



CRA-W Newsletter

April 2007

Inside This Issue

Alum News	2-3
Daycare at Conferences	4
Tribute to Fran Allen	4
Profile of the Month	5
Cohort of Associate Professors	7
News of Affiliated Groups	8

Upcoming Events and Deadlines

May 1, 2007: CREU applications due

May 9-11: Programming Languages Workshop

May 15: Anita Borg Early Career Award recipient announced

May 17-19: CRA-W Steering Committee, Board Meetings

June 9-10: Career Mentoring Workshop at FCRC

October 14-17: Richard Tapia Celebration of Diversity in Computing Conference

October 17-19: Grace Hopper Celebration of Women in Computing Conference

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Highlight on CRA-W Alum Amie Souter Greenwald

Amie Souter Greenwald, a DMP mentee in 1994 and 1995, graduated with her Ph.D. in 2002. After a few years as assistant



professor at Drexel University, Amie made the move to Alcatel-Lucent in 2006, where she is member of Technical Staff, Software Test Lead, Technology Commercialization. She is applying her expertise in automated software testing to next-generation communication systems.

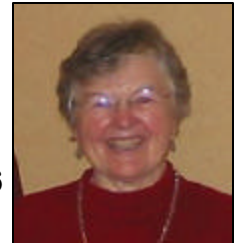
Q: Tell us about your job at Alcatel-Lucent.

Currently, I am part of small team (10 people) developing location-based service applications. The goal of our system is to de-

Continued on page 5

Frances Allen Receives Prestigious Turing Award

On February 20, 2007, the Association for Computing Machinery (ACM) announced that Frances (Fran) Allen is the recipient of the 2006 A.M. Turing Award for



“contributions that fundamentally improved the performance of computer programs in solving problems, and accelerated the use of high performance computing.” Allen, an IBM Fellow Emerita at T.J. Watson Research Center, is the first woman to receive this honor. The Turing Award, first presented in 1966, and named for British mathematician Alan M. Turing, is considered to be the “Nobel Prize of computing.” Financial support for the award, a \$100,000 prize, is provided by Intel Corporation.

Continued on page 4

Soffa, Cuny, and Irwin Receive Prestigious Service Awards

Professors Mary Lou Soffa, Janice (Jan) Cuny and Mary Jane (Janie) Irwin have received prestigious service awards from national organizations.

Mary Lou Soffa CRA A. Nico Habermann Award 2006

Mary Lou Soffa, the Owen R. Cheatham Professor and Chair of Computer Science at the University of Virginia, received the Computing Research Association's A. Nico Habermann award in 2006.

The award is given “to a person who has made outstanding contributions aimed at increasing the numbers and/or successes of underrepresented members in the computing research community.” Professor Soffa was the founder of CRA-W's Affiliate Distributed Mentoring Project and co-founder (with Jan Cuny) of the CRA-W Graduate Student Cohort and the Cohort for Associate Professors (CAPP). She is also extremely active in individual mentoring. She has graduated 21 Ph.D. and 54 M.S students; more than half of these are women.



Mary Lou Soffa (left), Janice Cuny (center), and Mary Jane Irwin (right).

Continued on page 6

Alum News

Shawna Thomas [sthomas@cs.tamu.edu]

DMP 2001 (participant); CMW 2003 (participant); CREU/CMP Reunion 2004 (participant)

This (academic) year, I have a DOE GAANN Fellowship. I just found out last week that I was awarded an IBM Ph.D. Fellowship for 2007-08! Pretty exciting! I also have several new research publications, which you can get from my curriculum vita online

(<http://parasol.tamu.edu/~sthomas>).



Jo-Anne Ting [joanneti@usc.edu]

Grad Cohort 2004 (participant); Grad Cohort 2005 (student speaker)

I'm currently a fourth year Ph.D. student at the University of Southern California and am enjoying research very much. I attended and presented at the first Workshop for Women in Machine Learning last October, which was co-located with the Grace Hopper Conference in San Diego. I never thought there were many women in machine learning—but apparently there are! It was a pleasant surprise and offered me a chance to re-unite with some former Grad Cohort participants as well.



Ellen Spertus [ellen.spertus@gmail.com]

CMW 2003 (speaker); CMW 2005 (participant)

One of my essays was published in the anthology *She's Such a Geek: Women Write About Science, Technology, and Other Nerdy Stuff* (Seal Press, 2006).

I am chair of the Dept. of Mathematics & Computer Science at Mills.



Jen Mankoff [jmankoff@cs.cmu.edu]

CREU 2002-2003 (mentor)

I'm an assistant professor in the Human Computer Interaction Institute, part of the School of Computer Science at CMU. This year, I kicked off a new effort to explore issues of sustainability in technology, starting with a collaborative effort to educate people and encourage behavior change surrounding energy use (collaborators include Sue Fussell, Michael Johnson, and Deanna Matthews). I've also continued my work on assistive technology with my graduate student Amy Hurst, who is focused on automated, cross-application techniques for supporting individuals with motor impairments. My work is funded by the NSF, an IBM Faculty fellowship, Intel, and a Sloan fellowship.



Tony Farley [toni@asu.edu]

Grad Cohort 2004-05 (participant)

Since my last update, I've been given a full-time faculty position! It's really been a great experience. I've attached my official faculty photo, and my update follows.

I am currently a doctoral candidate, and serving as a full-time faculty member at Arizona State University. My first paper on the topic of my doctoral research was accepted by the journal *Networks*.

This paper, currently in press, is entitled, "Multiterminal Resilience for Series-Parallel Networks". In my faculty position as a Lecturer, I teach computer science classes to undergraduate students in the Schools of Computing and Informatics, and Interdisciplinary Studies.

All this keeps me busy, but it's well worth it. It's amazing how much you learn when you teach!



Alum News

Mary Jean Harrold [harrold@cc.gatech.edu]

CRA-W member 1998-present; CRA-W Co-chair 2003-2006; DMP Chair 1999-2001; CMW 2005 (speaker); Grad Cohort 2004-07 (speaker); CREW/DMP Reunion 2004; CAPP 2004 (distinguished speaker); DMP 2001 (mentor)

My big news is personal—not professional. On November 1, 2006, my grandson, Thomas Henry Harrold, was born to my son, Tom, and daughter-in-law, Linda. I had been looking forward to this event for a long time. Being a grandmother is even more wonderful than I had anticipated.



Tracy Camp [tcamp@mines.edu]

CMW 1993 (participant); CAPP 2004-05 (participant); Expanding the Pipeline Column 2005

I was selected as an ACM Distinguished Scientist (October 2006). I was also the Keynote Speaker at the Australian Women in IT Conference (AusWIT) on Dec. 4 and 5 in Adelaide, South Australia.

Lastly, I was invited to join the Editorial Board of the Pervasive and Mobile Computing Journal (February 2007).



Karen Panetta [Karen@ece.tufts.edu]

DMP 1997 (mentor)

I was named the IEEE Women in Engineering (WIE) Committee Chair for 2007. As chair, I will oversee the 140 WIE affinity groups and its 11,000 members.



Anne Condon [condon@cs.ubc.ca]

CRA-W member 1995-present; CRA-W Co-chair 2000-2003; DMP chair 1996-1998; Fundraiser, Canadian DMP 2002-present; DMP 1994, 2001(mentor); CAPP 2004, 2006 (distinguished speaker); CMW 2003,2005 (speaker); Grad Cohort 2004-2007 (speaker); CREW/DMP Reunion 2004 (organizer)

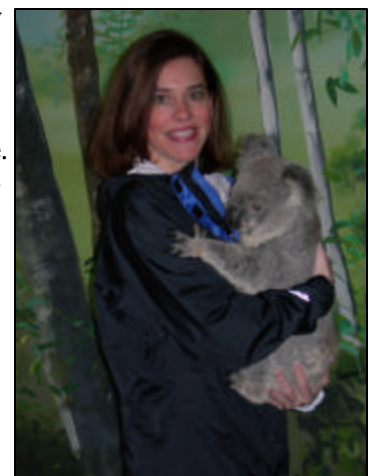
I'm loving my job as a Full Professor in CS at UBC. My research mostly focuses on prediction of nucleic acid (DNA and RNA) secondary structure, and I am fortunate to have an incredible group of students to work with. As NSERC/General Motors Canada Chair for Women in Science and Engineering (www.jadeproject.ca), I'm working on many initiatives to increase the representation of women, including development of an interdisciplinary CS101 course. This work has been synergistic with my role as Associate Head for Faculty Affairs since September - I've helped develop faculty mentoring, for example. I've especially enjoyed meeting many Canadian students and faculty at CRA-W events this year, and hope to meet many of you at the Grace Hopper Conference this Fall.



Annie Antón [aianton@mindspring.com]

DMP 2000-01, 2004-05 (mentor); CMW 2005 (speaker); CRA-W member 2006; CMW chair 2007

I was appointed by Department of Homeland Security (DHS) Secretary Michael Chertoff to serve on the DHS Data Privacy and Integrity Advisory Committee. The committee advises Secretary Chertoff and the DHS Chief Privacy Officer on “programmatically, policy, operational, administrative and technological issues relevant to DHS that affect individual privacy, data integrity and data interoperability and other privacy-related issues.” I will serve a four-year term on the committee.



Daycare at Conferences

Elaine Weyuker

For those of you old enough to have read one of the earliest CRA-W columns in CRA News that I wrote about strategies for arranging childcare while attending conferences, here is an update about the infant and young child that I schlepped around to those conferences.

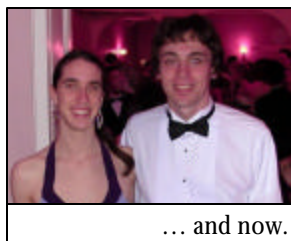
Rachel attended every conference I did because my husband, also in my field, attends the same conferences. Once she got too old to be placed in a daycare center that took (pre-arranged) drop-ins or to be happy in an in-home daycare provider's house or the hotel's babysitting facility, I tried to find a local spouse or student who wanted to earn extra cash by babysitting. It was rare to find someone in that category, so the new strategy became sit-at-the-registration-table-and-help-out. This began when a pre-arranged caregiver didn't show up and I was at a conference with a 7 year old. I ran out, bought a bunch of books, colored pencils, markers, stamps, and other cool stuff. She began decorating badges, and really enjoyed doing it.



After that conference, that became the default. I had told her that if anyone asked what she charged, the correct answer was nothing. That worked for several conferences. Then when she was 9, and we were at a large conference where many people knew her, one of my colleagues asked what she charged and she gave the pre-arranged answer. He then asked whether her mother had mentioned tips. Since I hadn't had the foresight to think of tips, when I came back to see her during the break, I was surprised to see her busily decorating badges, with a long line of customers and a prominently-displayed tip box. Her first career was underway and there was a story about her in the conference newspaper.

Many people tell me they still have their old badges that she decorated. They figure, if she ever becomes "somebody," they will have an early autographed "Rachel."

Rachel is now 19 and a sophomore at Brown, majoring in some combination of cognitive science, linguistics, with a smidge of computer science, and has closed her badge decoration business permanently.



(Continued from page 1: Allen)

Allen, the first woman to be named an IBM Fellow, has received numerous other awards. Throughout her illustrious career, she has been an inspirational mentor to younger researchers and has worked to increase participation of women in computing. In 2000, IBM created the Frances E. Allen Women in Technology Mentoring Award, naming her as its first recipient. She is an Advisory Council Member of the Anita Borg Institute for Women and Technology, and received the first Anita Borg Award for Technical Leadership in 2004.

Allen has served on many boards, including the Computing Research Association (CRA) Board and the National Science Foundation's Computer and Information Science and Engineering (CISE) Advisory Board. She was a member of the group of female industrial researchers who helped expand the scope of CRA-W to include programs, activities, and members from industrial research labs. She served on CRA-W (2003-2005).

A Tribute to Fran Allen

Mary Lou Soffa

For many years, Fran has served as an important mentor and role model for women and has worked hard to encourage women in computer science, and in particular programming languages. She has always been approachable, gracious and generous with her time. From a personal point of view, she has had a great impact on my own career, although she probably does not know it. Many years ago, as an unknown junior faculty member, working in a department where I was the only person in languages, and in a department that was not top ranked, I received my first, and as it turned out not my last, PLDI rejection. Feeling completely depressed and losing confidence, I knew that I had to discuss my ideas with senior researchers working in the field to see if they had any advice. At the PLDI conference, I approached a number of senior people, and, after looking at my name tag, was dismissed quickly by them as they searched for more influential people. In fact, a number of these researchers were quite rude to me. Now I felt even worse and was ready to leave the conference and the field, but saw Fran Allen and decided to give it another try. I can still remember that encounter. She talked and listened to me, gave me some advice and lots of encouragement. She spent time with me and made me feel confident again. This encounter with Fran marked a turning point in my career, and I am forever indebted to her. As a side note, this research was published in PLDI.

Profile of the Month: Women Computing Researchers in Industrial or Government Labs

Kathleen Fisher

To highlight the accomplishments of women computing researchers working in industrial or governmental research labs, CRA-W has instituted a "Profile of the Month" feature on its Web page devoted to women working in research labs

(http://www.cra.org/Activities/craw/projects/industry_researchers/main.html).

Past profilees have included Tatiana Shpeisman (Intel), Diana K. Smetters (PARC), Tessa Lau (IBM), and Ann Almgren (LBNL). We are actively seeking suggestions for researchers to profile in coming months. Please send nominations to Kathleen Fisher (kfisher@research.att.com).

(Continued from page 1: Greenwald)

liver location-aware information to your cell phone. The idea is that instead of receiving messages anywhere and anytime, messages are delivered based on your current location.

I currently develop the automated testing software tools, direct the test team, and develop parts of the web front-end. The team is currently at a cross-road where we are deciding whether it will be best to spin-out or stay part of Alcatel-Lucent. Either way, it is an exciting project!

Q: Could you give an example where location-based message delivery might be useful?

If you want to remind yourself to pick up milk, and you know you pass by the store on the way home from work, then you can send yourself a text-message to that store location and when you are driving by you will receive the message. The message includes a radius. Therefore, a message with a two mile radius will be delivered when you are within two miles of the store.

Q: Is your Ph.D. research relevant in your current job?

Definitely, the work I did on testing web-based applications is relevant. This work was done in collaboration with Lori Pollock, Sreedevi Sampath, Sara Sprenkle, Emily Gibson, Jessica Sant, and Val Mihaylov. The project was quite successful, but it was also fun.

In my current job, for example, I have recently developed

a tool to automatically generate datasets for initializing a database with a large number of users and a large number geo-messages. In addition, the tool generates data to initialize a location simulator (another tool that I developed), which simulates user movement in a defined area.

Q: Why did you decide to move from academia to industry?

Personal reasons were part of the decision to move from academia to industry, but I also felt strongly that I needed industry experience to be a good software engineering researcher. I am surprised at how much I like my new job! It is all still very new (July 2006).

Q: What do you like best about your current job?

I like that am continuously learning new things! That is truly the best part of my job. I also like applying all of my testing research knowledge to real world problems. I have developed several tools that my group continuously uses for testing. The group I work with are incredibly bright, motivated, and fun!

Q: What would you say are the pros of now being in industry, and what (if any) are the cons?

Apart from my enjoyment of working closely with my team, I like developing tools and products that have more immediate impact than the work I did in academia. And I don't miss the emphasis on writing research grants! It was a hassle having to find a new job, but there are lots of exciting opportunities in industry.

Q: What about life outside of work?

I am celebrating my one year wedding anniversary on March 4th. I have two step children (11 year old girl and 8 year old boy). They keep me and my husband very busy with sports, plays, and other school activities. We enjoy biking and hiking, and doing home projects. My most recent project is a bathroom remodeling complete with a new toilet, sinks, vanity, and mirrors. I even learned to sweat pipe joints!

Q: What was your involvement with CRA-W?

I was a mentee the summers of 1994 and 1995, where Lori Pollock was my mentor. I eventually went to graduate school at the University of Delaware, where Lori Pollock was my Ph.D. advisor. Throughout graduate school, I helped mentor various students that had been matched with Lori for the CRA Distributed Mentor Project. In 2002, after completing my Ph.D. I mentored Katie Heise through the Distributed Mentor Project.

(Continued from page 1: Soffa, Cuny, Irwin)

Professor Soffa is active in minority enrollment issues as well. As Dean of Arts and Sciences at University of Pittsburgh she doubled the enrollment of minority students. Since 1992 she has been an active advisor to Florida A&M, a historically black university, where she substantially helped both the university administration and their ABET accreditation. In 1999, Professor Soffa won the Presidential Award for Excellence in Science, Mathematics, and Engineering Mentoring.

Janice Cuny ACM President Award 2005

Janice (Jan) Cuny, professor of computer science at University of Oregon and Director of the NSF Broadening Participation in Computing program, received the 2005 ACM President Award which recognizes "leaders of IT whose actions and achievements serve as paragons for our field." Professor Cuny was recognized for "showing us how to help underserved populations as a computer scientist, a parent, a teacher, a civil servant, and a citizen."

The award recognizes Professor Cuny's long record of leadership and service on the Computing Research Association's Committee on the Status of Women in Computing Research (CRA-W). Cuny was active in several key CRA-W programs, including the Distributed Mentor Project, which sponsors summer research experiences for undergraduate women. She was a co-creator of the very successful Grad Cohort and Cohort for Associate Professors Project (CAPP) programs.

In 2005, Professor Cuny took a leave from the University of Oregon to serve at the National Science Foundation as the Program Director of the new CISE Broadening Participation in Computing (BPC) initiative. The BPC initiative aims to increase the number of students receiving undergraduate and graduate degrees in computing. Initially this program focuses on groups that have traditionally been underrepresented in the computing fields: women, African Americans, Hispanics, Native Americans and Indigenous Peoples, and persons with disabilities.

In the citation for the ACM President Award, Professor Cuny was also recognized as the parent of three adopted minority children and as the Court Appointed Special Advocate (CASA) for several children in Oregon's foster care

system. She and her husband currently tutor children in the Washington D.C. school system. About her work, Professor Cuny said

Lot's of factors—global competition, continuing IT job growth, declining CS enrollments, and changing national demographics —have aligned to raise awareness of the need to diversify computing. That makes it a great time to be working on these issues.

Mary Jane Irwin CRA Distinguished Service Award 2006

Mary Jane (Janie) Irwin, Evan Pugh Professor and Co-director of the Embedded and Mobile Computing Center (emc2) in the CSE Department at Penn State University, was joint winner, with David Patterson, of the Computing Research Association's Distinguished Service Award in 2006. The award is given "to a person who has made an outstanding service contribution to the computing research community." Professor Irwin has served at high levels with distinction in three of the main computing research professional organizations. She was a long-time and active member of the Computing Research Association board and vice-chair for four years, a member of council and vice president of ACM, and a member of council of the IEEE Computer Society.

Professor Irwin played a fundamental role in founding CRA-W and has continued to be active in leading this organization for more than a decade. She has helped to set the future research agenda for the computer architecture community by co-chairing Computing Research Association's Grand Challenge Conference in this area. Her record of participation in professional publications and conference activities is unusually rich.

In their joint acceptance speech at the CRA Snowbird Conference, Professors Irwin and Patterson emphasized the role that service has had in advancing their careers. They thanked CRA and ACM for giving them outstanding opportunities at service throughout their careers. Professor Irwin also praised CRA-W for providing such incredibly rewarding service programs and for the lifetime friendship she has built with the women of CRA-W.

CRA-W thanks Professor Patterson for his continued support of CRA-W. His strong interest in research mentoring inspired CRA-W to start the DMP Affiliates Program.

CRA-W Cohort of Associate Professors

Mary Jane Irwin and Mary Lou Soffa

There is evidence that women face formidable hurdles in the promotion to full professor across all of science and engineering. A well-publicized 1999 report on the MIT science faculty [1], for example, found that women faculty often felt “marginalized and excluded from a significant role in their departments,” and that such discrimination affected senior faculty far more than junior faculty. Women at MIT were overlooked for jobs, paid less, given less lab space and assigned the worst teaching loads. A more recent national report found that “Women faculty are paid less, are promoted more slowly, receive fewer honors, and hold fewer leadership positions than men. These discrepancies do not appear to be based on productivity, the significance of their work, or any other measure of performance [2].”

CRA-W aims to change these findings with a novel program called the Cohort of Associate Professor Program (CAPP). Since 2004, CRA-W has been able to run CAPP with the support of two NSF ADVANCE Leadership Grants. The goal is to increase the number of women in the full professor rank by forming and mentoring a cohort of women from the associate professor ranks. The cornerstone of the Cohort Project is the involvement of senior women, appointed as CRA-W Distinguished Professors, who actively participate as role models, mentors, and advisers. The project initially built a community of associate professors in research institutions, providing them with mentoring, leadership training, encouragement and ongoing peer-support activities. This year, we expanded our efforts to include faculty from the smaller schools and four year colleges. Roughly forty participants attended each of our workshops, held in 2004, 2005, and 2006.

The workshops each consisted of two days of events. On the first day the Distinguished Professors ran a series of sessions related to promotion and building a leadership role in the computing community. Topics included Getting Promoted to Full Professor, Taking Charge of Your Career, Professional Volunteerism, Planning Sabbaticals and Remote Collaborations, and Time Management. There was also a one-on-one vitae review with the participants and Distinguished Professors. On the second day, each workshop included a professional development seminar. For example, this past year, Lee Warren from Harvard led *Strategies For Leading Change*. The participation of the Distinguished Professors, the opportunities to network with the other Associate Professors, and the workshop content were rated highly by the attendees.



L to R: Dee Parks (Appalachian State), Jodi Tims (Baldwin-Wallace), Susan Williams (Georgia Southern), Joan Francioni (Winona State), and Youwen Ouyang (California State).

“Although some aspects continue to be discouraging, overall I find the workshops very empowering, and I have also made some great contacts with people, both distinguished profs and peers, that I would not have made without the workshops. I think the workshops have really helped my confidence and made me feel that I am not alone in the obstacles I face, and that they are surmountable.”

“If nothing else, the workshop inspired me to think about planning to go for full professor, rather than being comfortable in my post-tenure status. I have put my name forward to be considered for full professor in the upcoming P&T cycle. I don’t think I would have done that without the workshop, because I would have thought about promotion as something currently beyond my grasp.”

“The CV review with a senior person was wonderful.”

We are currently performing an in-depth evaluation of the success of this program. Our study so far indicates that three participants were promoted to full professors last year. Although the number is small, the Taulbee survey shows only 11 women associate professors were promoted to full professors in 2004-2005. Importantly, many of the CAPP participants are preparing for promotion.

For more information on CAPP, see <http://www.cra.org/Activities/craw/capp>.

References

1. “A Study of Women Faculty at MIT,” *The MIT Faculty Newsletter* XI (4), March 1999.
2. National Academy of Sciences, National Academy of Engineering and Institute of Medicine, *Beyond Bias and Barriers: fulfilling the Potential of Women in Academic Science and Engineering*, 2006.

News of Affiliated Groups

2nd Ohio Celebration of Women in Computing

Bettina Bair

The 2nd Ohio Celebration of Women in Computing (OCWIC) was held February 16-17 in south central Ohio. Nearly 100 attendees from all over Ohio, ranging from freshmen to grad students, from faculty to women in industrial IT jobs, benefited from the low-cost, regionally-tailored, professional conference, modeled after the Grace Hopper Celebration of Women in Computing. The program features highly successful technical women and provides opportunities for networking.



L to R: Linda Wang, Liz Leggett, and Lauren Sapharas working on their ALICE simulations during at OCWIC.

The model for the regional celebrations was developed by members of the ACM-W working committee. Those interested in hosting such events in their region can contact Bettina Bair (bbair@cse.osu.edu) or Gloria Townsend. (gct@depauw.edu). More information and pictures at www.cse.osu.edu/ocwic

Submit Now to the Tapia and Grace Hopper Conferences Programs

The Richard Tapia Celebration provides a supportive setting for all participants and particularly for students from under-represented groups. In addition to the technical program and networking events, Tapia will feature the Doctoral Consortium, a full-day sounding board to guide and encourage students working on their Ph.Ds. Plenary speakers are Shirley Malcolm, Head of the Directorate for Education and Human Resources Programs, AAAS, and John King, Vice Provost for Academic Information, University of Michigan.

The 2007 Grace Hopper Celebration highlights the research and career interests of women in computing, centered on the theme "I Invent the Future." Keynote speakers include Maria Klawe, President of Harvey Mudd College, and Donna Dubinsky, Founder and CEO of Numenta, Former President and CEO of Palm.

The conferences will be co-located in Orlando, FL, during the week of October 14-20. For additional information: Tapia Conference <http://www.richardtapia.org>; Grace Hopper Celebration <http://gracehopper.org/2007/>



Monica Martinez-Canales, Principal Member of the Technical Staff at Sandia National Laboratories in California, is the General Chair for Tapia Conference 2007.

Current CRA-W Members

Co-chairs

Lori A. Clarke, University of Massachusetts
Lori L. Pollock, University of Delaware

Nancy Amato, Texas A&M University
Annie Antón, North Carolina State University
Carla Brodley, Tufts University
Sheila Castañeda, Clarke College
Anne Condon, University of British Columbia
Carla Ellis, Duke University
Faith E. Fich, University of Toronto
Kathleen Fisher, AT&T Labs Research
Mary Jean Harrold, Georgia Tech
Jessica Hodgins, Carnegie Mellon University
Mary Jane Irwin, Penn State University
Susan Landau, Sun Microsystems Laboratory
Margaret Martonosi, Princeton University
Renée J. Miller, University of Toronto
Joann Ordille, Avaya Labs
Mary Lou Soffa, University of Virginia
Telle Whitney, Anita Borg Institute

About CRA-W

CRA-W is an action-oriented committee of the Computing Research Association dedicated to increasing the access, retention, and advancement of women in computer science and engineering research and education, including undergraduate and graduate students, faculty, and industry and government research labs. See more about CRA-W and its activities at <http://cra.org/Activities/craw/>.

CRA-W receives support from the National Science Foundation, EOT-PACI, Google, The Henry Luce Foundation, Lucent Technologies, Microsoft Research, Usenix, General Motors-Canada, NSERC, Intel, IBM, Sun, and ACM Special Interests Groups. We thank them for their generous support.

In spring 2006, CRA-W began a fundraising drive for individual contributions from the alums of our programs and other friends of CRA-W. The goal is to build a broad base of supporters and to develop many long-term relationships that, over the years, will help diversify CRA-W's funding sources. Because CRA-W programs have touched so many lives, this initiative is an outlet for alums and friends to make contributions toward reaching the next generation of women computer scientists and engineers. To donate to CRA-W, visit <https://www.cra.org/forms/crawgiving>