

## From Associate to Full CRA-W Career Mentoring Workshop

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## Overview

- My journey
- Expectations at Michigan State University
- Are women making progress? (Taulbee surveys)

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## My Journey

	<i>Me</i>	<i>My research</i>	<i>My family</i>
1979	grad school @		
1980	UMASS	sftw testing	
1981	MS	formal analysis	
1982		of sftw designs	first child
1983			
1984	PhD		
1985	vstg assis prof @ UMASS		second child

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## My Journey

	<i>Me</i>	<i>My research</i>	<i>My husband</i>
1985	assist prof @ UCSB	verification of conc programs	grad school @ UCSB
1991	assoc prof	formal spec & verif of conc systems	PhD
1997	full prof @ UCSB		Res Sci @ UCSB
1997	assoc prof @ MSU		assist prof @ MSU
1999	full prof @	generative prgm	@ MSU

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## Standard for AP/T => P/T at MSU

A	Highly effective	Teaching			
	Highly beneficial	Public service			
N	Very good	Research			
	Sustainable excellence	<table border="1"> <tbody> <tr> <td rowspan="3">O R</td> <td>●Scholarship within teaching</td> </tr> <tr> <td>●Scholarship of public service</td> </tr> <tr> <td>●Research</td> </tr> </tbody> </table>	O R	●Scholarship within teaching	●Scholarship of public service
O R	●Scholarship within teaching				
	●Scholarship of public service				
	●Research				

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## Are women making progress?

Taulbee Survey

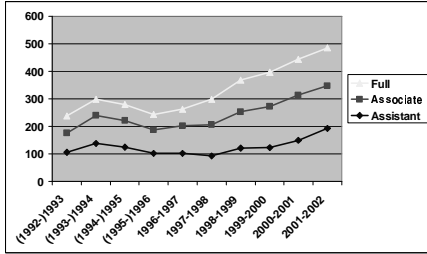
- PhD-granting departments of CS & CE in the US and Canada
- Typically, ~80% response rate (120—180 departments)

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### Women Professors Taulbee Survey 1992—2002

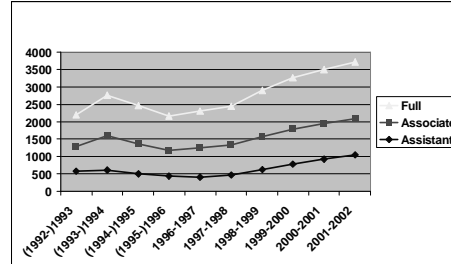


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### Male Professors Taulbee Survey 1992—2002

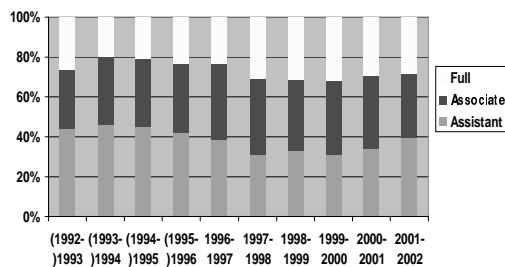


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### Ranks of Women Professors

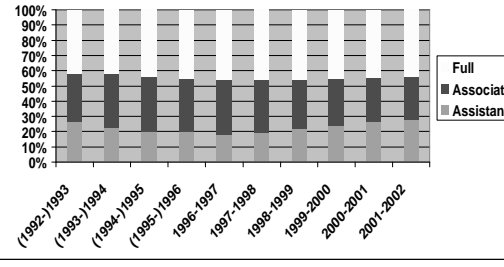


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### Ranks of Male Professors

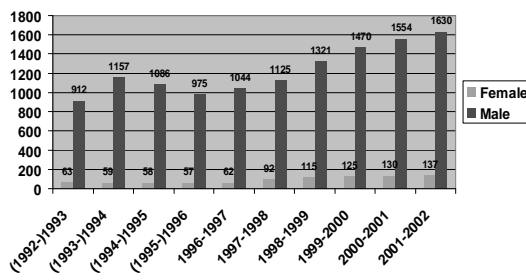


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### Full Professors by Gender

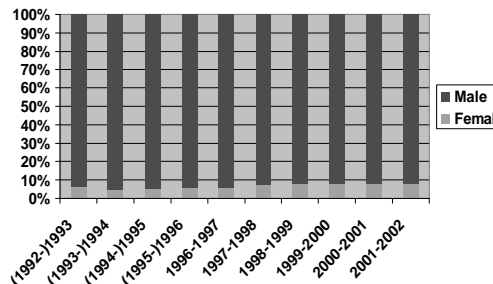


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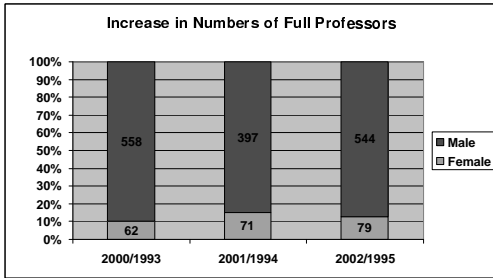
### Full Professors by Gender



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## *General Advice*

**Develop a global perspective**

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