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The staff at the Anita Borg Institute is busy getting ready for the Women of Vision Awards Banquet on May 12th. We have just a few table sponsorships still available for the event so [register today](#). We encourage everyone to come be inspired by our amazing winners [Kristina Johnson](#), [Kathleen McKeown](#) and [Lila Ibrahim](#). Our Keynote Speaker is [Arianna Huffington](#), co-founder and editor-in-chief of The Huffington Post .

Jo Miller is busy unpacking this month and has asked Rebecca Norlander to guest blog for her. Rebecca wrote about what the future looks like for women in computing. Caroline Simard's Fast Company blog posts include [Organizational Culture: The Challenge of Inclusion](#) and [Senior Technical Women](#). We're featuring our new Senior Women's Profile of Success: Linda Apsley. We also have one of our 2009 Grace Hopper Celebration Scholarship Winners sharing her story. We encourage everyone to sponsor scholarships for the Grace Hopper Celebration.

We are also highlighting the new study from the Anita Borg Institute and the Computer Science Teachers Association, Addressing Core Equity Issues in K-12 Computer Science Education: Identifying Barriers and Sharing Strategies. Be sure to read all about it and download a free copy of the study from our website and share it with your favorite teacher.

Sincerely,

The ABI Staff

## College Students: Attend Women of Vision For Free

Each year many of our Women of Vision sponsors underwrite tables for students to attend at no charge. If you are a college student and interested in attending this event on May 12th in Santa Clara, CA, please send an email to [Rachelle Siskin](#) to get on the guest list. Be sure to include your

name, school name, and if you prefer a vegetarian meal. We look forward to seeing you there! Complete event information can be found at [www.anitaborg.org/wov](http://www.anitaborg.org/wov).

## Ask Jo: Guest Columnist Rebecca Norlander Discusses What the future looks like for women in computing



Every month on our site, Jo Miller, CEO of Women's Leadership Coaching Inc., answers your career and leadership questions. This month Rebecca Norlander fills in for Jo.

Question: What do you think the future looks like for women in computing? [See Rebecca's answer](#).

Rebecca Norlander has been an active technologist in the computer industry for close to 20 years. She is currently finishing a sabbatical from Microsoft and contemplating her next move. She lives in Seattle with a pair of wild cats and a spouse. Alternative activities to geeking out include snowboarding, cycling, and trail running.

Jo Miller is CEO of Women's Leadership Coaching Inc. which offers women's leadership seminars and coaching programs. To read more of her career advice, visit the [Ask Jo archives](#).

## Equity Issues In K-12 Computer Science Education: New Report

A new report released by the Anita Borg Institute for Women and Technology (ABI) and the Computer Science Teachers Association points to the deepening equity crisis in Computer Science education and calls for a major engagement by all stakeholders.

[Addressing Core Equity Issues in K-12 Computer Science Education: Identifying Barriers and Sharing Strategies](#) shows that K-12 Computer Science education in the United States is in a state of crisis. The report discusses the reasons why women and underrepresented minority students are critically absent from computing at the K-12 level. Even while Computer Science is critical to national competitiveness, computer science teachers are suffering from an endemic lack of resources and a lack of support from their school districts and state governments.

The report stems from a town hall and workshop held at the 2009 Grace Hopper Celebration of Women in Computing.

### Report Highlights

- There are profound barriers to equity in schools today: School districts lack focus on the importance of computer science and a coherent certification process for Computer Science teachers. Underrepresented minority students and girls are especially unlikely to get family encouragement to pursue computing - and teachers face significant challenges to recruit them in computer science classrooms.
- Solutions require engagement across multiple sectors: The solutions to equity issues cannot come from a single source but rather requires the engagement of teachers, academia,

## Important Due Dates

[Anita Borg Technical Leadership Award Call For Nominations](#) - April 29, 2010

[Anita Borg Social Impact Award Call for Nominations](#) - April 29, 2010

[Denice Denton Emerging Leader Award Call for Nominations](#) - April 29, 2010

[Change Agent Award Nominations](#) - April 29, 2010

[Systems Pass-It-On Awards Applications](#) - May 12, 2010

[GHC Scholarship Applications](#) - May 14, 2010

[K-12 Scholarship Applications](#) - May 14, 2010

## Be a Grace Hopper Celebration Academic Sponsor

Every year colleges and universities sign up to become Academic Sponsors for the Grace Hopper Celebration of Women in Computing Conference. Academic Sponsorship includes (depending on level) recruitment table space, student scholarships, visibility in the conference program, the opportunity to host the Newcomer Reception, invitations to participate in the Resume Workshop and much more.

Conference sponsors, especially our Academic Sponsors, are a major part of the success of the Grace Hopper Conference. The participation of students, faculty and administrators from computing and engineering departments from around the world contributes to the innovation, collaboration and inspiration that attendees gain from the conference. One of the best

government, and industry.

- Computer Science teachers suffer from isolation, lack of resources, no consistent certification requirements, and a lack of access to partnerships that would increase their capacity.

"This report provides an in-depth look at the barriers currently existing in our educational system that are negatively impacting the recruitment of girls and underrepresented minorities in Computer Science," said Dr. Caroline Simard, vice president of research and executive programs for the Anita Borg Institute and co-author of the report. "For students to be successful in today's global knowledge economy they require high-level analytical and collaboration skills and the ability to manage complex information. These skills are not always emphasized by the current K-12 curriculum."

"This report is a clarion call to all of the stakeholders who think these problems are solved," said Chris Stephenson, executive director, CSTA and co-author of the report. "It provides practical, achievable suggestions for working together to ensure that all students have the opportunities that rigorous computing provides."

The report was underwritten by Google, IBM, the National Science Foundation and the Motorola Foundation.

We are currently [accepting applications for the 2010 K-12 Workshop](#).

### **Profiles of Senior Technical Women: Linda Apsley, Director of Program Management, Microsoft**

We have selected 7 questions and asked Senior Technical Women to share their stories and what they have learned. We hope you enjoy this feature. This month Linda Apsley, Director of Program Management, Business Online Services Group, Microsoft shares her answers.

How did you decide to pursue a career in technology?

About the time I graduated from college, IBM came out with the personal computer. I worked on one at a part-time paralegal job and fell in love. I was fascinated by the potential of personal computers to empower people's lives and change how we work and play. I bought one and taught myself to program it. For many years, I purchased the latest computer before buying furniture for our apartment. I learned that there were several companies in our area looking for computer educators to retrain auto industry employees on personal computers. I started teaching which then led to consulting and programming jobs helping companies transition to using computers for database, spreadsheet and word processing for business applications. I especially liked the flexibility a computer career gave me to work part-time or very part-time when my children were younger, and then to increase my work hours as they grew up.

[Continued...](#)

### **New Women of Color in Computing Initiatives**

ABI is pleased to announce that there are several new community spaces for technical women of color. The [Women of Color in Computing Facebook Page](#) and [LinkedIn group](#) were initiated as a result of a survey conducted during the Women of Color Luncheon at the 2009 Grace Hopper Celebration of Women in Computing

ways to recruit and retain female students and faculty is to send them to GHC.

[Sign up to become an Academic Sponsor sign up online](#) or contact [Kim McLeod](#), Program Manager, Leadership Development and Academic Initiatives.

### **Nominate a Technical Woman Today!**

There's still time to nominate a deserving technical woman. We are currently accepting nominations for the Anita Borg Awards in the categories of [Technical Leadership](#) and [Social Impact](#), the [Denice Denton Emerging Leader Award](#), as well as the [Change Agent Awards](#). Nominees may be submitted by high-tech companies, universities, private industry, and the general public. One winner will be selected in each category and three individual Awards will be given for the Change Agent Awards.

The awards will be presented on September 30, 2010, at the Grace Hopper Celebration of Women in Computing in Atlanta, Georgia. [Nominations](#) will be accepted until April 29, 2010.

### **4th Annual Invent Your Future Conference**

Monday, April 19th and Tuesday, April 20th, 2010, Santa Clara Convention Center

Join nationally-recognized speakers, best-selling authors, thought leaders and business experts for 2 days of informative seminars, workable business ideas, keynotes, in-depth clinics, workforce wellness sessions, health screenings and roundtable discussions.

ABI community members may register at a special reduced rate for the two-day

Conference. The women of color community is one of several diverse affinity groups that meet at Grace Hopper and have a thriving online community including the Latinas in Computing (LiC), the Lesbian, Gay, Bi-sexual, and Transgender Forum (LGBT) and Sisters.

The technical women of color community at GHC has grown steadily since the first Women of Color Birds of a Feather session that was held at the 1997 GHC Conference in San Jose. The first Women of Color Luncheon was held in 2004 at GHC in Chicago. Women of color attend the luncheon at GHC to network with each other and discuss the unique issues that they encounter as double minorities in the tech sector.

Dr. Valerie Taylor, Department Head and Royce E. Wisenbaker Professor of Engineering, has been a long time member and organizer of the GHC women of color community. Dr. Taylor, Kim McLeod, Program Manager for Leadership Development and Academic Initiatives and the 2009 Women of Color Luncheon facilitator, Sabrina Coleman, Women's Personal Empowerment Coach and Owner of Mahogany Coaching & Development, created the 2009 survey to help take the women of color community to the next level. Dr. Taylor is very excited to see the women of color community develop beyond GHC. "These new online communities will allow us to remain in contact with each other and not only create but also maintain a community that occurs between conferences" states Dr. Taylor, "Networking with each other is needed because it helps us to combat our issues of isolation."

Nadine Shillingford, PhD candidate, University of Norte Dame worked with the ABI to create and set up the groups; she is also serving as the Facebook and LinkedIn administrator. We are looking for a few additional volunteers to serve as admins and moderators for the groups. Please contact [Kim McLeod](mailto:Kim.McLeod@abi.org) (link:emailto:) if you are interested.

Join the [Women of Color in Computing Facebook Group](#) and [LinkedIn Group](#) today!

## Profiles of Women in Human-Computer Interaction: Jody Forlizzi By Vaishali Jain and Kami Neumiller

This is the second in a series of profiles on women in Human-Computer Interaction. Students from Carnegie Mellon University's Masters of Human-Computer Interaction program are conducting interviews with women in HCI to identify how they have broken through the "glass ceiling" in industry. The profiles will highlight the career path of the particular interviewee and other biographical information. This following profile focuses on Jodi Forlizzi, A. Nico Habermann Professor at Carnegie Mellon University.



In addition to creating and teaching courses, contributing to an endless list of publications, advising over 40 PhD and Master's students, and consulting with companies, Jodi Forlizzi,

conference; (\$295 per person, normally \$395 per person) To register enter code # 23 on the [Invent Your Future Partner Registration Page](#).

## Anita Borg Institute and Friends Celebrate Ada Lovelace Day

March 24, 2010 was the second Ada Lovelace Day, an international day of blogging about the women we admire in science and technology. The Anita Borg Institute staff was proud to participate again this year. CEO Telle Whitney blogged about ABI founder Anita Borg on her blog, Tech Her. Caroline Simard, VP of Research and Executive Programs, blogged about Patty Lopez of Intel. Deanna Kosaraju, VP of Programs, blogged about two of our Grace Hopper 2010 keynote speakers. Jerri Barrett, VP of Marketing, blogged about our Women of Vision Award Winners. And that's not all! Here's a [wrap-up of Ada Lovelace Day blog posts](#) from ABI staff and around the community.

## Anita Borg Institute Partners

a well-respected and well-loved professor at Carnegie Mellon University, still takes the time to learn from those around her. She values the knowledge she acquires from her interactions with people; ranging from elderly research participants, faculty she admires, or students she mentors daily. Jodi integrates her findings into her position as both a designer and a professor to create a narrative that will allow users to experience a story; you have to "get out in the world and understand other people." Jodi's ability to embrace learning as a journey contributes both to her ongoing success as a HCI practitioner and to the inspiration she provides students emerging in the field.

[Continued...](#)

### GHC Scholarship Spotlight: Tyelisa Shields

In August, 2008, as a first year graduate student at Carnegie Mellon University's Information Networking Institute, I had the opportunity to apply for Carnegie Mellon's Academic Underwriter scholarship to attend the Grace Hopper Conference (GHC). Fortunately, my essay was amongst the winners, thus I was able to attend my first GHC. Honestly, I had no idea what to expect of an all women's conference; nevertheless I was willing to explore, and am delighted that I did! Actually, I enjoyed GHC 2008 so much that I applied and received a scholarship to attend GHC 2009 as well.



At GHC, I signed up to participate in CONNECT. CONNECT is a high-tech approach to networking which allows conference attendees to share contact information by scanning each other's name tags. At the end of each day, we received an email with the information of individuals that we connected with throughout the conference's duration. The Grace Hopper Conference embraces communication and is an outstanding way to broaden your social network. By the end of GHC, I gained contact information from a number of individuals who have since become my mentors and life-



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Sincerely,

**Anita Borg Institute for Women and Technology**

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long friends.

Additionally, I attended resume workshops with recruiters from companies such as Yahoo and Google. The workshops allowed me to understand what recruiters look for and how my resume could stand out by using power words and expounding upon my objectives. Subsequently, I interviewed with several great companies at the conference and am proud to say that I have accepted a fulltime position with Hewlett-Packard.

For those who are considering applying for a scholarship to attend GHC, I highly recommend that you do so. My experience at Grace Hopper enhanced my academic career at Carnegie Mellon by allowing me to understand different cultures and how to deal with tough situations. It is comforting to know that problems you may have are not yours alone; others have encountered the same obstacles and have persevered. Over the past two years, I have grown personally, professionally, and have become aware of the challenges that technical women face. The Grace Hopper Conference has had a very strong influence on my present success and has built a strong foundation for the destined greatness ahead.

Tyelisa Shields was a recipient of the 2008 Carnegie Mellon Academic Underwriter Scholarship and a recipient of the 2009 Grace Hopper Conference Scholarship supported by Intuit.

[Apply for a Grace Hopper Scholarship](#). Applications are due by Friday, May 14, 2010.

## **Marie Curie Research Scholarships in Engineering**

The SmartEN ITN project is a Research Framework Programme under the FP7 / People -Marie Curie Actions in the area of Smart Management for Sustainable Human Environment. The SmartEN consortium invites applications for young (ESR) and experience (ER) researchers to work in the Programme. The ESR positions are expected to lead to a PhD at the end of the 3-year contract time-frame while the ERs will be given one year full employment contracts.

The ITN collaborative research network will focus its activities on research and training in the disciplines of Wireless Sensor Networks, Sensor Signal Processing, Non-Destructive Evaluation and Smart Proactive Management which draws mainly from the disciplines of Civil, Electrical and Computer Engineering. Each of the above areas defines an individual work programme, and every organisation of the consortium provides research opportunities in their field of expertise. The multi-disciplinary approach of this project will enable applications on Structural Systems, Heritage, Infrastructure and Transportation Infrastructure Systems and Urban Microclimate. More information about the several research parts of the SmartEN ITN can be found on the project's website (<http://www.smarten-itn.eu/>) where details about the research positions and the required contacts are under the "Job Positions" link.

The SMARTEN project aims to educate and train the next generation of researchers, engineers, research managers and directors in the field of Smart Management for Sustainable Human

Environment. It involves a consortium of renowned academic and research organisations with excellent credentials and established experience in civil and electrical engineering related disciplines. The department of Civil Engineering and Geomatics of the Cyprus University of Technology is the coordinator of the SmartEN Marie Curie ITN programme.

The successful applicants are expected to conduct research in the above fields leading to publications in established international academic journals and conferences. ESRs will be engaged in training through research work and will carry out the core of their PhD work in their host organisations, but they will also spend periods of study/work at two other SmartEN partner organisations.

The required language for the applicants is English and fluency in English is a prerequisite. Required certifications are PhD for ERs and Master degree for ESRs. Interested candidates may send a CV and references accompanied by a cover letter describing their research interests to the partner organisation they select to apply.

The scholarships include competitive monthly salary, PhD tuition fees for the ESRs and cover expenses for project requirement activities such as conferences participation. For more details on salary and other benefits, please either refer to Marie Curie website at:  
[http://ec.europa.eu/research/mariecurieactions/careers\\_en.htm](http://ec.europa.eu/research/mariecurieactions/careers_en.htm) or contact the organization you are interested.