

On behalf of all of the members of CRA-W,
I want to add our congratulations to CRA-W's founders, Nancy and Maria, on
winning the Habermann Award.
and I want to add yet another honor that they can share.

Tonight, it is my privilege to announce that
CRA's Committee on the Status of Women in Computing Research was
recently chosen as one of this year's winners of a
Presidential Award for Excellence in Science, Mathematics, and Engineering
Mentoring!



Jan Cuny and Mary Jean accepted the award from John Marburger, the director of the White House Office of Science and Technology Policy, at a ceremony in Washington D.C this May.



The award cites CRA-W for “providing hands-on research experiences, mentoring, role models, and information exchange to women pursuing careers in our field”

CRA-W Board Members



For those of you who don't know about CRA-W's work -- allow me to take a just few moments to describe who we are and what we do.

CRA-W is a group of senior women from both academia and industrial research labs who are dedicated to building the future CS&E research community by encouraging and nurturing technical women so they can more fully and creatively contribute their unique experience and expertise to advance innovation in our field.



CRA-W members are all volunteers who give their time and energy to run all of our programs as well as to secure the funding for them.



Fran Berman & Nancy Leveson,
Past Chairs

Janie Irwin,
Past Chair

Ruzena Bajcsy
CRA-W Alum

Since CRA-W began in 1991, our programs have touched the lives of over 2500 participants.



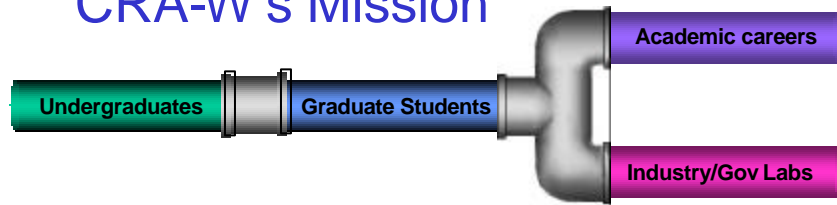
Leah Jamieson & Jan Cuny,
Past Chairs



Mary Lou Soffa,
Past Chair

Anne Condon,
Past Chair

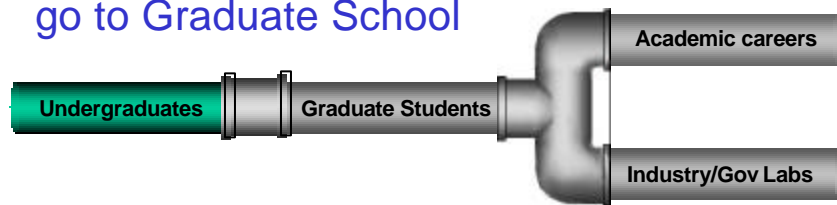
CRA-W's Mission



To increase the participation and success of **women** at every stage of the computing **research pipeline**.

Our programs address every stage of the research pipeline from encouraging undergraduate women <CS&E majors> to continue in graduate school through developing leadership skills of our most senior women researchers.

Encouraging Undergraduate Women to go to Graduate School



Early Research Experiences
& Mentoring

Distributed Mentoring Program (DMP)

Collaborative Research Experiences (CREU)

Grad School Information Panels
with Distinguished Lecture Series (DLS)

At the first stage of the pipeline, our programs expose undergraduate women to the excitement of research and collaborations with mentors and peers.

The DMP, CREU, and graduate school panels provide undergraduates a first glimpse into what a research career can offer them.

Distributed Mentoring



The Distributed Mentoring Program matches outstanding undergraduate women CS&E majors with female mentors for a summer of research at the mentor's institution – with the goal of encouraging them to consider graduate school.

Since 1994, this program has supported over 250 participants and applications are growing every year.

It has been proven to work – with over 50% of our mentees entering grad school!





Collaborative Research Experience

The Collaborative research experiences project (CREU) builds collaborative teams of women or minorities to work on research projects at their own colleges during the academic year. It also has a successful track record -- supporting over 180 students in research since 1998 and sending over 30% of students to grad school in CS&E.





The grad school panels inform undergraduates and dispel myths about applying to grad school, the experience of being a grad student, and career options in research with a Ph.D.

Women's Success in Graduate School



Goal of increasing retention and
success of women graduate students
Graduate Cohort Program

At the next stage of the pipeline, we have a new program aimed at improving the graduate school experience for women students.

Grad Cohort Workshop



The Grad Cohort program brings together 1st year grad students in a workshop to give them role models, a community of women peers across the country, and the skills they need for greater success in their programs.



The goal is to start a new cohort every year and to follow each cohort throughout their graduate careers with topics that change as they make the transition from student to independent researcher.

Access to Women Faculty

Lori Clarke,
CRA-W



Academic Career Mentoring



Career Mentoring Workshops
Cohort of Associate Professors (CAPP)
Systers-Academia electronic community

As women earn their PhDs, research career opportunities branch into academic and industrial tracks. For those choosing faculty careers, CRA-W offers career mentoring workshops.

Career Mentoring Workshops



Workshops for new faculty cover a range of topics vital to junior faculty such as grant-writing, tenure strategies, balancing teaching and research, and work/life balance.

Cohort of Associate Professors



New this year, we started the Cohort for Associate Professor Program aimed at helping newly tenured women develop their careers toward becoming future leaders and accelerating their promotion to Full Professors.



Addressing Needs of Women Researchers in Industry and Labs



Goal to reduce isolation
Industry Career Mentoring Track at Grace Hopper
ResearchHers electronic community

CRA-W has also recently initiated a new set of programs addressing the needs of women researchers in industry and government labs.

Industry Working Group



Kathleen
Fisher,
CRA-W

Fran
Allen,
CRA-W

Susan
Landau,
CRA-W

Evi
Dube

This fall at the Grace Hopper Celebration, there will be a career mentoring track for industry researchers and there is a new email list called ResearchHers to serve this community.



CRA-W's Anita Borg Early Career Award

To recognize a women

- At an **early stage** in her academic or industry career
- Who has made significant **research contributions**
- And a positive **impact on advancing women in CS&E research.**

Finally, CRA-W has established an annual award to honor Anita Borg who was a member of CRA-W from the early days. The award recognizes both excellence in research and outreach toward advancing women in our field, by a women who is still early in her own career.



CRA-W's Anita Borg
Early Career Award
for 2004

Joanna McGrenere
(U British Columbia)

- HCI research
Aphasia Project
- Outreach for women

Altho' the award will be officially presented at Grace Hopper, tonight I'd like to announce that the first recipient of this award will be Joanna McGrenere, a young faculty member from UBC.

Dr. McGrenere has made outstanding contributions to the field of Human Computer Interaction (HCI).

In particular, she led the Aphasia Project. Anita, who suffered from aphasia as a result of her cancer, was its first beneficiary.

Dr. McGrenere has also excelled at encouraging the involvement of women in computer science from elementary school girls though mentoring of women graduate students.



Thanks to
CRA-W's
Supporters!

This has been a very brief summary of just some of the programs that were recognized in our Presidential Mentoring Award.

This award belongs to many people – including many of you in this room. It includes



all of the women who have ever served on the CRA-W Board,
all of the women and men who have participated in CRA-W events and
projects,



the CRA Board members (past and present) who have consistently advocated for CRA-W,



the incredibly supportive staff at CRA headquarters,

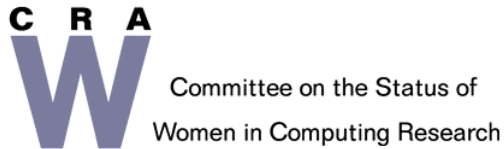


And our financial supporters at NSF, in the professional associations, and within industry.

You all share in this award and what we have accomplished.



I want to thank and congratulate everyone who has helped CRA-W be the effective group it is and who have helped us win this recognition.



<http://cra.org/Activities/craw/>

Our work is not done.

Everyone in this room has a stake in building a research community of the most diverse talent and experience to drive future innovation.

CRA-W hopes that all of you will become our partners in taking the next steps - scaling up our proven programs, allowing us to initiate new projects, and ensuring that our efforts can be sustained to effect true change.

If you are the head of an academic department, make sure all of your women students and both male and female faculty are aware of the opportunities we offer and actively support their participation in our programs.

If you are in industry, let your women researchers know about our programs and help us find the resources we need to expand.

I hope all of you will play a role in our future accomplishments.

Thank you.