

CLIS Presentation Abstract: UCF's Women's Programming Team

From 2003 – 2011, the UCF programming team had over 100 males and only one female. In some sense, a valuable resource our campus had, programming team training, was selectively only being offered to males. This was unintentional, obviously, but nonetheless, this was the effective outcome. We felt that it was important to give access to our team training to women as well as men, providing the same incentive that we provide the men, some payment due to a generous donation, for those on the team.

In 2012, we started a Women's Programming Team, making sure that we select at least five women each year to train for our team. Our goal is that in five years' time, the number of women on our top five teams would be proportional to the number of women who are undergraduate computer science majors.

In our third year of implementing the women's team, we had our first female make one of our top five teams. The biggest benefit from our expanded training has been that many more women in our department are getting internships and jobs with top companies such as Google, Facebook, Microsoft and more.

In the course of our three years, we've experienced some difficulties and criticism from some of the students. We've adjusted our training and continue to do so, in the hopes that more women participate on our ICPC team and more women have the problem solving skills to earn the best software engineering jobs available.

My presentation will include details of our implementation of the women's team, accomplishments of the students in programming contests and the job market, and the various adjustment we've made along the path.