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# **Personal History**

- 1969**      **Graduated Brown University with A.B. in Applied Mathematics**
- 1971**      **Graduated Stanford University with M.S. in Computer Science**
- 1971-77**   **AMTS at AT&T Bell Laboratories**
- 1977-82**   **Returned to graduate school at Rutgers University, completed Ph.D.**
- 1982-**      **Faculty at Rutgers University**

# Promotion Strategy

- **Publish, publish, publish**
- **Obtain grant support**
- **Graduate Ph.D. students**
- **Attain serious reputation outside home institution**
- **Be selected for professional service**
- **Contribute to graduate and undergraduate teaching**

# **Accentuate the Positive**

- **Solicit invitations to visit other researchers and present your work**
- **Respond positively when asked to serve on an NSF panel or to review a journal submission**
- **Seek advice as to new funding opportunities**

# **Accentuate the Positive**

- **Question and talk to other researchers at conferences**
- **Start a weekly reading group with your graduate students to help keep current on publications**
- **Accept responsibility in your department for some of the administrative duties**
- **Make sure you teach graduate seminars occasionally to attract students to your work**

# **What to avoid?**

- **Switching research areas and then going for promotion too soon to have made an impression**
- **Spending too much time on teaching**
- **Accepting too many administrative responsibilities which diminishes your research time**
- **Going against the advice of respected senior faculty in your department**

# Being a Full Professor

- **Challenges**
  - **Maintaining a coherent research direction, while responding to new interests and areas**
  - **Obtaining continuous research funding in a changing world**
  - **Advising graduate students**
  - **Mentoring junior faculty appropriately**
  - **Having more responsibility for your department's future**

# Being a Full Professor

- **Benefits**
  - Attaining confidence that you have **DONE IT!**
  - Having more responsibility for your department's future
  - Participating more fully in research community
    - Editorships, Panels, Invited talks



# Special Challenges

- **Continuing to get career advice**
- **Interacting with faculty who are not comfortable with women colleagues**
- **Making sure you obtain appropriate resources (MIT report)**
- **Supporting women students with a positive attitude towards our profession**

# **Glass Ceiling -Mirage or Fact?**

- **Very few university provosts, presidents or high administrators are women**
- **Very few department chairs are women**
- **Very few funding agency high officials are women**
- **Very few endowed chairs are held by women**
- **ANSWER: Keep pushing for what you deserve!**