

Computing Research

Association

Committee

on the

Status of

Women in

Computing Research

Research Mentoring



Sharing Information



Building Communities



Effecting Organizational Change



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CRA-W

Committee on the Status of Women in Computing Research

CRA-W is a committee of the Computing Research Association that aims to take positive action to increase the number and success of women in computing research and higher education.

CRA-W has four areas of activity with ongoing projects in each area: Research Mentoring, Information Sharing, Community Building, and Effecting Organizational Change.

research mentoring

"This has been an incredible learning experience. I am now much more experienced in technical writing and research ...The experience of working with my partner has helped me to learn to support my team and has been a beneficial way for me to learn the discipline. We have been able to encourage each other to work harder and to not give up."

- *Natalie E. Bickley, CREW Participant*

Best Practices in Recruiting and Retaining Women in Computer Science and Engineering

PROGRAM COORDINATOR

Jan Cuny • University of Oregon

This project documents effective strategies to increase the participation of women in graduate programs. The document identifies barriers and provides strategies for recruiting and retaining women in graduate school for a wide range of institutions.

The decreasing enrollment of women in CSE graduate programs must be addressed. According to the National Science Foundation, the number of CSE degrees granted to women reached 37 percent in 1984. According to the Department of Education, that figure has dropped to approximately 27 percent. And only 18.8 percent of Ph.D. candidates in CSE in 1997-98 were women.

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research mentoring

Career Mentoring Workshops

PROGRAM COORDINATOR

Francine Berman • UC San Diego

These workshops bring graduate students and new Ph.D.s together with senior researchers to develop career strategies. The workshops are offered in conjunction with major professional technical conferences and include sessions on topics such as "Getting a Job," "Building a Research Career," "Obtaining Federal Funding," "Time Management," "Networking and Professional Social Interaction," "Perspectives from the Smaller Schools," and "Tenure." The wisdom and experiences from nearly a decade of workshops have been compiled into a publication featuring information to help women advance in their careers.

Collaborative Research Experiences for Women

PROGRAM COORDINATOR

Sheila Castañeda • Clarke College

The Collaborative Research Experiences for Women (CREW) program provides collaborative research experiences for groups of undergraduate women working with a faculty adviser, and encourages participants to pursue similar work in graduate school. Part of the CREW experience is the development of Web presentations by the undergraduates on their project results.

Distributed Mentoring Project

PROGRAM COORDINATOR

Mary Jean Harrold • Georgia Tech
Faith E. Fich • University of Toronto

The Distributed Mentoring Project (DMP) pairs undergraduate women with women research mentors for summer research. The program emphasizes the mentoring role as well as the research role of the advisor. Mentors and students use electronic discussion groups and newsletters to share information and advice, and also to facilitate follow-up on the students after the summer research period. Since its inception in 1994, the DMP project has reached more than 140 women, and as a result more than 53% of the participants have enrolled in graduate school in CSE.

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information sharing

"The opportunity to share information with a room full of other female computer scientists and engineers, and to meet senior women who can provide advice and serve as role models, is a rare and wonderful experience."

- Fran Berman, CRA-W committee member and program coordinator for the faculty mentoring and supermentoring workshops

Careers Booklet

PROGRAM COORDINATOR

Ann Redelfs • San Diego Supercomputer Center

Initially published in 1996, *Women in Computer Science* was written for high school and early undergraduate students. This publication profiles the life stories of 18 successful women in CSE ranging from a student to independent business owners to highly acclaimed researchers in academia and industry. Biographies include information on families and outside activities as well as employment responsibilities and interests.

CRA-W Online

PROGRAM COORDINATOR

Ann Redelfs • San Diego Supercomputer Center

The CRA-W Web site disseminates information on CRA-W and its projects and provides links to other resources. The Web site was created and is maintained by CSE students who work at the San Diego Supercomputer Center, where the site is supported.

CSE Ph.D. Database

PROGRAM COORDINATOR

Susan Owicki • InterTrust Technologies Corporation

The database provides the professional community with resumes and technical information about women at all career levels who either have Ph.D.s or are currently enrolled in Ph.D. programs. It can be used by a wide range of people, including editors-in-chief seeking editorial board candidates, conference program chairs selecting program committees and invited speakers, and recruiters from academia, industry, and government.

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information sharing

"Expanding the Pipeline" Column

EDITOR

Joan Francioni • Winona State University

"Expanding the Pipeline" is a regular column in *Computing Research News* (CRN), a publication of the Computing Research Association that reaches more than 6,000 researchers. The column serves both as a vehicle for describing projects and issues related to women in CSE and a source of information for issues faced by underrepresented groups in CSE. The column is guest-authored by individuals who share their insight and experiences from their active participation in programs designed to involve women, minorities, and persons with disabilities in CSE education and research.

community building

"Networking has a snowball effect: as you get to know people, you'll meet the people they know and your resource tree will expand."

- From *CRA-W's Career Mentoring Workshop Report: "Networking"*

Award Nominations

PROGRAM COORDINATOR

Mary Jane Irwin • Pennsylvania State University

CRA-W takes an active role in encouraging the nomination of deserving senior women for prestigious awards (such as ACM and IEEE Fellows, ACM Grace Murray Hopper Award, and others). The goal of this effort is to increase the visibility of women's contributions to the research community.

CRA-W/Lucent Technologies Distinguished Lecture Series

PROGRAM COORDINATOR

Carla Ellis • Duke University

This program sends female faculty and industrial researchers to campuses to encourage women and minorities to attend graduate school. The visits include technical talks as well as a variety of recruiting events: lunches, panels, receptions, and both group and individual meetings.

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community building

Coalition of Women in Computing

PROGRAM COORDINATOR

Leah Jamieson • Purdue University

CRA-W leads this annual meeting, which brings together representatives of professional societies that work to address the underrepresentation of women in CSE.

Systems Academia

PROGRAM COORDINATOR

Nancy G. Leveson • MIT

More than 500 women are part of this moderated electronic mailing list for graduate students and faculty women in CSE, which provides a forum for discussion on topics pertinent to academia and presents opportunities for mentoring women faculty and graduate students.

effecting organizational change

"This experience helped these students to define an interest in attending graduate school with the confidence that they could succeed in it."

- *From the Evaluation Report of CRA-W's Distributed Mentor Project conducted by the Center for Learning through Evaluation, Adaption, and Dissemination*

Government Affairs

PROGRAM COORDINATORS

Mary Jane Irwin • Pennsylvania State University

The CRA-W members on CRA's Government Affairs committee undertake activities to represent the interests of women in CSE in the U.S. federal policy-making process. The committee encourages the involvement of the community in advocacy activities.

Senior Leadership Development Workshop

PROGRAM COORDINATOR

Nancy G. Leveson • MIT

The workshop provides a forum for discussing strategies and skills for moving into leadership positions in academia and the research community. Career planning, professional training sessions, and talks by senior women leaders are part of this workshop.

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about cra-w

"Technology is going to change our political, economic, social, and personal lives. Women need to be there saying, 'This is how we want things to change.'"

- *Anita Borg, CRA-W committee member,
Fast Company magazine, September 1999*

CRA-W Steering Committee

Nancy G. Leveson • MIT

Maria Klawe • University of British Columbia

(CRA-W Co-chairs 1991-1994)

Francine Berman • UC San Diego

Mary Jane Irwin • Pennsylvania State University

(CRA-W Co-chairs 1994-1997)

Jan Cuny • University of Oregon

Leah Jamieson • Purdue

(CRA-W Co-chairs 1997-2000)

Anne Condon • University of British Columbia

Mary Lou Soffa • University of Pittsburgh

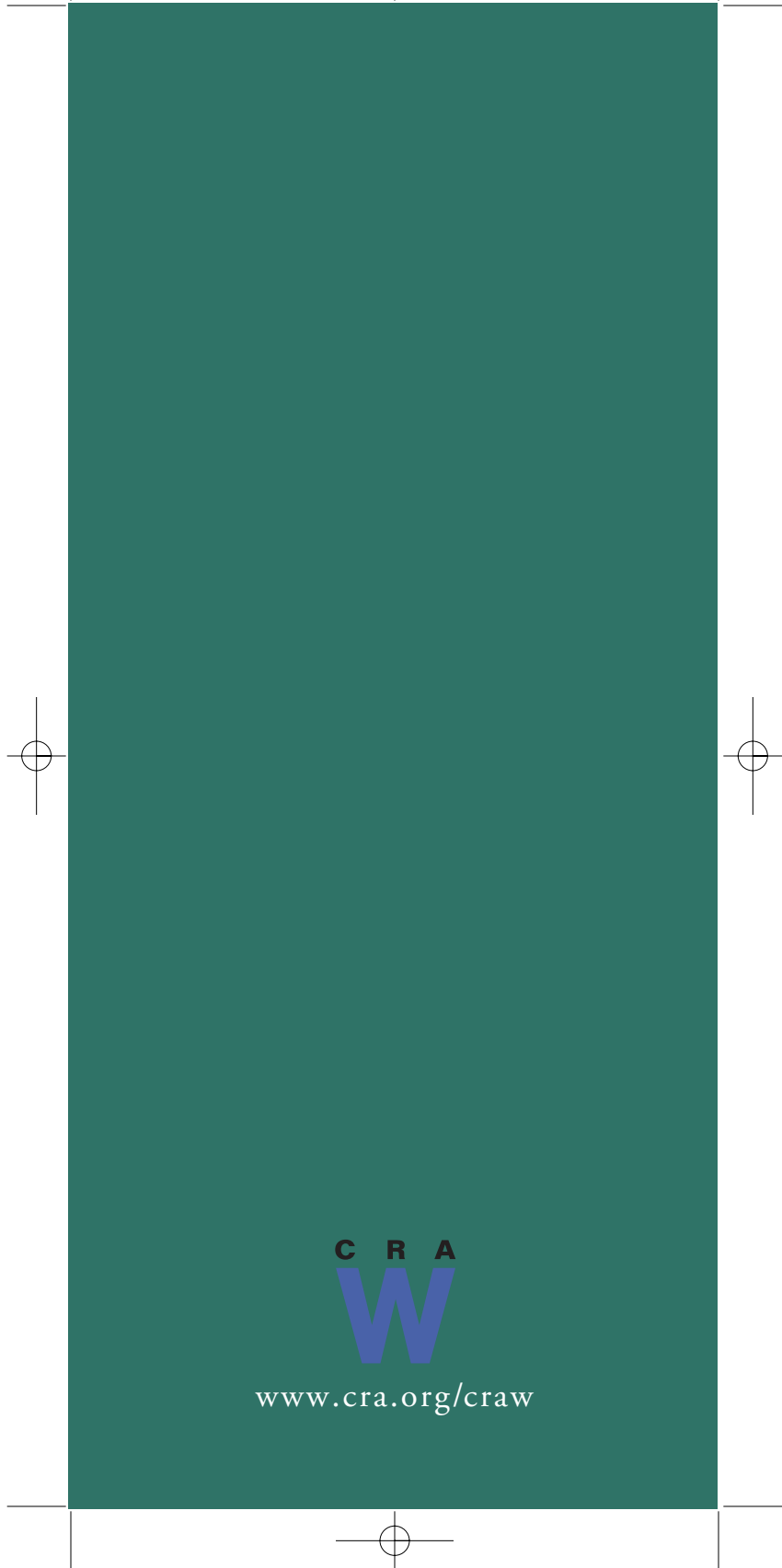
(CRA-W Co-chairs 2000-2003)

To learn more about CRA-W and the programs it offers, visit www.cra.org/craw. Sign up to receive news about CRA-W projects and opportunities at www.cra.org/craw/maillinglist. To request additional copies of this or any other CRA-W publication, go to www.cra.org/craw/pubs.html.

CRA-W is a committee of the Computing Research Association and is partially supported by the National Science Foundation and EOT-PACI, a national education, outreach, and training program funded by the NSF National Partnership for Advanced Computational Infrastructure program. Lucent Technologies and the ACM SIG Board have also provided funding.



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