Welcome!

Dan Garcia (CMW E)
Lavanya Ramakrishnan (CMW L)
Jaime Moreno (CMW I)
Holly Rushmeier (CMW R)
WHY CRA-WP?
Help achieve equity, accessibility and inclusion in Computer Research

The expressed identities of the individuals we serve include:

- Women
- Black/African American
- Native American/Alaskan Native/Pacific Islander
- Hispanic/Latinx
- Lesbian, Gay, Bi-Sexual, Trans, Queer, Asexual, Intersex, and others
- Persons with disabilities
- Veterans

**Computer and Information Research Scientists**
Percent change in employment, projected 2020-30

- Computer and information research scientists: 22%
- Computer occupations: 13%
- Total, all occupations: 8%

Note: All Occupations includes all occupations in the U.S. Economy.

*CRA-WP is committed to supporting all communities in computing research.*
WHAT?

Increase participation in jobs that shape the world and compensate well.

Source(s)
HOW?

INDIVIDUAL & GROUP RESEARCH MENTORING

- Undergrads: Distributive Undergraduate Research Experiences
- Graduate students mentoring: Grad Cohort for Women, IDEALS
- Industry professional mentoring to return to graduate school: CSGrad4US
- PhD Researchers: group mentoring of early & mid career professionals
  - *Career Mentoring Workshop (CMW)*, sessions at GHC and at Tapia
- Hundreds of students and PhD researchers a year
Early/Mid Career Mentoring Workshop - Why

Help increase the percentage of Computer Science and Engineering faculty members and research technologists

- who are from historically underrepresented groups
- who aspire to reach the top of their respective career tracks.

Participants have already entered the workforce
Early/Mid CMW - What

- Enable participants identify their individual career needs and goals, and take concrete steps toward success in their career path/promotion.

- Augment participants’ knowledge of effective career management strategies for their career stage -- including effective communication, having a mentor, and increased visibility.
Early/Mid CMW - How

Four Groups:  R - E - L - I

- Academia
- Govmt/Industry

- All groups have similar needs, but also differences
- Workshop organized in tracks
- Tracks running in parallel, with some combined sessions
- Important that participants across all tracks interact with each other
- Foster collaboration!
Early/Mid CMW 2023 Participants

Mid Career attendees – 43
Early Career attendees – 94

Speakers/Mentors – 32
WHILE HERE

INTRODUCE YOURSELVES
- Speakers
- Participants
- Staff/Volunteers
- Make Connections!

DOWNLOAD THE APP
Benefits provided by the app:
- Meeting space layout
- Agenda
- Build your own agenda
- Connect with participants
- Program announcements
SHARED SESSIONS/ACTIVITIES

● **Friday, November 3, 2023**
  ○ **Plenary: Mentoring 101** - 8:20-8:50 am
  ○ **Keynote: Valerie Taylor** - 5:00 pm - 6:00 pm

● **Saturday, November 4, 2023**
  ○ **Plenary: Establishing Partnerships with Industry** - 8:30 - 9:30 am
  ○ **Plenary: Building Your Brand, Influence** - 2:05 - 3:05 pm
MENTORING

Group Mentoring
Saturday, 8:30 am - 9:25 am
Engage with speakers and peers to discuss a variety of topics:

- Academic Career Development and Success
- Communication and Professional Skills
- Diversity, Equity, and Inclusion (DEI)
- Grant Writing and Research Funding
- Industry vs. Academia Career Paths
- Interdisciplinary Research and Collaboration
- Job Search and Career Transitions
- Lab Environment and Culture
- Leadership and Management Skills
- Networking and Collaborations
- Research Portfolio and Opportunities
- Teaching and Research Balance
- Tenure and Promotion
- Work-Life Balance and Well-being
- Cybersecurity in Computer Science Education

One-on-one Mentoring
Friday, 3:50 pm - 4:40 pm
Saturday, 1:00 pm - 2:00 pm

- Engage with speakers
- Feel free to discuss your resume or CV, if you would like
LUNCH TOPICS

Topics on different categories

List of topics and corresponding tables can be found on the app and in the meals ballroom
ENGAGE WITH BPC ALLIANCES!

Visit our BPC Alliances tables during breaks and meals

BPC: Broadening Participation in Computing (https://bpcnet.org/alliances/)
SPEAKERS

Deb Agarwal, Berkley Lab
Daniel Aliaga, Purdue University
Ann Almgren, Lawrence Berkeley National Laboratory
Nancy Amato, Univ. of Illinois, Urbana-Champaign
Dorian Arnold, Emory University
Tiffany Barnes, NC State
Cynthia Bennett, Google
Alan Bivens, IBM
Amy Briggs, Middlebury University
Tracy Camp, CRA
Jan Cuny, Northeastern University

Lori Diachin, Lawrence Livermore Lab
Katherine Evans, Oak Ridge National Laboratory
Stephanie Forrest, UC Davis
Ann Gates, University of Texas at El Paso
Maria Gini, University of Minnesota
Soha Hassoun, Tufts University
Raja Kushalnagar, Gallaudet University
Patty Lopez, Intel Corporation/NMSU
Xioaye Sherry Li, Lawrence Berkeley National Laboratory
Kathryn Mckinely, Google

Kyla McMullen, University of Florida
Mark Moss, Georgia Tech
Cynthia Phillips, Sandia National Labs
Susan Rodger, Duke University
Tagrhid Samak, Meta
Vivek Sarkar, Georgia Tech
Eve Schooler, Oxford University
Amanda Stent, Colby College
Valerie Taylor, Argonne National Laboratory
Jodi Tims, Northeastern University
Ellen Zegura, Georgia Tech
CONFIDENTIALITY

● It is important that participants show respect for concerns expressed by others

● Participants should always keep in mind that personal information and views of the participants shared during the workshop are confidential --- and should stay within the meeting

● When discussing specific situations, participants should try to generalize their questions as much as possible
  ○ For example, instead of discussing a problem that arose in a compiler class that you took with Professor X at the University of Y, the problem could be described in terms of a project-oriented course that you took the first year in graduate school.
CRA CODE OF CONDUCT

CRA recognizes the inherent worth and dignity of every individual and group to contribute to its mission. CRA embraces and encourages diversity and inclusion.

Unacceptable behavior at CRA activities includes, but is not limited to, discrimination and any form of harassment or retaliation.

Be thoughtful in all your communications. “Having no intent to offend” and “joking” do not make unacceptable behavior acceptable.

Participation in CRA activities is considered a privilege, not a right. CRA reserves the right to:

- Remove individuals from any CRA activity without warning and without reimbursing or refunding meeting participation costs;
- Prohibit individuals from participating in future CRA activities.

Please help to make this a welcoming and safe place for everyone!

CRA staff designated for confidential reporting:

Lauren Lashlee
Email: llashlee@cra.org

Alejandra Guzman
Email: aguzman@cra.org
NETWORK, NAVIGATE, AND ENGAGE!

- Take advantage of this opportunity by engaging with all participants, speakers, sponsors, staff, etc.
- Advocate for your needs, if you require assistance please ask our staff.
- There are a few accessibility tables reserved for persons with disabilities in the front and back of each room.

Most importantly, ENJOY THE WORKSHOP!
POST-WORKSHOP: STAY CONNECTED!

- Connect with participants speakers, sponsors, and staff via email, LinkedIn, etc.
- Consider joining the CRA-WP Facebook and/or LinkedIn Groups
- Sign up for the CRA-WP updates on our website
- Give back and help improve future offerings of this workshop by participating in the evaluation
- Give back by mentoring others and sharing what you’ve learned here
THANK YOU, CRA STAFF!

Lauren Lashlee - Program Associate
Alejandra Guzman - Senior Program Associate
Eniola Idowu - Research Associate
Toyamim Rahman - Program Associate
Helen Wright - Program Manager
Kayley McDonald - Program Assistant
Tracy Camp - Executive Director and CEO

Not on-site this time but equally appreciated:
Janine Myzika - Program Associate
Elora Daniels - Communications Associate
Daniela Cardenas - Senior Program Associate
Curtis Cain - Director of Broadening Participation Initiatives
Erik Russell - Director of Educational Initiatives
COMPUTING RESEARCH ASSOCIATION

Uniting industry, academia, and government to advance computing research and change the world.
WHAT WE DO

Our **mission** is to catalyze computing research by joining with industry, government, and academia.

- **Lead** the computing research community
- **Inform** policymakers and the public
- **Champion** a diverse, welcoming, equitable, and socially responsible computing research community
WHO WE ARE

Our membership spans 250+ institutions across industry, government, and academia.
CRA relies on many volunteers that serve on its committees, as well as its professional staff, to carry out its programs.
Envision and enable the pursuit of computing research that aligns with national and global challenges
Increase diversity in computing research through data, evaluation, and community engagement
Ensure a continuous supply of computing researchers
CRA PROGRAMMATIC COMMITTEES

- CCC: Computing Community Consortium Catalyst
- CRA-E: Computing Research Association Education
- CRA-I: Computing Research Association Industry
- CERP: Computing Research Association Evaluation
- CRA-WP: Computing Research Association Widening Participation
- CRA: Computing Research Association Government Affairs

CRA-WP

Increase the success and participation of populations minoritized in computing research.
CRA PROGRAMMATIC COMMITTEES

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CRA-I
Convene industry on computing research topics of mutual interest
CRA PROGRAMMATIC COMMITTEES

Advocate and analyze policy for the computing research community
WHAT CAN CRA DO FOR YOU?

- Enrichment programs
- Best-in-class events
- Data and insights
- Job advertising and recruiting tools
- Impactful service opportunities
- Awards programs
CRA offers a variety of development opportunities for researchers of all career stages.
ENRICHMENT PROGRAMS

CRA offers a variety of development opportunities for researchers of all career stages

- **Undergrad**
- **Graduate**
- **Junior Researcher**
- **Mid-Career/Senior Researcher**
- **Leadership**

**UR2PhD**
Engages more women in CS PhD programs through a virtual, nationally-managed approach

**Conquer**
Resources for faculty and undergrads interested in research, grad school, and CS research careers

**Outstanding Undergrad Researcher Award**
Recognizes outstanding research potential in any area of computing research

**DREU**
Matches students with a faculty mentor for a summer research experience at the faculty mentor’s home institution

- **Deadline: Mid Oct**
- **Deadline: Mar 1**
ENRICHMENT PROGRAMS

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- **Leadership**

**Grad Cohorts**
IDEALS and Women Cohorts widen the participation, access, opportunities, and experience of diverse computing research students

**UR2PhD Mentor Training Program**
Training on how to effectively mentor undergrads working on computing research projects in a culturally-responsive manner

**CRA-E Graduate Fellows**
Opportunities to get involved in CRA-E activities to gain leadership experience

**CRA PhD Database**
Upload your resume/CV, research, and teaching statements for recruiters to access

**Taulbee Faculty Salary Data**
Benchmark against our salary and demographic data for various computing faculty groups in North America

**Deadline:** Nov 30

**Deadline:** Feb 10
ENRICHMENT PROGRAMS

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- **Undergrad**
- **Graduate**
- **Junior Researcher**
- **Mid-Career/Senior Researcher**
- **Leadership**

**CRA Career Mentoring Workshop**
- Provides career advice and mentoring activities for junior researchers in computing.
- **Deadline: Early Dec**

**Teaching Faculty PD and Careers Workshops**
- Informs grad students and post-docs about academic teaching career options and professional development workshops for teaching track faculty.
- **Deadline: Mid-Sept**

**Early Career Mentoring Workshops**
- Provide insight into building collaborations, negotiating, effective teaching, and how to set yourself up for success.
- **Deadline: Mid-Sept**

**Virtual Roundtables**
- Opportunities to convene and connect on topics of interest to computing research industry partners.
ENRICHMENT PROGRAMS

CRA offers a variety of development opportunities for researchers of all career stages

**Mid-Career Mentoring Workshops**
- Learn skills on how to prepare for a more senior position, be an effective leader, build collaborations, and start new research initiatives

**Join CRA-I**
- Nominate yourself or a colleague to work to increase interaction between industry partners and other organizations involved in computing research

**Visioning Workshops**
- Articulate new research visions, galvanize community interest in those visions, and mobilize support for those visions

**Congressional Visit Day**
- Receive training and meet with members of Congress to help make the case for federal support of computing research

**Deadline: Mid-Sept**
CRA offers a variety of development opportunities for researchers of all career stages.

- **CRA Leadership Academy for Faculty**: One-day in-person workshop and follow-up virtual meetings to inform and cultivate future leaders in computing research.
- **CRA New Chairs Workshop**: Hear from experienced chairs and deans, discuss possible solutions to problem scenarios, and interact with fellow chairs. **Timeline: July**
- **Leadership in Science Policy Institute**: Nominate a member of your department to attend the LiSPI workshop to learn how federal computing research policy is made.
- **Join CCC**: Nominate yourself or a colleague to work to catalyze the computing research community and enable the pursuit of innovative, high-impact research.
- **CRA Board**: Nominate yourself or a colleague for the CRA Board election slate. **Deadline: Fall**
ENRICHMENT PROGRAMS

CRA offers a variety of development opportunities for researchers of all career stages

Industry ➔ Graduate ➔ Junior Researcher ➔ Mid-Career/Senior Researcher ➔ Leadership

CSGrad4US Fellowship Program

The CSGrad4US Mentoring Program supports and mentors recipients of the NSF CSGrad4US Graduate Fellowship returning to graduate school for a PhD in computing

https://cra.org/csgrad4us/
DATA AND INSIGHTS

CRA Taulbee Survey

- The principal source of information on the enrollment, production, and employment of PhDs in several computing fields
- Survey report published annually in May
- Salary information shared in January for those who complete the survey

BPCnet.org

- A clearinghouse for the community to learn about and engage with content related to broadening participation in computing (BPC)

The Data Buddies Project

- Collects data to provide useful insights into student attrition and retention, matriculation into graduate school and research careers, and broadening participation

Evaluation Services

- Evaluate your intervention programs, including BPC related programs, REU sites and supplements
Did you know?

CRA Job Announcements

- Post an ad for your open roles for computing faculty and/or computing researchers
- More than 800 positions posted by nearly 400 universities and companies in 2022

CRA PhD Database

- Candidates can upload resumes, research and teaching statements, job objectives, videos, etc.
- Recruiting officers with access can search and contact candidates

CRA Member Discount

cra.org/ads
cra.org/cv-database
IMPACTFUL SERVICE OPPORTUNITIES

Help build consensus around a united vision of inclusive undergraduate computing education

- AccessComputing
- CAHSI
- CIC
- CRA-WP
- ECEP
- IAAMCS
- LEAP
- NCWIT
- STARS
AWARDS PROGRAMS

A. Nico Haberman Award
   Distinguished Service Award
   Outstanding Undergraduate Researcher Award
   Service to CRA Award

CRA-E
   Undergraduate Research Faculty Mentoring Award

CRA-WP Anita Borg Early Career Award
CRA-WP Skip Ellis Early Career Award
Subscribe to CRA’s Blog
Become a fan of CRA’s Facebook page
Follow CRA on Instagram @computingresearch
Subscribe to CRA’s YouTube Channel
Join the CRA LinkedIn Group
Join a specific CRA Committee’s Blog

CRA Download
THANK YOU, CRA STAFF!

Lauren Lashlee - Program Associate
Alejandra Guzman - Senior Program Associate
Daniela Cardenas - Senior Program Associate
Eniola Idowu - Research Associate
Toyamim Rahman - Program Associate
Helen Wright - Program Manager
Kayley McDonald - Program Assistant
Tracy Camp - Executive Director and CEO

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- Give back by mentoring others and sharing what you have learned here
**ANOTHER WORKSHOP OF INTEREST**

- **CRA Early Career Mentoring Workshops**
  - February 20-21, 2024 (Teaching)
  - February 22-23, 2024 (Research - two tracks)
    - Academic (CRA's traditional CMW)
    - Industry/Labs (new track)
  - Opportunity to meet NSF program directors
  - **Application due date: Dec 11th**

CRA-WP EARLY CAREER AWARDS

● Anita Borg Early Career Award (BECA)
  ○ Given to a woman in computer science and/or engineering who has made significant research contributions in computer science and/or engineering and has also contributed to the profession, especially in outreach to women.

● Skip Ellis Early Career Award (SEECA)
  ○ Given to a person who identifies as a member of a group underrepresented in computing (African-American, Latinx, Native American/First Peoples, and/or People with Disabilities), who has made significant research contributions in computer science and/or engineering and has also contributed to the profession, especially in outreach to underrepresented populations

  ○ Nominations process will open on November 15

CRA (LATER CAREER) AWARDS

● CRA Distinguished Service Award
  ○ CRA makes this award, usually annually, to a person or organization that has made an outstanding service contribution to the computing research community.

● CRA A. Nico Habermann Award
  ○ CRA makes this award, usually annually, to a person who has made outstanding contributions aimed at increasing the numbers and/or successes of groups who have been minoritized in the computing research community.

  ○ Nominations due January 26

https://cra.org/about/awards/
Thank You for Attending!

Friendly Reminder:
What is said at CRA-WP CMW ...
... stays at CRA-WP CMW