

ANNUAL REPORT
of the ACM-W Council
For the Period: July 1, 2011 - June 30, 2012

Submitted by Valerie Barr

1. BASIC INFORMATION

1.1 Members of the Board

Valerie Barr, co-chair
Elaine Weyuker, co-chair
Barbara Grosz
Susan Landau
Kelly Lyons
Gloria Townsend
Lucy Sanders
Telle Whitney

1.2 Standing Committees

(Note that under the previous ACM-W chair, not every ACM-W Council Member had a clear committee responsibility. This will change in 2012-2013. The list below includes each Council member with an indication, as appropriate, of particular responsibilities).

Tracy Camp
Adriana Compagnoni – Scholarships
Joanne Cohoon
Kay Connelly
Annamieke Craig
Mary Anne Egan
Paula Gabbert – Chapters
Cindy Hood
Mary Jane Irwin – Athena
David Klappholz
Kathy Kleiman
Deanna Kosaraju
Suzanne Menzel – Newsletter
Barbara Boucher Owens
Chris Stephenson
Gloria Townsend – Regionals
Katie Siek – Newsletter
Ellen Walker – Web
Robert Walker – Awards

2. PROJECT SUMMARY

List of all projects, of the Board or any of its committees, that have been active at any time during the calendar year. Use this format:

ACM-W Scholarship program for Research Conference Attendance

Award scholarships for women student to attend CS and CS-related research conferences.

Valerie Barr, Chair 2011-2012

Started 2006; ongoing

\$25,000 budgeted; \$27,790.82 spent

Regional Women in Computing Celebrations

Provide support for organizers of regional computing conferences, coordinate with ABI and NCWIT on Grace Hopper Regional Consortium

Gloria Townsend, Chair 2011-2012

Started 2004; ongoing

ACM-W Student Chapters

Promotion of ACM-W chapters, ongoing communication with chapter organizers.

Paula Gabbert, chair

Ongoing

Athena Lecturer

Athena Lectures celebrate outstanding women researchers who have made fundamental contributions to computer science.

Mary Jane Irwin, chair

Started 2006-2007; ongoing

\$10,000 budgeted; \$10,000 spent

ACM-W Newsletter

Periodic newsletter to convey information about ACM-W activities and highlight other events related to women in computing

Katie Siek and Suzanne Menzel, co-editors

Ongoing

3. PLANS

3.1 We do not anticipate that any ACM-W projects will be terminated in the coming year.

3.2 List important changes or milestones in active projects during the coming year.

- New mission statement has been accepted.
- Strategic Advisory Board will be formed, and Executive Committee will be overhauled.
- All committees and committee leadership will be revamped, terms will be set for committee chairs.

3.3 List new projects or programs which are proposed or contemplated.

- We will be adding a community college focus to certain activities

- 3.4 List details of plan to increase the diversity on the Board with respect to younger members, a wider geographic representation, and a better balance with respect to industry/academia, gender, and other under-represented groups.
- We will thank many long-time ACM-W Council members for their service, and invite new members, in particular with an eye toward better international representation, better age distribution, and more industry representation.

4. COMMENTS

None

APPENDIX

See section 2 above for list of committee chairs.

Aggregated reports from Committees follow.

ACM-W Annual report For the Period: July 1, 2011 – June 30, 2012

Supporting Summary Reports

ACM-W Scholarship program for Research Conference Attendance (Valerie Barr, Chair 2011-2012; Adriana Compagnoni is 2012-2013 chair)

In 2011-2012 the scholarship program continued to be supported with funds from WiPro (\$20,000/year). In the last 6 award cycles, covering one year, we processed 130 scholarship applications, 16% from undergraduates, 15% from MS candidates, 69% from PhD. We awarded 29 scholarships total, evenly divided between undergraduates (10), MS (9), PhD (10). Fifteen of the 28 were \$1200 awards for intercontinental conference travel, however one was declined by the recipient, and 14 were \$600 awards for intracontinental conference travel. Additional support came from five of the 17 SIGs that have pledged to back award recipients: SIGCHI supported 5 scholarship recipients, and SIGGRAPH, SIGEVO, SIGPLAN, and SIGACCESS each supported one. We initiated contact with SIGEVO after awarding our first scholarship to attend GECCO, and became the newest SIG to pledge support for ACM-W award recipients."

Regional Women in Computing Celebrations (Gloria Townsend, Chair 2011-2012; Jodi Tims is 2012-2013 chair)

See attached report. Several of the 2011-2012 regional conferences were partially supported by the NSF grant, joint with ABI and NCWIT. In addition to the conferences, meetings for organizers were held at SIGCSE and Grace Hopper.

ACM-W Student Chapters (Paula Gabbert, chair)

There are currently 37 ACM-W chapters, with seven new ones added in 2011-2012. Six are international chapters.

Athena Lecturer (Mary Jane Irwin, chair)

The Athena lecturer program is still funded by a \$45,000 grant from Google which will continue through 2014-2015. See attached report.

5) **Committee to Identify Women Candidates for Awards and Elevated Membership** (Robert Walker, chair)

Robert Walker has been working with Barbara Ryder to maintain an ongoing list of potential women to nominate for ACM Fellow, carefully tracking their years of ACM membership, canvassing for potential nominators, and trying to gauge when the time is right to nominate each one. He is also serving as ACM-W's representative to the Anita Borg Institute's External Awards Committee, where he has assisted in efforts to build a "timeline" of prominent women in computer science and the awards each has received at various stages of her career. Our goal is to partner with as many other organizations as possible who are also trying to identify outstanding women candidates including CRA-W, ABI and NCWIT.

ACM-W Newsletter (Katie Siek and Suzanne Menzel, co-editors)

The ACM-W newsletter provides ACM-W members an opportunity to share experiences, provoke discussion, and present research findings related to the ACM-W mission. Suzanne Menzel and Katie Siek became editors of the newsletter in Fall 2011 and have since edited three newsletters. Their goal is to create a newsletter that is appealing to people interested in women in computing at all stages of their careers. To this end, each of the three issues have included articles that can be appreciated by students in high school to graduate school, and by academic and industry professionals. In 2011, the ACM-W Newsletter received a total of 20 abstract submissions for the

newsletter. Sixteen abstracts were invited to write a final draft for the Winter 2011, Summer 2011, Summer 2012, or Winter 2013 newsletters. Four abstract submissions were not accepted because they did not support the ACM-W mission. The newsletter editors solicited a total of 14 articles for the newsletter from ACM-W associates or people who have discussed or presented ACM-W oriented material at conferences. An example of a solicited article is the Ask Judy column featured in the Summer 2012 newsletter, written by Judy Olson, the 2011 ACM-W Athena Lecturer. We plan to have another Ask Judy column in the Winter 2013 newsletter. In addition, the newsletter editors worked with Carol Wierzbicki to create a better template for the ACM-W newsletter so that it had a more professional image. The editors recently published the Summer 2012 issue and currently have invited five authors to submit final papers for editorial review for the Winter 2013 newsletter.

Regional Celebrations Report: 2011-12

Gloria Childress Townsend



Regional conferences help to recruit, retain and advance technical women by giving participants the occasion to:

- Build professional networks
- Present individual and collaborative research
- Encounter mid- and senior-level role models
- Develop mentoring relationships
- Explore a myriad of technical career paths

Components of Regional Celebrations of Women in Computing:

- Poster sessions
- Dinner and a keynote address
- Two Program Tracks: Research; Social/Ethical/Cultural issues in computing
- Additional tracks possible — for high school teachers and/or students, as one example
- Faculty sessions: Student recruitment and retention, presented by an NCWIT representative; Overcoming stereotype threat, presented by an ABI representative
- Career Fair with involvement of industry representatives

How ACM-W supports Regional Celebrations:

- Advice for organizing regional celebrations: Direct communication to answer questions; sharing files and other resources; workshops
- Guidance from ACM-W in establishing ACM-W Student Chapters to sustain regional momentum among biennial Regional Celebrations

The conferences:

- Missouri (October 7-8, 2011) MINKWIC
- Tennessee (October 14-15, 2011) TN-WIC
- Toronto (Oct 21-22, 2011) ONCWIC
- Louisville and Cincinnati (November 18-19, 2011) TRI-WIC
- Indiana (February 10-11, 2012) INWIC
- Carolina (February 17-18, 2012) CWIC
- Kentucky (February 24-25, 2012) KYWIC
- Minnesota (February 24-25, 2012) MINNEWIC
- Maryland & Virginia (April 13-14, 2012) CAPWIC
- Southern California (April 14-15, 2012) CWIC-SoCal
- Northwest (April 14, 2012) NWRCWIC

Major Findings:

Expanding Community & Connections

The majority of participants feels part of a larger community of women in technology; feel less isolated as a woman in technology; feel inspired by the role models they saw

Expanding Interest and Motivation

The majority of participants feels more energized/confident about their technology careers; have increased confidence in their ability to pursue a technology degree

Greater Commitment

Many participants report increased commitment to a technology career, and the majority increased their commitment to complete their current degree program.

ACM-W Athena Lecture Selection Committee Report 2012

Mary Jane Irwin, Chair

July 2012

This was my first year as Chair of the Athena Lecturer Selection Committee. My first task was to find out who was on the Committee, their appointment years and coverage area, so that I could develop a plan (with input from the ACM-W leadership) for new appointments. The table below shows the current and immediate past state of the Selection Committee. With only six members on the Committee, it is not possible to cover all areas of ICT, however the current Committee has pretty good spread. I asked Eva Tardos to serve an additional two years because I knew we were going to have a number of nominations from the theory area with whom the obvious other Committee member candidates would have conflicts-of-interest. There will be two slots to fill next year for which I have candidates in mind (keeping in mind area coverage, past Athena Lecturer winners, women

Name	Affiliation	Years Tenure	Area Coverage
Landau, Susan		2006, 2007, 2008, 2009, 2010, 2011	security
Pollack, Martha	UMichigan	2008, 2009	AI
Estrin, Deborah	UCLA	2008, 2009, 2010, 2011	networks
Tardos, Eva	Cornell	2008, 2009, 2010, 2011, 2012, 2013	theory
Dumais, Susan	MSR	2009, 2010, 2011, 2012	HCI
Graham, Susan	UCBerkeley	2009, 2010, 2011, 2012	prog lang
Haas, Laura	IBM	2011, 2012, 2013	databases, IR
Irwin, Mary Jane, CHAIR	PSU	2011, 2012, 2013, 2014	architecture, EDA
Zave, Pamela	AT&T	2012, 2013, 2014	software engr

with high profiles, etc.).

Next, working with Ellen Walker and the ACM HQ staff, I had to make sure that the ACM-W Athena Lecturer web page (http://women.acm.org/participate/awards/athena_announcement.cfm) was up-to-date and that the submission site was in order. The first was easy, the second was more challenging. ACM had changed its submission software over the summer and it took extra work to “reclaim” the previous nominations that we wanted to keep in play. ACM HQ staff worked quickly to upload those nominations into the new system, but nothing could be done to restore the old reference letters – those were gone. It was probably time for all of those reference letters to be refreshed anyway.

After several deadline reminder emails to the SIG leadership, all that remained was to wait for the nominations to flow in. We received eight nominations in all including five new nominations. All of the nominations had newly submitted reference letters. After the submission deadline the Committee set to work reviewing the nomination packages to prep for our Committee conference call in early March.

As all of the nominations were competitive, several highly competitive, we had our work cut out for us. For each of the nominees to be discussed during the conference call (we had narrowed the discussion list down to the top five based on the committee review scores), I asked one of the Committee members to be discussant lead. While there was a lively phone discussion, the final selection – Nancy Lynch – was very well received by the entire Committee.

The fun part was contacting Nancy to give her the good news. She is scheduled to give the Athena Lecture at 2013 PODC being held jointly with 2013 SPAA (note that Judith Olson gave her 2011 awarded Lecture at 2012 CSCW so there was still an Athena Lecture given in 2012). I also sent email to the nominators of all of those not selected letting them know who the 2012 winner is and giving them suggestions for improving their nominations (in those cases where the Committee wanted to encourage them to submit a renomination).

My Athena Lecturer to do list for this fall consists of

1. Appointing two new Selection Committee members.
2. Providing updates for the ACM-W Athena web page.
3. Revising the submission form to force, if possible, the nominator to lead with the main technical accomplishment(s) of the nominee and to increase the technical substance of the nomination.
4. Making sure the ACM nomination submission system hasn't changed yet again and having them move over the nominations that the SIG nominator wants to renominate.
5. Reminding SIG leadership about submitting nominations and the deadline. This could possibly involve a call into the SIG Board Meeting in the Fall.