



**CRA-W**

Computing Research Association  
Women

# CRA-W

## CAREER MENTORING WORKSHOP



**WASHINGTON, DC**

NOVEMBER 19-20, 2016 • THE WILLARD INTERCONTINENTAL

[www.cra-w.org](http://www.cra-w.org)  
@CRAWomen

# Welcome ...

to the CRA-W Early & Mid Career Mentoring Workshops

The purpose of the workshops is to provide you with support to further develop your career. Our aim is to increase the number of women who advance to the top of career tracks in education, research and industry/government laboratories.

Women often find themselves a minority in their own departments or research unit, having few female colleagues and role models, and concerned about their potential for success. Our aim is to provide critical mentoring information and advice on a wide range of topics for researchers, pre-tenure faculty and graduate students in Computer Science and Engineering.

We have prepared programs to address many facets of career development. Some are plenary sessions, and some are parallel sessions designated by track -- education (E), academic research (R) or laboratory (L) (either industry or government). For the parallel sessions, please feel free to attend the session for your workshop (either Early or Mid) in the track that appears to be most useful to you - regardless of the label. We have also built in several one-on-one mentoring sessions and meals for you to get small group mentoring.

The speakers for our workshops are an exceptional group of senior women who are here to help you. Please take every opportunity to meet other participants and the speakers, and build your own professional network.

These workshops would not be possible without the funding and support from the National Science Foundation and the Computing Research Association (CRA), as well as support from a private foundation. We would especially like to thank Erik Russell, Melissa Borts, Sandra Corbett, and Sabrina Jacob from CRA who helped with the organization and the logistics of the workshops.

We hope these workshops provide you with both ideas and contacts for your future professional development. We look forward to interacting with you throughout the workshop.

**Deb Agarwal**  
*Co-Director*



**Susan Rodger**  
*Co-Director*



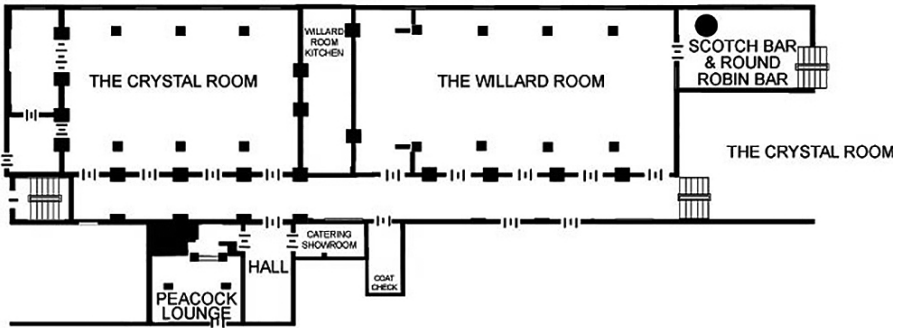
**Holly Rushmeier**  
*Co-Director*



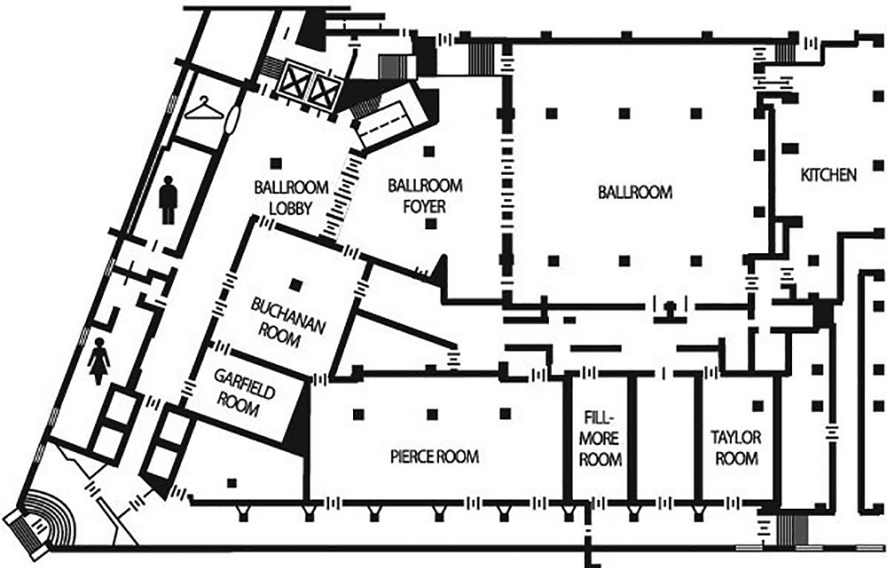
# The Willard Intercontinental

1401 Pennsylvania Avenue, Washington, DC 20004

## Lobby (First) Level



## Lower Level



# CRA-W

## CAREER MENTORING WORKSHOP



NOVEMBER 19-20, 2016 • WASHINGTON, DC

# Agenda

## SATURDAY, NOVEMBER 19

**7:00 AM - 8:00 AM**      **Breakfast** - *Crystal Room*

**6:00 AM - 2:00 PM**      **Registration** - *Ballroom Foyer*

**8:00 AM - 8:30 AM**      **Welcome** - *Ballroom*

**8:30 AM - 9:00 AM**      **Mentoring 101** - *Ballroom*

**Speaker:** Jodi Tims

We will explore how to find a mentor and how to be a good mentor. We will discuss building mentor relationships, challenges and barriers in mentoring others.

**9:00 AM - 10:30 AM**

**Research as a Career (Early L)** - *Buchanan Room*

**Panelists:** Kerstin Kleese van Dam + Isabelle Moulinier

Describes research paths in industry, and government labs. Explores the differences and highlights the challenges, opportunities, and rewards. Contrasts career paths of successful individuals.

**Research as a Career (Early R)** - *Ballroom*

**Panelists:** Sandhya Dwarkadas + & Holly Rushmeier

Describes research paths in academia. Explores the differences and highlights the challenges, opportunities, and rewards. Contrasts career paths of successful individuals.

**Promotion to Next Level (Mid E)** - *Garfield Room*

**Panelists:** Ellen Walker + Ingrid Russell + Lynn Andrea Stein

This parallel session will focus on strategies for the Mid - Education attendee to attain for the next level of advancement. The discussion will provide advice regarding activities that help and hurt your chances of advancing. It will help you to think about how to prioritize your time how to improve your case for advancement to the next level.



**Promotion to Next Level (Mid R)** - *Pierce Room***Panelists:** Margaret Martonosi + Ayanna Howard

This parallel session will focus on strategies for the Mid - Research attendee to attain for the next level of advancement. The discussion will provide advice regarding activities that help and hurt your chances of advancing. It will help you to think about how to prioritize your time how to improve your case for advancement to the next level.

**Promotion to Next Level (Mid L)** - *Taylor Room***Panelists:** Kathryn McKinley + Deb Agarwal

This parallel session will focus on strategies for the Mid - Lab and Industry attendee to attain for the next level of advancement. The discussion will provide advice regarding activities that help and hurt your chances of advancing. It will help you to think about how to prioritize your time how to improve your case for advancement to the next level.

**10:30 AM - 11:00 AM****Break** - *Ballroom Foyer***11:00 AM - 12:00 PM****Mentoring I-I (Early L)** - *Pierce Room***Effective Teaching/Class Management (Early R)** - *Ballroom***Panelists:** Dianne O'Leary + Sue Fitzgerald

How to plan, manage, run and assess a course; dealing effectively with large enrollments; managing your TAs (managing down). What to do about low teaching evaluations? Online teaching; effective use of technology in the classroom.

**Managing Down/Up (Mid E & R)** - *Buchanan Room***Panelists:** Sandhya Dwarkadas + Ellen Walker

All of us are managers and have managers. This session will discuss strategies for managing in an academic environment. It will cover managing student researchers/classes/TAs/ administrative positions/support personnel. It will also cover strategies for managing up in interactions with chairs, deans, etc.

**Mentoring I-I (Mid L)** - *Pierce Room***12:00 PM - 1:00 PM****Lunch** - *Crystal Room***1:00 PM - 2:30 PM****Growing Research/Surviving First 2 Years (Early L)**- *Buchanan Room***Panelists:** AJ Brush + Christine Morin

Understanding and meeting expectations. How to build collaborations and collaborators. Working on other people's projects and how to think about it in terms of your career. Grow your research program through funding, collaboration, and networking. Guidance to funding and how to find out about opportunities.



**Tenure Process (Early R)** - *Pierce Room***Panelists:** Dianne O'Leary + Holly Rushmeier

Research, teaching, service, expectations of department, annual reviews, letter writers, and the process. Understanding the local culture. How networking and strategic collaborations can enhance impact and strengthen your case. What to do when things don't go as planned.

**Being an Effective Leader (Mid E, R, & L)** - *Ballroom***Panelists:** Marie desJardins + Renee McCauley + Deb Agarwal

What is leadership? What does it take to become a leader? Why is it important to be seen as a leader? This panel will cover strategies for building and being recognized for your leadership skills. It will also cover strategies for building a long-term leadership role in your organization such as building consensus and recognition of others.

**2:30 PM - 2:45 PM****Break** - *Ballroom Foyer***2:45 PM - 3:30 PM****Keynote** - *Ballroom***Speaker:** Fran Berman**3:30 PM - 3:45 PM****Break** - *Ballroom Foyer***3:45 PM - 5:00 PM****Ensuring Your Visibility** - *Ballroom***Panelists:** Ayanna Howard + Ingrid Russell + Amanda Stent

Much of the visibility and recognition within your organization and your professional community as well as how you and your accomplishments are seen is controlled by you. This session will highlight different approaches, their advantages and disadvantages, and how to decide what is right for your goals and personality.

**5:00 PM - 6:00 PM****Reception** - *Peacock Lounge***6:00 PM - 8:00 PM****Dinner** - *Crystal Room***SUNDAY, NOVEMBER 20****7:00 AM - 8:00 AM****Breakfast** - *Crystal Room***6:00 AM - 2:00 PM****Registration** - *Ballroom Foyer***8:00 AM - 9:30 AM****Learning How to Lead (Early L & R)** - *Ballroom***Panelists:** Marie desJardins + Ming Lin + Amanda Stent

Nearly all research organizations have a career path that lets researchers rise to the top ranks while remaining in a technical



position. What does it take to become a leader? How does an organization recognize and reward leadership? Panelists will share their secrets and insights of becoming leaders at insitution, industry and national labs.

### **Mentoring 1-1 (Mid E & R)** - *Pierce Room*

### **Managing Down/Up (Mid L)** - *Buchanan Room*

**Panelist:** AJ Brush

This session will discuss strategies for managing in an industry or national laboratory environment. It will cover managing Project Members/Researchers/Group Lead/ Committees/etc. It will also cover strategies for managing upward in interactions with Department Heads, Division Leads, VPs, etc.

**9:30 AM - 10:30 AM**

### **Networking and Finding Advocates (Early R & L)** - *Pierce Room*

**Panelists:** Lori Pollock + Christine Morin

This session will highlight several practical methods of making professional connections and using them wisely. Expanding your network outside and within your organization will provide benefits throughout your career. Your network provides recommendations for promotion, speaker invitations, recommendations for awards, collaborators for proposals, advice, and mentors. This panel will provide advice and methodology suggestions for building your network.

### **Leading Initiatives, Building New Programs (Mid E, R, & L)** - *Ballroom*

**Panelists:** Kathryn McKinley + Ming Lin + Lynn Andrea Stein

This panel will address how to help your organization make a change either due to your own interests or because your management asked you to lead a change. Identifying and pursuing change can provide a feather in your cap but it can just as easily go wrong. This panel will present strategies for building support for a change and eliminating resistance. A major part of successfully leading change is negotiating up-front for the support you need to be successful. This panel will also cover negotiating strategies to obtain needed support and resources (who, when, where, and how much to ask for).

**10:30 AM - 11:00 AM**

### **Break** - *Ballroom Foyer*

**11:00 AM - 12:00 PM**

### **Resume Review (Early L)** - *Pierce Room*

### **Managing Down/Up Academic (Early R)** - *Buchanan Room*

**Panelists:** Marie desJardins + Holly Rushmeier

All of us are managers and have managers. This session will discuss strategies for managing in an academic environment. It will cover managing student researchers/classes/TAs/administrative positions/support personnel. It will also cover strategies for managing up in interactions with chairs, deans, etc.



**Effective Teach/Class Management (Mid E & R)** - *Ballroom*

**Panelists:** Lori Pollock + Sue Fitzgerald

How to plan, manage, run and assess a course; dealing effectively with large enrollments; managing your TAs (managing down). What to do about low teaching evaluations? Online teaching; effective use of technology in the classroom.

**Resume Review (Mid L)** - *Pierce Room***12:00 PM - 1:00 PM****Lunch** - *Crystal Room***1:00 PM - 2:00 PM****Mentoring 1-1 (Early L)** - *Pierce Room***Resume Review (Early R)** - *Pierce Room***Academic Negotiation (Mid E & R)** - *Ballroom*

**Panelists:** Margaret Martonosi + Valerie Barr

Once you have your faculty position, how can you ensure that you have all you need - students to work with, professional development, travel support, etc.? Negotiating your salary, committee assignments, teaching assignments and teaching load in academia; negotiations needed in collaborations and other on the job activities. Saying yes to things that matter. Learning how to get what you need through win-win negotiations.

**Mentoring 1-1 (Mid L)** - *Pierce Room***2:00 PM - 3:30 PM****Lab/Industry Negotiation (Early L)** - *Ballroom*

**Panelists:** Kerstin Kleese van Dam + Isabelle Moulinier

Negotiating your salary; negotiations needed in collaborations and other on the job activities. Saying yes to things that matter. Learning how to get what you need through win-win negotiations.

**Mentoring 1-1 (Early R)** - *Pierce Room***Resume Review (Mid E & R)** - *Pierce Room***Lab/Industry Negotiation (Mid L)** - *Ballroom*

**Panelists:** Kerstin Kleese van Dam + Isabelle Moulinier

Negotiating your salary; negotiations needed in collaborations and other on the job activities. Saying yes to things that matter. Learning how to get what you need through win-win negotiations.





# Speakers



## Deb Agarwal

*Lawrence Berkeley National Lab*

Dr. Deborah Agarwal is a Senior Scientist and the Data Science and Technology Department (<http://dst.lbl.gov>), Head at Lawrence Berkeley National Laboratory (LBNL) and a Senior Fellow with the Berkeley Institute for Data Science at University of California, Berkeley. Dr. Agarwal's current research focuses on developing computational tools to enable scientists to more effectively organize and use their data to understand and mitigate climate change. She has worked on projects involving watershed understanding, tropical forests, soil carbon, carbon capture, cosmology, particle accelerators, and satellite data. Dr. Agarwal earned her BS in Mechanical Engineering from Purdue University. Her MS and PhD are from University of California, Santa Barbara in Computer Engineering. Dr. Agarwal's career has taken her around the world including spending time consulting at the United Nations in Vienna, travel to India, travel to Japan and Taiwan, and a year working in Rennes, France on sabbatical at Inria as an Inria International Chair. Dr. Agarwal is committed to increasing diversity of computing and is involved in organizing mentoring programs to help underrepresented groups succeed. Her hobbies include night photography, sailboat racing, kayaking, swimming, crossword puzzles, and gardening.



## Valerie Barr

*Union College*

Valerie Barr is a Professor in the Computer Science department at Union College, Schenectady, NY. She received her undergraduate degree in Applied Mathematics from Mount Holyoke College, her M.S. in Computer Science from New York University, and her Ph.D. in Computer Science from Rutgers University. Between receiving her Masters and Ph.D., Valerie worked in industry on applications such as automated blood analyzers, automated storage and retrieval machines, and banking back office operations. One area of Valerie's research is software testing, focused on the development of verification and validation methods for natural language processing systems. Recent research has also involved a number of "big data" projects with colleagues in departments as disparate as English, Economics, and Political Science. Valerie is also involved in curriculum development, chiefly through the creation of interdisciplinary programs between CS and the humanities, sciences, and social sciences, with a goal of changing the demographics of and increasing enrollments in computer science. She has been the recipient of NSF POWRE and CPATH awards. Valerie is currently chair of ACM-W, the Association for Computing Machinery Council on Women in Computing.





## Fran Berman

*Rensselaer Polytechnic Institute*

Dr. Francine Berman is the Hamilton Distinguished Professor in Computer Science at Rensselaer Polytechnic Institute (RPI). She was previously the High Performance Computing Endowed Chair at UC San Diego and Vice President for Research at RPI. Berman is a Fellow of ACM, IEEE and AAAS. In 2009, Berman was the inaugural recipient of the ACM/IEEE-CS Ken Kennedy Award for “influential leadership in the design, development, and deployment of national-scale cyberinfrastructure.” In 2015, she was nominated by President Obama and confirmed by the U.S. Senate to become a member of the National Council on the Humanities. Berman is U.S. lead of the Research Data Alliance (RDA), a community-driven international organization created to accelerate research data sharing and data-driven discovery world-wide. She is also Co-Chair of RDA’s international leadership Council. In addition, Berman currently serves as Chair of the Anita Borg Institute Board of Trustees, as co-Chair of the NSF CISE Advisory Committee, as a member of the Board of Trustees of the Sloan Foundation, and on the NEH Council. Berman previously served as Director of the San Diego Supercomputer Center where she led a staff of 250+ interdisciplinary scientists, engineers, and technologists. She also directed the National Partnership for Advanced Computational Infrastructure, a consortium of 41 institutions with the goal of building national research infrastructure. Other previous leadership positions include co-Chair of the NAS Board on Research Data and Information, co-Chair of the US-UK Blue Ribbon Task Force for Sustainable Digital Preservation and Access, and Chair of the Information, Computing and Communication Section of the AAAS. For her accomplishments, leadership, and vision, Berman was recognized by the Library of Congress as a “Digital Preservation Pioneer”, as one of the top women in technology by BusinessWeek and Newsweek, and as one of the top technologists by IEEE Spectrum.



## AJ Brush

*Microsoft*

A.J. Bernheim Brush’s research area is Human-Computer Interaction with a focus on Ubiquitous Computing and Computer Supported Collaboration (CSCW). Currently embedded in a Microsoft product group since January 2016, she spent the previous 11 years in Microsoft Research. A.J. is most well known for her research on technologies for families and her expertise conducting field studies of technology. She co-lead MSR’s Lab of Things project, a flexible open-sourced platform for experimental research that uses connected devices in homes and beyond. She has built and deployed numerous sensing systems into homes. She is a Senior Member of the ACM and was honored to receive a Borg Early Career Award in 2010. Her research has received 2 best paper awards and several best paper nominations. A.J. was co-general chair of UbiComp 2014, serves on the UbiComp Steering Committee and is co-chair of CRA-W. A.J. also serves regularly on Program Committees for many conferences including UbiComp, Pervasive, CHI, and CSCW.





## Marie desJardins

*University of Maryland, Baltimore County*

Dr. Marie desJardins is the Associate Dean for Academic Affairs in the College of Engineering and Information Technology (COEIT) at the University of Maryland, Baltimore County (UMBC). She is also a Professor in UMBC's Department of Computer Science and Electrical Engineering, where she has been a member of the faculty since 2001. She is an American Council of Education Fellow, a UMBC Presidential Teaching Professor, an inaugural Hrabowski Academic Innovation Fellow, an ACM Distinguished Member, and a AAAI Senior Member. Dr. desJardins received her Ph.D. in 1992 from the University of California, Berkeley. Her research is in artificial intelligence, focusing on machine learning, multi-agent systems, planning, and interactive AI techniques. Dr. desJardins was the Program Cochair for AAAI-13, AAAI Liaison to CRA's Board of Directors, Vice-Chair of ACM's SIGART, and a AAAI Councillor. She is highly visible in the state-level and national computing education community. She leads the NSF-funded "CS Matters in Maryland" project to develop curriculum and teacher training for the new AP CS Principles course, serves as lead PI for the Maryland team on the Expanding Computing Education Alliance, and chairs the Maryland Computing Education Steering Committee. Dr. desJardins is active in teaching, mentoring, and advising students. She received the 2014 NCWIT Undergraduate Research Mentoring Award and the 2016 CRA Undergraduate Research Faculty Mentoring Award. She was named one of UMBC's ten "Professors Not to Miss" in 2011, and is regularly sought out to give invited talks to student groups. She has been involved with the AAAI/SIGART Doctoral Consortium as chair, co-chair, mentor, and/or reviewer annually since 2000. She has advised three postdoctoral researchers, 13 Ph.D. students (11 to completion), 27 M.S. students (24 to completion), over 70 undergraduate researchers, and four high school student interns.



## Sandhya Dwarkadas

*University of Rochester*

Sandhya Dwarkadas is the Albert Arendt Hopeman Professor of Engineering and Professor and Chair of Computer Science at the University of Rochester, with a secondary appointment in Electrical and Computer Engineering. She received her Bachelor's from the Indian Institute of Technology, Madras, India, and her M.S. and Ph.D. from Rice University. Dwarkadas's current research addresses the challenge of leveraging the computational power of today's processors by developing novel techniques for efficient data sharing at both hardware and software levels. She also continues to stay involved in parallel applications development, particularly in the biomedical domain. In addition to numerous publications that cross areas in systems, she is a coinventor on 12 granted U.S. patents. She served as program chair for ASPLOS 2015, and is currently a board member for the Computer Research Association's Committee on the Status of Women in Computing Research, and for CACM Research Highlights and IEEE Micro.





## Sue Fitzgerald

*Metropolitan State University*

Dr. Sue Fitzgerald, Interim Dean of the College of Sciences, is a longtime member of the Metropolitan State University community. Sue served two terms as chair of the Department of Information and Computer Sciences from 1996 to 2002. She was promoted from associate professor to professor in 2004. Dr. Fitzgerald revitalized Metropolitan State's Center for Faculty Development while performing as its director from 2013 to 2016. Dr. Fitzgerald's accomplishments include a two-year appointment as a program director for the National Science Foundation where she made funding recommendations on grant proposals relating to science education at the undergraduate level. She was the recipient of a Fulbright Scholarship at Barbados Community College (2002-2003) where she analyzed the curriculum, trained faculty and staff, and taught courses. Dr. Fitzgerald has a long history of engagement with regional, national and international professional societies and conferences. She serves as Secretary of the Board for the Association for Computing Machinery's Special Interest Group in Computer Science Education (ACM/SIGCSE) and served as co-chair of the ACM/SIGCSE Technical Symposium Conference in 2009. Dr. Fitzgerald's research interest is computer science education. She has taught a broad variety of computer science topics including computer security, algorithms and data structures, web application development, and organization and architecture. Dr. Fitzgerald earned her BS in Computer Science (1977) and her MS in Computer Engineering (1984) from Iowa State University. She completed her doctoral work in Computer Science and Telecommunications at the University of Missouri-Kansas City in 1996. She is a Certified Information Systems Security Professional (CISSP).



## Ayanna Howard

*Georgia Institute of Technology*

Ayanna Howard, Ph.D. is Professor and Linda J. and Mark C. Smith Endowed Chair in Bioengineering in the School of Electrical and Computer Engineering at the Georgia Institute of Technology. She also holds the position of Associate Chair for Faculty Development in ECE. She received her B.S. in Engineering from Brown University, her M.S.E.E. from the University of Southern California, and her Ph.D. in Electrical Engineering from the University of Southern California. Her area of research is centered around the concept of humanized intelligence, the process of embedding human cognitive capability into the control path of autonomous systems. This work, which addresses issues of autonomous control as well as aspects of interaction with humans and the surrounding environment, has resulted in over 200 peer-reviewed publications in a number of projects – from scientific rover navigation in glacier environments to assistive robots for the home. To date, her unique accomplishments have been highlighted through a number of awards and articles, including highlights in USA Today, Upscale, and TIME Magazine, as well as being named a MIT Technology Review top young innovator and recognized as one of the 23 most powerful women engineers in the world by Business Insider. In 2013, she also founded Zyrobotics, which is currently licensing technology derived from her research and has released their first suite of therapy and educational products for children with differing needs. From 1993-2005, Dr. Howard was at NASA's Jet Propulsion Laboratory, California Institute of Technology. She has also served a term as the Associate Director of Research for the Georgia Tech Institute for Robotics and Intelligent Machines and a term as Chair of the multidisciplinary Robotics Ph.D. program at Georgia Tech.





## Kerstin Kleese van Dam

*Brookhaven National Lab*

Kerstin Kleese van Dam has lead and participated in a wide range of extreme scale, multidisciplinary data management and analysis projects, working at various national laboratories in Germany, the UK and the US. In her current role she is building the new Computational Science Initiative at Brookhaven National Laboratory, which integrates and expands computer science, applied mathematics and computational science research, support and services to deliver accelerated data driven discovery capabilities.



## Ming Lin

*University of North Carolina*

Ming C. Lin is currently John R. & Louise S. Parker Distinguished Professor of Computer Science at the University of North Carolina (UNC), Chapel Hill. She was also an honorary Chair Professor (Yangtze Scholar) at Tsinghua University in China from 2013-2015. She obtained her B.S., M.S., and Ph.D. in Electrical Engineering and Computer Science from the University of California, Berkeley. She received several honors and awards, including the NSF Young Faculty Career Award in 1995, Honda Research Initiation Award in 1997, UNC/IBM Junior Faculty Development Award in 1999, UNC Hettleman Award for Scholarly Achievements in 2003, Beverly W. Long Distinguished Professorship 2007-2010, Carolina Women's Center Faculty Scholar in 2008, UNC WOWS Scholar 2009-2011, IEEE VGTC Virtual Reality Technical Achievement Award in 2010, and several best paper awards at International conferences. She is a Fellow of ACM and IEEE. Her research interests include physically-based modeling, virtual environments, sound rendering, haptics, robotics, and geometric computing. She has (co-)authored more than 250 refereed publications in these areas and co-edited/authored four books. She has served on hundreds of program committees of leading conferences and co-chaired dozens of international conferences and workshops. She is currently a member of IEEE Computer Society (CS) Board of Governors, a member of Computing Research Association-Women (CRA-W) Board of Directors, the Chair of 2015 IEEE CS Transactions Operations Committee and a member of 2015 Executive Committee of IEEE CS Publications Board. She is a former Editor-in-Chief of IEEE Transactions on Visualization and Computer Graphics (2011-2014) and a member of several editorial boards. She also has served on several steering committees and advisory boards of international conferences, as well as government and industrial technical advisory committees.





## Margaret Martonosi

*Princeton University*

Margaret Martonosi is the Hugh Trumbull Adams '35 Professor of Computer Science at Princeton University, where she has been on the faculty since 1994. From August 2015-2016, she served as a Jefferson Science Fellow doing international aspects of technology policy within the U. S. Department of State. Martonosi's technical research focuses on computer architecture and mobile computing, particularly power-efficient systems. Past projects include the Wattch power modeling tool used by thousands of engineers worldwide, and the ZebraNet mobile sensor network, which was deployed for wildlife tracking in Kenya. Martonosi holds affiliated appointments in Princeton's Electrical Engineering Department, its Center for Information Technology Policy, its Environmental Institute, and its Andlinger Center for Energy and the Environment. From 2005-2007, she served as Associate Dean for Academic Affairs for the School of Engineering and Applied Science. From 2016-2022, she holds (in addition to her primary position at Princeton) a visiting position as Andrew Dickson White Visiting Professor-At-Large at Cornell University. Martonosi is a Fellow of both IEEE and ACM. Her major awards include Princeton University's 2010 Graduate Mentoring Award, the Anita Borg Institute's 2013 Technical Leadership Award, NCWIT's 2013 Undergraduate Research Mentoring Award, the 2015 Marie Pistilli Women in EDA Achievement Award, and ISCA's 2015 Long-Term Influential Paper Award. Martonosi is an inventor on seven granted US patents, and has co-authored two technical reference books on power-aware computer architecture. She serves on the Board of Directors of the Computing Research Association (CRA).



## Renée McCauley

*College of Charleston*

Renée McCauley is a Professor of Computer Science at the College of Charleston, South Carolina, USA. She earned her Ph.D. in Computer Science from the University of Louisiana, Lafayette, in 1992. Her career has been a balance of teaching, research and service. Her current research is in the area of computer science education, and her primary focus is on how novice programmers learn and understand programming concepts. She has served in various leadership capacities on international boards, currently serving as Vice Chair of Operations for the ACM SIG Governing Board.



## Kathryn McKinley

*Microsoft Research*

Kathryn S. McKinley is a Principal Researcher at Microsoft. She was previously an Endowed Professor of Computer Science at The University of Texas at Austin. She is interested in creating systems (programming languages, compilers, runtimes, and architectures) that make programming easy and the resulting programs correct and efficient. She has graduated 22 PhD students. Her research awards include the ACM SIGPLAN Programming Languages Software Award and best & test of time awards from ASPLOS, OOPSLA, ICS, SIGMETRICS, IEEE Top Picks, SIGPLAN Research Highlights, and CACM Research Highlights. She served as program chair for ASPLOS, PACT, PLDI, ISMM, and CGO, co-chair of CRA-W, and on the CRA Board. Dr. McKinley was honored to testify to the House Science Committee (Feb. 14, 2013). She and her husband have three sons. She is an IEEE and ACM Fellow.





## Christine Morin

*French Institute for Research in Computer Science and Automation (Inria)*

Christine Morin is a senior researcher at Inria. She leads the Myriads team working on the design and implementation of autonomous distributed systems at IRISA/Inria Rennes Bretagne Atlantique. She is also an affiliate at the Lawrence Berkeley National Laboratory where she spent two years in the Data Science and Technology department in 2011-2013. Her current research interests are in distributed systems, autonomic computing, green computing and cloud computing. In 2006, she co-founded the Kerlabs spin-off developing Kerrighed Linux-based single system image operating system resulting from her research activities on cluster computing. She coordinated the FP6 XtremOS on Grid computing (2006-2010) and FP7 Contrail on cloud computing (2010-2014) European integrated projects. She has been involved in several national, European and international collaborations and has advised 20 PhD students. She received her engineering degree in Computer Science from the Institut National des Sciences Appliquées (INSA), of Rennes (France), in 1987 and Master and PhD degrees in Computer Science from the University of Rennes 1 in 1987 and 1990, respectively. In 1998, she got her "Habilitation à Diriger des Recherches" in Computer Science from the University of Rennes 1.



## Isabelle Moulinier

*Thomson Reuters*

Isabelle Moulinier is a Director of Strategic Product Management at Thomson Reuters. She focuses on innovation and the impact of groundbreaking research for Thomson Reuters products. Previously, as Director of Research, Isabelle lead a team of scientists developing information retrieval, natural language processing and machine learning capabilities, transferring research into products such as Westlaw. She champions mentoring early career scientists and engineers at Thomson Reuters and is actively involved in diversity and STEM events locally. Isabelle is the co-author of a book "Natural Language Processing for Online Applications", and has 10 US patents and pending patents in the area of search and classification. She serves regularly on program committees for conferences including Grace Hopper Celebration, CIKM, SIGIR, and WWW. Isabelle earned a PhD in Artificial Intelligence from University Pierre and Marie Curie, Paris, France in 1996, with a sponsorship from IBM Research Paris.





## Dianne O'Leary

*University of Maryland*

Dianne Prost O'Leary is a Distinguished University Professor, emerita, at the University of Maryland, who held appointments in the university's Computer Science Department, Institute for Advanced Computer Studies (UMIACS), and Applied Mathematics & Statistics and Scientific Computing Program. She earned a B.S. from Purdue University and a Ph.D from Stanford University. Her research is in computational linear algebra and optimization, with applications including solution of ill-posed problems, image deblurring, information retrieval, and quantum computing. She has authored over 100 research publications on numerical analysis and computational science and 30 publications on education and mentoring. She has served on the editorial boards of many journals, including two terms as editor-in-chief of SIAM Journal on Matrix Analysis and Applications. She is a member of AWM and a Fellow of SIAM and ACM. She was awarded a Doctor of Mathematics degree, honoris causa, from the University of Waterloo in 2005 and was chosen to be the 2008 AWM-SIAM Sonia Kovalevsky Lecturer. Further information about her work can be found at <http://www.cs.umd.edu/users/oleary>.



## Lori Pollock

*University of Delaware*

Dr. Lori Pollock is Alumni Distinguished Professor in Computer and Information Sciences at the University of Delaware and ACM Distinguished Scientist. Her research focuses on software artifact analyses for easing software maintenance, testing, and developing energy-efficient software, code optimization, and computer science education. She leads a team to integrate CS into K-12 through teacher professional development in the CS10K national efforts. She was awarded the ACM SIGSOFT Influential Educator award 2016 and University of Delaware's Excellence in Teaching Award, E.A. Trabant Award for Women's Equity in 2004. She serves on the Executive Board of the Computing Research of Women in Computing (CRA-W), which was honored with the National Science Board's 2005 Public Service Award to an organization for increasing the public understanding of science or engineering.



## Susan Rodger

*Duke University*

Susan Rodger is a Professor of the Practice in the Department of Computer Science at Duke University. Over twenty years ago, she was a faculty member in the Computer Science Department at Rensselaer Polytechnic Institute. She received her PhD in Computer Science from Purdue University, and her B.S. in Computer Science and Mathematics from North Carolina State University. Her research is in visualization, algorithm animation, and computer science education. She has developed JFLAP, software for experimenting with formal languages and automata. JFLAP was recognized as one of two finalist candidates in the NEEDS Premier Award for Excellence in Engineering Education Courseware in 2007. Rodger leads the Adventures in Alice Programming project and has taught computing to over 300 K-12 teachers. Rodger has supervised over eighty undergraduate students in research projects. Rodger is a member of the SIGCSE Board as immediate past chair, and is a member of the CRA-W Board and the ACM Education Policy Committee. She is an ACM Distinguished Educator and a recipient of the ACM 2013 Karl V. Karlstrom Outstanding Educator Award.







## Holly Rushmeier

*Yale*

Holly Rushmeier is a professor and of Computer Science at Yale University. She received the BS (1977), MS(1986), and PhD (1988) in Mechanical Engineering from Cornell University. Since receiving the PhD she has held positions at GeorgiaTech, NIST and IBM TJ Watson Research. Her area of interest is computer graphics. Her current research focuses on scanning and modeling of shape and appearance properties, and on applications in cultural heritage. Her past projects include a project to create a digital model of Michelangelo's Florence Pieta and models of Egyptian cultural artifacts in a joint project between IBM and the Government of Egypt. She is coauthor of the text "Digital Modeling of Material Appearance." Dr. Rushmeier has served as the co-chair of the ACM Publications Board, the Editor-in-Chief of ACM Transactions on Graphics and as papers chair or co-chair for several conferences including the ACM SIGGRAPH conference and IEEE Visualization. She is an ACM Distinguished Engineer, a Fellow of the Eurographics Association and recipient of the 2013 ACM SIGGRAPH Computer Graphics Achievement Award.



## Ingrid Russell

*University of Hartford*

Ingrid Russell is Professor of Computer Science at the University of Hartford. She has served in several leadership positions, including an Associate Dean in the College of Arts and Sciences and Vice Chair of the Faculty Senate. In addition, she has worked in consulting capacities including software development, research and development, and educational consulting. Her research interests are in the areas of machine learning, data mining, and computer science education. Her research has been funded by the National Science Foundation, National Aeronautics and Space Administration, and the Connecticut Space Grant Consortium. Russell is well published in her areas of research and is the recipient of several honors and awards. She has been invited to speak about her research at numerous venues. Russell has served in editorial capacities for numerous Computer science conference proceedings and journal special issues and has chaired several conferences in her areas of research. She has served in several board leadership positions of national and regional computing organizations. She served on the Board of Directors of the Association for Computing Machinery's Special Interest Group on Computer Science Education, as Vice President of the Florida Artificial Intelligence Research Society, and as President of the Consortium for Computing Sciences in Colleges (CCSC). She is a founding member and first president of the Northeastern region of CCSC and since its founding has served as a member of its board of directors.





### Lynn Andrea Stein

*Olin College of Engineering*

Lynn Andrea Stein is a founding faculty member and professor of computer and cognitive science at Olin College of Engineering. AB CS from Harvard; SM/PhD CS from Brown; from 1990-2000, Stein was MIT EECS faculty member and at AI Lab/LCS. Stein held the NSF Young Investigator Award, an ONR/Bunting Fellowship, and the Helen Plants Award (ASEE). She has served in leadership for AAAI and ACM and on numerous program committees, panels, and advisory boards. Stein's CS research focuses on the role of interaction in computational and cognitive processes; projects include construction of an artificial humanoid and an intelligent room, philosophical and pragmatic work from KR to semantics of cognition, and co-authorship of foundational semantic web documents. Stein has led innovations in computing/engineering curricula, including pioneering applications of inexpensive robotics, innovative curriculum for intro CS, and an award-winning interdisciplinary, cross-generational design immersion. Stein also collaborates on the transformation of educational cultures with universities worldwide, running workshops to help stimulate curricular creativity, empower student-motivating pedagogic experimentation, and catalyze departmental and institutional change. She consults with a wide range of US and international institutions, serves on curricular advisory boards, speaks frequently at educational conferences, and embeds in sites to cause trouble and create constructive change. Stein played a leadership role in many aspects of the development of Olin College including computing and design curricula, hands-on learning pedagogies, and early recruitment of Olin's gender-balanced student body. In 2009, Stein was charged with spearheading Olin's aspiration to transform engineering education and named founding director of Olin's Initiative for Innovation in Engineering Education (now the Collaboratory); from 2012-2016 she served as Associate Dean for External Engagement and Initiatives.



### Amanda Stent

*Bloomberg LP*

Amanda Stent is an NLP architect at Bloomberg in New York. She has previously worked as a director of research at Yahoo, a principal member of technical staff at AT&T Research, and an associate professor at Stony Brook University. Her areas of interest include discourse, dialog and natural language generation. She is the author of over 75 peer-reviewed publications and inventor on over 20 patents/patent applications, is president of the ACL/ISCA Special Interest Group on Discourse and Dialogue and on the editorial board of the open-access journal *Dialogue & Discourse*, and serves on the board of CRA-W.





### **Jodi Tims**

*Baldwin Wallace University*

Dr. Jodi Tims is a Professor of Computer Science at Baldwin Wallace University, Berea, OH. She serves as Chair of the Department of Mathematics and Computer Science. She began teaching at the University of Pittsburgh at Johnstown in 1992 as an Instructor of Mathematics and progressed to the rank of tenured Associate Professor of Computer Science in 1994. In 1992, she received the Edward A. Vizzini Natural Science Division Award for Excellence in Teaching. After earning her Ph.D. in Computer Science (University of Pittsburgh, 1998), she accepted a position as Associate Professor and Coordinator of Computer Science at Saint Francis University, PA. She moved to Baldwin Wallace in 2002 and was promoted to Full Professor in 2004. Dr. Tims serves on numerous university-wide committees and is a member of the Board of Directors of OHTech, the Executive Board of the Regional Information Technology Engagement Board of Northeast Ohio, and the ACM-W Executive Council, currently serving as Vice Chair. She is Chair of the Executive Committee of the Ohio Celebration of Women in Computing, and served as Program Chair for OCWiC 2009 and 2011, and General Chair of OCWiC 2013. Dr. Tims was Symposium Co-Chair for SIGCSE 2016, serving previously as Poster Chair (2013) and Program Co-Chair (2015).



### **Ellen Walker**

*Hiram College*

Ellen Walker is Associate Dean of Academic Affairs and Professor of Computer Science at Hiram College, a small liberal arts college in Ohio. She earned her Sc.B. from Brown University, and M.S. and Ph.D. from Carnegie Mellon. Her research interests include artificial intelligence and computer science education. She is deeply interested in undergraduate teaching and mentoring as well as issues affecting women in computer science. As Associate Dean of Academic Affairs, she is primarily responsible for the class schedule and works closely with the Vice President and Dean of the College as well as the Vice President and Dean of Students on academic and student issues. She chaired the 2009 Ohio Celebration of Women in Computer Science, and co-chaired the 2011 ACM SIGCSE Technical Symposium. Dr. Walker is a member of AAAI, and a Senior Member of ACM and IEEE.





# CRA-W

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## Computing Research Association Women

The Computing Research Association's Committee on the Status of Women in Computing Research (CRA-W) is an action oriented organization dedicated to increasing the number of women participating in Computer Science and Engineering (CSE) research and education at all levels. In addition to increasing the number of women involved, we also seek to increase the degree of success they experience and to provide a forum for addressing problems that often fall disproportionately within women's domain. We are hopeful that the committee activities will also have a positive impact for other underrepresented groups in CSE and we are committed to improving the working environment for Computer Scientists and Engineers of both genders.

**[www.cra-w.org](http://www.cra-w.org) @CRAWomen**

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