

# Joanne McGrath Cohoon

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Science, Technology, & Society Department  
School of Engineering & Applied Science  
University of Virginia  
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434.243.2143

## EDUCATION

### **Ph.D. in Sociology**

University of Virginia May 2000

Dissertation: Non-Parallel Processing: Gendered Attrition from Undergraduate Computer Science

### **M.A. in Student Personnel Administration in Higher Education**

Columbia University, Teachers College, 1979

### **B.A. in Philosophy**

Ramapo College of New Jersey, 1976

(28 credits in Mathematics)

## RESEARCH INTERESTS

Technology and Gender; Gender and Education; Higher Education; Organizations

## PROFESSIONAL EMPLOYMENT

### **Associate Professor**

Department of Science, Technology, & Society  
School of Engineering & Applied Science  
University of Virginia  
2010 - present

**Assistant Professor** 2003 - 2010

### **Senior Research Scientist**

National Center for Women in IT  
2004 - Present

### **Adjunct Professor**

Department of Computer Science  
University of Virginia  
Summer 2002

### **Project Manager & Methodology Consultant**

Weldon Cooper Center for Public Service  
University of Virginia  
1996 -1997

### **Acting Operations Manager**

Center for Survey Research, ,  
University of Virginia  
1994 -1995

### **Coordinator of Student Activities**

The College of St. Catherine  
St. Paul, Minnesota  
1979 – 1982

### **Adjunct Research Professor**

Department of Sociology  
University of Virginia  
2005 - Present

### **Research Assistant Professor**

Curry School of Education  
University of Virginia  
August 2000 – 2003

### **Adjunct Professor**

Bachelor of Interdisciplinary Studies Program  
University of Virginia  
Fall 2000

### **Assistant Researcher**

Center for Survey Research  
University of Virginia  
1996 -1997

### **Teaching Assistant**

Department of Sociology  
University of Virginia  
1989 – 1991

## SPONSORED RESEARCH

- “BPC-LSA: Training High School CS Teachers to Attract More & Diverse Students” J M Cohoon is the lead on this project with co-PI James Cohoon. This NSF award is for \$1,243,418 from 2010-2013..
- “Collaborative Research: SoCS - ExSciTech: An Interactive, Easy-to-Use Volunteer Computing System to Explore Science, Technology, and Health” J M Cohoon is the UVA PI for this NSF-funded project. \$154,643 is UVA’s portion of this grant from 2010-2013.
- “BPC-A: Collaborative Research: WWW.2, a Wide Web of Women” J M Cohoon is the UVA PI for this NSF-funded project. \$304,756 is UVA’s portion of this grant from 2010-2012.
- “NUE: Societal Dimensions of Nanotechnology: A Course Connecting Communities” J M Cohoon is one of 5 co-PIs, and is responsible for evaluation for one month each year. \$199,991 total grant for 2008 - 2010.
- “BPC-DP: Outreach and Pedagogy to Increase Undergraduate Diversity at Engineering Schools” J. McGrath Cohoon is one of 3 co-PIs, and is responsible for planning and contributing to workshops and other project activities two weeks per year. National Science Foundation Grant to UVA. \$599,578 total grant for 2008-2011.
- HRD: Beliefs, Behavior, Belonging: The Role of Perceptions, Supports and Student Engagement in Predicting STEM-related Interest in Early-Adolescent Girls and Minority Youth.” J. McGrath Cohoon as one of two co-PIs and consults on project activities for 2 weeks per year. National Science Foundation grant to UVA for \$499,841 from 9/01/06 - 8/31/09.
- "Collaborative Research: EXT: Mobilizing Implementation of Effective Practices to Increase Participation of Women in Computing." J. McGrath Cohoon is UVA PI, with collaborators at the University of Colorado, Boulder and the University of Wisconsin, Madison. National Science Foundation. Total award, \$2.5 million for 2005-2010, with \$834,051 going to the University of Virginia.
- National Center for Women & IT award for part-time Senior Research Scientist position. J. McGrath Cohoon is PI. Annual award of \$87,256 renewable each year beginning 2004 with no termination date. In some years, a portion of this grant is awarded as a gift.
- "Ethics Training for Engineers in Emerging Technologies and Fieldwork in Developing Communities." Garrick Louis, Michael Gorman, and Nathan Swami. J. M. Cohoon is Senior Personnel with evaluation responsibility. National Science Foundation. Portion of support for Cohoon effort is \$10,678 for 2005-2007.
- “Graduate Cohort Project.” J. McGrath Cohoon is UVA sub-contract recipient. Sub-award from the Computing Research Association in support of part-time project supervision, and post-doctoral and graduate research assistance. Total award to UVA, \$81,951 for 2004 - 2007.
- “ITWF: Factors Concerning Recruitment and Retention of Women Graduate Students in Computer Science and Engineering.” J. McGrath Cohoon is lead PI on a grant awarded to the Computing Research Association (CRA), with co-PIs at Indiana University, Bloomington, and CRA. National Science Foundation. Total award of \$499,276; UVA subcontract total of \$186,963 for 2002 -2005.

Supplemental funding was added in support of Research Experience for Undergraduates in 2003-04, and travel for dissemination in 2005.

- "GAPUSE: Gendered Attrition from Physics in the United States and Europe." Simonetta Liuti and J. McGrath Cohoon. University of Virginia internal grant from the Women's Leadership Council. \$2000. Summer 2002.
- "Departmental Factors in Gendered Attrition from Undergraduate IT Majors." J. McGrath Cohoon is lead PI, with co-PIs James P. Cohoon, and Sarah Turner. National Science Foundation. \$537,132. 2000 -2003. No cost extension to 2005.

Supplemental funding in support of Research Experience for Undergraduates: \$23,760 for 2001 - 2003.

- “Gendered Attrition from Undergraduate Computer Science Departments.” P. Kingston was faculty supervisor, and Cohoon conducted doctoral research. Alfred P. Sloan Foundation. \$8,000. 1998-1999.

## BOOKS

- Cohoon, J. M. and Aspray W., Editors. 2006. Women and Information Technology: Research on Under-Representation. MIT Press.

**Award:** The American Library Association's Choice Magazine selected this book as an Outstanding Academic Title of the year.

## BOOK CHAPTERS

- Cohoon, J. McGrath. 2009. Scarcity of Women in Computing: Attracting and Retaining Women Undergraduates in Computer Science. Encyclopedia of Computer Science and Engineering. John Wiley & Sons, Inc. Hoboken, NJ.
- Cohoon, J. M. and Lord, H. 2007. "Women's Entry to Graduate Study in Computer Science and Computer Engineering in the United States" chapter in Reconfiguring the Firewall. C. Burger, E. Creamer, P. Meszaros, editors. p. 147-160.
- Cohoon, J McGrath & Lord, H. 2006. "Faculty role in women's participation in computing." Entry in Encyclopedia of Gender and Information Technology. Edited by Eileen M. Trauth. Information Science Reference. p. 297-304.
- Cohoon, J. M. "Just Get Over It or Just Get On with It." 2006. Women and Information Technology: Research on Under-Representation. 2006. Book chapter. MIT Press. p. 205-238.
- Cohoon, J. M. and Aspray, W. 2006. "A Critical Review of the Research into Women's Participation in Postsecondary Computing Education." Women and Information Technology: Research on Under-Representation. 2006. Book chapter. MIT Press. p. 137-182.

## REFEREED PUBLICATIONS

### *Journals*

- Cohoon, J. M., Nigai, S. & Kaye, J. "Gender and Computing Conference Papers". Revised and resubmitted for review by Communications of the ACM.
- Cohoon, J. M., Wu, Z., You, W.<sup>1</sup> "International and US citizen women: A comparison of motivations for entering graduate computing programs" Equal Opportunities International 2006. 25 (8) p. 629 – 641.
- Tillberg, H. K. and Cohoon, J. M. "Attracting Women to the CS Major." Frontiers: A journal of Women Studies. Special Gender and IT Issue. (26.1, 2005) p. 126-140.
- Cohoon, J. M. and Baylor, K. "Female Graduate Students and Program Quality." (Fall 2003) IEEE Technology and Society Magazine, Special Issue on Women and Minorities in Information Technology. p. 28-35.
- Cohoon, J. M. "Toward Improving Female Retention in the Computer Science Major." (May, 2001). Communications of the ACM. P. 108-114.

### *Refereed Conference Proceedings*

- Chao & Cohoon. Forthcoming. Can I Really Complete This CSE Doctoral Degree? Women's Confidence and Self-Rated Abilities. IEEE Frontiers in Education.
- Cohoon, J. M. & Brazelton, S. 2009. CRA-W/CDC Alliance Broadens Participation in Computing. 15<sup>th</sup> Americas Conference on Information Systems. San Francisco.

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<sup>1</sup> Student co-authors are underlined.

- Cohoon, J.M., Wu, Z., Chao, J. 2009. Sexism: Toxic to Women's Persistence in CSE Doctoral Programs. SIGCSE Bulletin. 41. p. 158-162. Acceptance rate 33%.
- Cohoon, J. M., Wu, Z., and Luo, L. 2008. Will they stay or will they go? SIGCSE Bull. 40, 1 (Feb. 2008). p. 397-401. Acceptance rate 31%.
- Townsend, G. C., Barker, L., Menzel, S., and Cohoon, J. M. 2008. Grace Hopper visits the neighborhood. SIGCSE Bull. 40, 1 (Feb. 2008), p. 513-517. Acceptance rate 31%.
- Cohoon, J. M. "Gendered Experiences of Computing Graduate Programs." Proceedings of the 38th SIGCSE technical symposium on Computer science education. Covington, Kentucky, USA March 07 - 11, 2007. p 546-550. Acceptance rate 34%.
- Wu, Z., Cohoon, J. McGrath & Neesen, K. 2006. "Action and Intention: Considering the Relationship between Educational Software and Gendered Career Interests" IEEE Frontiers in Education. October 28-31, 2006 in San Diego, CA. p. 19-24. Acceptance rate NA.
- Bair, B. and Cohoon, J. McGrath. Co-editors. ACM Journal of Educational Resources in Computing Special issue on "Gender Balancing Computing Education." Vol. 4, Issue 1, March 2004. (Published in April, 2005.)
- Cohoon, J. M., Gonsoulin, M., & Layman, J. "Mentoring Computer Science Undergraduates." 2004. Human Perspectives in The Internet Society: Culture, Psychology, and Gender. K. Morgan, J. Sanchez, C. A. Brebbia & A. Voiskounsky (Eds.), Vol. 31. p 199-208. Cadiz, Spain: WIT Press. Acceptance rate NA.
- Cohoon, J. McGrath, Shwalb, R. and Chen, L. "Faculty Turnover in CS Departments." 2003. ACM SIGCSE Bulletin. 34th Technical Symposium on Computer Science Education. p 108-112. Acceptance rate NA.
- Cohoon, J.M. "Recruiting and retaining women in undergraduate computing majors" 2002 ACM SIGCSE Bulletin, 34(2). p 48-52. Acceptance rate 31%.
- Cohoon, J. McGrath. "Women in CS and Biology." 2002, SIGCSE Technical Symposium on Computer Science Education, Northern Kentucky. p. 82-86. Acceptance rate 31%.
- Cohoon, J. McGrath. "Departmental Differences Can Point the Way to Improving Female Retention in Computer Science," 1999. SIGCSE Technical Symposium on Computer Science Education, pp 198-202, New Orleans, LA. Acceptance rate 37%.

## INVITED PAPERS & PRESENTATIONS

- Cohoon, J.M. It's Not My Job. Keynote presentation at inaugural meeting of Girl Geeks. Falls Church VA. September 12, 2008.
- Cohoon, J. M. & Whitney, T. Invited presentation of "Mentoring Programs in a Box?" at the Advancing and Empowering Scholars: Transforming the Landscape of the American Academy through Faculty Diversity workshop at Harvard University. April 11, 2008.
- "Retaining Women in CSE Doctoral Programs: What we know from two nationwide studies" Presentation to computer science faculty at UT-Austin, March 4, 2008.
- "Retaining Women in CS Majors Using Research-Based Initiatives" (co-authored with M. Biggers), invited presentation by Cohoon at Indiana Celebration of Women in Computing. Spencer IN. Jan. 25, 2008.
- Barker, L. & Cohoon, J.M. Invited presenters of "The Way Forward" workshop offered at Toward Gender Equitable Outcomes in IT Education in Bloomington IN. Sept. 30, 2007.
- Invited Session Organizer at the Virginia IT Workforce Summit. Culpeper VA. Nov. 7, 2007.
- Advisory Board meeting for "African American Women in the Computing Sciences." Presented: "Women and Information Technology: Research on Under-Representation." New Orleans, LA. July 21, 2005.
- Women and ICT: Creating Global Transformation. "Thinking Outside the Box, around the Corner, and over the Edge." Invited plenary roundtable facilitator. Baltimore, MD. June 14, 2005.
- Women and ICT: Creating Global Transformation. "Measuring Success." Invited panel presenter in session on dissemination and communication. Baltimore, MD. June 13, 2005.

- Kojo Nnamdi Show. "Computer Science as a Major." Invited guest for one-hour radio show on WAMU in Washington, D.C. May 24, 2005.
- Lockheed Martin and National Engineers Week. "Trumping the Gender Imbalance in Computing." Invited speaker for one hour of the teleconference, "Global Marathon For, By, and About Women in Engineering." March 24, 2005.
- Carnegie Mellon University. "Differences that Matter" Invited presentation to the School of Computing. Pittsburgh, PA. February 29, 2004.
- Encyclopedia for Computer Science and Engineering. "Attracting and Retaining Women Undergraduates in Computer Science" by J. McGrath Cohoon. Invited submission. (Forthcoming) John Wiley, publisher.
- NCWIT Biannual Meeting, Palo Alto, CA. "Stop the Female Brain Drain." Invited presentation to the Academic Alliance. November 15, 2004.
- Millersville University, Millersville PA. "Stop the Female Brain Drain." Social Issues Symposium invited speaker. October 26, 2004.
- CRA Biennial Conference at Snowbird, Utah. "Stop the Female Brain Drain." Plenary Session speaker. July 12, 2004.
- University of Illinois, Urbana-Champaign. "Myths and Realities of Attracting and Keeping Women in CS." Invited speaker for the JETT workshop offered as part of an initiative by ACM K-12 Taskforce and the College Board. February 27, 2004.
- University of Ohio. Distinguished Lecturer. "Must There Be So Few Women in Computer Science?" November 20, 2003.
- Georgia Institute of Technology. Invited speaker. "Your Influence Over Women's Participation in Computer Science." November 13, 2003.
- University of Virginia, STS Colloquium Series Presenter. "Gendered Attrition from Computer Science." November 6, 2003.
- University of Texas at Austin. Distinguished Lecturer. "College Women in Computer Science" and "Your Influence Over Women's Participation." October 8, 2003.
- Association for Women Geoscientists. Where Are the Women Geoscience Professors Workshop. Invited speaker, "Still Seeping Out." Washington, D.C. September 27, 2003.
- University of Virginia, Curry Speaker Series Presenter. "Minimizing the Risk of Losing Women from Male-Dominated Disciplines." September 12, 2003.
- NSF: ITWF Workshop on Women and Minorities in Computer Science. Invited speaker. "CS Departments Influence Women's Participation." August 11, 2003.
- International Conference on Software Engineering (ICSE). Keynote speaker. "Must There Be So Few? Including Women in CS." May 2003.
- Cohoon, J. McGrath. "Must There Be So Few? Including Women in CS." 2003. Invited keynote paper. ICSE, Proceedings of the 25<sup>th</sup> International Conference on Software Engineering. Portland OR. p 668-674.
- University of Oregon. Invited speaker. "Gender Equity in Computer Science Education." April 18, 2003.
- Computing Research News. "Migrating Out of Computer Science," invited article by J. McGrath Cohoon and Lih-Yuan Chen. March 2003, Vol. 16/2.
- Indiana University, Bloomington, School of Informatics. Invited speaker. "Gender Equity in Computer Science Education." January 24, 2003.
- SIGCSE Special Issue on Women and Computers. Invited paper, "Recruiting and Retaining Women in Undergraduate Computing Majors." June 2002.
- University of Virginia, Department of Computer Science. Invited speaker. Spring 2001.

## TECHNICAL REPORTS & OTHER PUBLICATIONS

- Cohoon, J.M. Wadhwa, V. & Mitchell. May 2010. The Anatomy of an Entrepreneur: Are Successful Women Entrepreneurs Different from Men? Report issued by the Kauffman Foundation.
- Cohoon, J. M. & Chao, J. January 2009. Sexism – Toxic to Women’s Persistence in CSE Doctoral Programs. Computing Research News. 21(1) Computing Research Association. Washington DC.
- Evans, D. & Cohoon, J.M. January 2008. Creating a Computer Science Major for Arts & Sciences Students. Computing Research News. 20(1). Computing Research Association. Washington DC.
- National Center for Women & IT (NCWIT). Cohoon authored online resources as of May 2010:
  - Harvey Mudd College’s Successful Systemic Approach; Attracting Students through Engaging Introductory Computing Curriculum
  - Change the Gender Composition of High School Computing Courses; Attracting Female and Minority Students through Targeted Recruiting
  - How Can Leader-Member Relationships Promote Women’s Retention and Advancement?
  - Gearing Up for Change: Institutional Reform in Undergraduate Computing Programs
  - How Does Combating Overt Sexism Affect Women’s Retention?
  - How Do Stereotype Threats Affect Retention?
  - How Do Admissions Criteria Affect Women’s Representation in Graduate Computing?
  - The NCWIT Practices Framework
  - NCWIT Promising Practices Catalog
  - Designing for Diversity: Recruiting women through inclusive pedagogy, Promising Practice sheet with L. Barker
  - Faculty Perspectives: Using REUs to retain female undergraduates, Promising Practice sheet with L. Barker
  - Georgia Tech Mentoring Program for Faculty Advancement: Mentoring faculty women, Promising Practice sheet with L. Barker
  - Girls Exploring Science, Engineering, and Technology (GESET): Targeted recruitment of women and girls into IT, Promising Practice sheet with L. Barker
  - How can unbiased software facilitate girls' interest in IT? Promising Practice sheet with Z. Wu
  - Meet Them Where They Are: An engaging way to introduce computing, Promising Practice sheet with L. Barker
- ENTREPRENEURIAL SERIES REPORT: “The State of Social Science Research on Gender and IT Entrepreneurship: A Summary of Research Literature on Women’s Entrepreneurship in the Information Technology Field” by J. McGrath Cohoon and William Aspray. Published online by NCWIT. 2007.
- ENTREPRENEURIAL SERIES REPORT #1 - Gender Differences in Firm Size, Growth, and Persistence: A Review of Research Literature on Women’s Entrepreneurship in the Information Technology Field by William Aspray and J. McGrath Cohoon. Published online by NCWIT. 2007.
- ENTREPRENEURIAL SERIES REPORT #2 - Positive Illusions, Motivations, Management Style, Stereotypes, Stress, and Psychological Traits: A Review of Research Literature on Women’s Entrepreneurship in the Information Technology Field by William Aspray and J. McGrath Cohoon. Published online by NCWIT. 2007.
- ENTREPRENEURIAL SERIES REPORT #3 - Access to Financial Capital: A Review of Research Literature on Women’s Entrepreneurship in the Information Technology Field by William Aspray and J. McGrath Cohoon. Published online by NCWIT. 2007.
- ENTREPRENEURIAL SERIES REPORT #4 - Networking and Access to Social Capital: A Review of Research Literature on Women’s Entrepreneurship in the Information Technology Field by William Aspray and J. McGrath Cohoon. Published online by NCWIT. 2007.
- Cohoon, J. McGrath and Lih-Yuan Chen. “Summary Tables of Interview Findings” Project reports published on the Internet. 2002.
- Cohoon, J. McGrath. “National Study of the Gender Gap in Collegiate Computer Science Attrition” Review of the Virginia Center for Educational Policy Studies. Fall 2001. Vol. 2/No.1.
- Cohoon, J. McGrath. “NSF Funds National Study of Gender Gap in Attrition from Undergrad CS.” Computing

Research News. November 2000. Vol. 12/No.5.

- Cohoon, J. McGrath. "Characteristics and Practices of Virginia's Computer Science and Biology/Life Sciences Departments" Project report published on the internet. 2000.
- Cohoon, Joanne and Thomas M. Guterbock, "1997 ITC Customer Satisfaction Survey" 1997. Center for Survey Research, University of Virginia.
- Cohoon, Joanne and Thomas M. Guterbock, "Virginia School Board Association 1995 Member Opinion Survey" 1995. Center for Survey Research, University of Virginia.
- Cunningham, Lea and Joanne Cohoon, "A Survey of Perceptions Pertaining to the University's Handling of Intellectual Property Issues" 1996. Center for Survey Research, University of Virginia.
- Lucy, William H., Thomas M. Guterbock, and Joanne Cohoon, "Location Preferences of Lynchburg Area Home Buyers" 1996. Center for Survey Research, University of Virginia.
- Guterbock, Thomas M., Lea Cunningham, and Joanne Cohoon, "Survey of Satisfaction with Purchasing and Materials Services" 1995. Center for Survey Research, University of Virginia.

## CONFERENCE & OTHER PRESENTATIONS

- Cohoon, J.M. 11/6/2009. College Information Technology Education for the Modern Global World. CPST. Washington D.C..
- Cohoon, J.M. 4/13/09 Train Teachers to Attract Girls into High School Computer Science Classes. NAPE.Washington, D.C
- Cohoon, J.M., Barker, L., Ashcraft, C. October 1, 2009. Three key areas for gender and IT reform: Uncovering Bias in Recommendation Letters, Patenting & Technical Innovation Processes, and Broadening Organizational Cultures. Grace Hopper Celebration of Women in Computing. San Francisco CA.
- Cohoon, J.M. presented for Roli Varma August 8, 2009. "Women in India – Why I Chose Computer Science." 15<sup>th</sup> Americas Conference on Information Systems. San Francisco.
- Marvel, L., Amato, N., Cohoon, J.M., Williams, T., Pollock, L. October 2, 2009. Mentoring: Difficult and Sensitive Issues" Grace Hopper Celebration of Women in Computing. San Francisco CA.
- Cohoon, J. M. & Brazelton, S. August 6-9, 2009. CRA-W/CDC Alliance Broadens Participation in Computing. 15th Americas Conference on Information Systems. San Francisco CA.
- Cohoon, J.M. May 7, 2009. NCWIT Program in a Box: Surveying climate to improve undergraduate retention. AAAS 3rd Annual Conference on Understanding Interventions that Broaden Participation in Research Careers Conference.
- Cohoon, J.M. February 19, 2009. The Technical Burqa. STS Colloquium presentation.
- Cohoon, J. M. October 10, 2008. Mentoring in a Box? Presented at Broadening Participation in Computing Disciplines: Fostering Retention of Women and Minorities. Virginia Beach, VA.
- Townsend, G., Bair, B., Barker, L. Camp, T., Cohoon, J.M., Dillon, L. Lang, C., Steward, K, Walker, E. October 2, 2008. Planning, Organizing, and Holding Regional Celebrations of Women in Computing. Grace Hopper Celebration of Women in Computing. Keystone Resort, CO.
- Marvel, L. Amato, N., Bloch, K., Cohoon, J.M., Pollock, L. October 3, 2008. We Build A Better Researcher. Grace Hopper Celebration of Women in Computing. Keystone Resort, CO.
- Co-Organizer and Presenter. July 9, 2008. Recruiting Messages for More and Different Students. Tapestry Workshop for High School CS Teachers. Charlottesville VA.
- Organizer - NCWIT meeting speakers – May 2009 in Mountain View, CA, "Global Status of Women in Technology"; November 2008 in Irvine CA, "Multiple Pathways to an IT Career"; May 2008 in Urbana-Champaign IL, "Advancing Computing from Multiple Disciplines"; November 2007 in Seattle WA, "Achieving Organizational Success through Diversity". Identified, invited, and coordinated speakers for one keynote and two panels at this 2-day meeting of academic, industry, entrepreneurial, and K-12 representatives.

- Barker, L. & Cohoon, J.M. "Harvesting Low-Hanging Fruit" workshop at SIGCSE 2008
- Guzman, I. R., Gallivan, M., Cohoon, J. M., Stanton, J. M., Bell, A., Quesenberry, J. L., and Creamer, E. G. 2008. What are we doing to improve recruitment and retention in information technology majors? Panel presentation at the 2008 ACM SIGMIS CPR Conference on Computer Personnel Doctoral Consortium and Research (Charlottesville, VA, USA, April 03 - 05, 2008). Summarized in SIGMIS-CPR '08. ACM, New York, NY, 40-42.
- Cohoon, J. M. & Biggers, M. "Retaining Women in CS Majors Using Research-Based Initiatives" Workshop at the Grace Hopper Celebration of Women in Computing. Orlando FL. Oct 18, 2007.
- NCWIT Extension Services training workshop for professional Extension Services Consultants. Urbana-Champaign IL. May 11-14, 2008. With Lecia Barker and administrative assistance, I planned and organized this training workshop and made the following two presentations:
  - "Introducing the NCWIT ES-UP"
  - "Mechanics"
- Workshop on Evaluating Outreach Programs. NCWIT meeting. Presented with Lecia Barker and Rose Mara. Boulder CO. May 15, 2007.
- Organized and hosted CRA Workshop on Graduate Women's Recruitment and Retention: Gender Diversity in Computing Doctoral Programs – November 4, 2007 in Seattle WA. Funded by NSF.
- Society for the Social Studies of Science. "Defining Academic Quality: The Gendered Effects of Admissions Criteria in Doctoral CS and CE Programs." Presented paper co-authored with H. Lord. 11/ 2/ 2006. Vancouver.
- SIGCSE Technical Symposium on Computer Science Education. "ACM-W's new programs for recruiting and retaining women in computing." Panel presentation with Paula Gabbert, Barbara Boucher Owens, Bettina Bair, Chris Stephenson, Gloria Childress Townsend. March 2007.
- National Science Foundation annual JAM. Poster on NCWIT Extension Services. Washington, D.C. 2007.
- Workshop on Recruiting Women to Computing. NCWIT meeting. Presented with Lecia Barker. November 15, 2006.
- Grace Hopper Celebration of Women in Computing. Poster on the TWiCE project, presented with Bettina Bair. 2006.
- Crossing Cultures, Changing Lives: Integrating Research on Girls Choices of IT Careers. "Women's entry to Graduate Study in Post-Secondary CSE." Presented paper co-authored with Holly Lord. August 1, 2005. Oxford, England.
- Women into Computing Conference. "International Experiences." Panel session with C. Lang, H. Corneliuson, R. Ismail, and I. Munder. July 15, 2005. Greenwich, England.
- Gender and IT 2004 International Conference, Cadiz Spain. "Mentoring Computer Science Undergraduates." Presenter. September 6, 2004.
- National Science Foundation ITWF Grantee Meeting, Philadelphia PA. "Building a Research Community." Panelist. October 25, 2004.
- SIGCSE 2004. Norfolk, Virginia. "Empirical Evidence of Influences on Women's Representation in the Computing Sciences." Birds of a Feather Session. March 4, 2004.
- Association for Institutional Research 43rd Annual Forum. Paper co-authored with Katharine M. Baylor and Lih-Yuan Chen. "Continuation to Graduate School: A look at Computing Departments." June 2003.
- Association for Institutional Research 43rd Annual Forum. Paper co-authored with Rebecca Shwalb and Lih-Yuan Chen. "Faculty Turnover in a Discipline Context." June 2003.
- North Central Sociological Association 2003 NCSA Conference. Paper co-authored with Allison Rogers. "A Little Too Much Help from their Friends." March 29, 2003.
- SIGCSE Technical Symposium on Computer Science Education. Paper co-authored with Rebecca Shwalb and Lih-Yuan Chen. "Faculty Turnover in CS Departments." February 20, 2003.
- Association of American Colleges and Universities 4th Biennial Diversity and Learning Conference.

Roundtable discussion of paper written with Dawn Reed. "Teaching in Collegiate Computer Science." October 2002.

- Grace Hopper Celebration of Women in Computing 2002. Panel participant. "Recruiting and Retaining Women in Computer Science. Where are we? Where do we go from here?" October 2002.
- Association for Institutional Research 42nd Annual Forum, June 2002 paper. "Data for Multi-Institutional Research."
- SIGCSE Technical Symposium on Computer Science Education, March 2002 paper. "Women in CS and Biology."
- Frontiers in Education, October 2001. The Other Digital Divide: Women and Minorities Entering IT Professions panel. "Departmental Influences on Undergraduate Seed Corn."
- North Central Sociological Association Meeting, April 2000 Gender Issues in Higher Education Panel. "Gendered Attrition from Computer Science."
- SIGCSE Technical Symposium on Computer Science Education, March 1999 paper. "Departmental Differences Can Point the Way to Improving Female Retention in Computer Science."

## PROFESSIONAL ACTIVITIES & MEMBERSHIPS

WEPAN Project, ENGAGE: Engaging Students in Engineering Through Instruction and Mentoring, Advisory Board member 2009

AAAS BPC Common Core Project 2008

AAUW Research Advisory Committee 2006 – Present.

CRA-W Board Member 2007 - Present

CRA Workshop on Broadening Participation. Invited resource. 10/ 20 -21/ 2004.

National Science Foundation CISE Educational Resources and Curriculum Development Panel Member. March 2004.

National Center for Women in IT, Social Science Network co-chair. 2003 -Present.

Georgia Tech College of Computing Diversity Advisory Board Member. 2003 -Present.

PROACT Advisory Board Member. 2002 - 2007.

Working Group on Best Practices for Recruiting and Retaining Women in Graduate CS Programs. June 2000. Hosted by Computing Research Association. Organized by Dr. Jan Cuny.

Advisory Committee member. Computing Research Associates and American Association for the Advancement of Science joint proposal to NSF. 2001.

Invited participant. Workshop on Recruitment and Retention of Women Graduate Students in Computer Science and Engineering. Organized by the Computing Research Association. June 21-22, 2000.

ACM Special Interest Group for Computer Science Education (SIGCSE), member, 1998-present.

ACM-W. Committee on Women in Computing member. 2003 -Present.

AAPOR American Association for Public Opinion Research, member, 1997-2004.

ASA American Sociological Association, member, 1998-2004.

ASHE Association for the Study of Higher Education, member, 1998-2004.

## RESEARCH ASSOCIATES SUPERVISED

Leisa Thompson

## POSTDOCTORAL FELLOWS SUPERVISED

Edward Hootstein

Dana Thompson Dorsey

## GRADUATE STUDENTS SUPPORTED

Ilknur Akyildiz, Instructional Technology  
Holly Lord, Sociology  
Spring Brennan, Instructional Technology  
Andrea McNeely, Sociology  
Tristan Bridges, Sociology  
Macgregor Stocco, Sociology  
Lih Yuan Chen, Special Education  
Heather Tillberg, Education  
Margaret Gonsoulin, Sociology

Zhen Wu, Education  
Sara Johnston, Instructional Technology  
Andrea Holliger, English  
Wenyi You, Education  
Jie Chao, Education  
Feng Rao, Education  
Kathleen Welsh Heldrich  
Xiaoqing Kong  
Rachna Maheshwari

## UNDERGRADUATE STUDENTS SUPPORTED

Farrah M. Abu Bakar  
Allison Rogers  
Kate Baylor  
Rebecca Shwalb  
Becky Kinlein  
Mary Vaughn  
James Layman  
Monica Nable  
Alexandra Solorzano

Jenna Zhang  
Dawn Reed  
Tyler Zang  
Lu Xia  
Kimberly Powell  
Sarah Brazelton  
Paul Boucher  
Samuel Hilsman

## UVA COURSES TAUGHT

STS 101 Language Communication and the Technological Society  
STS 200/SWAG 389/SOC 200/EDLF 589 Gender, Technology, and Education  
STS 395/EDLF 589 Gender and Computing  
STS 4010 Western Technology and Culture