



Call me a leader, not a woman leader

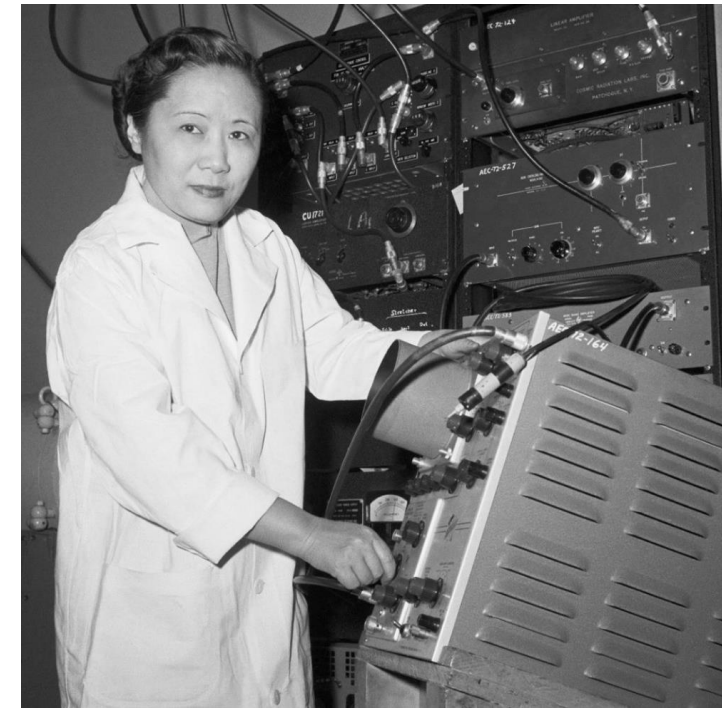
Heng Ji

hengji@illinois.edu



I would like to remind all of you how awesome you are

- *Impostor syndrome* (冒名顶替症候群) is a psychological pattern in which one doubts one's accomplishments and has a persistent internalized fear of being exposed as a "fraud"
- Remind all women: you are not impostors
 - No boys in your elementary school could ever beat you on math, especially the abstract geometry
 - All the students I know who dropped out of PhD programs are men, even though some of them often pretend they know it all, and speak non-sense before they think
- Remind others (both men and women): women are not impostors
 - No she did not get the faculty position because she is a woman
 - No she is not her senior male colleague's secondary boss or assistant because she is younger
 - No she did not join that project because she told the senior "boy" that it's her favorite project
 - No she did not achieve top performance because she is pretty or cute (although she is indeed pretty and cute and smart)



But Let's Face the Global Reality

- Among 81 top ranked (H-index) senior people (first citation before 1998), 20 are women
- Among 65 top ranked (H-index) junior people (first citation after 2006), only 7 are women
- We are losing woman leaders, especially young women
- We need to work harder and be more successful
- Keep your research record databases up-to-date and complete!
- Invent better metrics!

academic-grandson academic-grandma

16

views: 157

h-index: 12

#Paper: 31

#Citation: 8191

31

views: 805

h-index: 69

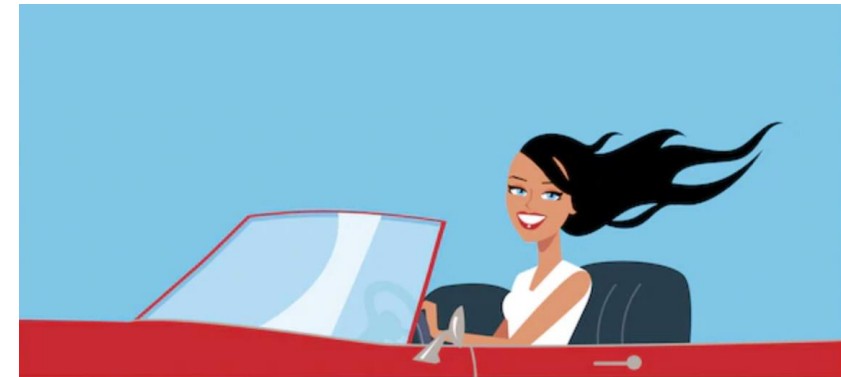
#Paper: 240

#Citation: 20636

name	year	citations	name	year	citations
Jaime Carbonell	1981	2909	Kyunghyun Cho	2014	4546
Eugene Charniak	1981	5071	Ryan Cotterell	2014	106
Eva Hajičová	1981	497	Matt Gardner	2014	450
Lauri Karttunen	1981	1287	Omer Levy	2014	631
Mark Liberman	1981	1629	Xiaodong Liu	2014	126
Robert C. Moore	1981	1256	Ellie Pavlick	2014	87
David A. Smith	1981	1117	Li Dong	2013	259
Karen Spärck Jones	1981	1574	Karl Moritz Hermann	2013	493
Bonnie Webber	1981	1242	Keisuke Sakaguchi	2013	46
Yorick Wilks	1981	2234	Isabelle Augenstein	2012	117
Mitchell Marcus	1983	2021	Leonid Boytsov	2012	70
Ralph Grishman	1984	1789	Edward Grefenstette	2012	704
Fernando Pereira	1984	5046	Naeemul Hassan	2012	56
Tom Mitchell	1985	5540	Ivan Vulić	2012	200
Stuart Shieber	1985	1354	Samuel R. Bowman	2011	445
Mark Steedman	1985	2062	Hannaneh Hajishirzi	2011	250
Diane Litman	1986	1236	Graham Neubig	2011	502
Kathleen McKeown	1986	2173	Marek Rei	2011	61
Johanna Moore	1986	1180	Zhaopeng Tu	2011	168
David Eduardo Pinto Avendaño	1986	177	Sowmya Vajjala	2011	71
Ralph Weischedel	1986	1012	William Yang Wang	2011	206
Martin Chodorow	1987	921	Caiming Xiong	2011	573

Do Good, Creative and Brave Research

- I personally don't think we get fewer citations because we are women
 - Do you check the gender of authors while reading a paper and deciding to cite it or not?
 - And we definitely won't get more citations because we are women
- Be the driver, or at least watch GPS for the driver, don't sleep in the back seat
 - Imagine your beloved ones are reading your papers after 20 years
 - Create problems, solve problems with brand new solutions
 - Hold courage and responsibility to smash old stuff and start from scratch
- Keep your ambition and long vision: tenure is just a format, not a goal
 - Don't be just "fine", be amazing, fantastic and fabulous
 - Don't be afraid of falling down, all challenges are temporary, don't give up your dreams, don't be that frog in the warm water
- Do good work, everything (awards, opportunities, etc.) will naturally happen
 - Opportunities come to those who are prepared
 - Stay visible and stay connected, but you won't be respected only based on social activities
 - Stop doing too much self-promotion / PR at social media, spend the time on idea creation instead



The Local Reality: Start from fixing problem at home

- No women deserve/want to chair this conference?
- No local women deserve/want to speak at the main session?
- To all man and woman organizers: look around and invite your wonderful woman colleagues!

大会主席



张宏江

智源研究院理事长
源码资本投资合伙人



高文

智源学术顾问委员会委员
中国工程院院士

程序主席



黄铁军

智源研究院院长
北京大学教授



唐杰

智源研究院学术副院长
清华大学教授

论坛主席



Michael I. Jordan

加州大学伯克利分校教授
智源学术顾问委员会委员



徐波

中科院自动化所所长
智源研究院理事



鲁白

清华大学教授
智源研究院理事

论坛主席



Michael I. Jordan

加州大学伯克利分校教授
智源学术顾问委员会委员



徐波

中科院自动化所所长
智源研究院理事



鲁白

清华大学教授
智源研究院理事



张平文

中国科学院院士
智源首席科学家



颜水成

依图科技首席技术官
智源首席科学家



文继荣

中国人民大学教授
智源首席科学家



陈云霁

中科院计算所研究员
智源首席科学家



孙茂松

清华大学教授
智源首席科学家



曾毅

中科院自动化所研究员
智源人工智能伦理与安全
研究中心主任



陈文光

清华大学教授
智源研究员



叶杰平

滴滴人工智能实验室负责人
智源研究员



刘知远

清华大学教授
智源青年科学家



罗国杰

北京大学长聘副教授
智源研究员



包云岗

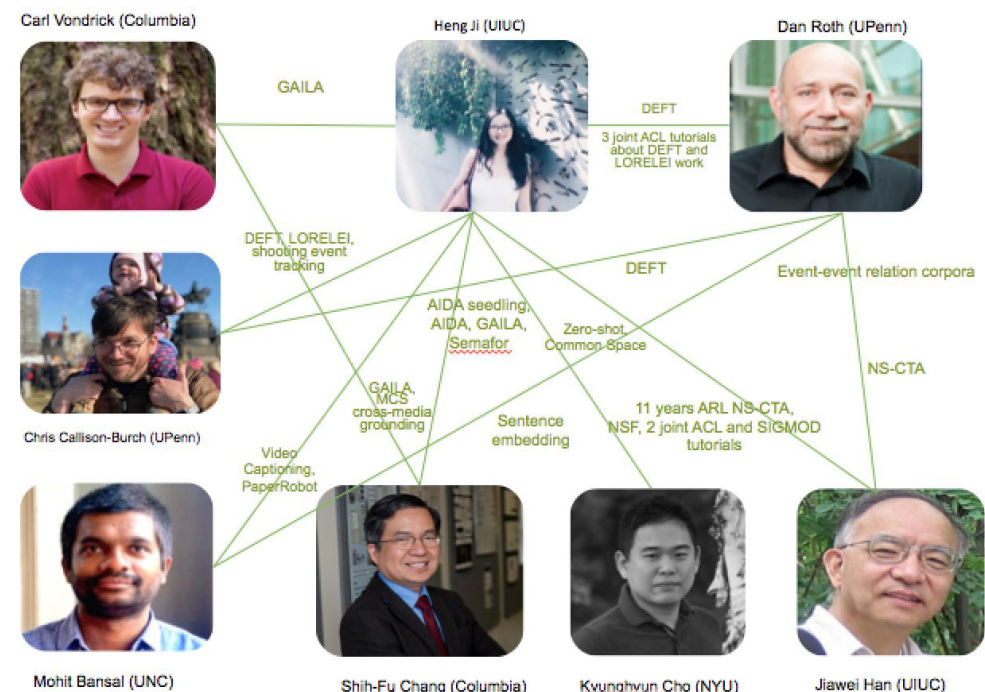
中科院计算所研究员
智源研究员

 Jürgen Schmidhuber 瑞士AI实验室教授 LSTM之父	 Jorge Nocedal 美国工程院院士 数值优化权威	 张钹 中国科学院院士 智源学术顾问委员会主席
 李开复 创新工场创始人兼CEO	 张亚勤 清华大学教授	 陆奇 奇绩创坛创始人兼CEO
 杨超 北京大学副教授 智源研究员	 朱占星 北京大学特聘研究员 智源青年科学家	 戴魂虹 北京大学特聘研究员 智源青年科学家
 林伟 北京大学研究员 智源研究员	 张悠慧 清华大学研究员 智源研究员	 杨玉超 北京大学研究员 智源青年科学家
 罗国杰 北京大学长聘副教授 智源研究员	 包云岗 中科院计算所研究员 智源研究员	 林宙辰 北京大学教授 智源研究员

Be a Good ~~Woman~~ Leader

- Avoid Reverse Discrimination
 - Don't overly take advantage of being a woman
 - Say no to "woman token" type of talk invitations and job offers
- Don't be scared to work with men
 - Many of them are not evil; they are actually very nice gentlemen
 - Some of them are nicer than some women
- Work hard, be a role model
- Be organized, achieve at least 110% of the original goal
- Force yourself to do the crap you don't feel like doing, then you will become everything that you are supposed to be
- Assign and share responsibilities with work and life partners
- Hold compassion: people are always more important than work; everyone is equal

The Shiny Sassy DARPA KAIROS team: Pls



- Fight like a girl
(from my male bestie)



Lean In, Sit at the Table

- Sit at the conference tables, not the side or corner!
- You don't have to offer that "free chair" to a senior leader
- Don't hide yourselves in the bathroom during coffee/tea breaks!
- Show up, speak up, get nominated, elected and listed
- Be part of the change



- Chair (2018-2020): Haifeng Wang, Ba
- Chair-elect (2018-2020): Keh-Yih Su,
- Secretary (2018-2020): Yang Liu, Tsin
- Treasurer (2018-2020): Seung-won H
- At-large (2018-2020): Yusuke Miyao, I
- At-large (2018-2020): Jian Su, Institut
- At-large (2018-2020): Mark Dras, Mac

2020

EXECUTIVE COMMITTEE

Hinrich Schütze (President)

Ming Zhou (Past President)

Rada Mihalcea (Vice President)

Tim Baldwin (VP-elect)

David Yarowsky (Treasurer, 18-22)

Shiqi Zhao (Secretary, 16-20)

Barbara Di Eugenio (Executive Committee, 18-20)

Nitin Madhani (Executive Committee, 19-21)

Anna Korhonen (Executive Committee, 20-22)

Hwee Tou Ng (CL Editor)

Sharon Goldwater (Chair of the EACL)

Haifeng Wang (Chair of the AACL)

Colin Cherry (Chair of the NAACL)

NOMINATING COMMITTEE

Joakim Nivre (Chair)

Marti Hearst

Ming Zhou

Eduard Hovy

Mark Johnson

Lauri Karttunen

Kathleen R. McKeown

Mark Steedman

Candace Sidner

Be Nice to the Younger You

- Your bad experience is not an excuse to be mean to other younger women
- Don't be the 'woman token' all the time; train next generations and woman troops
- It's ok to be a child like the younger selves occasionally
- It's ok to break rules from time to time, be a fun and favorite academic mom
- Educate people: reject sexist / racist man/woman students even if they are geniuses
- If you have to be jealous, get jealous of men and women equally; get jealous of their work, not appearance or age; the only person you should compare to is yourself from yesterday
- Create more initiatives:
 - Grace Hopper Conference, Rising Star in CS/EE, one on one mentoring
 - Crate and maintain "Excellent woman AI/NLP researchers in China" list



You can Have it All

- It's ok to be yourself and enjoy life.
- It's ok to dress up or down, speak with a louder or softer voice, solely your choice.
- It doesn't interest me how old you are. I want to know if you will risk looking like a fool, for love, for your dream, for the adventure of being alive.
- To other men and women: how we look is not your business. Stop commenting on them if we are not close friends.
- As you rise many people will disapprove. Rise anyway.

