

# The Computing Innovation Fellows Project

Ed Lazowska

Bill & Melinda Gates Chair in  
Computer Science & Engineering  
University of Washington

Chair  
Computing Community Consortium

<http://cra.org/cc>



<http://cra.org/cc>



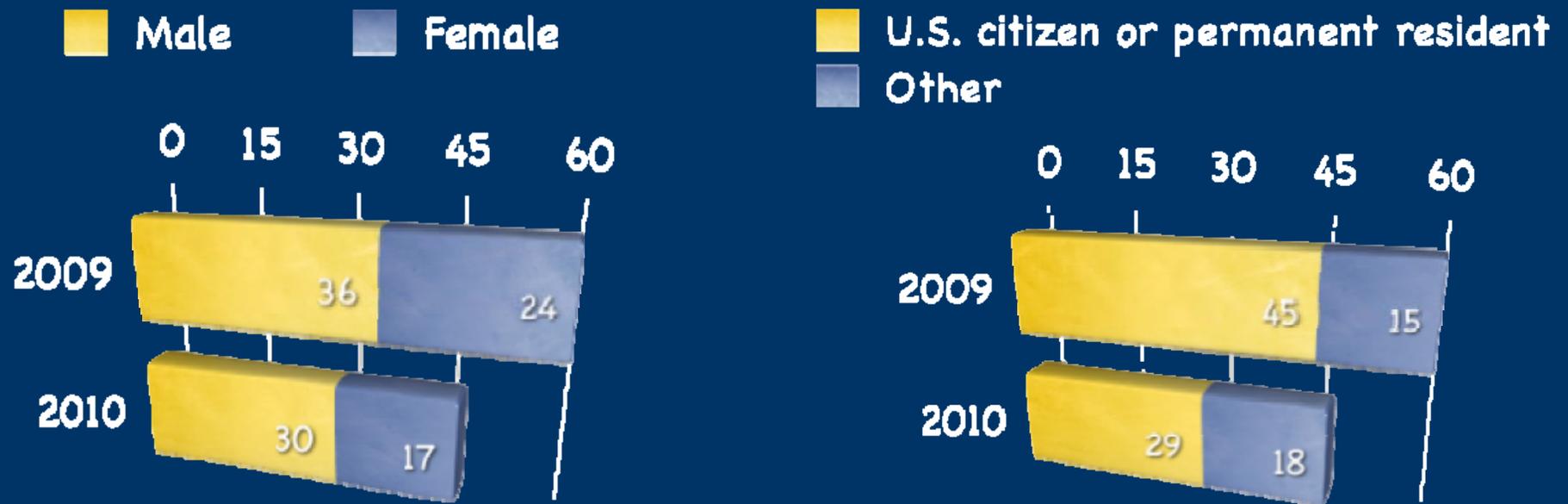
# CIFellows Project overview

- Established as a stimulus initiative in 2009 with NSF/CISE funding
- Provides recent Ph.D.s in computer science (and allied fields) post-doctoral positions
- Positions are for one to two years
- Goal: to retain new Ph.D.s in research & teaching during difficult economic times
- 60 CIFellows funded in 2009
  - 19 exited during the first year, most with permanent positions, many with tenure-track faculty appointments
  - 41 continued for a second year
- Additional 47 CIFellows funded in 2010

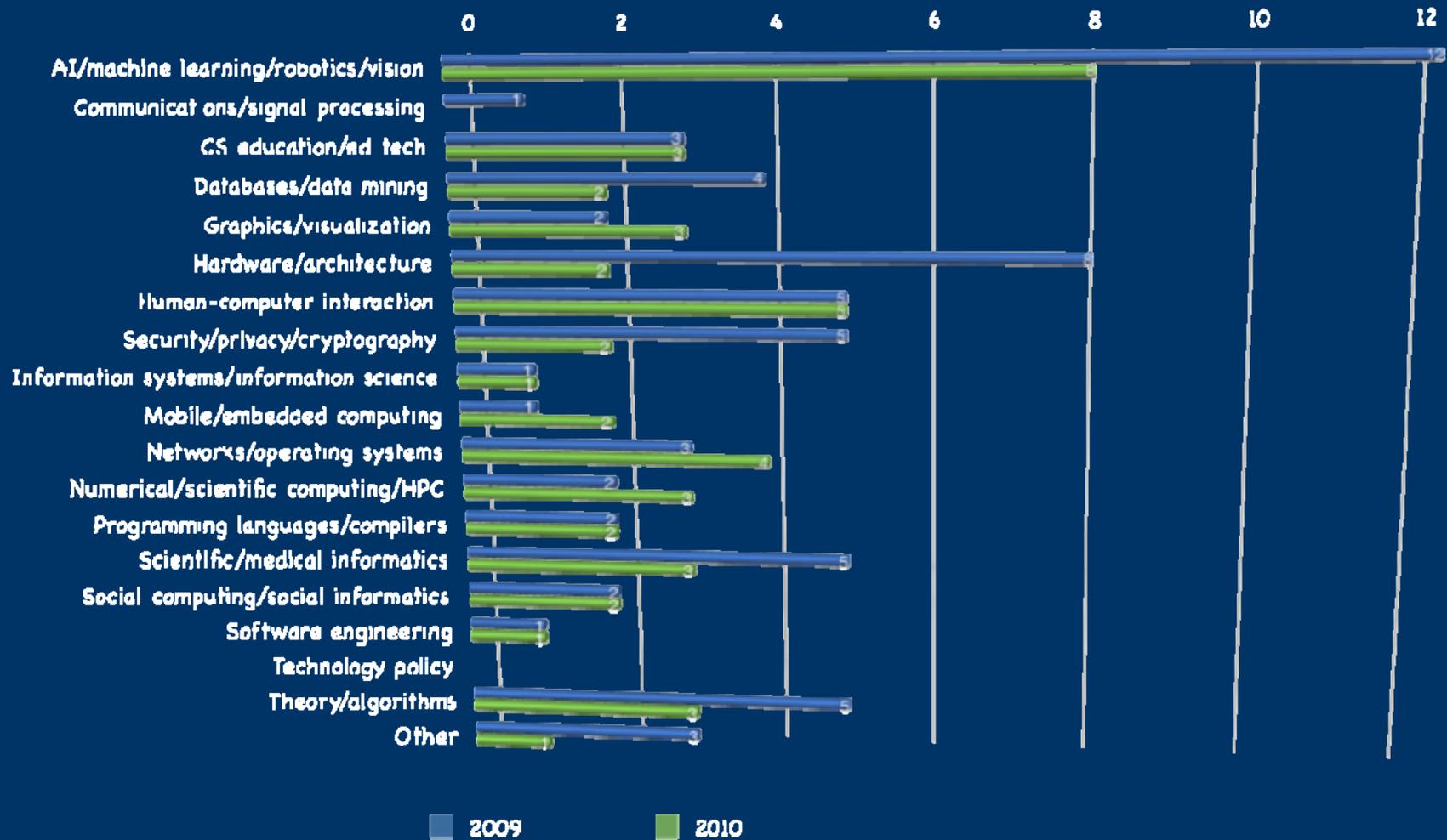
# Quick statistics on initial year

- January 2009: idea conceived
- February 2009: NSF consulted
- March 2009: proposal submitted
- April 2009: procedures devised; website built
- May 2009: award formalized; mentor and fellow application websites go live
- June 2009: **1209 prospective mentors** register; **526 prospective fellows** apply, proposing **929 fellow/mentor pairings**; selection committee members evaluate applications
- July 2009: selection committee meets; steering committee meets; 60 awardees selected and notified
- August 2009: awards negotiated with host institutions
- September 2009: public announcement; fellowships commence

# Demographics



# CIFellows Research Areas

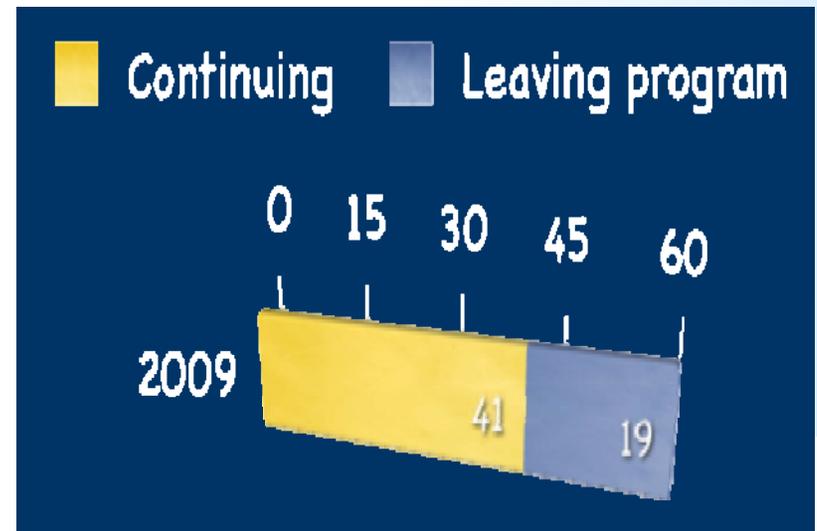


## 2009 CIFellows' progress

- All CIFellows reported “highly successful” or “moderately successful” experiences in a mid-year evaluation
  - A sample **CIFellow's** response: “I view my fellowship as a bridge between graduate school and an academic career... I started working on several exciting projects, which opened up new research avenues for my future. I have already submitted three papers to conferences and workshops. ... Finally... I met and began collaborating with top researchers in my area.”
  - A sample **mentor's** response: “[The CIFellow] greatly contributed to the research my group has been able to produce. In addition to his leadership capabilities, he also brought expertise that complemented the existing areas of expertise in my group and enabled us to do research we would otherwise have had a difficult time doing. ... I believe [he] will have a great career...”

# 2009 CIFellows' progress

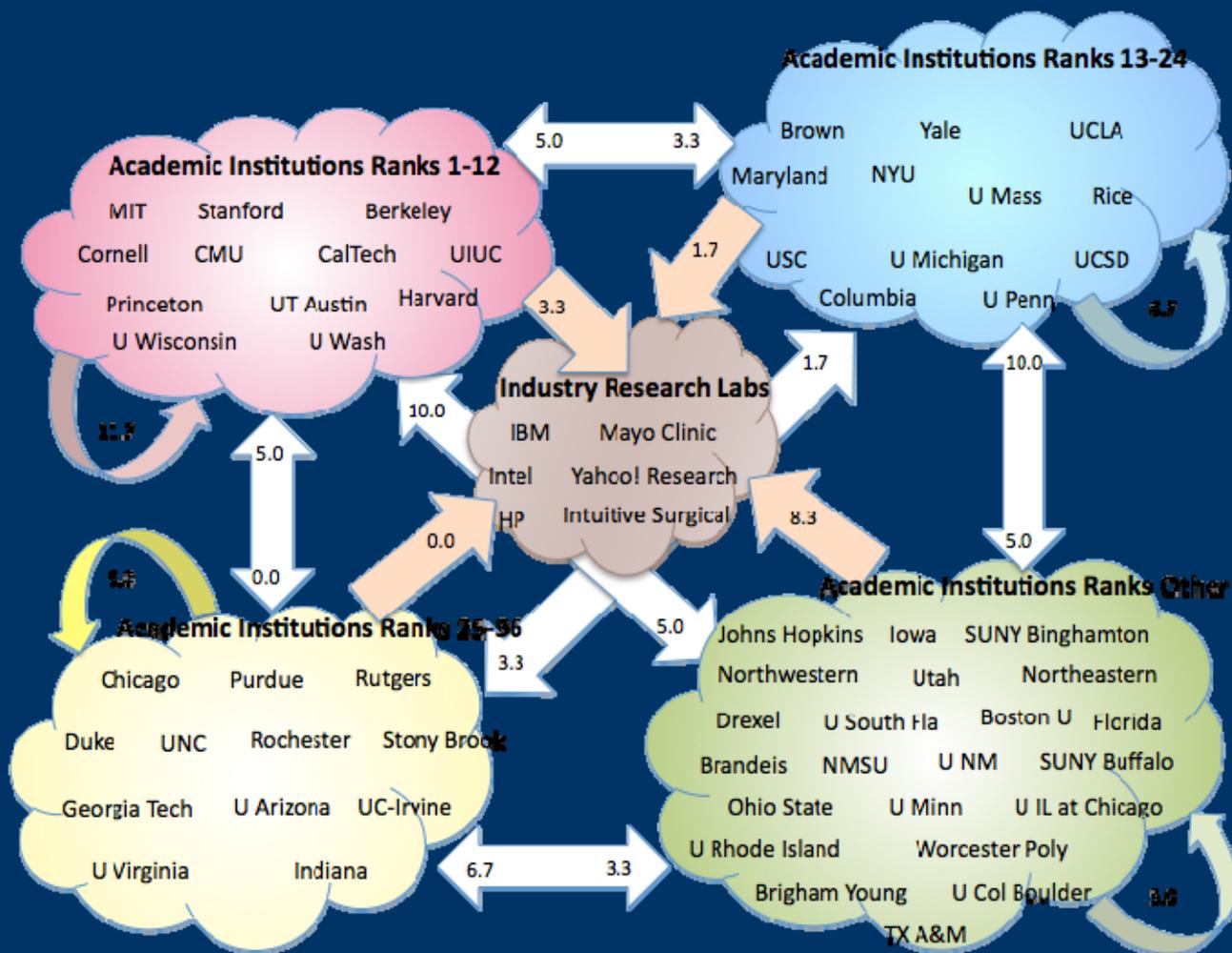
- Most who left the program after the first year accepted permanent positions
  - 9 took tenure-track faculty appointments
  - 1 teaching-track appointment
  - 5 went into industry
- Four were hired by their host organizations
- “As the hiring officer for this position, I can attest that her postdoctoral experience ... enhanced her attractiveness to us as a candidate.”



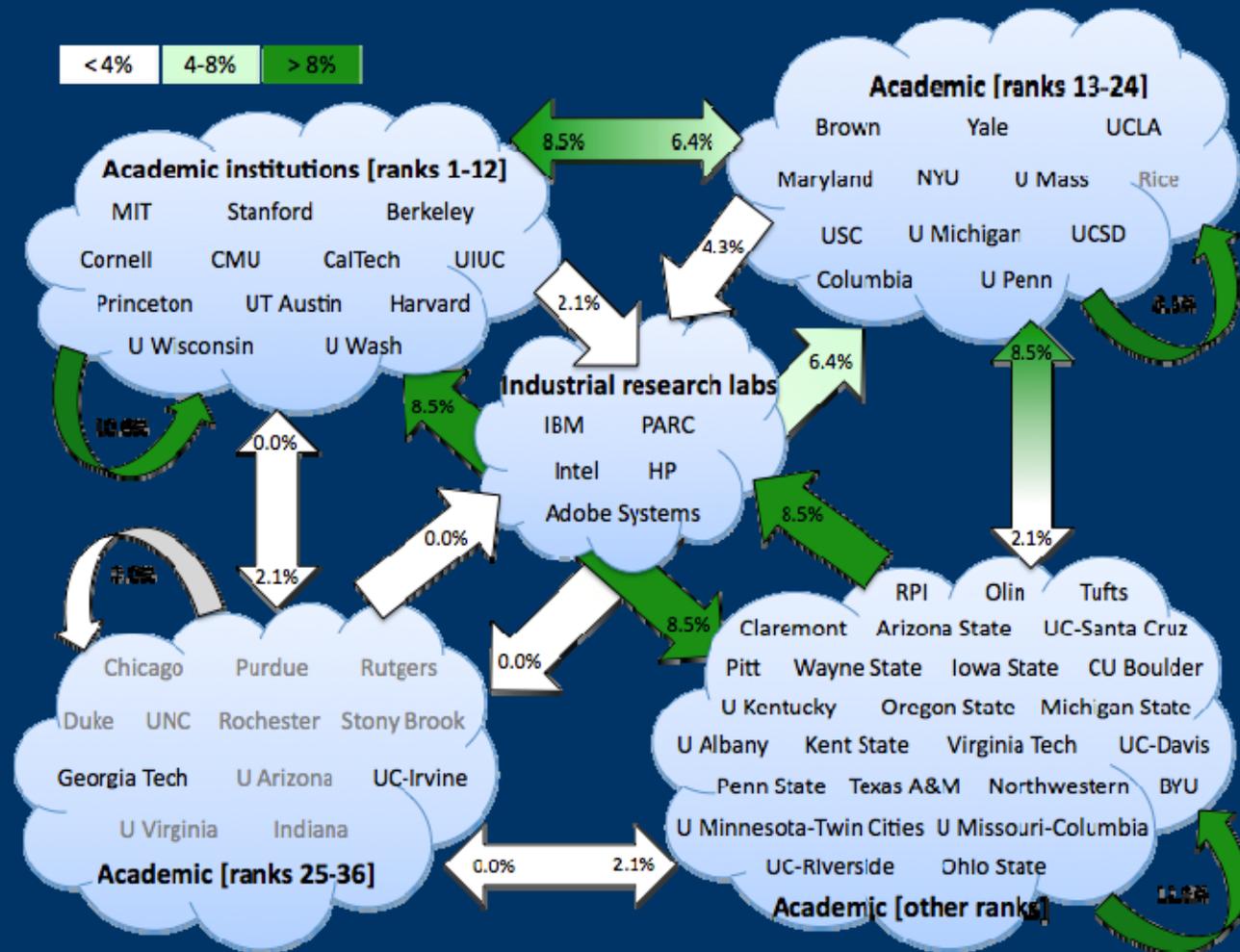
## “Cross-flow” among CIFellows

- An objective was to support intellectual diversity in computing fields at U.S. organizations
- Imposed “max two” rule
- Result:
  - 60 CIFellows from 48 Ph.D.-granting universities went to 43 host organizations in 2009
  - 47 CIFellows from 33 Ph.D.-granting universities went to 35 host organizations in 2010
- Hope for *persistent connections*
- Next two slides: More detailed views showing cross-flow among ranking groups for the 2009 and 2010 cohorts

# Cross-flow for 2009 cohort

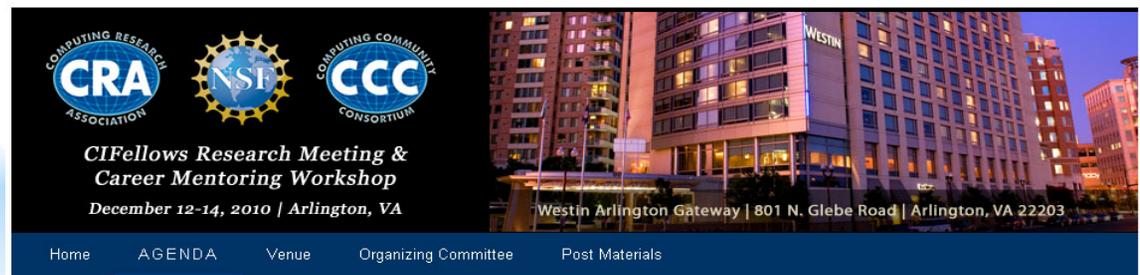


# Cross-flow for 2010 cohort



# Research Meeting and Career Mentoring Workshop

- December 2010 - two cohorts participated
  - >90% participation rate
- Similar to CRA Career Mentoring Workshops
- Research profiles online
- Research poster session
- Keynote by Peter Lee
- A day of career mentoring sessions



## Agenda



<http://cra.org/ccc>



## In process ...

- Detailed assessment of the CIFellows Project (contracted to SRI)
- Community discussion of the role of postdocs in computer science (initiated by CCC and conducted by CRA)



The screenshot shows a webpage titled "Computer Science PostDocs" with the subtitle "... a CRA facilitated conversation". At the top right, there are links for "White Paper", "PDF Version (408kb)", "Forum", "Reading List", and "Related Articles". A green box on the right indicates "Last Updated: 2/2/2011". Below the title, there are social media sharing options: "15 people" and "Tweet 42". The main content area is titled "About this Effort" and contains the following text:

In recent years, there has been substantial growth in the cadre of U.S. and Canadian postdoctoral fellows, as documented the Computing Research Association's Taulbee Survey. Is this increase in the best interest of the field, and of the individuals? The CRA seeks to foster a conversation about the PostDoc surge, particularly in the academic departments.

Recently the CRA commissioned a committee to prepare a white paper that reports the statistics associated with academic and industry hiring, articulates the relevant issues about PostDocs in the context of the many stakeholders, and specifically solicits input from the community. This white paper is presented below.

Get involved! Review this white paper. Discuss the issues with your colleagues. Post your views (collectively or individually) on the forum below.

- Preparation of a proposal for a 30-person third cohort