COHORT OF ASSOCIATE PROFESSORS PROGRAM (CAPP)

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Overall goal: to plug CSE’s leaking pipeline at the transition from associate to full professor and to increase the number of women taking on leadership roles in CSE.

How: by building a community of associate professors through a workshop that provides mentoring, leadership training, encouragement and ongoing peer-support activities.

Cornerstone: the involvement of senior women, appointed as CRA-W Distinguished Professors, who actively participate as role models, mentors, and advisers.

AGENDA

2006 CAPP Professional Development Workshop
Welcome and Introductions
  Mary Lou Soffa and Janie Irwin
Getting Promoted to Full Professor
  Jessica Hodgins, Padma Raghavan
  Susan Williams and Jodi Tims
Taking Charge of Your Career
  Mary Jean Harrold and Anne Condon
  Joan Francioni and Dee Parks
One-on-One Curricula Vitae Reviews
Panel: Professional Volunteerism - Opportunities and Pitfalls
  Jan Cuny and Gloria Childers
Planning Sabbaticals and Remote Collaborations
  Carla Ellis
Getting What You Need
  Ellen Walker and Ingrid Russel
Professional Workshop: Strategies for Leading Change
  Lee Warren
Does it Take a Superwoman?
  Mary Lou Soffa
Time Management
  Janie Irwin

INFLUENCE ON PARTICIPANTS

CAPP influenced women to choose a particular action, use a new strategy, prioritize and focus, or increase self-promotion of results already achieved. Some comments from participants follow:

• At this time in my career, it was suggested at CAPP that I focus on observable results.

• Attending CAPP motivated me to be more proactive about my plans and goals.

• Talking to my chair and senior colleagues about positioning for promotion was directly suggested at CAPP.

• I was limited in the actions I could choose by constraints from my medical situation. However, what I learned at CAPP helped me to decide the most productive actions.

• I realized (1) the importance of being a full professor as part of my career goals, and (2) keeping focused helps me have more energy for the important work. CAPP has helped tremendously.

EXPECTED OUTCOMES INCLUDE:

• An increase in the number of women taking on leadership roles in the CSE community.

• Raising awareness of the stresses, barriers and inequities faced by women at the associate professor level.