



CELEBRATE PURDUE WOMEN

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## HOW DO YOU DEFINE SUCCESS AND HOW HAS YOUR DEFINITION OF SUCCESS EVOLVED OVER TIME?

For any faculty and researcher, success includes the impact and recognition of one's own research and the success of students we teach and work with. Having served in several administrative roles during the last two decades, success includes additional aspects of academic life. For me, seeing junior colleagues be successful and realize their potential, building a vision for one's department and seeing it being realized and having impact are important measures of success. Related activities include hiring of excellent faculty, building up new research areas, creating innovative degree programs, and successfully representing one's field to the broader community.

## WHAT ROLE HAS COMMUNITY PLAYED IN YOUR LEADERSHIP DEVELOPMENT?

Several community-driven experiences contributed to my interest in academic leadership. It includes seeing colleagues being skillful in getting important, non-trivial tasks done in a seemingly effortless way, developing a vision that was realized with significant buy-in, and sensing what can go wrong before anyone recognizes it. I learned from senior researchers when I was part of visiting teams doing external reviews of departments and site visits for centers/institutes. I started getting invited as an associate professor. Seeing departments present their achievements, successes, goals, challenges, and struggles gave me unique insight. On visiting teams, I had the opportunity to work with accomplished and experienced researchers who turned out to be valuable mentors. In the units visited, I saw exceptionally good leadership and a few disastrous ones. I learned from things done right and what can happen when things go wrong. These experiences clearly shaped my interests in mentoring and academic leadership.

## WHAT DOES MENTORSHIP MEAN TO YOU?

Personally, I never had an official mentor as a junior faculty and there was no departmental mentoring policy or system. I had knowledgeable colleagues who gave me advice when I asked. I was lucky to meet colleagues in other institutions who connected me with professional organizations running mentoring programs. Being a mentor to junior faculty is very important to me. I serve as mentor to faculty in the department as well as to faculty in other institutions. The most important activities include advice and feedback on how to build a successful research career, insight into how things work, what to say yes to and what to decline, how to make connections that matter, preparing a successful tenure case, how to deal with difficult situations, and how to balance it all. Everyone is different and understanding personalities is an important part of being a mentor. The ultimate reward is seeing promising researchers succeed and become good mentors themselves.

Susanne E. Hambrusch is professor of Computer Sciences at Purdue University. She received the Diplom Ingenieur in Computer Science from the Technical University of Vienna, Austria, in 1977, and a Ph.D. in Computer Science from Penn State in 1982. In 1982, she joined the faculty at Purdue University. She served as the Department Head of from 2002-07 and as the Interim Head 2018-20. She has held visiting appointments at the Technical University of Graz, Austria, and the International Computer Science Institute at the University of California, Berkeley. From 2010 to 2013, she served as the Director of the Computing and Communication Foundations (CCF) Division in the CISE Directorate at NSF.

Professor Hambrusch's research interests are in analysis of algorithms, computer science education, and query and data management in mobile environments. She has lead a number of projects in computer science education, including "Science Education in Computational Thinking (SECANT)" and "Computer Science for Education (CS4EDU)", "Assessing a Just-in-Time Professional Development Approach for Teacher Knowledge Growth in Computer Science (PD4CS)", and "Exploring Pathways of Future CS Education Researchers (CSEdGrad)". She is currently a co-lead of the NSF-funded fellowship program CSGrad4US whose goal is to increase the number of diverse, domestic students pursuing a PhD in CISE field by supporting and mentoring individuals returning from the workforce to graduate school. The Mentoring Program provides not only general graduate application advice and guidance, but also provides a missing larger context and network to students returning from the workforce.

Hambrusch has served on the CRA's Board of Directors 2008-10 and 2014-20 and as vice chair 2015-19. She is one of the co-founders of CRA's Education Committee (CRA-E) and has served as its Co-Chair from 2013 to 2023. She served on CRA's Committee on the Status of Women in Computing Research (CRA-W) from 2007-10 and 2014-18. Her recognitions include inaugural membership in the Purdue University Book of Great Teachers, a 2003 Outstanding Engineering Alumni Award from Pennsylvania State University, 2004 TechPoint Mira Education Award Winner, 2015 College of Science Team Award, and the 2019 Violet Haas Award (for contributions towards the advancement of women in academia). Hambrusch is a Fellow of the Association of Computing Machinery (ACM