conversation
DON’T get discouraged
DON’T hide in your room
Finding Advocates

Advocates are sometimes called sponsors, so we will use that term too.
Your network is like a tree

- Mentors (trunk)
- Mentees (leaves)
- Peers (branches)
- Sponsors (roots)
Mentors advice
• Reduce isolation and stress
• Help navigate unwritten rules
• Build confidence
• Provide tips and strategies
• Promote inclusion

Sponsors act
• Connect you to career opportunities
• Advocate for your advancement
• Support risk-taking
• Publicly endorse you
• Help you confront bias
• Expect high performance in return

https://ncwit.org/resources/sponsors-vs-mentors-whats-the-difference-infographic/
How to identify a potential mentor/sponsor

Do your research: develop specific questions about your wants/needs

Identify what you want to achieve in this relationship
  - Base mentorship around solving specific issues/questions
  - Base sponsorships by offering specific strengths

Determine what are essential qualities you want in a mentor/sponsor
  - Influence, personality, availability

https://mentorcruise.com/blog/how-do-you-build-successful-mentor-mentee-relation/
How to approach a sponsor/mentor for the first time

● Get introduced by someone in common
  ○ Another mentor/peer/mentee
● Find them at conferences and introduce yourself
  ○ Elevator pitch: you get in a elevator with your professional idol, you have 30 seconds to introduce yourself and make an impression
● Volunteer and then you have an excuse to talk to them
● Read their work and send an email
And they may still forget you (85% of the time)

- Do not take it personally, reintroduce yourself
- Find a way to stay under their radar
  - do: specific conference, common activity, linkedin, twitter
  - do not: stalk them in their personal social media
Cultivating a sponsor/mentor-protégé relationship

1. Create opportunities for research/education/business-focused conversations
2. Ask for specific advice and take it, provide updates
3. Follow up: “is it okay if I follow up with you in X time?”
4. This is a relationship: give and take
5. Practice excellence

>> Do not ask directly for a sponsorship. It just does not work that way

https://www.insidehighered.com/advice/2015/06/03/essay-difference-between-mentors-and-sponsors-academe
Takeaway

Developing powerful relationships through networking and finding advocates is too important to leave it up to chance.

It all starts with you taking steps to build your network and to find sponsors.
Your network is like a tree, and like a tree, it needs work to keep alive

Mentors (trunk)

Mentees (leaves)

Peers (branches)

Sponsors (roots)
Activity

Think of your mentors and sponsors. How are they different? Do your current mentors act as sponsors?

What evidence do you have that someone is sponsoring you?

Who are potential sponsors for you?

Share with neighbor
Thank you!