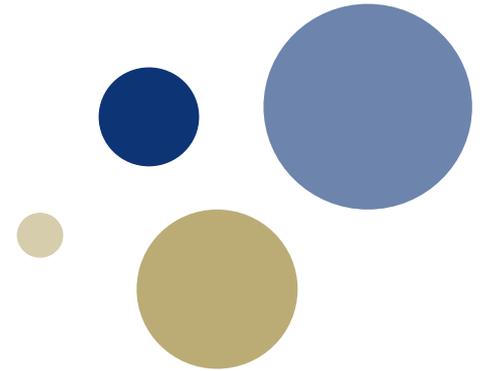




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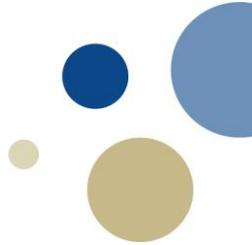


Leadership program for women in Computer Science: Report from the Grace Hopper Conference

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Ledergruppemøte, IME

4.11.2015

Contents



- What is Leadership Program for Women in Computer Science?
 - Goals of the program
 - Participants
 - Key activities in 2015
- Grace Hopper Conference
 - Overview of the conference
 - NTNU booth
 - Experiences and take-aways
- Roadmap for leadership program until 2020

Motivation: Figures from 2013



Position category	Faculty IME		Department IDI		Department ITEM	
	Person years	% Women	Person years	% Women	Person years	% Women
Temporary PhD and Post Docs	244,3	19,8	41,1	21,5	17,6	38,5
Research and Teaching Positions	165,3	13,5	42,1	14	14,4	8,3

Target group and goals

- The program is targeted to female scientists of ITEM and IDI:
 - This year's special focus is the female PhD students
 - Also we have participants from permanent position holders, post-docs, researchers and adjunct professors working in companies.
 - The program can be seen as a platform for each individual participants to develop their career

Leadership
positions

Leadership skills

Mentorship

Networking



People in program



Katina Krlevska



Min Xie



Elena Parmiggiani



Aparna
Vegendla



Pinar
Öztürk



Monica Divitini



Faegheh Hasibi



Katja Abrahamsson



Soudabeh
Khodambashi



Urooj Fatima



Kerstin Bach



Anne Elster



Letizia
Jaccheri



Britta
Hale



Katrien
De Moor



Watanee
Viriyasitavat

Key activities in 2015

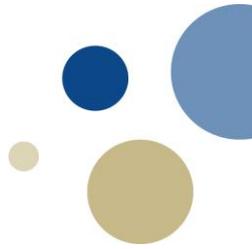
- Organized training for participants on "Leadership, gender and culture". Training was lead by an organizational psychologist. (May)
- Social & Networking event (June)
 - **Dr. Junia Anacleto**, Professor in Computer Science, Federal University of Sao Carlos, Brazil
 - **Dr. Anke Dittmar**, Lecturer in Computer Science, University of Rostock, Germany
- Visitors, talks and mentoring
 - **Dr. Leila Alem**, Thoughtworks, Australia (June)
 - **Prof. Gabriella Dodero**, Free University of Bolzano, Italy (September)
- Participation to the Grace Hopper Conference (GHC) (October)
- Visit to University of Texas at Austin (October)
- Start collaboration with the Jenteprosjektet Ada
 - Career network (November)
- Attracting new collaboration partners (companies, other research units)
- Funding for program continuation (December)

GRACE

HOPPER

CELEBRATION

OF WOMEN IN COMPUTING





Grace Hopper

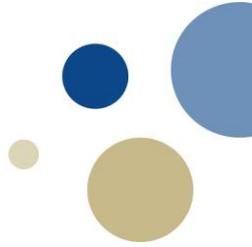
1906-1992

Hopper was computer scientist and US Navy Admiral.

She was the first to use the term "debugging" for fixing computer problems.

Hopper developed the first working compiler and developed COBOL, a programming language still in use today.

Grace Hopper Conference 2015



- Participation to the Grace Hopper Conference (GHC) (October)
 - Founded in 1994 by Anita Borg and Telle Whitney. Anne Elster from NTNU participated to the very first conference! With 500 participants.
 - Today, with more than 12.000 participants GHC is the world's largest gathering of women technologists.
 - Keynote presentation by female leaders of the top companies such as Facebook and Youtube
 - The conference had a number of simultaneous tracks, sessions, workshops and events running for females in all phases of their career
 - NTNU has a booth at the GHC Career Fair for marketing open positions for talented female applicants

NTNU as an Academic Sponsor!



Key take-aways from the conference

- Importance of mentoring regarding the development of female career.
 - Key message: Those who have been mentored, achieve greater goals than those who have not been mentored.
 - → Everyone should have their own personal mentor(s)!
- Overall GHC was a great experience in terms of networking with key people in our field
 - Get out of the comfort zone!
- Having a visible booth was very good for attracting attention, generating new contacts and boosting NTNU's presence
 - 12 000 potential new employees to NTNU!
- Gender balance is better achieved if we get men also onboard with our initiatives.
- We should learn to think big!

Authentic quote from one of the participants

- *“Attending GHC 2015 has been a great experience. [...] For me personally, GHC has been an inspiration to reflect on where I stand in my career and how I can support women in my surrounding to join and more importantly stay in computer science.”*

Kerstin Bach

Post-doctoral fellow, IDI, NTNU



Roadmap to make NTNU the best internationally in promoting female scientists in CS



2019 and beyond
Continue the dedicated efforts

2018:
Best in Norway: Taking program to the next level

2017:
Strategic recruitment for permanent positions

2016:
Increase program impact, secure funding

2015:
Increase awareness, organize as a project

2014:
Program started

Thank you!

- Thank you for your attention!
- You can reach me at katja.abrahamsson@ntnu.no



LEAN IN

WOMEN, WORK, AND
THE WILL TO LEAD

SHERYL SANDBERG

Read this
first...

