



Impact Report



CMDiT

Fostering Innovation Through Inclusion

2024

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A Letter From Our CEO



Dr. Valerie Taylor
CEO

It is a pleasure to present our inaugural Impact Report for calendar year 2024. This year was an excellent year in terms of significant impact on the CMD-IT community through our different programs. Our major annual event, the Richard Tapia Celebration of Diversity in Computing Conference, had 1800 attendees participating in the sessions focused on technical topics, professional development, and effective strategies for broadening participation in computing. We had over 100 supporters involved in the Career Fair with a constant crowd of participants visiting the different booths. Further, we heard from exceptional speakers, including Phillip McKibbins, the Chief Technology Officer for the Dallas Mavericks. It was phenomenal event that brought together students, faculty, researchers, and professionals in computing from all backgrounds and ethnicities.

In 2024, we continued with our Academic Careers Workshop, organized in collaboration with AccessComputing and CAHSI, to provide unique and tailored experiences about academic careers to assistant- and associate-level faculty, senior doctoral students, and postdocs from underrepresented communities in computing. The workshop included participants from many different universities, including University of Notre Dame, Cornell University, Morgan State University, and Muhlenberg College. The workshop was excellent for building skills important to successful careers in academia.

This year we launched the Early Career Doctoral Student Academic Careers Workshop, organized in collaboration with AccessComputing and CAHSI, to expose second- and third-year doctoral students to academic careers. The workshop was well attended with participants from different universities including University of Washington, Purdue University, and North Carolina A&T University. Participants were exposed to the academic ladder, effective strategies for work-life balance, and the art of technical storytelling.

In 2024, NSF awarded the LEAP Alliance \$5.6 Million over five years to continue to diversify leadership in the computing professoriate. This funding will be used to advance the work with the four cohorts of universities and launch a new affiliates program.

Lastly, in 2024 CMD-IT provided a full year of Community-Select webinars that included topics such as Native American Women in Faculty Positions at Tribal Colleges, Jane Street Internships, Undergraduate Research, Computing Societies' Awards and Recognitions, and Academic Journey to Leadership featuring Charles Isbell.

We look forward to 2025 to continue our mission to drive societal change by providing skill development, opportunities, and resources for our target communities through innovative programs, events, and strategies for the computing community.

Sincerely,
Dr. Valerie Taylor
CEO

LEAP Alliance

Funded by the NSF Broadening Participation in Computing Alliance program, the LEAP Alliance aims to increase the diversity in future leadership in the computing professoriate at research universities.

Tapia Conference

The Tapia Conference is the premier venue to acknowledge, promote, and celebrate diversity in computing. It is an annual event that features engaging speakers, workshops and panels on technical and professional develop topics, and birds-of-a-feather sessions to build community around common interests.

Academic Careers Workshops (ACW)

The Academic Careers Workshops mentor assistant- and associate-level faculty, senior doctoral students, and postdocs about the academic career ladder.

Early Career Doctoral Student Academic Careers Workshop (EC-ACW)

Early Career Doctoral Students Academic Careers Workshop (EC-ACW) targets 2nd and 3rd year doctoral students with the goal of exposing participants to academic careers.



LEAP Alliance

The LEAP Alliance consists of four cohorts of universities with a common focus on diversifying future leadership in the computing professoriate. Cohorts 1 and 2, each with 11 universities, are the top producers of CS faculty. Cohort 3 consists of 8 universities, each with a history of graduating doctoral students from diverse communities but they do not go into academia. Cohort 4, which consists of the universities in cohort 1, sends many undergraduate students to graduate school in computing.

IMPACT AREA	DETAILS	OUTCOME
Community Building Among LEAP Advocates	Faculty and Staff LEAP Advocates support Fellows and Scholars, organize activities, and monitor progress through graduation	LEAP Advocates leverage the experiences of each other to bring about institutional change
Increased Diversity of First-Year PhD Cohorts	A 24% increase in diversity among first-year PhD cohorts from target communities	Increase in the diversity of the doctoral programs at the LEAP institutions
Increased Exposure to Academic Careers	Since 2015, 17% of LEAP graduates entered academia compared to 12% of general PhD graduates	Demonstrated success with LEAP graduates pursuing academic careers compared to their peers



Tapia Conference

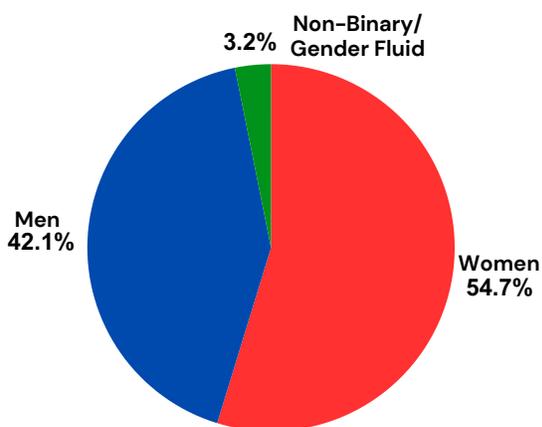
The goal of the Tapia Conferences is to bring together undergraduate and graduate students, faculty, researchers, and professionals in computing from all backgrounds and ethnicities to celebrate the diversity that exists in computing, connect with others with common backgrounds, obtain advice, make connections, and be inspired by great presentations. Tapia 2024 was held September 18– 20 in San Diego, CA.

IMPACT AREA	DETAILS	OUTCOME
Amplifying Diversity in Computing Careers	2500+ resumes from diverse students and professionals	Increased exposure of diverse high performing students and talented professionals
Developing Professionals and Sharing Knowledge	90+ panels and workshops, including student and industry professional development workshops, presented by 170+ diverse speakers	Empowered and inspired participants equipped with career advancing skills and knowledge
Expanding Educational and Career Opportunities	100+ corporate, government, academic, and non-profit exhibitors; 144 student scholarships (GPA 3.8 avg)	Provided many different career and educational opportunities to all participants

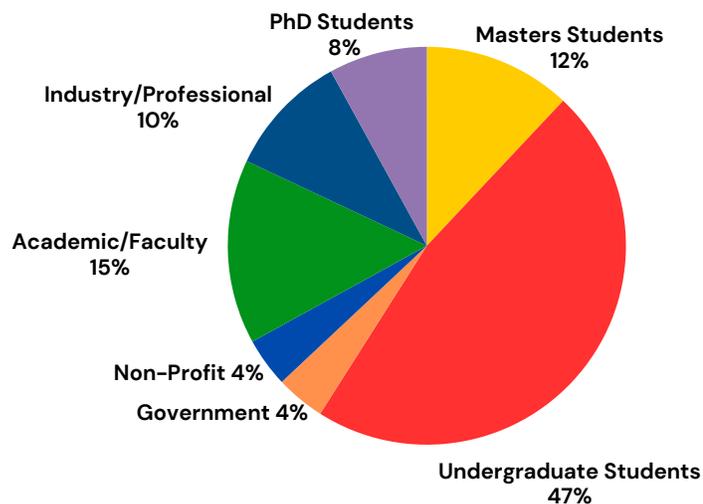


Tapia 2024 Demographics

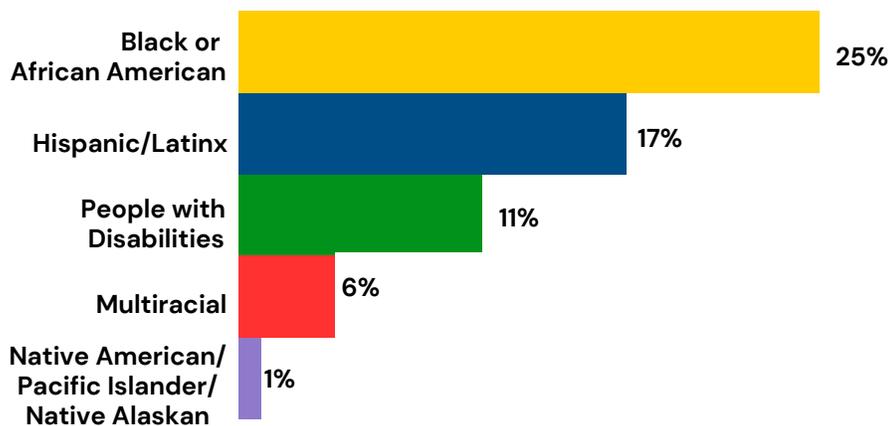
Gender



Attendee Types



CMD-IT Target Communities



Tapia 2024 Survey Results

90%

of the students found Tapia 2024 **inspiring to learn** about the various opportunities in computing

80%

of the students found attending Tapia 2024 increased their **dedication to completing the degree**

95%

of the students found attending Tapia 2024 provided an opportunity to **make new connections**

100%

of the supporters found the **interactions with students to be good, very good, or outstanding**, with mostly very good to outstanding



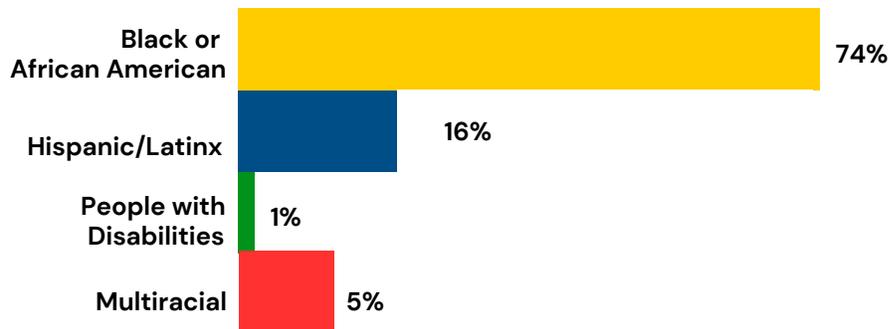
ACW

The 2024 Academic Careers Workshop had 19 participants and was held June 6 – 9, 2024 at the Hilton Hotel O’Hare in Chicago, Illinois. The workshop included sessions about the tenure process, launching a research program, effective teaching, a panel of representatives from NSF, DARPA, and DOE as well as multi-hour sessions focused on proposal writing and the Affinity Research Group Model. The workshop also included mock proposal review panels. The workshops are funded by an NSF grant. The workshops are organized by CMD-IT, in collaboration with AccessComputing and CAHSI.

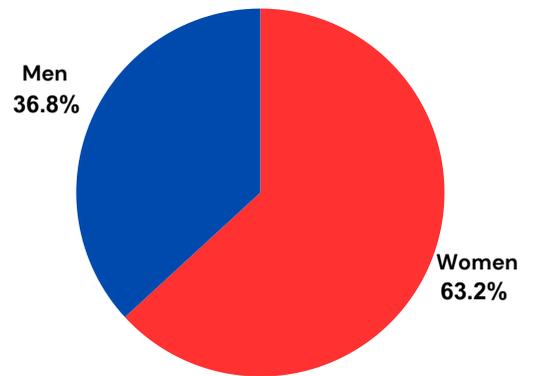
Skills Obtained...



CMD-IT Target Communities



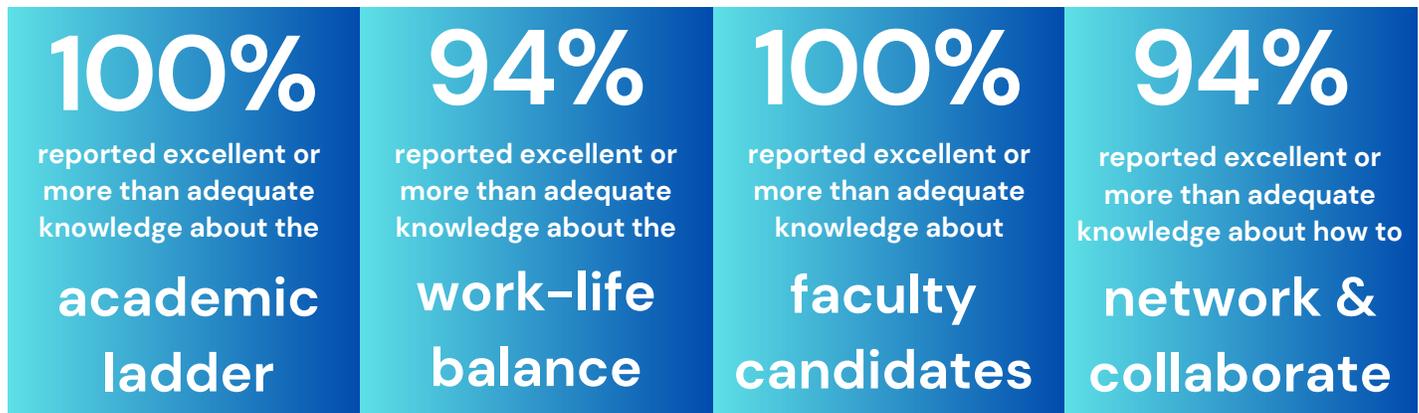
Gender



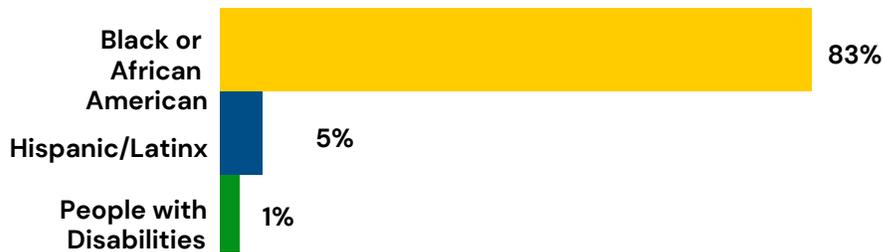
EC-ACW

The Early Career Doctoral Student Academic Careers Workshop (EC-ACW) offers tailored content, networking, and mentoring doctoral students in computing. Aimed at fostering interest and success in academia, the inaugural workshop hosted 18 participants on July 10–12, 2024, at the Hilton O'Hare in Chicago, Illinois. The workshop included sessions on the academic career ladder, work-life balance in academia, preparing teaching and research portfolios, and effective technical storytelling. EC-ACW is organized by CMD-IT, in collaboration with AccessComputing and CAHSI.

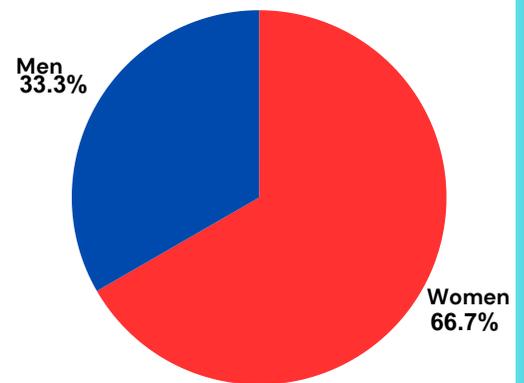
Skills Obtained...



CMD-IT Target Communities



Gender





**For further information contact
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