Congress Acts to Increase Science Funding, Stop TIA

By Peter Harsha

Congressional appropriators, feeling the pinch of growing deficits and an increased request for funding for continuing operations in Iraq, provided computing researchers a mixed bag in the first of the FY 2004 appropriations bills to gain approval by both the House and Senate. While Congress is poised to approve increases for science funding at the National Science Foundation (NSF)—including an increase to NSF’s Information Sciences and Engineering (ISE) directorate—the amount of increase fell far below the level authorized by Congress and the President last year.

On the defense side, though Department of Defense science and technology accounts will also see an increase this year, Congress prohibited any further research related to DARPA’s controversial Terrorism Information Awareness (TIA) program until February 2003. However, neither bill includes increases for NSF in FY 2004, an increase of 6.2 percent over the FY 2003 appropriation. Within ISE, the House bill would increase FY 2004 to $609.8 million, an increase of 5.3 percent over FY 2003. The Senate version of the bill, reported out of committee but not yet approved by the full Senate, is slightly less generous, increasing NSF’s budget overall to $5.586 billion—5.2 percent over FY 2003. Within the Senate bill, the CISE budget would also increase to $659 million.

The reports accompanying the bills include some information of interest to the computing community. The House bill includes the concern that “researchers are reaching the physical limits of current complementary metal oxide semiconductor (CMOS) process technology and that this will have significant implications for continued productivity growth in the information economy. The Committee encourages NSF to examine the challenges and timelines outlined in the International Technology Roadmap for Semiconductors and, where feasible, increase research support in this area accordingly.” The Senate bill notes the importance of increased continued increase to CISE and NSF’s important role in driving innovation in the Information Age. Both bills contain $10 million for the final year of funding for Terascale computing.

Given the new budget constraints imposed on appropriations this session—not most notably because of the Administration’s request for $87 billion in supplemental appropriations to support ongoing operations in Iraq—NSF fared better than average among federal agency appropriations. NASA, for example, was funded at the same level as in FY 2003.

The Senate should approve the VA-HUD-Independent Agencies bill in early October, then a House/Senate conference committee will meet to work out differences.

**Defense**

Congress overwhelmingly approved the FY 2004 Defense Appropriation, which provided $609 million.

**CRA Acts on Page 4**

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### IBM Research: A Center of Innovation

By Alfred Spector

With 3,000 employees in eight laboratories in six countries, the IBM Research Division has a broad and aggressive agenda in most fields underpinning information technology, particularly in computer science. From its origin in 1945 as a Columbia University-based laboratory devoted to science, IBM Research has continually evolved its scope and mission, and played an essential role in the rapidly changing IT industry by producing a constant stream of pioneering contributions to both science and technology.

Through its inventions and innovations, spanning nearly 50 years, IBM Research has been prominent in shaping the evolution of the computing industry. For example: the first magnetic hard disk for data storage, the 505 RAMAC (Random Access Method of Accounting and Control) FORTRAN, the first general-purpose high-level computer language that revolutionized computer programming; the one-device memory cell that became the industry standard for all Dynamic Random Access Memory (DRAM) chips; the relational database concept; the foundations of computer organization; speech recognition technology; RISC architecture; copper chip interconnects; and scalable parallel computing.

Among their many scientific achievements, IBM researchers have been recognized for introducing the concept of fractals, the invention of the scanning tunneling microscope, discovery of high temperature superconductors, the development of a class of ceramic materials, and pioneering nanotechnology. In recognition of their technical and scientific accomplishments, our researchers have received an array of prestigious awards and external honors, including five Nobel Prizes, five National Medals of Technology, four National Medals of Science, four ACM Turing Awards, a host of other society awards, as well as memberships in the National Academy of Science and National Academy of Engineering. In addition, more than 800 researchers have been elected fellows of such technical and scientific societies as the ACM, AAAS, APS, IEEE, and INFORMS. We actively publish in major journals and conferences, and we win many best paper awards. The ideas and inventions that have emerged from our research laboratories have helped to generate one of the most valuable patent portfolios in the world, an indication of IBM Research’s innovation.

The diversity of our worldwide research laboratories (http://research.ibm.com/worldwide/) provides a rich source of ideas and technical expertise, and each facility has its own distinct focus. Established IBM Research Continued on Page 5
Expanding the Pipeline
Research Career Mentoring Déjà Vu…

By Lori Pollock

A decade had passed. It was now June 2003. We were back in San Diego for the weekend of the Federated Computing Research Conference. The room was filled with 129 women in computer science and engineering from across the country. Senior female researchers from industrial and national laboratories and universities, funding agency directors, pre- tenure university faculty, and senior graduate students all gathered for the CRA-W Workshop on Research Careers for Women in Computer Science and Engineering. There was a shared sense of déjà vu as many of the women reminisced about the premiere workshop on academic research career mentoring held a decade ago, also with FCRC and also in San Diego! However, this year, besides program changes and many new faces, there was a significant difference. Mentees who had been sitting in the audience 10 years ago had now taken their places at the front of the room as qualified research career mentors. The personal positives of the early workshop was made undeniably evident when these mentors shared their stories.

Since 1993, CRA-W has held career mentoring workshops in conjunction with FCRC, grant from NSF, and with FCRC in 1996 and 1999, and has been involved in mentoring sessions organized by the Computing Careers for Women group. Celebration of Women in Computing and the 1996 Design Automation Conference. Holding the mentoring workshops in conjunction with disciplinary conferences enables attendees to attend a technical conference in their research area, and to leverage the networking skills learned at the mentoring workshop. By providing mentoring workshops every few years, CRA-W has been able to educate a new generation of women researchers each cycle.

The goal of these workshops is to provide mentoring opportunities for women in professional research careers in computer science and engineering. The workshop is structured to provide researchers at all levels with critical information about the culture of and content required for professional research, and contacts with successful role models and mentors. For the past few instan- tions, the workshop has lasted a day and a half, it has featured common sessions focusing on topics pertinent to all participants, and parallel sessions on topics of primary interest to a single constituency.

Usually attended primarily by junior academic researchers and senior graduate students, this year the pre-tenure track organized by Adele Howe included panels on the tenure process; getting funding; the job-search process; and teaching, advising, and service. Panels in the post-tenure track, led by Mary Lou Soffa, focused on going up the ladder from associate to full professor, career options and strategies for success in industry and the national laboratories. The common sessions focused on research as a career, establishing and nurturing research collaborations, bringing undergraduates into your re- search program, and time manage- ment, family, and the importance of diversity. Each panel consisted of three panelists, with a total of 41 senior women speakers. The format was short presentations followed by open discussion. To facilitate net- working between senior and junior researchers within the same research area, the first luncheon was organ- ized to cluster researchers by general research topics.

Consistent with previous work- shops, we received many comments from participants who indicated that the workshop has inspired them to make positive changes in their professional lives. Additionally, equipped with tips and guidance and inspirational stories, the women were excited to go home and share information and advice with others at their local institutions. The overwhelming success of these workshops can be attributed to a key combination of characteristics, including: relevant topic selection; successful senior women speakers who are articulate people with families and very fruitful careers. In stark contrast to one of the women who demonstrated success and balance in their lives, and she left with a change of energy set in- ternal to her. An informal and comfortable atmosphere; short presentations of practical information in combination with plenty of open discussion time; opportunities for networking through breaks, meals, and evening events; travel support for speakers and participants who need assistance (through grants from NSF); and co-location with a large technical conference.

When the participants attended the workshop ten years ago were asked about the influence of the workshop on their lives, they enthusiastically noted that she decided as she sat in the audience that she wanted to become one of those women who demonstrated success and balance in their lives, and she left with a charge of energy set in- ternal to her. While all the mentors were left with a charge of energy from the workshop on their lives, one mentor noted that she decided as she sat in the audience that she wanted to become one of those women who demonstrated success and balance in their lives, and she left with a charge of energy set in- ternal to her. Another mentoring project that involves a similar professional development and mentorship model is the Association of Associate Professors Project (CAPP), sponsored by an ADVANCE grant from NSF. It aims to increase the percentage of computer science and engineering women entering and remaining in full professor by forming and mentoring a cohort of women from the associate professor ranks. The two-day intensive CAPP Professional Development Seminar for this year’s cohort will be held April 30–May 1, 2004 in Denver, Colorado. Cohort members, that is, recently promoted associate professors, will be brought together with 129 women newly appointed as CRA-W Distinguished Professors, Core, and Junior, and are discussed in a format that emphasizes role models, networking, and peer community. Another mentoring project that involves a similar professional development and mentorship model is the Association of Associate Professors Project (CAPP), sponsored by an ADVANCE grant from NSF. It aims to increase the percentage of computer science and engineering women entering and remaining in full professor by forming and mentoring a cohort of women from the associate professor ranks. The two-day intensive CAPP Professional Development Seminar for this year’s cohort will be held April 30–May 1, 2004 in Denver, Colorado. Cohort members, that is, recently promoted associate professors, will be brought together with 129 women newly appointed as CRA-W Distinguished Professors, Core, and Junior, and are discussed in a format that emphasizes role models, networking, and peer community. Another mentoring project that involves a similar professional development and mentorship model is the Association of Associate Professors Project (CAPP), sponsored by an ADVANCE grant from NSF. It aims to increase the percentage of computer science and engineering women entering and remaining in full professor by forming and mentoring a cohort of women from the associate professor ranks. The two-day intensive CAPP Professional Development Seminar for this year’s cohort will be held April 30–May 1, 2004 in Denver, Colorado. Cohort members, that is, recently promoted associate professors, will be brought together with 129 women newly appointed as CRA-W Distinguished Professors, Core, and Junior, and are discussed in a format that emphasizes role models, networking, and peer community. Another mentoring project that involves a similar professional development and mentorship model is the Association of Associate Professors Project (CAPP), sponsored by an ADVANCE grant from NSF. It aims to increase the percentage of computer science and engineering women entering and remaining in full professor by forming and mentoring a cohort of women from the associate professor ranks. The two-day intensive CAPP Professional Development Seminar for this year’s cohort will be held April 30–May 1, 2004 in Denver, Colorado. Cohort members, that is, recently promoted associate professors, will be brought together with 129 women newly appointed as CRA-W Distinguished Professors, Core, and Junior, and are discussed in a format that emphasizes role models, networking, and peer community.
Results of CRA Industrial Salary Survey of CS Research Labs

By Jim Horning

In October 2002, CRA conducted its sixth Industrial Salary Survey of CS Research Laboratories. Twelve organizations representing 706 researchers responded. (In 2001, eleven organizations with 689 researchers participated.) Of these 706 researchers, 87 percent held Ph.D.s, 9 percent master's degrees, 4 percent bachelor's degrees, and <0.1 percent other. Organizations were asked to provide data about base salary and total cash compensation (which includes items such as bonuses). Respondents were asked to report means and medians for each category. Companies that completed the survey received detailed results in January 2003. A summary of the results is presented in Tables 1 and 2.

Since the bursting of the Com.com stock bubble, many stock options have lost their value, and evaluating the others would be highly speculative. We made no attempt this year to evaluate the contribution of options to total compensation.

Observations

The main finding of the 2001 survey was that there were gains in base salaries (except for new Ph.D.s), but that total compensation (including estimated value of options) had dropped significantly. The 2002 survey shows what may be a slight reversal of that trend, with both salaries and total cash compensation rising by about 5 percent. The exception is new Ph.D.s, where gains were noticeably smaller, and where the mean cash compensation dropped almost 4 percent.

Variable cash compensation remained fairly steady at about 8 percent of base salaries.

Comparing these data with the most recent Taulbee Survey salary data (see March 2003 issue of Computing Research News), it is clear that at all levels base (9-month) average faculty compensation remains substantially lower than industrial compensation. However, if we assume that faculty actually receive 12 months of compensation at the 9-month rate (i.e., 4/9 of 9-month compensation) through a combination of summer salary, consulting, book royalties, and other sources, then full-professor compensation lags industrial compensation for those with 11 to 15 years of experience by less than 10 percent. However, compensation for assistant and associate professors still lags that of comparably experienced industrial researchers by around 20 percent. It is also interesting to take a slightly longer perspective on industrial trends. CRA's first Industrial Salary Survey was conducted in the fall of 1997. At that time nine companies, representing 655 individuals, reported average salaries ranging from $86K for new Ph.D.s to $171K for those with 15 years of experience by less than 10 percent. However, compensation for assistant and associate professors still lags that of comparably experienced industrial researchers by around 20 percent. It is also interesting to take a slightly longer perspective on industrial trends. CRA's first Industrial Salary Survey was conducted in the fall of 1997. At that time nine companies, representing 655 individuals, reported average salaries ranging from $86K for new Ph.D.s to $171K for those with 15 years of experience by less than 10 percent. However, compensation for assistant and associate professors still lags that of comparably experienced industrial researchers by around 20 percent. It is also interesting to take a slightly longer perspective on industrial trends. CRA's first Industrial Salary Survey was conducted in the fall of 1997. At that time nine companies, representing 655 individuals, reported average salaries ranging from $86K for new Ph.D.s to $171K for those with 15 years of experience by less than 10 percent. However, compensation for assistant and associate professors still lags that of comparably experienced industrial researchers by around 20 percent. It is also interesting to take a slightly longer perspective on industrial trends. CRA's first Industrial Salary Survey was conducted in the fall of 1997. At that time nine companies, representing 655 individuals, reported average salaries ranging from $86K for new Ph.D.s to $171K for those with 15 years of experience by less than 10 percent. However, compensation for assistant and associate professors still lags that of comparably experienced industrial researchers by around 20 percent. It is also interesting to take a slightly longer perspective on industrial trends. CRA's first Industrial Salary Survey was conducted in the fall of 1997. At that time nine companies, representing 655 individuals, reported average salaries ranging from $86K for new Ph.D.s to $171K for those with 15 years of experience by less than 10 percent. However, compensation for assistant and associate professors still lags that of comparably experienced industrial researchers by around 20 percent. It is also interesting to take a slightly longer perspective on industrial trends. CRA's first Industrial Salary Survey was conducted in the fall of 1997. At that time nine companies, representing 655 individuals, reported average salaries ranging from $86K for new Ph.D.s to $171K for those with 15 years of experience by less than 10 percent. However, compensation for assistant and associate professors still lags that of comparably experienced industrial researchers by around 20 percent. It is also interesting to take a slightly longer perspective on industrial trends. CRA's first Industrial Salary Survey was conducted in the fall of 1997. At that time nine companies, representing 655 individuals, reported average salaries ranging from $86K for new Ph.D.s to $171K for those with 15 years of experience by less than 10 percent. However, compensation for assistant and associate professors still lags that of comparably experienced industrial researchers by around 20 percent. It is also interesting to take a slightly longer perspective on...
CRA-W’s Distributed Mentor Project 2004

The Computing Research Association’s (CRA) Committee on the Status of Women in Computing Research (CRA-W) will solicit applications early in 2004 from both students and mentors for the summer 2004 CRA Distributed Mentor Project (DMP) and Affiliated Distributed Mentor Project (ADMP). The application deadline will be on or before February 15, 2004. The online application will allow participants to sign up for the program even if they do not have a project in mind. The application form is available at http://cra.org/Activities/craw/dmp/

The conference will take place at Texas A&M University, College Station, Texas, on June 26-27, 2004. The program is designed to provide students and mentors with a rich experience at the conference, and to encourage continuing contact between the students and their mentors. The aim is to help students and mentors build and sustain productive peer networks and develop a sense of belonging to the computing community. The CRA-W Distributed Mentor (DMP) Project began in 1995 and has provided more than 200 students and over 50 mentors with a supportive environment to pursue their academic and professional goals.

CRA-W Anita Borg Early Career Award

The Committee on the Status of Women in Computing Research (CRA-W) is pleased to announce the Anita Borg Early Career Award. The award honors the late Anita Borg, who was an early member of CRA-W and an inspiration for her commitment to increasing the participation of women in computing research.

transfers of controlled materials,” components, identifying fraud in con-}

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“We wish to emphasize that the technologies proposed for research under TIA could have valid uses in many other contexts, including preventing or neutralizing terrorist activities against Americans,” came under fire from a number of groups, including CRA, who saw the even-

CRA urged that the conferees reject Senate language that would prohibit research in TIA-related areas and allow research to go forward.

Senate negotiators insisted on the more restrictive language. However, they cited not only DARPA mistakes on TIA, but also concerns about con-}

versational research into predictive markets (FutureMap) that was quickly overtaken and, more recently, revelations that JetBlue Airways had voluntarily turned over more than 20 million customer travel records to a military contractor, as part of an unrelated database research project.

The conferences also dissolved DARPA’s Information Assurance Office (IAO) and killed a program idea that had originated. IAO’s for- mer head, Adm. John Poindexter, resigned over the TIA controversy in August.

Conferences did insert vague lan-}

guage in the conference report that appears to allow work on TIA-related projects to continue at unspecified intelligence agencies, as long as that work does not focus on U.S. citizens. Senate appropriations staff would not comment on what the language meant.

Overall funding for defense basic research will remain essentially flat as a result of the appropriations agree-}

ment, rising to $1.418 billion for FY 2004 from $1.416 billion in FY 2003. The total investment in ba-

sic research, applied research, and ad-}

vanced technology development will rise from $10.8 billion in FY 2003 to $12.2 billion in FY 2004.

Homeland Security

House and Senate negotiators finished work on the first Homeland Security appropriations bill, approving $874 million in research and development funding for the new agency, including $18 million in
cyber security R&D. The $18 million is more than double the amount originally requested by the Adminis-
istration ($7 million for FY 2004).

R&D work at the new agency will run the spectrum—from basic re-

development to fully developed and de-

ployed technologies in the hands of emergency workers. As a result, the department’s new “DARPA-esque” research arm, the Homeland Security Advanced Research Projects Agency (HSARPA), will focus on short-term technologies, according to new HSARPA Deputy Director, Jane “Xan” Alexander.

Alexander, who comes to HSARPA after being a program director at DARPA, told a gathering of IT industry groups that the new re-

search agency will focus on research horizons of 12 months or less because DARPA is focused on the “long-

term” technologies.

The Homeland Security Appropriations was signed by the President on October 1, 2003.

More details about the funding levels contained in the FY 2004 ap-

propriations bills can be found on the CRA Government Affairs web page at: http://www.cra.org/govaffair

CRA-W is pleased to announce the formation of the first Grad Cohort for Women Program. Cohort activities will kick off with a workshop February 6-7, 2004, in Seattle, Washington. This workshop, funded by a generous donation from Microsoft Corporation, is the signature event of CRA-W’s new Women Program. That program aims to increase the ranks of senior women by building and mentoring a na-

tionwide community of women through their graduate studies. Ideally, we will form a new cohort from each entering class of graduate students.

At the first Grad Women Cohort Workshop, we welcome Cohort participants— computer science and engineering students in their first year of grad school—into the community of computing researchers and provide them with a variety of professional role models. Students will meet for two days with 10 to 15 senior researchers who will share pertinent information on the transition from student to researcher, as well as more personal information and insights about their ex-

periences. The rewards of a research career will be emphasized. The workshop will include a mix of formal presentations and informal discussions.

For more information about the DMP, see http://cra.org/Activities/ craw/dmp/ or contact the DMP coordinator, Nancy Amato, Texas A&M University, at dmp@cs.tamu.edu.

Slight increase to basic defense research and included a provision to stop funding for the controversial Terrorism Information Awareness project at DARPA and dissolve the office that housed it. The program, an attempt to “design a prototype network that integrates innovative information technologies for detect-

American civil liberties and security. CRA also urged, in a letter to the House and Senate negotiators, that while a prohibition on deploying the technology might be appropriate, prohibiting research into these areas would not be in the national interest.

“We wish to emphasize that the technologies proposed for research under TIA could have valid uses in many other contexts, including preventing or neutralizing terrorist activities against Americans,” came under fire from a number of groups, including CRA, who saw the even-

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In 1961 as the Research Division’s headquarters, the T.J. Watson Research Center (http://www.research.ibm.com/), located in Westchester County, New York, includes three sites (Yorktown Heights and Hawthorne in New York, and Cambridge, Massachusetts). Its 1,700 employees conduct research in a very wide range of areas, including computer science, electrical engineering, life sciences, materials science, mathematics, and physics. The Almaden Research Center (http://www.almaden.ibm.com/) in California, with about 400 employees, focuses on computer science, storage technology, physical and materials science, and services research. The Zurich Research Laboratory (http://www.zurich.ibm.com/), established in 1956, specializes in computer science and communications technology. Researchers in the Austin Research Lab (http://www.research.ibm.com/atrl), which was founded in 1995, concentrate on high-speed microprocessors.

The Haifa Research Lab (http://www.haifa.il.ibm.com/) on the Haifa University campus in Israel conducts research in areas such as VLSI design, verification technology, storage, computer systems, and programming languages and environments. Researchers at the Tokyo Research Laboratory (http://www.trl.ibm.com/entrp_e.htm), established in 1982, include software and systems technology, knowledge management, speech technology, and optimization. The China Research Laboratory (http://www.research.ibm.com/beijing/) in Beijing was established in 1995. Its technical staff of more than 200 works in such areas as efficient computer, multimedia interlocks, information management, and business computing. Research’s newest facility is the India Research Lab (http://www.research.ibm.com/irlt), established in 1998 on the campus of the Indian Institute of Technology in New Delhi. Researchers here work on e-commerce, knowledge management, machine translation, pervasive computing, and bioinformatics.

Amidst the challenges of capitalizing on its scientific and technological advances in a field of fast-paced change, IBM Research has explored and adapted approaches to accelerate the pace of transferring technology to development and to attaining success in the marketplace. A variety of ways have been implemented to expedite the transition of inventions into the marketplace. Joint projects with IBM’s product development laboratories have been established to focus on solving the essential technical problems necessary to evolve the product line, from systems and software to semiconductors and storage products. For its part, IBM Research has been expanding its focus by working with customers to achieve competitive advantage. Our work with customers includes the First-of-its-Kind (FOAK) program, begun in 1996, in which researchers and customers develop solutions to solve real-life business problems and to explore new technologies for emerging opportunities. In November 2002, we announced a new initiative, On Demand Innovation Services (ODIS), a services arm of IBM Research that extends the technical reach of IBM’s existing Consulting Services by engaging researchers as consultants to bring innovative solutions to our clients. Complex business problems in such areas as business optimization and analytics, supply chain, security and privacy, and mobile enablement. Our Emerging Business Organization is involved in accelerating the commercialization of select Research projects. Over the years, the division’s philosophy has evolved and is summed up in the goal of being “Vital to the Future of IBM.” Research’s wide-ranging technical agenda has a balanced portfolio of near- and long-term projects, as well as exploratory work that encompasses some of the most advanced technology widely. Our recent initiatives in such areas as automorphic computing, low power, on-demand computing, information integration, grid computing, life sciences, continual optimization, unstructured information management, and natural language reflect the changes and opportunities to impact and transform our industry. The Research Division is organized into five “strategy areas” which are aligned with the major business units of IBM. These are Services and Software, Storage Systems, Personal Systems, Science and Technology, and Servers and Embedded Systems. About one-half of our technical staff is part of the Services and Software strategy where the key areas focus include:

- **Distributed computing.** Our research activities are aimed at automorphic computing, systems management, e-utilities, grid computing, messaging, networking, and security and privacy.
- **Information and interaction.** This area centers on information management, unstructured information, and user interface technologies.
- **Programming models and tools.** Our efforts in this focus area are directed toward pervasive computing, software lifecycle, and web application programming models.
- **Solutions to business problems.** Here, our research encompasses such areas as analytics and optimization, collaboration, business process integration, digital media, and e-commerce.
- **Networking technologies.** Our strategic focus for Storage Systems, Personal Systems, and Servers and Embedded Systems have very healthy amounts of computer science in them. Our work on topics such as operating systems, computer architecture, power-aware systems, massive parallelism, HPC, and networking.


Researchers in many of these disciplines have organized themselves into Professional Interest Communities that span organizational and geographical boundaries. In computer science, for example, our extensive research program across our worldwide labs spans twenty different areas, from algorithms and theory, communications and networking, to database systems, machine learning and data mining. IBM Research also has a long history of collaborating with the university community. Our interactions, both formal and informal, address the common interests of both the industrial research and academic sectors to explore scientific and technological challenges on a wide variety of topics. Our collaborations with faculty are internalized in five “strategy areas” which are aligned with the major business units of IBM. These are Services and Software, Storage Systems, Personal Systems, Science and Technology, and Servers and Embedded Systems. As part of our formal university programs, we have a highly competitive Ph.D. fellowship program to support outstanding doctoral students. We also have a Faculty Awards program to support innovative collaborative projects both in the United States and abroad.

Last year, we also sponsored the Eclipse Innovation Grant competition, a special faculty award program to promote the use of the Eclipse programming environment for research and teaching, and awarded 50 grants. Through our Shared University Research program, equipment grants are given to promote research of mutual interest. In addition, to foster our collaborative relationships, we invite visiting scientists and faculty to spend time at our labs. Many members of our research staff hold adjunct university appointments and take on research courses at nearby universities. Lastly, we have a significant summer internship program, which this past summer had approximately 400 students in the United States. Participation in the technical community is an important aspect of the research environment. Staff members take an active role in participating in conferences and standards organizations, offering in professional societies, as well as serving on conference organizing and program committees, editorial and technical boards, and advisory committees.

From its beginning, IBM’s research efforts have been about the future. For IBM, it is our innovations that define our leadership in the industry. And it’s this focus on innovation that will always propel us in our work. For more information on IBM Research, please visit: http://www.research.ibm.com.

Alfred Spectre (http://www.research.ibm.com/people/aspectre/) is the vice president of Services and Software for IBM Research, and a member of CRA’s Board of Directors.

CRA Offers Workshop for New Faculty and Advanced Graduate Students

The CRA Academic Careers and Effective Teaching Workshop is scheduled for February 23-24, 2004 in the Washington, DC, area. Designed for new faculty and advanced graduate students in computer science, computer engineering, computational science, and other computing-related disciplines, it focuses on practical methods for having a successful and fulfilling academic career. Topics include learning styles, designing a course, lecturing effectively, and collaborative learning. Other sessions will discuss important aspects of the academic career, such as selecting and managing a research project, preparing a tenure dossier, time management and family issues, and writing a successful research-funding proposal.

The workshop will include talks by senior members of the two largest funding agencies for computing research, NSF and DARPA, and a session by NSF staff on how to write a good funding proposal.

CRA has received a grant from the National Science Foundation to assist a number of advanced graduate students interested in an academic career who want to attend the workshop. For details about the application process and other information, see: http://www.cra.org/Activities/workshops/academic-careers/
Brown University
Department of Computer Science
The Department of Computer Science at Brown is seeking to fill position in computer science starting between spring 2004 and fall 2004 at all academic ranks. Applications are invited for either Spring 2004 or Fall 2004 at all academic ranks. Applicants must hold a Ph.D. in computer science or a related field. Appointment at the assistant professor level requires that the applicant hold a Ph.D. at the time of appointment and demonstrate a strong research record and high interest in teaching. Appointment at a senior level requires a documented record of significant research productivity in both research and teaching. We are particularly interested in individuals with demonstrated expertise in the following areas: algorithms, compilers, computer architecture, computer and network security, database systems, and graphics and visualization. Applicants from all other areas of computer science will be strongly considered.

The Department of William and Mary, currently the recipient of the 2004 National Universities - Doctoral by U.S. News and World Report, is committed to a multi-year effort to build a strong Computer Science research program with impact and visibility. We currently have 10 faculty members who are EAC and CAC accredited. The department expects to increase its faculty by at least one position by Fall 2004. A Ph.D. in computer science or related field is required. Appointment at the assistant professor level requires that the applicant hold a Ph.D. at the time of appointment and demonstrate a strong research record and high interest in teaching.

Applications are invited for a tenure-track faculty position in Computer Science at the Assistant Professor level. The start date is August 2004. Applicants should have a Ph.D. in Computer Science or a related field. Applications from women and minorities are strongly encouraged.

Our department of 28 tenure-track faculty and 19 faculty members, all with Ph.D. degrees in Computer Science, and participates in interdisciplinary research with the Biology, Chemistry, and Psychology departments. The department has 19 faculty members, approximately 50 graduate students, and 50 undergraduate students. The department offers a B.S., M.S., and Ph.D. in Computer Science, and participates in interdisciplinary programs in the College of Engineering and Division of Physics, Engineering, and Astronomy. Our department has an international reputation for research and teaching, and we are committed to the education and career development of our students. We encourage applications from women and minorities. Additional information can be found at http://www.cs.wm.edu.

The Department of Computer Science at Colorado State University seeks candidates for a tenure-track position in Computer Science starting in Fall 2004. Applications will be considered in the areas of computer graphics, computer-aided geometric design, computer and networking security, database systems, and graphics and visualization. Applicants from other areas of computer science will also be considered.

The University is located in Fort Collins, Colorado, a small college town on the Rocky Mountains, 65 miles north of Denver. Information about the department can be obtained from the department homepage at http://www.cs.colostate.edu. Applications should send a curriculum vitae and three letters of recommendation to: Department of Computer Science, Colorado State University, Fort Collins, Colorado 80523-1873. Electronic applications should be submitted in Adobe Acrobat format. Inquiries should be directed to faculty search@colostate.edu or (970) 491-3862. Screening of applications will begin December 1, 2003 and continue until the position is filled. When students are admitted, they will be assigned a faculty mentor in the Department of Computer Science, Colorado State University is an EEO/AA employer. Office of Equal Opportunity: 101 Student Services.

Dartmouth seeks applications for a tenure-track faculty position in Computer Science starting in Fall 2004 at the Assistant Professor level. We are seeking candidates to fill a junior faculty position. The position is part of a multi-year effort to build a strong Computer Science research program with impact and visibility. We currently have 10 faculty members who are EAC and CAC accredited. The department expects to increase its faculty by at least one position by Fall 2004. A Ph.D. in computer science or related field is required. Appointment at the assistant professor level requires that the applicant hold a Ph.D. at the time of appointment and demonstrate a strong research record and high interest in teaching.

Applications are invited for a tenure-track position in Computer Science at the Assistant Professor level. The start date is August 2004. Applicants should have a Ph.D. in Computer Science or a related field. Applications from women and minorities are strongly encouraged.

The department of computer science at Dartmouth College is located in Hanover, NH 03755-3529. Dartmouth College is an equal opportunity/affirmative action employer. Dartmouth encourages applications from women and minorities.

Colombia University
Department of Computer Science
The Department of Computer Science at Columbia University is seeking applications for two tenure-track faculty positions starting in September 2004. One position is at the Assistant Professor level and the other at the Associate Professor level. Further details are available at http://www.cs.columbia.edu.

The University is located in a highly selective undergraduate college, Columbia College. The College is an EEO/AA employer. More information about the department and to participate in undergraduate and graduate research experiences is available at http://www.cs.columbia.edu.

The Department of Computer Science at Dartmouth College seeks candidates for a tenure-track position in Computer Science. The position will begin on October 15, 2003. Applications should send a curriculum vitae and three letters of recommendation to: Chair of the Bioinformatics Search Committee, Dartmouth College, 6166 Westport Road, Hanover, NH 03755-3529. Applications should include a letter of intent, a research statement, and the names, titles, and telephone numbers of at least five referees. All applications received by December 1, 2003 will be considered. Dartmouth encourages applications from women and minorities. Additional information can be found at http://www.cs.dartmouth.edu.

The College is an EEO/AA employer. More information about the department and to participate in undergraduate and graduate research experiences is available at http://www.cs.columbia.edu.

The department is the group of the Brown National Universities - Doctoral by U.S. News and World Report. It is committed to a multi-year effort to build a strong Computer Science research program with impact and visibility. We currently have 10 faculty members who are EAC and CAC accredited. The department encourages applications from women and minorities.

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For further information, and additional information about this position, please refer to http://www.cs.cmu.edu.

The Department of Computer Science, University of Southern California, located five blocks from the Bunker House, is an academic unit within the Viterbi School of Engineering and within the USC Engineering School of Information Technology, and is one of the largest departments in the nation, including Northern Virginia and suburban Maryland.

The Computer Science Department recently added several faculty members from many federal agencies.

The search committee will begin on December 1, 2003, and will continue until the position is filled. Applicants should send a curriculum vitae, a research summary, and at least three letters of recommendation to:

Chair
Computer Science Search Committee
Department of Computer Science
The George Washington University
Washington, D.C. 20052

The George Washington University is an equal opportunity/affirmative action employer. A background check will be conducted on all finalists.

The George Washington University
Department of Computer Science
Tenure-Track Faculty Positions in Bioinformatics

The George Washington University is an equal opportunity/affirmative action employer.

The school, which enrolls over 45,000 students, is one of the 50 largest universities in the nation. The school offers a wide range of degree programs including the Doctor of Veterinary Medicine, Doctor of Pharmacy, Master of Business Administration, Master of Science in Health Informatics, and the Master of Public Health.

The Department of Computer Science, University of Southern California, located five blocks from the Bunker House, is an academic unit within the Viterbi School of Engineering and within the USC Engineering School of Information Technology, and is one of the largest departments in the nation, including Northern Virginia and suburban Maryland.

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Computer Science Search Committee
Department of Computer Science
The George Washington University
Washington, D.C. 20052

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Computing Research News
November 2003

Professional Opportunities

Johns Hopkins University
Department of Computer Science

Johns Hopkins is a private University well known for its tradition of academic excellence. The Department of Computer Science has an exceptionally strong reputation in the Whiting School of Engineering in terms of faculty research and educational programs. In recent years, it has been expanded to include research in the quality and scope of its programs. As part of this expansion, the department has recently hired several new faculty members. Outstanding faculty members are seeking applicants for several unoccupied faculty positions.

Faculty Search

Compliance with Equal Opportunity, Affirmative Action, and Non-discrimination policies is essential. Successful applicants will be considered for a tenure-track position in Computer Science, beginning September 2004. Successful candidates will have a Ph.D. in computer science or a related field. Salary competitive and commensurate with experience. Review of applications will continue until the position is filled. For more information, contact: Chair, Computer Science Department, 3400 N. Charles St., Baltimore, MD 21218-2694

Faculty Search Committee

Tel: 410-516-6177

Email: applications@cs.jhu.edu

Applications to be submitted as soon as possible; please include a curriculum vitae and names and addresses of at least three references.

La Salle University
Department of Mathematics and Computer Science

Assistant Professors

We seek applications for several tenure-track positions in the undergraduate Computer Science and Information Technology programs and our graduate Computer Science and Information Technology Leadership programs, beginning Fall, 2004. A Ph.D. in Computer Science is required. These positions require teaching nine hours per week to twelve hours per semester, student advisement, and some administrative responsibilities. Send a VitAe and three letters of recommendation to:

Chair, Department of Mathematics and Computer Science

La Salle University

1900 West Clairton Avenue
Pittsburgh, PA 15235-7100

Lehigh University

Department of Computer Science and Engineering

Faculty Openings

Applications are invited for positions at both the assistant professor and associate professor levels in the Computer Science and Engineering Department (www.cse.lehigh.edu) at Lehigh University starting in August 2004. Earlier start dates during the current academic year are possible.

Effective teaching skills along with a demonstrated potential for research are essential prerequisites. Successful applicants will be expected to teach in the Computer Science and Engineering, or a closely related field. Outstanding performance in all areas of computer science will be considered. The department’s highest priorities are in the areas of secure systems, bioinformatics, computer vision, and computer architecture. Lehigh is a private university, ranked “most selected” by both Barron’s and Peterson’s guides. Located in the Lehigh Valley, a region setting in Bethlehem, PA, 80 miles north of New York and 55 miles south of Philadelphia. This area offers an excellent mix of urban and rural lifestyle. Lehigh’s interdisciplinary programs and its emphasis on recruiting and retaining women and minorities.

Applications should include a cover letter, a vitae, and both teaching and research statements. Application review will begin as of February 1, 2004. EOE.

Lehigh University

Send applications to:

Dr. Alyce Brady, Director

Johns Hopkins University

Baltimore, MD 21218-2694

Please send reference letters directly to the above address. Applications will be evaluated on a rolling basis. Lehigh is an equal opportunity, affirmative action employer.

Marquette University

Department of Mathematics, Statistics, and Computer Science

Assistant/Associate Professor of Computer Science

Marquette University invites applications for a tenure-track position in Computer Science, to begin Fall, 2004. A Ph.D. in Computer Science is required. Each year the computer science department is targeted by the time of appointment. Candidates should have research interests in areas that can serve to databases or a closely connected area will be preferred. In addition to research interests, it is shown to those with a demonstrable interest in research that complements current areas of study within the department. Candidates must have an established record of both teaching and computer science. In order to be considered for appointment at advanced levels, the candidate should demonstrate a commitment to the education of women and underrepresented groups in the field and demonstrated organizational skills.

The department offers the opportunity to the applicants to work in a multi-disciplinary environment where research is currently conducted in distributed computing, bioinformatics, biomathematics and bioinformatics, and in computer science, engineering, and mathematics. The successful candidate will contribute to the cultural diversity of the College and to identify themselves in the field.

Candidates should have at least four years of teaching experience and a Ph.D. in Computer Science from an accredited program. The successful candidate must have a record of publications and teaching in Computer Science and should be able to contribute to the College’s graduate curriculum.

Please submit a cover letter, curriculum vitae, and at least one letter of recommendation to:

Professor John Guttag

Lehigh University

Baltimore, MD 21218-2694

Email applications may be sent in PDF format to cse-search@cs.jhu.edu. Please respond by January 15, 2004. http://www.cs.jhu.edu for additional information.

Miami University

Computer Science and Engineering

Assistant/Associate Professor of Computer Science

Miami University, located 35 miles north of Cincinnati, Ohio, seeks to fill a new tenure-track position in Computer Science, beginning Fall 2004. A Ph.D. in computer science or a closely related field is expected. Women and minority candidates are encouraged to apply.

Miami University, located 35 miles north of Cincinnati, Ohio, seeks to fill a new tenure-track position in Computer Science, beginning Fall 2004. A Ph.D. in computer science or a closely related field is expected. Women and minority candidates are encouraged to apply.

Applications should be submitted to:

Faculty Search Committee

Miami University

Email: ECEsearch@muohio.edu

Applications are invited for a position as a Faculty Search Committee member for a new tenure-track position in Computer Science, beginning Fall 2004. A Ph.D. in computer science or a closely related field is expected. Women and minority candidates are encouraged to apply.

Applications should be submitted to:

Dr. Sallie A. Baker

Email: ECEsearch@muohio.edu

Email: ECEsearch@muohio.edu

Email: ECEsearch@muohio.edu

Email: ECEsearch@muohio.edu

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Applications should be submitted to:

Dr. Sallie A. Baker

Email: ECEsearch@muohio.edu
Purdue University

Department of Computer Sciences

The Department of Computer Sciences at Purdue University invites applications for tenure-track faculty positions at the Assistant Professor level. The Department of Computer Sciences at Purdue University is a world-renowned academic unit that focuses on research and teaching in all areas of computer science, including but not limited to artificial intelligence, bioinformatics, design, and theoretical computer science. Purdue University is a public research university located in West Lafayette, Indiana.

To apply, visit the following website: https://www.cs.purdue.edu

Applications are being accepted now and will be reviewed as they are received. Applications should include curriculum vitae, a list of publications, and a statement of research and teaching interests. Applications are being reviewed until the position is filled. The Department of Computer Sciences at Purdue University is committed to affirmative action, equal opportunity, and diversity in the workplace. Women and minority candidates are especially encouraged to apply.

Contact Information:
Department of Computer Sciences
Purdue University
202 N. University Street
West Lafayette, IN 47907-1398
Telephone: 765-494-1782
Fax: 765-494-1820
Email: compsci@purdue.edu

Rice University

Department of Computer Science

The Department of Computer Science at Rice University seeks applicants for tenure-track faculty positions in Computer Science. The Department of Computer Science at Rice University is a world-renowned academic unit that focuses on research and teaching in all areas of computer science, including but not limited to artificial intelligence, bioinformatics, design, and theoretical computer science. Rice University is a private research university located in Houston, Texas.

To apply, visit the following website: http://www.cs.rice.edu

Applications are being accepted now and will be reviewed as they are received. Applications should include a curriculum vitae, a list of publications, and a statement of research and teaching interests. Applications are being reviewed until the position is filled. The Department of Computer Sciences at Rice University is committed to affirmative action, equal opportunity, and diversity in the workplace. Women and minority candidates are especially encouraged to apply.

Contact Information:
Department of Computer Science
Rice University
6100 Main Street
Houston, TX 77251
Telephone: 713-348-4875
Fax: 713-348-3185
Email: compsci@rice.edu

San Francisco State University

Computer Science Department

Assistant Professor

The Department of Computer Science at San Francisco State University invites applications for a tenure-track position in the area of Computer Science. The Department of Computer Science at San Francisco State University is a world-renowned academic unit that focuses on research and teaching in all areas of computer science, including but not limited to artificial intelligence, bioinformatics, design, and theoretical computer science. San Francisco State University is a public university located in San Francisco, California.

To apply, visit the following website: https://www.sfsu.edu/computer-science

Applications are being accepted now and will be reviewed as they are received. Applications should include a curriculum vitae, a list of publications, and a statement of research and teaching interests. Applications are being reviewed until the position is filled. The Department of Computer Sciences at San Francisco State University is committed to affirmative action, equal opportunity, and diversity in the workplace. Women and minority candidates are especially encouraged to apply.

Contact Information:
Department of Computer Science
San Francisco State University
1600 Holloway Avenue
San Francisco, CA 94132
Telephone: 415-338-1034
Fax: 415-338-1074
Email: compsci@sfsu.edu

Swarthmore College

Computer Science Department

Assistant Professor

The Computer Science Department at Swarthmore College invites applications for a tenure-track position in the area of Computer Science. The Computer Science Department at Swarthmore College is a world-renowned academic unit that focuses on research and teaching in all areas of computer science, including but not limited to artificial intelligence, bioinformatics, design, and theoretical computer science. Swarthmore College is a private, non-sectarian liberal arts college located in the suburbs of Philadelphia.

To apply, visit the following website: https://www.swarthmore.edu/computer-science

Applications are being accepted now and will be reviewed as they are received. Applications should include a curriculum vitae, a list of publications, and a statement of research and teaching interests. Applications are being reviewed until the position is filled. The Department of Computer Sciences at Swarthmore College is committed to affirmative action, equal opportunity, and diversity in the workplace. Women and minority candidates are especially encouraged to apply.

Contact Information:
Computer Science Department
Swarthmore College
500 College Avenue
Swarthmore, PA 19081
Telephone: 610-328-8219
Fax: 610-328-8219
Email: compsci@swarthmore.edu

Texas A&M University

Department of Computer Science

Tenure-Track Faculty Openings

Applications are invited for a tenure-track faculty position at the Assistant Professor level. The Department of Computer Science at Texas A&M University is a world-renowned academic unit that focuses on research and teaching in all areas of computer science, including but not limited to artificial intelligence, bioinformatics, design, and theoretical computer science. Texas A&M University is a public research university located in College Station, Texas.

To apply, visit the following website: https://www.cs.tamu.edu

Applications are being accepted now and will be reviewed as they are received. Applications should include a curriculum vitae, a list of publications, and a statement of research and teaching interests. Applications are being reviewed until the position is filled. The Department of Computer Sciences at Texas A&M University is committed to affirmative action, equal opportunity, and diversity in the workplace. Women and minority candidates are especially encouraged to apply.

Contact Information:
Department of Computer Science
Texas A&M University
1102 TAMU
College Station, TX 77843
Telephone: 979-845-6290
Fax: 979-845-6299
Email: search@cs.tamu.edu

Stanford University

Department of Computer Science

Faculty Openings

Applications are invited for tenure-track faculty positions at the Assistant Professor level. The Department of Computer Science at Stanford University is a world-renowned academic unit that focuses on research and teaching in all areas of computer science, including but not limited to artificial intelligence, bioinformatics, design, and theoretical computer science. Stanford University is a private research university located in Stanford, California.

To apply, visit the following website: https://www.cs.stanford.edu

Applications are being accepted now and will be reviewed as they are received. Applications should include a curriculum vitae, a list of publications, and a statement of research and teaching interests. Applications are being reviewed until the position is filled. The Department of Computer Sciences at Stanford University is committed to affirmative action, equal opportunity, and diversity in the workplace. Women and minority candidates are especially encouraged to apply.

Contact Information:
Department of Computer Science
Stanford University
Gates 278
Stanford, CA 94305-9025
Telephone: 650-723-9310
Fax: 650-725-2738
Email: search@cs.stanford.edu

Swarthmore College

Computer Science Department

Assistant Professor

The Computer Science Department at Swarthmore College invites applications for a tenure-track position in the area of Computer Science. The Computer Science Department at Swarthmore College is a world-renowned academic unit that focuses on research and teaching in all areas of computer science, including but not limited to artificial intelligence, bioinformatics, design, and theoretical computer science. Swarthmore College is a private, non-sectarian liberal arts college located in the suburbs of Philadelphia.

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Swarthmore College
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Swarthmore, PA 19081
Telephone: 610-328-8219
Fax: 610-328-8219
Email: compsci@swarthmore.edu

Texas A&M University

Department of Computer Science

Tenure-Track Faculty Openings

Applications are invited for a tenure-track faculty position at the Assistant Professor level. The Department of Computer Science at Texas A&M University is a world-renowned academic unit that focuses on research and teaching in all areas of computer science, including but not limited to artificial intelligence, bioinformatics, design, and theoretical computer science. Texas A&M University is a public research university located in College Station, Texas.

To apply, visit the following website: https://www.cs.tamu.edu

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Department of Computer Science
Texas A&M University
1102 TAMU
College Station, TX 77843
Telephone: 979-845-6290
Fax: 979-845-6299
Email: search@cs.tamu.edu

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Email: search@cs.stanford.edu

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Assistant Professor

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University of Arizona
Department of Computer Science
Faculty Position in Bioinformatics

The University of Arizona (UA) is a public university in Tucson, Arizona. The UA is a land-grant institution and offers a wide variety of academic programs. The Department of Computer Science (CS) has a strong and diverse research community with faculty members engaged in various areas of computer science. The department is located in the College of Science at the University of Arizona.

The Department of Computer Science at the University of Arizona is seeking a faculty member in the area of Bioinformatics. Bioinformatics is an interdisciplinary field that involves the use of computer science, mathematics, statistics, and engineering to analyze and interpret biological data. The faculty position is at the Assistant Professor level, but candidates at higher ranks will also be considered. The department offers a B.S., B.A., M.S., and Ph.D. program, andan active research program in areas such as computational biology, bioinformatics, and computer graphics. The university has a strong tradition of collaboration with national and international partners. The successful candidate will be expected to contribute to the growth of the department's research, teaching, and service activities.

[Details about the position, qualifications, and application process are provided.]
University of California, Riverside

Research Faculty Positions in Computer Science and Engineering

The Department of Computer Science at the University of California, Riverside invites applications for tenure-track or tenured faculty positions in Computer Science and Engineering for the 2004-2005 academic year. Successful applicants must have a Ph.D. in Computer Science or in a closely related field. The University of California, Riverside, is a world-class research university with a comprehensive computer science program that includes software engineering, programming languages, computational science, and graphics, and with a tradition of working well in all areas of computer science and engineering.

Successful candidates may have an exceptional research and teaching record, have demonstrated or have the potential to conduct world-class research and teaching potential. Salary will be competitive, depending on qualifications, and appointment rank and qualifications.

University of California, San Diego

Department of Computer Science and Engineering

Tenure-track Assistant/Associate Professor Positions in Computer Science and Engineering

The Department of Computer Science and Engineering at The University of California, San Diego has established five new faculty positions to strengthen its leadership in the areas of computer systems, computer architecture, parallel/distributed systems, software engineering, and computer security. Closing Date: Review of applications will begin soon and will continue until the positions are filled. Please send a letter of interest, curriculum vitae, a statement of research plans; and a statement of teaching interests, and ensure that at least three names and email addresses of at least three references are submitted. Applications must be received by June 1, 2004. For more information, please visit http://www2.ucsd.edu/ahr/policies/confstm.htm. Confidentiality regarding letters of reference. Letter writers should be directed to the names and email addresses of at least four references. Applications will be considered after this date.

University of Colorado, Boulder

Computer Science Faculty Positions

The Department of Computer Science at the University of Colorado, Boulder invites applications for a Computer Science Faculty Position at the Assistant Professor, Associate Professor or Professor level, beginning fall 2004. The University of Colorado, Boulder, is a world-class research university offering large undergraduate programs, an interdisciplinary environment, and intimate graduate training in computer science. Competitive salary and benefits are offered.

Candidates must have a Ph.D. in Computer Science or a related field. Applicants with strong teaching records are encouraged to apply. Successful candidates must have a Ph.D. in Computer Science or a related field. Applicants with strong teaching records are encouraged to apply. Successful candidates will be expected to conduct independent research in an area of computer science, to develop an effective undergraduate teaching load, and to be involved in service to the department and the university.

The Department of Computer Science at the University of Colorado, Boulder, invites applications from exceptional computer scientists with a Ph.D. in Computer Science or a related field. Applicants with strong teaching records are encouraged to apply. Successful candidates will be expected to conduct independent research in an area of computer science, to develop an effective undergraduate teaching load, and to be involved in service to the department and the university.

University of Illinois at Urbana-Champaign

Assistant Professor Search

The Department of Computer Science at the University of Illinois at Urbana-Champaign invites applications for an Assistant Professor position in Computer Science, with an emphasis on computer systems. The position begins in September 2004 and is available for the academic year 2004-2005. Candidates should have a Ph.D. in Computer Science or a closely related field. Candidates will also need to have demonstrated outstanding promise in both research and teaching.

Review of applications will begin as soon as possible and continue until the position is filled. Please send a letter of interest, curriculum vitae, a statement of research plans, and a statement of teaching interests. For more information, contact Lott McPhee (lottm@cs.uiuc.edu) or 217-444-7994. Please send materials in electronic form under separate cover, directly to the Chair, Computer Science Department, University of Illinois at Urbana-Champaign, 301 N. University Street, Urbana, IL 61801. Applications should be submitted at http://www.cs.uiuc.edu/insidejobs.html. Please include your résumé, a statement of research and teaching interests, and the names and e-mail addresses of at least three references. Applications will be reviewed after this date.

University of Iowa

Computer Science Faculty Positions

The Department of Computer Science at The University of Iowa invites applications for tenure-track or tenured faculty positions at all ranks. Exceptional candidates in all areas of computer science will be considered. The University of Iowa is an Affirmative Action/Equal Opportunity employer.

Candidates are encouraged to apply for a position at the assistant, associate, or full professor level. Appointments may lead to tenure. Successful candidates are expected to develop a strong record of research and to contribute to the educational mission of the university.

Successful candidates are expected to develop a strong record of research and to contribute to the educational mission of the university.

University of North Carolina at Chapel Hill

Computer Science Faculty Positions

The Department of Computer Science at the University of North Carolina at Chapel Hill invites applications for tenure-track or tenured faculty positions at all ranks. Exceptional candidates in all areas of computer science will be considered. The University of Iowa is an Affirmative Action/Equal Opportunity employer.

Candidates are encouraged to apply for a position at the assistant, associate, or full professor level. Appointments may lead to tenure. Successful candidates are expected to develop a strong record of research and to contribute to the educational mission of the university.

Successful candidates are expected to develop a strong record of research and to contribute to the educational mission of the university.

University of Oregon

Computer Science Faculty Position

The Department of Computer Science and Engineering at the University of Oregon invites applications for a tenure-track position at the Assistant Professor level beginning fall 2004. Exceptional candidates in all areas of computer science will be considered. The University of Oregon is an Affirmative Action/Equal Opportunity employer.

Candidates are encouraged to apply for a position at the assistant, associate, or full professor level. Appointments may lead to tenure. Successful candidates are expected to develop a strong record of research and to contribute to the educational mission of the university.

Successful candidates are expected to develop a strong record of research and to contribute to the educational mission of the university.

University of Pennsylvania

Computer Science Faculty Positions

The Department of Computer and Information Science at the University of Pennsylvania invites applications for a tenure-track position at the Assistant Professor level beginning fall 2004. Exceptional candidates in all areas of computer science will be considered. The University of Pennsylvania is an Affirmative Action/Equal Opportunity employer.

Candidates are encouraged to apply for a position at the assistant, associate, or full professor level. Appointments may lead to tenure. Successful candidates are expected to develop a strong record of research and to contribute to the educational mission of the university.

Successful candidates are expected to develop a strong record of research and to contribute to the educational mission of the university.

University of Pittsburgh

Computer Science Faculty Position

The Department of Computer Science at the University of Pittsburgh invites applications for a tenure-track position at the Assistant Professor level beginning fall 2004. Exceptional candidates in all areas of computer science will be considered. The University of Pittsburgh is an Affirmative Action/Equal Opportunity employer.

Candidates are encouraged to apply for a position at the assistant, associate, or full professor level. Appointments may lead to tenure. Successful candidates are expected to develop a strong record of research and to contribute to the educational mission of the university.

Successful candidates are expected to develop a strong record of research and to contribute to the educational mission of the university.
The University of Iowa

Assistant Professor Position in Information Systems

The Department of Computer Science invites applications for an Assistant Professor position in information systems. The University of Iowa is an Affirmative Action/Equal Opportunity employer. Women and members of minority groups are encouraged to apply.

The University of Michigan - Dearborn

Department of Computer and Information Science

Assistant/Associate Professors

The University of Michigan- Dearborn invites applications for open ranks in the area of Computer and Information Science. The Department invites applications from candidates with a PhD in Computer Science or closely related area. Rank and salary will be commensurate with qualifications. The University of Michigan-Dearborn is a urban university with a multicultural student body. Dearborn is a city of approximately 100,000 residents located in the western part of Wayne County, Michigan. The University has a student body of approximately 13,500. University of Michigan- Dearborn is an equal opportunity/affirmative action employer and encourages applications from women, minorities, and persons with disabilities.

The University of Minnesota

Computing and Information Science

Assistant/Associate Professor Position, Department of Computer Science

The Department of Computer Science invites applications for an Assistant/Associate Professor position. The University of Minnesota is an Equal Opportunity, Affirmative Action employer. Women and members of minority groups are encouraged to apply.

The University of Mississippi - University of Mississippi

Computer Science

Faculty Positions

The University of Mississippi Department of Computer Science is undergoing major growth and offers many opportunities in all areas of computer science. The University of Mississippi is an equal opportunity/affirmative action employer. Women and members of minority groups are encouraged to apply.

The University of Pennsylvania

Assistant Professor in Computer and Cognitive Science

The University of Pennsylvania is seeking applications for an Assistant Professor position to teach courses on the theory of computation. The position is tenured rank. The University of Pennsylvania is a major research university committed to excellence in teaching, research, and public service in a liberal arts environment.

The University of Southern California

Assistant Professor Position in Computer Science

The University of Southern California offers an Assistant Professor position with tenure or an appointment as an Associate or Full Professor, depending on qualifications. The University of Southern California is an equal opportunity/affirmative action employer with a strong commitment to diversity. Women, members of minority groups, and persons with disabilities are strongly encouraged to apply.

The University of Wisconsin - Madison

Assistant Professor in Computer Science

The University of Wisconsin - Madison invites applications for an Assistant Professor position in Computer Science. The University of Wisconsin - Madison is an Affirmative Action/Equal Opportunity employer. Women and members of minority groups are encouraged to apply.
University of California, Merced
School of Engineering
Faculty Positions in Computer Science and Engineering

The University of California is creating a dynamic new university campus and campus community in Merced, California, which will open in August 2005 as the sixth campus of the University of California system. Founded in 2000, UC Merced was added 8 new tenure track faculty and 5 new graduate faculty to further strengthen its research, teaching, and public service missions.

The Department of Computer Sciences at UC Merced is located in the historic town of Merced in the walled hills of northern California. Founded in 2000, UC Merced has a small wonder-town atmosphere with a student body of 14,000 students.

The University of California, Merced, is seeking to fill multiple tenure-track faculty positions at all levels. Successful candidates are expected to have completed a PhD in computer science or a related area at the time of appointment. Applications are also encouraged from candidates from underrepresented groups. Applications for multiple tenure-track positions are being invited in computer science and engineering, at all ranks and sub-disciplines, and is especially interested in receiving applications from senior scholars in the areas of networking, wireless, and distributed systems; computer architecture; high performance and parallel computing, and complex systems modeling; computer programming, and embedded and pervasive computing, and database systems.

The Department of Computer Sciences at UC Merced is committed to excellence in teaching and research and to serving the community.

The Department of Computer Sciences at UC Merced is an Equal Opportunity/Affirmative Action Employer.

For more information please contact Jeff Wright, Dean of Engineering.

To apply, please go to: careerinfo@cs.uta.edu with the job number 9239-03A in the subject line.

University of Texas at Austin
Computer Science and Engineering
Faculty Openings for Fall 2004

The University of Texas at Austin (UTA), Computer Science and Engineering (CSE) Department - CSB3RUTA invites applications for multiple tenure-track faculty positions at all levels. Successful candidates will be expected to have completed a PhD in computer science or a related area at the time of appointment.

The Department of Computer Sciences at UTA, part of The University of Texas System, is located in the heart of the rapidly growing Dallas/Fort Worth region, one of the nation’s fastest growing high-technology regions, with a flourishing industrial base and excellent opportunities for collaborative activities with National Laboratories.

All applications will be considered, with preference given to candidates with a strong commitment to excellence in teaching and research, and evidence of research potential, effective communication skills, and a broad breadth of research experience in computing. The application packet should include a curriculum vitae, names of at least four references, a statement of research and teaching interests, and the names and addresses of at least three references to:

Department of Computer Sciences
University of Texas at Austin
4018 Engineering Building North
Austin, Texas 78712-1084

Applications are also invited for tenure-track positions at all levels. Successful candidates are expected to have completed a PhD in computer science or a related area at the time of appointment.

Applications will be reviewed until all positions are filled. The Department of Computer Sciences at UTA, part of The University of Texas System, is located in the heart of the rapidly growing Dallas/Fort Worth region, one of the nation’s fastest growing high-technology regions, with a flourishing industrial base and excellent opportunities for collaborative activities with National Laboratories. The application packet should include a curriculum vitae, names of at least three references, a statement of research and teaching interests, and the names and addresses of at least three references to:

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University of Texas at Austin
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4018 Engineering Building North
Austin, Texas 78712-1084

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Department of Computer Sciences
University of Texas at Austin
4018 Engineering Building North
Austin, Texas 78712-1084
The University of Texas at Dallas invites applications for faculty positions in Computational Biology. The Department of Computer Science, Software Engineering, and Telecommunications Engineering, whose faculty consists of members from Computer Science and Electrical Engineering, is part of Ph.D. and master’s programs in Telecommunications, Traditional Computer Science, Intelligent Systems, and a Major in Software Engineering, as well as high-speed dial-in access to campus computing facilities.

The department has many computer/research laboratories, equipped with around 300 high performance workstations and high-end PCs. The Academic Computer Center supports both UNIX based workstations and PCs as well as high-speed dial-in access to campus computing facilities.

The Department of Computer Science of the University of Texas at Dallas invites applications for tenure-track faculty positions in Networking and Telecommunications. The Jonsson Computer Science, Software Engineering, and Telecommunications Engineering, whose faculty consists of members from Computer Science and Electrical Engineering, is part of Ph.D. and master’s programs in Telecommunications, Traditional Computer Science, Intelligent Systems, and a Major in Software Engineering, as well as high-speed dial-in access to campus computing facilities.

Applications will be considered for faculty positions in two areas. The first area is traditional computer science research, including networking, distributed systems, and applications. The second area is networking and telecommunications research, including mobile communications, networking, multimedia distribution, and related areas. Applications in this area should include a research statement, publication list, and three letters of recommendation.

Applications for the first area should be submitted to the Chair of the Computer Science Department, University of Texas at Dallas, 3.30C038, Richardson, TX 75083-0688. Applications for the second area should be submitted to the Chair of the Computer Science Department, University of Texas at Dallas, 3.30C044, Richardson, TX 75083-0688.
University of New England
Department of Computer Science
University of New England
Department of Computer Science
University of New Hampshire
Department of Computer Science
University of New Mexico
Department of Computer Science
University of Oregon
School of Computer Science
University of Pennsylvania
Department of Computer Science
University of Wisconsin-Madison
Computer Science Department
University of Wisconsin-Madison
Department of Computer Science
Washington University in Saint Louis
Department of Computer Science and Engineering
Wayne State University
Department of Computer Science
Wayne State University
Computer Science and Engineering Department
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Department of Computer Science and Engineering
Wayne State University
Department of Computer Science
Washington University in Saint Louis
Department of Computer Science and Engineering
Wayne State University
Department of Computer Science
Wayne State University
Department of Computer Science
Professional Opportunities

Worcester Polytechnic Institute
Computer Science Department
Tenure-Track Faculty Position – starting August 2004

Do you want the combination of a research university teaching load with a liberal arts college environment? Do you like engaging undergraduates together with graduates in long-term, open-ended projects? Would you enjoy doing interdisciplinary research, experiencing the interplay between technology and society, and helping students apply their technical skills in global settings?

If so, you should consider joining the faculty at WPI.

WPI is an elite national university with an enrollment of 3,300, including 300 graduate students. It has a core focus on engineering, science and the management of technology, and grants degrees in more than 10 disciplines. WPI’s acclaimed and long-standing project-based undergraduate curriculum is singled out by professional societies as a model program. That curriculum, combined with a significant graduate program, often faculty a unique balance between research and teaching. The Computer Science Department is recruiting tenure-track faculty in one of three areas:

- Software Construction (such as Software Engineering and Formal Methods). However, outstanding candidates at any rank and in any area will still be considered. Candidates should have a PhD in Computer Science or a closely related field, and the potential for excellence in research and teaching. The department grants BS, MS, and PhD degrees in Computer Science, and is among

the largest at WPI (with more than 450 majors and roughly 150 full-time MS and PhD students). Faculty research is funded by federal agencies (such as NSF, NIH, NSA, CNR, and DARPA) and industrial collaborators. The department currently has 19 tenure-track faculty. We expect a steady increase in faculty size over the coming years and hope to maintain the exceptionally close-knit, collegial atmosphere we currently enjoy. Please see our web site at www.cs.wpi.edu for complete information.

WPI is in Worcester, Massachusetts, the second largest city in Massachusetts and the third largest in New England. It is approximately one hour from both Boston and Providence; cultural and recreational resources abound in the region. The UMASS medical center and large number of technology companies, colleges and universities in the immediate area make it ideal for dual career families.

To apply, submit a letter of application, which includes detailed Research and Teaching Statements, vitae, and the names, postal addresses and email addresses of at least three references to:

Recruiting Committee
Computer Science Department
WPI
100 Institute Road
Worcester, MA 01609-2280

Questions about the hiring process, as well as electronic applications should be addressed to nrener@cs.wpi.edu.

For full consideration, applications should be received by February 1, 2004.

To enter the evaluation through diversity, WPI is an affirmative action, equal opportunity employer.

CRW Welcome New Members

Academic Departments
Kalamazoo College (MICS)
University of Alberta (CS)
University of Calgary (CS)
University of California, Riverside (CSE)
University of Maryland, Baltimore County (IS)
University of Pittsburgh (IS)

Associate Member
National University of Singapore (School of Computing)

COMPUTING RESEARCH NEWS
Vol.15 No.5

Professional Opportunities

CRA Welcomes New Members

Academic Departments
Kalamazoo College (MICS)
University of Alberta (CS)
University of Calgary (CS)
University of California, Riverside (CSE)
University of Maryland, Baltimore County (IS)
University of Pittsburgh (IS)

Associate Member
National University of Singapore (School of Computing)

February 13 Deadline for CRA Service Award Nominations

The Computing Research Association invites nominations for the CRA Distinguished Service Award and the A. Nico Habermann Award for 2004.

Distinguished Service Award

CRA makes an award, usually annually, to a person who has made an outstanding service contribution to the computing research community. This award recognizes service in the areas of government affairs, professional societies, publications or conferences, and leadership that has a major impact on computing research.

Recent Distinguished Service Award Recipients:

2003 – Ruven A. Bajoe, CITRIS, UC Berkeley
2002 – Andreas van Dam, Brown University
2001 – Marylou Blumenthal, CSTB, National Research Council
2000 – Juris Hartmanis, Cornell University
1999 – Bill Joy, Sun Microsystems, and Ken Kennedy, Rice University

For complete list, see: http://www.cra.org/main/cra.awards.html

A. Nico Habermann Award

CRA makes an award, usually annually, to a person who has made an outstanding contribution to aiding members of underrepresented groups within the computing research community. This award recognizes work in areas of government affairs, educational programs, professional societies, public awareness, and leadership that has a major impact on advancing these groups in the computing research community.

Recent Habermann Award Recipients:

2003 – Rita Rodriguez, National Science Foundation
2002 – Valerie Taylor, Northwestern University
2001 – Anita Borg, Institute for Women and Technology
2000 – Roscoe Giles, Boston University
1999 – Sheila Humphreys, University of California, Berkeley

For complete list, see: http://www.cra.org/main/cra.awards.html

Nomination Procedure:
The deadline for receipt of nominations is February 13, 2004. Nominations should not exceed two pages in length and should describe the contributions on which the nomination is based. Letters in support of the nomination are welcome but not required. Questions or comments may be addressed to awards@cra.org.

Send nominations electronically to: awards@cra.org (in plain text or as a Word attachment). Alternatively, mail or fax to:

CRA Service Awards
Computing Research Association
1100 17th Street, NW, Suite 507
Washington, DC 20036-4632
Tel: 202-234-2111
Fax: 202-667-1086
E-mail: awards@cra.org
http://www.cra.org/main/cra.awards.html

Transitions and News

The Alliance for Technology, Learning and Society (ATLAS) Institute at the University of Colorado at Boulder, directed by Bobby Schnabel, was one of two winners of the 2003 Educator Award for Systemic Progress in Teaching and Learning. ATLAS provides interdisciplinary educational and research programs in digital media, educational technology, and societal impacts that are designed to make information technology relevant and accessible to all people and communities.

Graeme Spafford, Professor of Computer Science at Purdue University and a CRA board member, is serving as a part-time senior advisor in CISE at NSF on issues of security, privacy, and education for the next year.