

CRA-W Advanced Career Mentoring Workshop (CAPP)
June 25-26, 2010, Providence, Rhode Island

Friday, June 25:

7:30-8:30 **Registration** – *Lobby area (in front of Ballroom)*

7:30-8:30 **Breakfast** – *Aspire Dining Room*

8:30-9:00 **Welcome and Introductions** – *Tilden Thurber Ballroom*
Overview of the workshop, goals, and organization.

Speakers: Joan Francioni, Winona State University – CAPP-E Director
Susanne Hambrusch, Purdue University – CAPP-R Director
Susan Landau – 2010-2011 Radcliffe Institute Fellow (formerly Sun Microsystems Distinguished Engineer) CAPP-L Director

9:00-10:30 Parallel Sessions:

CAPP-E: Promotion to Full Professor – *Johnson and Wales Room*

Session addresses differences in expectations, processes, and guidelines between promotion to associate professor and promotion to full professor. Planning activities now toward promotion will be stressed. Challenges along the road to promotion that one may face - and strategies for handling them - will be discussed. Opportunities and options for funding will be outlined.

Speakers: Andrea Danyluk, Williams College
Jodi Tims, Baldwin-Wallace College

CAPP-R: Promotion to Full Professor - *Tilden Thurber Ballroom*

This session will address differences in expectations, processes, and guidelines between promotion to associate professor and promotion to full professor. Differences between institutions will also be discussed. Panelists will describe their own path, discuss how to plan activities relevant and beneficial towards promotion, and how to deal with challenges along the road and strategies for handling them.

Speakers: Kathryn McKinley, University of Texas
Elke Rudensteiner, Worcester Polytechnic Institute

CAPP-L: Promotion to the Top of the Technical Ladder – *Rhode Island Design Room*

This panel will address topics such as the factors that go into promotion decisions (company contributions, publications, patents, leadership activities, etc.), how these factors are weighted, how one learns what these factors are, how to avoid/cope with layoffs, how to get support for innovative rather than incremental research, and how to be a technical leader (managing others without having reporting authority, etc), how to get necessary resources.

Speakers: Jill Drury, Mitre
Laura Haas, IBM Almaden Research Center

10:30-11:00 **Break** -

11:00-12:00

Plenary Panel: Leadership in its Various Manifestations – Tilden Thurber Ballroom

As you have become more senior, do you seem to have even less time to get everything done? Are you getting too many requests to serve on committees and to be a good citizen and role model? Are you asked to take on supervisory responsibilities? Is it a matter of time management and finding the right balance or learning to say no? We will hear from three speakers who will present their experience and address management aspects arising for more senior researchers, including effective delegation, supervision, and negotiation.

Speakers: Dona Crawford, Lawrence Livermore National Labs
Andrea Danyluk, Williams College
Padma Raghavan, Pennsylvania State University

12:00-1:30

Lunch and Making Connections– *Aspire Dining Room*

1:30-2:25

Plenary Technical Talk: Current Research/Industry Trends

Speaker: Jill Mesirov, Broad Institute

2:40-4:00

Parallel Sessions:

CAPP-E: Managing Opportunities – Johnson and Wales Room

Session discusses different career paths - the research/teaching track, the administration track, transitioning to industry or government (and back again) - and how to plan accordingly. The advantages and disadvantages of the different paths, and at different universities, will be discussed. Deciding what to do when career opportunities arise and how to ensure the position is to your benefit will be discussed. Some opportunities come about because of planning and some happen spontaneously; included will be strategies for positioning yourself for potential opportunities and how to deal with opportunities that you might not have anticipated. The *real* barriers to taking advantage of career opportunities will also be discussed.

Speakers: Susan Haller, SUNY Potsdam
Ellen Walker, Hiram College

CAPP-R: Managing Opportunities – Tilden Thurber Ballroom

This session will discuss opportunities that arise in research institutions and how to best take advantage of them. These opportunities include pursuing an administrative position, transitioning to industry or government (and back again), and relocating to a different institution. It will discuss advantages and disadvantages, how to pursue and prepare for a change in position, deciding what to do when career opportunities arise, and how to ensure the position is to ones benefit. The panelists will highlight opportunities not to miss as well as opportunities to consider with caution. Panelists will describe choices they have made and strategies for positioning oneself for potential opportunities and how to deal with opportunities that you might not have anticipated.

Speakers: Claire Cardie, Cornell University
Elke Rudensteiner, Worcester Polytechnic Institute

CAPP-L: Entering Management and Thriving – *Rhode Island Design Room*

Management is not just about people and their promotions; it is about building and enabling research, seizing intellectual and professional opportunities for one's team, making good products and good science. How does one enable one's teams to thrive --- and also do the same for oneself?

Speakers: Dona L. Crawford, Lawrence Livermore National Labs
Monica Martinez-Canales, Intel

4:00-4:15 **Break -**

4:15-6:15 **One-on-One Curricula Vitae Reviews** – *in Ballroom and Breakout rooms (Three 40-minute Sessions for those that want to participate)*

6:30-7:00 **Reception** – *Aspire Lounge*

7:00-8:30 **Dinner** – *Aspire Dining Room*

Saturday, June 26:

7:30-8:30 **Breakfast** – *Aspire Dining Room*

8:30-10:00 **Parallel Sessions (choose one):**

Panel Session: Research Collaboration – *Tilden Thurber Ballroom*

Doing research is a complicated dance between anticipation, effort, disappointment, reach, and the same all over again. The best work often happens in collaboration, but how do you find the right collaborations? How do you develop the networks that enable the work to really grow, solve the right problems, blossom? This varies by the type of work and the type of institution; we'll explore this in its various manifestations.

Speakers: Laura Haas, IBM Almaden Research Center
Kathryn McKinley, University of Texas
Ellen Walker, Hiram College

Panel Session: Volunteerism – *Rhode Island Design Room*

This session will present opportunities for volunteer activities that can help to advance your career and broaden your professional network, both within your own university and within the profession. Also discussed will be strategies for gaining recognition for your accomplishments and for helping others to be recognized.

Speakers: Jill Drury, Mitre
Susan Haller, SUNY Potsdam
Padma Raghavan, Pennsylvania State University

10:00-10:30 **Break** –

10:30-11:45

Plenary Panel: Changing Directions – *Tilden Thurber Ballroom*

This panel will discuss the many ways our career can change direction. It includes moving to a different institution, moving from academia to industry, from industry to government, changing fields of research, changing type of institution. The panelists will address costs and benefits and various impacts.

Speakers: Monica Martinez-Canales, Intel
Claire Mathieu, Brown University

11:45-12:00

Break -

12:00-2:00

Wrap-up Lunch and Plenary Panel Session – *Aspire Dining Room*

Plenary Panel: Hopes and Dreams – How You'd Like to See Women in CSE Five/Ten/Twenty Years from Now

A generation ago women college president headed only womens' colleges. Today, MIT, Princeton, RPI, Harvey Mudd --- and many others --- have women presidents. Women are now an increasing proportion of the National Academies. Yet we are a small percentage of the computer science research faculty, of the computer science PhDs, of the undergrad pools. What are our hopes and dreams for 2020, 2030, 2040? This panel will present thoughts and ideas --- and move to discuss hopes and dreams, including yours. Come prepared to participate!

Speakers: Claire Cardie, Cornell University
Jill Mesirov, Broad Institute
Jodi Tims, Baldwin-Wallace College