

# ACM Europe Research Visibility Working Group

## ACM Europe RAISE

### Report and Strategic Document

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## Executive Summary

ACM Europe Council established RAISE, the ACM Europe Research Visibility Working Group, to help recognize and support research scholars in Europe. It has a mission to increase the visibility of European computer science research and to ensure due recognition for the achievements of European scholars. This document describes the proposed strategy, along the following *five goals* that RAISE has defined to fulfill this mission:

1. Boost the visibility of European research excellence by increasing successful nominations to ACM Awards.
2. Highlight the role of Europe as a hub of research, by organizing and promoting events.
3. Make European Informatics more visible throughout ACM.
4. Increase awareness, by European researchers, of opportunities for recognition via ACM programs and activities.
5. Enhance ACM Europe Council's existing recognition activities, and create new ones.

In all the above, inclusiveness is a high priority, whether of gender, ethnicity, color, race, or geographic diversity across European countries.

**Statistics and Main Findings.** The first job has been to collect some baseline statistics. Europeans represent close to 20% of worldwide professional ACM members (compared to 45% for US). The proportion of “ICT specialists” is approximately 3.5–4% of total employment in both the US and Europe.<sup>1</sup> Interestingly, the corresponding population numbers are very different: the population of Europe (746M overall, 447M for EU28, 385M for EU15) is larger than that of the US (330M), and the proportion of the workforce is similar between the US and Europe<sup>2</sup>. This indicates a large potential for growing ACM's European membership.

This suggests the need for a change in how Europeans perceive the ACM, which can only be achieved by making ACM activities more relevant and attractive to European Professionals. Statistics show that Europeans do not take advantage of existing ACM opportunities for professional recognition, indicating that Europeans do not see enough value in ACM.

European researchers often consider ACM to be US-centric. Indeed, representation of Europeans within ACM bodies, such as award committees, is low, and European awardees to many ACM awards are in the low 10%*s*. Although several prestigious ACM conferences alternate between North America, Europe, and other locations, this is not a universal practice. No ACM staff is dedicated to (nor located in) Europe, despite the profound cultural differences between Europe and the US, and within Europe. European representation in the ACM decision making structure is in the best case proportional to the current European membership, whereas the target goal should be to be proportional to population (Table 1).

**Main Suggestions for action.** The above findings justify the significance of achieving the goals described above and have motivated ACM Europe RAISE to make the following suggestions for action:

*Boost the visibility of European research excellence:* increase European representation in award committees; establish target lists of nominators and potential candidates.

*Highlight the role of Europe as a hub of research:* assist SIGs to ensure geographical balance; help with organization and sponsorship of conferences in Europe. Organise focused events in Europe, e.g. ERC workshop, "Future of research" panels, etc. Empower PhD students through targeted events, both research- and career-oriented.

*Make European Informatics more visible throughout ACM:* have specialized staff for Europe at ACM HQ; open an European Office; ensure European representation throughout all ACM bodies. Increase European representation in the SIG board; each SIG should have a Europe liaison person. Ensure diversity in

**TABLE 1: DISTRIBUTION OF ACM MEMBERS BY REGION (SOURCE: ACM HQ) / POPULATION (SOURCE: OECD)**

Region	% All ACM members	% Professional ACM members	% OECD population	% World population
Europe	17.5%	19.2%	37% (EU27)	7% (EU27)
US	43.2%	44.9%	25%	4%
India	11.9%	8.2%	N/A	18%
China	5.6%	4.8%	N/A	18%
All other regions	21.7%	22.7%	N/A	53%

<sup>1</sup> Source: OECD, [ICT Skills and Employment : New Competences and Jobs for a Greener and Smarter Economy](#), (Figures 1 and 6).

<sup>2</sup> <https://www.bruegel.org/blog-post/employment-europe-and-us-eus-remarkable-strength>

conference committees and locations; facilitate organization of conferences in Europe. Grow publications in languages other than English; support translation of conferences and publications. Improve communication with European universities and industry.

*Increase awareness of opportunities for recognition via ACM programs and activities:* identify and prioritise stakeholders and awards to maximise impact; actively motivate European scholars of opportunities; help both nominees and nominators navigate the nomination process, with tutorials and supporting material. Increase ACM Europe presence in social media and the Internet.

*Enhance ACM Europe Council's existing recognition activities, and create new ones:* publish interviews of European researchers; target and grow the existing ACM Europe Council best-paper awards programme; introduce new awards.

**Methodology.** Each of the above items, either is based on an evaluation of existing practices and an impact assessment, or includes actions towards such an assessment. We identify stakeholders, provide a rationale, suggest an approach to change, and list progress indicators. Our findings are based on statistics and analyses, on studies from the literature, and on feedback from our target audience.

This document has been approached deliberately through a European lens. Notwithstanding this, our suggestions may be relevant in other regions and may be of interest to other ACM Regional Councils, and to the ACM Council, more generally, for embracing more geographical and cultural diversity within the international ACM.

**Roadmap.** The rest of the document is structured as follows. Chapters 1–5 detail each of the five goals above, proposing specific work directions, an action plan, metrics for measuring impact, and other useful information. Chapter 6 provides conclusions and a future planning.

# 1. Goal 1 - Boost the visibility of European research excellence by increasing successful nominations to ACM Awards

An effective way to achieve the wide goal of increasing the visibility of European research is by increasing the visibility of the European researchers. In this sense, and leveraging the existing extensive activity of ACM on awards, the group believes that considerable impact could be achieved by increasing the number of Europeans receiving ACM awards. For this reason, Strategic Goal 1 focuses its activities on devising a strategy for increasing the successful nominations from Europe for ACM Awards.

## 1.1. Statistics and Assessment of Current Situation

The list of ACM awards<sup>3</sup> is included in Table 3. For each of the awards, the table also indicates the award’s category as defined on the ACM Awards website, specific particularities of each of them, the number of times the award has had a recipient based in Europe<sup>4</sup> in the period 2015-2021, the total number of awardees, and the proportion that this represents.<sup>5</sup> A small number of regional awards have been excluded from this list. The awards are grouped in this table with different colors denoting the level of success of researchers based in Europe (a high success rate is indicated in salmon, a medium in green and a low in light blue).

The proportion of awards given to Europeans is considered good, for those awards at the top of the table. However, it is clear that for many of the awards, the situation could be improved.

### Strategy for Selecting and Promoting a Subset of ACM Awards

While multiple strategies could be proposed to improve the situation, the following criteria have been used to select a set of them to try to have an impact:

- Low European success rate
- Generality of the award (not specific to an area)
- Awards for individuals
- Awards that provide visibility to Europe

Following this strategy and these criteria, the awards resented in Table 2 will be initially considered.

While we have chosen this initial list of awards, we remain flexible and will follow a pragmatic approach whenever convenient with the goal of maximizing impact. For example, if some candidates for a given award not in Table 2 are identified, the group will work towards nominating these candidates. In addition, the group will also consider adding to the list those awards which can give a better visibility to Europe. In this we join forces with Goal 4 ("Increase European awareness") in identifying the stakeholders and identifying suitable candidates.

TABLE 2: ACM AWARDS TO INITIALLY CONSIDER

ACM AAAI Allen Newell Award
A.M. Turing
ACM Software System Award
ACM Thacker Breakthrough in Computing Award
ACM Grace Murray Hopper Award
ACM Frances E. Allen Award for Outstanding Mentoring
ACM Athena Lecturer Award

TABLE 3: ACM AWARDS (SOURCE: [HTTPS://AWARDS.ACM.ORG/](https://awards.acm.org/))

ACM Awards	Category	Particularities	Total Europe (2015-`21)	Total awardees (2015-`21)	%
ACM Karl V. Karlstrom Outstanding Educator Award	Specific types of contributions	Individual, outstanding educator	4	7	57.1%

<sup>3</sup> <https://awards.acm.org>

<sup>4</sup> This information has been obtained from the ACM awards website which provides for each awardee its “Region”. The website does not clarify how the “Region” is defined. Per our knowledge on individuals, it corresponds to the Region of affiliation. The boundaries applied for the period of 2015-2021 have been decided with the goal of accounting a significant time period, while at the same time focusing on the current situation (the number of awarded Europeans has increased in the recent years).

<sup>5</sup> When analyzing the data the reader should take into account that some awards are open every two years and others have more than one recipient per year. This is the reason why the total number of awardees is not 7 for all awards, as one could expect for the 7-year period analyzed.

ACM Distinguished Service Award	Career-long contributions	Individual, outstanding service contributions to the computing community	3	8	37.5%
ACM Eugene L. Lawler Award for Humanitarian Contributions with Computer Science and Informatics	Specific types of contributions	Individuals, impact in terms of humanitarian contributions within the field of computing	1	3	33,3%
ACM Athena Lecturer Award	Specific types of contributions	Women, researchers who have made fundamental contributions to Computer Science	4	14	28.6%
ACM Doctoral Dissertation Award	Student contributions	Ph.D. awarded that year, technical depth and significance of the research contribution, potential impact on theory and practice, and quality of presentation	5	18	27.7%
ACM Presidential Award	Specific types of contributions	Individual, directly given by the President for contributions in computing fall within the goals of the ACM	5	22	22.7%
ACM Paris Kanellakis Theory and Practice Award	Specific types of contributions	Group, specific area (specific theoretical accomplishments)	5	22	22.7%
ACM-IEEE CS George Michael Memorial HPC Fellowships	Student contributions	Individual, PhD student, specific areas (exceptional students research focus is on HPC applications, networking, storage)	3	14	21.4%
ACM Prize in Computing	Early-to-Mid-Career Contributions	Individual, major innovation with impact on computing theory or practice	2	11	18,2%
ACM AAAI Allen Newell Award	Specific types of contributions	Individual, career contributions across multiple distinct sub-disciplines or that bridge computer science and other disciplines (with a focus on AI)	3	17	17.6%
ACM-IEEE CS Eckert-Mauchly Award	Specific types of contributions	Individual, specific area of research (contributions to computer and digital systems architecture)	2	12	16.7%
Outstanding Contribution to ACM Award	Specific types of contributions	Individual, outstanding service contributions to the Association	1	6	16.7%
ACM Gordon Bell Prize	Specific types of contributions	Group, specific area (HPC)	15	95	15.8%
ACM-IEEE CS Ken Kennedy Award	Specific types of contributions	Individual, specific area (outstanding contributions to programmability or productivity in HPC)	1	11	9.1%
SIAM/ACM Prize in Computational Science and Engineering	Specific types of contributions	Individual, outstanding contributions to the development and use of mathematical and computational tools	1	13	7.7%
A.M. Turing	Career-Long contributions	Individual, lasting contributions	1	20	5%
ACM Software System Award	Specific types of contributions	Institution or individual(s), for developing a software system that has had a lasting influence on computing	1	30	3.3%
ACM Thacker Breakthrough in Computing Award	Specific types of contributions New award, since 2018. Only 2018 and 2020 editions	Individual, surprising or disruptive leapfrog in computing ideas or technologies	0	2	0%

ACM Grace Murray Hopper Award	Early-to-Mid-Career Contributions	Individual, outstanding young (<35y) computer professional of the year single recent major contribution	0	7	0%
ACM Policy Award	Specific types of contributions. Since 2014. Awarded three times only.	Individual or small group, impact on the formation or execution of public policy related to computing	0	4	0%
ACM Frances E. Allen Award for Outstanding Mentoring	Specific types of contributions New award (first edition, 2021)	Individual, excellence and/or innovation in mentoring	0	1	0%

For each of the awards, specific actions can be defined, for example:

- Promote European researchers who are holders of prestigious grants to specific awards.
- Advertise awards in national associations and academies which could reach out to researchers who have significant scientific achievements.
- Link with the chapters and flagship conferences to reach out to students.
- Work with ACM-W and similar initiatives to obtain potential candidates to the awards for female candidates.

## 1.2. SIG Awards

The total list of SIG awards includes 147 awards<sup>6</sup> (see also Appendix A). Some of the awards are also included in the list of Section 2.1 (i.e., the ACM-IEEE CS Eckert-Mauchly Award). Given the large number of awards, it is difficult to make a study of the success of European candidates, similar to that in Section 2.1. The main categories shown in Table 4 have been identified from the list.

Appendix B gives further detail of the awards in each category. While there are categories where we consider that it is difficult to have impact, like the paper awards, there are others where European candidates could be promoted. For each of the categories, specific actions can be defined, as those presented in Section 1.1.

TABLE 4: CATEGORIZATION OF SIG AWARDS

Category	Number of awards
Paper awards <sup>1</sup>	47
Services awards	16
Career contributions	27
Doctoral dissertations	17
Industrial impact	1
Student awards	2
Early career	9
Social impact	1
Specific contribution	15
Educators	4
Women awards	1

## 1.3. Promoting Europeans to ACM Award Committees

Part of the activities of the goal will concentrate on promoting Europeans to award committees. The group will monitor the composition of the committees and suggest Europeans to the chair of the committees in cases where a clear imbalance is observed. The goal will work in collaboration with Goal 4 to determine which candidates can be more appropriate to be suggested for the committees.

Currently, the situation is that out of 19 ACM awards (from the 21 shown in Table 3) for which their committees are publicly available,<sup>7</sup> 8 of these committees do not have European representation.

## 1.4. Nominators

### How to get nominators

Most awards require a nominator that proposes the award nominee. While it is convenient that the nominator and nominee know each other very well, maintaining a list of potential nominators may help to push the number of nominations to European candidates, especially if the nominators play an active role in proposing names of potential nominees.

<sup>6</sup> <https://awards.acm.org/sig-awards>

<sup>7</sup> <https://awards.acm.org/committees>

To identify the nominators, the goal will link with Goal 4 to select those candidates from their list of stakeholders that better suit the objectives.

The strategy would be to create a network of nominators that can actively propose European candidates to awards. To achieve the objective of this goal, ACM Europe RAISE will be in close collaboration with the ACM Europe Fellows Working Group, where a member of RAISE acts as a liaison.

The group should also consider a strategy for cultivating a stronger culture among European Researchers towards acting as nominators or a stronger interest to get one of these awards.

### How to assist nominators in their role

In order to help nominators, documents and other material containing guidelines on how to nominate should be developed. See Section 4.2 for more details and some examples of such material.

## 1.5. Strategy for Creating Lists of Potential Nominees

Coming up with a list of potential nominees could be a critical asset. To achieve this, we will again link with Goal 4 to get lists of potential nominees.

The group will provide information to researchers who would like to consider their nomination. For instance, it will point out to them documents that contain relevant information, lists of people who could act as potential nominators, statistics, lists of people who have received the award in the country of the requester or those awardees that work in the same research field as the requester, and other similar information.

## 1.6. Evaluation of Success

The following metrics can be used as indicators of success:

- Ratio of the number of nominations to European researchers with respect to the rest of the world (and compared to previous years).
- Ratio of the number of European awardees with respect to rest of the world (and compared to previous years).
- Ratio of number of Europeans in ACM Awards' Committees (Table 3) with respect to rest of the world.
- Number of web downloads of the relevant material that will be created.



## 2. Goal 2: Highlight the role of Europe as a hub of research by organizing and promoting events

Strategic Goal 2 for “Promotion of Europe-centric events” aims at increasing the role of Europe as a hub of research (and technology) by organizing and promoting events that will:

- Create more **research exchange opportunities for researchers** from Europe to exchange views, present ideas, discuss practical and theoretical issues with peers from Europe and across the world.
- Create more opportunities for **young European researchers and students to boost their productivity and creativity** in order to improve their research and innovation performance.
- **Attract global talent** to spur on innovation, energy and new ideas.
- Foster **collaboration among universities, research centers** and industry in order to create sustainable growth both for themselves and the wider European ecosystem/economy.

The focus will be on (a) conferences, and (b) student-oriented events and activities (for instance, career events or seminars). With respect to the latter, the WG will be in close collaboration with the ACM Europe Working Group on Summer Schools, where a member of RAISE will act as a liaison. The proposed axes are designed on a common set of actions that aim at conducting impact assessment / audits of procedures and practices to identify opportunities and challenges, identifying and implementing innovative strategies to promote events in Europe, and monitoring progress via indicators.

### 2.1. Axis 1: Organize More Conferences in Europe

Several conferences (included many ACM supported ones) have already established a rotation scheme, making sure that the conference visits each year a different location alternating among Europe, US, and Asia. In order to better establish the current situation and understand where opportunities for improvement lie, collection of statistics on locations of SIG events is required. For the international conferences, and even though there is a rotation across different continents, the committees often stay stable. It would be important to assess European participation not just when the conference occurs in Europe, but also throughout the rotation.

A preliminary assessment on the current situation is provided in Table 8 of Appendix C, which shows for each SIG, the total number of sponsored conferences, along with the total number of them organized in Europe, Asia or America, between 2019 and 2022. Table 8 shows that there is some imbalance across Europe, America and Asia. For specific SIGS (such as SIGBED, SIGBio, SIGACT, SIGDOC, SIGHPC, SIGITE, SIGMETRICS, SIGMM, SIGMOD, SIGSAC, SIGIM, SIGSPATIAL, SIGUCS), the number of sponsored conferences that were organized in Europe is lower than the number of such conferences organized either in Asia or in America. Overall, there are only 3 SIGS (namely, SIGARCH, SIGCHI, SIGOPS) where conferences have been organized in their majority in Europe.

To make sure that more conferences have balance in terms of European versus other continents' participation, several possible actions are proposed, including:

#### Assessment of current situation

- Perform an analysis of flagship conferences over the last 5 years (1-2 rotations) to understand the overall European participation across different committees, collaborating with SIGs.
- Furthermore, collaborate with existing non-ACM conferences (e.g., ECOOP, EuroGraphics) to extend the analysis to these conferences.

#### Stakeholders

SIG Chairs, SIG chapters, SIG members, SC Chairs, PC chairs, companies.

#### Strategy

- Create a taskforce that may assist SIGs in creating balance across different continents, to ensure that there is an European presence even when the conference occurs outside Europe.
- Provide incentives to SIGs and industries to support more conferences in Europe, such as increased visibility of EU-located events through ACM as well as by strengthening industrial ties.
- With respect to the latter, reach out to companies to sponsor EU conferences.
  - Special consideration is needed because of potential obstacles. Usually, the cooperation between academia and industry follows a sponsorship model in the US and as such, US-based companies are more open to sponsor research-oriented and academic events. However, while they sponsor

US-located conferences, they are typically reluctant to sponsor conferences outside their markets (so, outside the US).

- Define incentives that may be interesting to industry in Europe, e.g., recruiting in Europe. Companies, such as Oracle, Databricks, Facebook often have their own events and see no need to participate in academic events.
- Identify locations that offer good conditions to host events.

A clear set of incentives can be defined, but this has to be done with the assistance of SIGs and in particular in collaboration with the different industrial liaison boards in SIGs.

### Evaluation of progress - Indicators of success

The following indicators can be used to evaluate progress:

- Number of SIGs which have achieved geographical coverage
- Number of conferences in Europe/year
- Increase in the rate of conferences that take place in Europe in comparison to previous years
- Geographical coverage in PC and SC members of conferences
- Geographical coverage in the list of invited speakers

## 2.2. Axis 2: Organize Focused Research Events in Europe

Organization of focused events in Europe that enable researchers to exchange views, present ideas and discuss practical and theoretical issues with peers from Europe and across the world. These events are not necessarily connected to a particular SIG. For example, the Heidelberg Laureate Forum (HLF)<sup>8</sup> is a networking conference where 200 carefully selected young researchers in mathematics and computer science spend a week interacting with the laureates of the disciplines. The Dagstuhl series of seminars<sup>9</sup> is another example. The objective is to investigate other types of broad events that can be held in Europe.

### Assessment of current situation

Perform an analysis of well-known focused research events that are organized by ACM but also are closely related to the objectives of this axis, with the purpose of identifying a pool of events that could serve as a seed towards more EU-centric events.

### Stakeholders

Researchers and other stakeholders from the specific disciplines (through SIGs, PC committees).

### Strategy

Apart from increasing the visibility of existing events, the following types of events are proposed and a set of actions that aim at incentivizing people to participate (e.g., as keynote speakers) and to attend (e.g., researchers, students).

#### Types of events

- Virtual events where ACM Awardees from Europe give talks, participate to a panel, etc.
- Invited talks series.
- Organize an event with ERC grant holders in CS, for instance, a Dagstuhl event where all ERC grantees working on some CS research area are invited. The objective is to have participants meet each other, set up collaborations, invite some students too. One suggestion could be collaboration with the ERC secretariat.
- Establish an ACM-Europe “The Future of X: Next years prospective report on Research on X”. This follows the example of the database community, where, approximately every five years, senior researchers meet to do a self-assessment of their community, including reflections on the impact on the industry as well as challenges facing the research community. A report summarizes the discussion and conclusions of the meeting (most recent report: [“The Next 5 Years: What Opportunities Should the Database Community Seize to Maximize its Impact?”](#)). The goal of this new ACM-Europe “next-5 years report” will be to have a new series of events in the top disciplines (e.g., AI, DB, HCI) that will shape the future. Within the same discipline, an event will take place every 5 years, and its goal will be to reflect on the impact in previous years, unveil the challenges that should drive research in the next 5 years, reflect on how the future is shaped, point out opportunities as well as risks.

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<sup>8</sup> <https://www.heidelberg-laureate-forum.org/>

<sup>9</sup> <https://www.dagstuhl.de/en/program/dagstuhl-seminars/>

### How to organize and attract people to attend

- Create a task-force that will work with IE, ERCIM, the ERC secretariat, and other similar organizations/associations in Europe, as well as with SIGs.
- Collaboration with the SIGs is needed especially for the ACM Europe “Future of” events. Share this idea with the SIGs and see whether they are interested in organizing this. Establish a list of top disciplines and topics (in rotation), candidate participants, and promotion within the SIG (which is equally important as promotion at the level of ACM Europe).
- Establish place and time: This could be a yearly series to Dagstuhl, rotating topics yearly.
- Have an event by invitation instead of trying to attract attendees. This also contributes to establishing the importance of the event. A possible scheme could be: ≈20 senior researchers / ERC grantees + ≈40 students. Consider also to invite other stakeholders, such as SMEs, industry.
- Final output of the event could be a report. Exploit the possibility of publishing it in CACM.

### Evaluation of progress - Indicators of success

The following indicators can be used to evaluate progress:

- Number of SIGs that have signed up in the initiative
- Number of Participants from Europe and outside Europe (external impact)
- Number of downloads/reads of the report
- Activity initiated as an outcome of the event

## 2.3. Axis 3: Empower PhD Students through Targeted Events

PhD students are the ones that will shape the future research (and industry). Creating opportunities for students to broaden their horizons, boost their creativity, and ultimately improve their innovation performance, is important.

### Assessment of current situation

- Perform an analysis of ACM student related events (ACM student connection, student chapters, distinguished speakers program, student competitions and hacking events, etc).
- Improving connections to students: Find how ACM connects to students and how students find out about ACM events. See what is covered in the ACM (Student magazine) already, and how it can be more visible. See how these opportunities pertain to EU-located students.

### Stakeholders

- Students, universities, research bodies, industry

### Strategy

Apart from increasing the visibility of existing events, the following event types and actions are proposed:

- Create a liaison with the ACM Europe Working Group on Summer Schools.
- Connect to Marie Skłodowska-Curie Doctoral Networks. The objective of Doctoral Networks is to implement doctoral programmes by partnerships of organizations from different sectors across Europe and beyond to train highly skilled doctoral candidates, stimulate their creativity, enhance their innovation capacities and boost their employability in the long-term.
- Organize a yearly event (online or hybrid) on PhD Research Topics:
  - Research (finding topics, setting goals, making progress, determining success)
  - Career paths (choosing a path, industry versus academia, etc.)
  - Handling failures and roadblocks (rejections, poor results, bad collaborations)
  - Meet all students in some specific research area event
  - Invite representatives of universities, research centers, industry.

As an example of such an event, the French Society in Computer Systems ([SiF](#)) organizes an event for PhD students every two-three years, called "What can I do with my PhD?". The program mainly focuses on providing information about careers. Questions such as: How to apply for an academic position? What kind of jobs in industry? are addressed. Part of the success of such events is the fact that they are physical and the PhD students can meet each other. This facilitates their interconnection.

### Evaluation of Progress - Indicators of Success

- Number of Applications from Europe and outside Europe (external impact)
- Number of Participants from Europe and outside Europe (external impact)

## 3. Goal 3 - Make European Informatics more visible throughout ACM

In the context of Goal 3, we explore ways to make ACM, as an organization, more diverse and international "from inside", and in particular to better represent Europe in its various bodies and activities. This includes primarily the various boards, the SIGs, publications, conferences (and other events) and communication. While some of the recommended actions also appear in other goals of this document (in particular goals 2 and 4), the focus here is on which part of the ACM organization can enact these changes.

### 3.1. Rationale and Challenge

The statistics provided in Table 1 illustrate that the proportion of Europeans among ACM members (Europe 17.5% versus US 45%) is skewed compared to population (Europe 37% versus US 25% of OECD population, with similar proportions of Informatics professionals<sup>10</sup>). One of the main reasons for this disparity is that European computer professionals do not see enough value in ACM and consider it to be US-centric. Thus, changing the perception of European researchers about ACM, and making ACM activities more relevant to European computer professionals, could have high impact in growing ACM European membership.

**Two challenges** to reach that goal are the need to embrace **language diversity**, but also the **cultural differences** between Europe and the US as well as among European countries.

**Language diversity** is of primary importance in order to make ACM content available to the wider audience of European computer professionals. While most of them do understand English, many are not fluent and see the fact that ACM communicates exclusively in English as a barrier, but also as an indication that their language and culture is not recognized. Information technology (IT) has become pervasive and is now taught in primary schools and all the way to University in the students' local language; IT professionals work at all levels of qualification, and many such jobs do not require mastery of English. Accordingly, communication in the vernacular language is essential, to not exclude the mass of potential CS and IT professionals who are not comfortable with a foreign language.

**Cultural differences** affect many aspects of how people interact with an organization such as ACM, how they perceive it, how they engage with it, how they feel recognized by it. Because of this, many European colleagues do not feel represented by ACM or that it can speak on their behalf. In order to change this perception, ACM itself needs to change by better acknowledging and representing cultural diversity.

### 3.2. Actions

Embracing **geographical, language and cultural diversity** is an opportunity for ACM to not only reach out to a wider community, but also enrich itself and all of its members. Here is a list of recommended actions, focusing on changes "from the inside" that could be achieved in the short / mid-term:

#### At the level of ACM management

- At a minimum, have staff at headquarters specialized for Europe (must be someone from Europe or with extensive European experience) and more generally have a management structure that reflects the international reach of ACM.
- Ideally, open an ACM office in Europe that will be instrumental in implementing the decisions of ACM Europe, such as the objectives of this document, and will provide on-the-ground help for organizing events in Europe, creating content originating from and/or targeting Europe, liaising with European academia and industry, etc.
- Foster applications from Europe to ACM committees/boards: encourage nominating committees to reach out to ACM Europe (and other regional councils).
- Support the organization of Europe-centric events (such as the webinar "Getting Recognized by ACM Awards and Honors", organized by ACM Europe RAISE in October 2021<sup>11</sup>) to better serve the European membership but also help ACM management better understand the expectations and cultural differences of Europe versus the US.
- Rotate the location of the annual ACM awards banquet across continents.

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<sup>10</sup> The proportion of "ICT specialists" is approximately 3.5–4% of total employment, in both the US and Europe [Source: OECD, [ICT Skills and Employment : New Competences and Jobs for a Greener and Smarter Economy](#), Figures 1 and 6].

<sup>11</sup> <https://europe.acm.org/>

- Improve the links with European academia (through CS departments and institutes as well as learned societies) and industry (through major R&D labs).
- Ensure that European members of the various ACM bodies (councils, boards, committees,...) are not predominantly native speakers of English but represent a broader range of European cultures and languages.

#### At the level of the SIGs

- Increase European representation in the SIG board (currently 10%).
- Ask each SIG (or at least the larger ones) to have a Europe liaison. This person does not need to be the chair, and should have good knowledge of Europe. It can be, for instance, one of the well-respected and active members of the SIG from Europe.
- Work with ACM Europe to organize meetings of these liaisons.
- Collect data about SIG membership, SIG conferences locations, SIG awards.
- Ask nominating committees to report the geographical origin of candidates (in terms of country of origin and/or current workplace) and SIG Executive Committees to report that of appointed positions.
- Ask ACM to publish this data.

#### At the level of conference organizers and steering committees

- Collect data about geographical locations of conferences (with number of attendees per geographical area) and publicize them periodically.
- Ensure that the Committees of conferences are geographically diverse, in particular, the Technical Programme Committees and the Steering committees (see also Section 2.1).
- Encourage SIG conferences to rotate among different geographical areas (see also Section 2.1).
- Facilitate the organization of conferences in Europe, e.g. with respect to use of local currency, contract negotiation, etc. Local expertise is needed to take best advantage of local practices, sources of funding, etc. This ideally requires a specialized person at headquarters or, even better, in Europe (associated with the ACM Europe Council).
- Organize / co-sponsor conferences in local languages to improve dissemination in non-English speaking countries. This is important not only for topics such as digital humanities, law studies, etc., but also for democratization of CS and broader participation of IT professionals.
- Support live translation, or at least transcription, in conferences to facilitate access by non-native English speakers.

#### At the level of the Publications Board and the editorial boards

- Ensure that the ACM Publications Boards and the editorial boards of ACM publications (including CACM and other magazines) are geographically diverse.
- Include more publications from local conferences in the DL, in particular publications in languages other than English.
- Make sure that the TAPS system and the DL support bilingual titles / abstracts, proper accents and other diacritical marks in names but also paper titles, rights management, etc.
- More generally avoid US-centric practices, by encouraging the use of SI units and international date formats, by using international standard paper sizes (e.g., A4), etc.
- Enable automated translation for all papers in the DL, as well as subtitles of videos hosted in the DL.

#### At the level of the Media center and Member services

- Reach out to universities, organizations and companies to get them to advertise their job offers in CACM.
- Ensure more geographical diversity in the news reported in ACM TechNews.
- Ensure European representation in the ACM Bulletin, Learning Centre, Distinguished Speaker programme, etc.
- Rather than having a CACM Europe Special Section every once in a while, a better approach would be to actively solicit more diverse content (including from Europe) on a regular basis, based on a more geographically diverse editorial board. Indeed, the goal is not to somehow "flag" the geographical origin of the work, but to better tap into the pool of excellent work done at the international level.

While these actions are primarily targeting ACM HQ, the SIGs and the Pubs Board, the ACM Europe Council is of course ready to help implement these changes through its working groups. This includes suggesting names and organizational contacts for the various items listed above, working with ACM to collect data so we can measure progress, collecting and reporting on best practices, and promoting ACM's effort to the European membership and the wider European CS and IT profession.

## 4. Goal 4 - Increase awareness, by European researchers, of recognition opportunities via ACM programs and activities

Strategic Goal 4 aims at **increasing the awareness** of European researchers about existing ACM activities aiming to provide recognition to researchers for their professional achievements.

### 4.1. Axis 1: Identify and Maintain a List of Stakeholders

Coming up with a list of stakeholders will be useful for implementing activity aiming at achieving many different goals of ACM Europe RAISE. Potential groups of stakeholders are presented in Table 5.

TABLE 5: CATEGORIES OF STAKEHOLDERS

<ol style="list-style-type: none"><li>1. ACM Fellows<sup>12</sup></li><li>2. ACM Distinguished Members<sup>13</sup></li><li>3. ACM Senior Members<sup>14</sup></li><li>4. Europeans who have received ACM Awards<sup>15</sup> (including ACM-W Rising stars<sup>16</sup>)</li><li>5. ERC Grant Holders<sup>17</sup></li><li>6. Coordinators of prestigious EC-funded projects other than ERC</li><li>7. Marie-Curie Fellows<sup>18</sup></li><li>8. European researchers in the “Top 25 women on the web” list<sup>19</sup></li><li>9. IEEE Awardees<sup>20</sup></li><li>10. Awardees of European or regional Awards in Computing (see Appendix D for a list of such awards)</li><li>11. National research funding/supporting organizations, Institutions of Higher Education</li><li>12. European members of SIGs</li><li>13. European ICT/Computing Societies</li><li>14. ACM Professional Chapters in Europe</li><li>15. ACM Student Chapters in Europe</li><li>16. ACM SIG Chapters in Europe</li><li>17. ACM Members in Europe</li><li>18. Winners of best paper and best student paper awards in prestigious ACM Conferences</li><li>19. Other researchers who have significant scientific achievements</li></ol>
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### Strategy

Table 11 in Appendix E provides a preliminary analysis on the stakeholders with respect to the activities and the goals of the RAISE working group. This analysis includes ways for contacting each category of stakeholders, which can be summarized as follows:

- Through support from the ACM HQ and the SIGs (categories 1-4, 13, and 15-18).
- Through liaison (e.g., for categories 5-6 and 8): We will explore potential ways to liaise with the appropriate units of the European Commission and with IEEE. The idea is to find appropriate units / people, willing to forward information to these stakeholders’ categories on behalf of ACM Europe.
- Solicit input from Europe-based societies in informatics, national IT societies, Europe-based tech groups, IEEE Europe, etc.
- Create and maintain internal lists of stakeholders by searching the internet. These lists should be regularly updated (categories 7, 9, 11, 14, 19). ACM Europe RAISE has already compiled, an extensive list (with contact details) of several national research funding / supporting organizations in all European countries, and a list of the email addresses of all ERC grant holders.

<sup>12</sup> <https://awards.acm.org/fellows/award-winners?year=&award=158&region=Europe&submit=Submit&isSpecialCategory=>

<sup>13</sup> <https://awards.acm.org/distinguished-members/award-winners?year=&award=157&region=Europe&submit=Submit&isSpecialCategory=>

<sup>14</sup> <https://awards.acm.org/senior-members/award-winners?year=&award=159&region=Europe&submit=Submit&isSpecialCategory=>

<sup>15</sup> Europeans who have received ACM Awards (including ACM-W Rising stars)

<sup>16</sup> <https://women.acm.org/rising-star-award/>

<sup>17</sup> <https://erc.europa.eu/projects-figures/project-database>

<sup>18</sup> <https://marie-skłodowska-curie-actions.ec.europa.eu/resources/msca-in-statistics-data>

<sup>19</sup> <https://www.sfgate.com/news/article/Webgrrls-Top-25-women-on-the-Web-3014827.php>

<sup>20</sup> <https://corporate-awards.ieee.org/wp-content/uploads/complete-past-and-present-recipient-list-1-1.pdf>

Although the list of stakeholders is already extensive, in case the identification of additional groups of stakeholders is needed, feedback could be received from (1) the ACM Europe Council Members, (ii) the members of the ACM Europe Council Committees and working groups, and (iii) the European Researchers' Community (e.g., through some online form on the web site of ACM Europe).

The lists of stakeholders will be updated periodically to include newcomers in each category. New information will be collected, and the necessary updates will be applied bi-annually (see Table 11 for details). They will be stored in a repository and be available whenever needed.

Different sets of stakeholders can be contacted periodically based on purpose. To ensure timely and effective communication, a google calendar can be produced to contain all relevant dates for internal and external activities.

### Evaluation of progress – Indicators of success

1. Size of repository of stakeholders
2. Number of researchers that can be reached out

## 4.2. Axis 2: Increase Awareness for ACM Awards, the ACM Advanced Member Grades and the Distinguished Speakers Programme

Three main ACM activities for recognizing the professional achievements of researchers are the ACM awards, the ACM member grades and the ACM Distinguished Speakers programme. This section focuses on how to raise awareness of European researchers in whatever regards these activities.

### Strategy

Our strategy proposes actions on the following three directions, on which we elaborate below:

1. Preparation of Material to Assist Nominators and Nominees
2. Collection and Publicization of Statistics
3. Strengthening Communication

#### *Preparation of Material to Assist Nominators and Nominees through Relevant ACM Programmes*

The aim of this action is to create a set of tools that could assist both nominators and nominees in the context of the considered ACM programmes. Types of material that could be useful for the ACM Awards and Advanced Member Grades programs are listed below:

- Tutorials: A first type of material relates with the procedure and aims at assisting nominators in and informing potential nominees about the nomination process. This material could e.g., be offered in the form of either a document or a video tutorial covering the following topics: (i) Description of the overall nomination process, (ii) How to efficiently act as a nominator (eligibility, selection criteria, submission process, endorsements, relevant documents, etc.), (iii) Description of the profile of a good nominator, and of the information that could be useful to be provided to nominators by nominees, (iv) How to prepare the nomination, (v) A list of awardees' "advantages" to motivate people to consider their nomination (in combination with interviews by awardees), (vi) A list of reasons for acting as nominators.

In whatever regards the ACM fellows, some of the above information is provided in the "Guide to ACM Fellows' nomination".<sup>21</sup> Moreover, a video example is provided in the webinar "Getting Recognized by ACM Awards and Honors" that ACM Europe RAISE organized in the past.<sup>22</sup> The nominations' web site for ACM Fellows<sup>23</sup> includes a lot of information on the nomination process. Regarding the ACM awards, their website<sup>24</sup> includes some information about the nomination process for each of the awards but this could be enhanced. For example, a guide could be provided similar to the one for the ACM Fellows, with concrete objective steps to be taken, and adapted to the European research culture.

- Examples of successful nominations: Provide a few examples of successful nominations (anonymized to conform with GDPR).
- A sample endorsement letter or sample template.
- Webinars: Organize a bi-annual webinar featuring a panel with i) ACM Fellows; ii) members of the ACM Awards Committees and ACM member grades committees, iii) European researchers who have

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<sup>21</sup> <https://awards.acm.org/fellows/informal-guide-to-acm-fellow-nominations>

<sup>22</sup> <https://europe.acm.org/>

<sup>23</sup> <https://awards.acm.org/fellows/nominations>

<sup>24</sup> <https://awards.acm.org/>

acted as nominators in a successful way. This event could be in the style of the ACM Europe RAISE webinar organized in 2021.<sup>25</sup>

- Blog: Create a blog with FAQ coming from the community and their answers. This is provided for ACM Fellows<sup>25</sup> but not for the rest of the considered ACM programmes.

In whatever regards ACM awards, the creation of the material will be done in collaboration with the working team which is responsible for Goal 1.

Providing some assisting material for the ACM Distinguished Speakers Programme would be useful, e.g. in the form of a tutorial.

#### *Collection and publicization of statistics*

The necessity of collecting and publicizing statistics has already been pointed out in Section 3. In whatever regards the ACM Awards and Member Grades, it would be helpful if these statistics enable a researcher to retrieve information about who are the ACM Fellows, ACM Distinguished Members, ACM Senior members, and ACM Awardees (ACM general and SIG awards) by country. The date at which the award was received might also be useful information, as it indicates the career stage of the awardee. Gender statistics should be also provided, as well as statistics on practitioners (whenever applicable). It would be also useful to provide statistics by research area and by affiliation. Supporting combined filters to answer queries such as “Provide a list of all female ACM Fellows in Europe who work in research field X” could be also useful.

Statistics should be also collected and publicized in whatever concerns the geographical coverage of the submitted and the accepted nominations for ACM Awards and member grades. Providing information regarding the main reasons of failure for European nominations for the ACM awards and member grades is also highly desirable.

Similar statistics should be collected and publicized for the ACM Distinguished Speakers Programme.

#### *Communication*

A strong communication approach with the goal to inform, encourage and motivate European researchers to consider their participation in the ACM programmes and activities, can have significant impact. A set of emails that were sent to ACM members in Europe to encourage them to apply for ACM Senior members has increased the number of successful nominations by an order of magnitude in 2019-2021. A similar communication strategy has resulted in increasing the number of new European researchers that self-nominate for the ACM distinguished speakers programme.

For enhancing communication with the European researchers, a set of letter templates and other communication material will be created. Examples of potential communication letter templates are (i) letter to invite European Researchers to consider their nomination to one of the ACM member grades, (ii) letter to invite European Researchers to consider their nomination to the ACM Awards, (iii) letter to provide awareness about upcoming deadlines and the procedure for applying for member grades or awards, (iv) letter to national research funding / supporting organizations for disseminating information to the faculty of CS departments and researchers in their country, (v) letter to inform European Researchers about the ACM Distinguished Speakers Programme (DSP) and encourage them to participate.

Such letters will be sent out periodically to all relevant stakeholders in order to remind them the deadlines and encourage them to consider their nomination. Special emphasis will be given to raising awareness for the new stakeholders, as soon as they are identified and added to the relevant sets of stakeholders.

#### *Evaluation of progress – Indicators of success*

The following metrics can be used as indicators of success:

- Percentage of submitted nominations from Europe for ACM Awards and Member Grades (compared to the previous years).
- Percentage of successful nominations from Europe for ACM Awards and Member Grades (compared to the previous years).
- Percentage of Distinguished Speakers from Europe.
- Number of European researchers in the ACM DSP committee.
- Website metrics (number of accesses, downloads, etc.) indicating how useful is the provided material.

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<sup>25</sup> <https://awards.acm.org/fellows/faq>



### 4.3. Axis 3: ACM Europe Presence in Social Media and Internet

ACM Europe RAISE considers the presence of the ACM Europe Council in social media absolutely necessary. The Council should have its own LinkedIn and Twitter accounts and try to attract a big mass of European researchers as members/followers. This will give the opportunity to the Council (and ACM more generally) to inform a much bigger pool of European researchers about its activities, than solely the ACM members in Europe. Moreover, the web site of the Council should become more vibrant. ACM Europe RAISE has explored the feasibility and cost of actively promoting ACM Europe through social media.

#### Strategy

The strategy should be similar to that followed for maintaining the web site and ensuring strong presence in social media for ACM international. Support from the ACM HQ is necessary for achieving this goal.

#### Evaluation of progress – Indicators of success

- Internet and social media metrics and statistics (number of contacts, followers, tweets, etc.).

## 5. Goal 5 - Enhance ACM Europe Council's Existing Recognition Activities and Create New Ones

In this section, we discuss new activities that ACM Europe can initiate in directions relevant to the discussed goals. Specifically, we focus on a series of interviews that will be taken by European researchers who have significant professional achievements. We also discuss how to enhance existing activity of the ACM Europe Council, focusing mainly on the ACM Europe best student paper awards. Finally, we briefly discuss the potential of introducing a set of new awards.

### 5.1. ACM Europe Interviews

This action focuses on the publication of a collection of interviews from European Researchers on topics related to the goals of RAISE. Such activity can be beneficial in many different ways:

- Give credit to European researchers (whether they are ACM members or not) for their professional achievements.
- Provide the opportunity to European researchers to talk about their career paths, as well as about hot topics in their research area.
- Highlight European researchers who have followed diverse career paths.
- Ask European Researchers who have been awarded an ACM advanced member grade or a prestigious award to provide advice and tips to their peers.

#### Strategy

Examples of categories of researchers that can be interviewed are European researchers who have received ACM awards, ACM Fellows and Distinguished members in Europe, European researchers who have been in evaluation panels for ACM awards and member grades, ERC grant holders, coordinators of other prestigious EC-funded projects, Marie-Curie fellows, recipients of other prestigious awards, ACM distinguished speakers, researchers who have received best paper awards in ACM conferences, and more generally, European researchers that have significant scientific achievements. Researchers in different career stages should be considered.

To achieve the goal, the following strategy is proposed.

1. Establish an editorial board which will be responsible to set priorities on the categories of researchers (and/or the topics) to be addressed every year, to choose the researchers, and to collect and revise the interviews.
2. The editorial board should ensure that the pool of researchers who have agreed to provide an interview is big enough to ensure that the necessary number of interviews are available in time.
3. The interviews should be broadly publicized, e.g. among all ACM Members in Europe, through the ACM Europe Council web site, through the network of the ACM Europe partners, through the ACM (and ACM Europe) Newsletters, through other media (social media, etc.).
4. The editorial board will explore the possibility of producing a volume, annually, to assemble together all the interviews.

The editorial board can, initially, aim at three interviews per year. These articles can appear in the ACM Europe Newsletter. At a later stage, this activity can be expanded to produce more interviews per year and highlight different kind of information, such as:

European Flagship Projects and other strategic initiatives

- European Computer Science Departments
- Computer Science Courses, Books, Videos produced by European researchers

Input can be obtained either by issuing a call for expression of interest, periodically, or by following an approach of producing a list of potential contributors.

The interviews can be, initially, in text format with the possibility to move on to video interviews in the future, when the necessary resources are available. A simple approach for obtaining a video from the interviewers can be to ask them to produce and submit their own video. These videos can be at first uploaded on the ACM Europe web site. At a second stage, and if the quality of the videos can be ensured, these videos can be uploaded to the ACM (Europe or international) YouTube channel.

#### Evaluation of progress - Indicators of success

The following indicators can be used to evaluate progress:

- Number of interviews produced per year
- Internet and social media metrics and statistics (number of downloads, etc.)

## 5.2. ACM Europe Council Best Paper Awards in Conferences

### Background information and current process

As stated on the ACM Europe webpage,<sup>26</sup> “The ACM Europe Council Best Paper Awards recognize authors of outstanding technical contributions to ACM conferences taking place in Europe.”

Every year ACM Europe gives 6 awards in total. Information available about past procedure in selecting best papers is as follows: “Every ACM Conference that takes place in Europe in the award year is eligible for the Award. The recipient of the award will be chosen by an award committee in conformance with Conference Policies. The ACM Europe Council will contact the conference organizers to establish their interest in bestowing the award (or vice-versa). The evaluation criteria will be determined by the International Program Committee Co-Chairs of each participating conference. They will either select the winners themselves, barring any conflicts of interest, or the winners will be decided by the Program Committee. The specific procedure for the award presentation for each venue will be decided by either the Steering Committee or the Program Committee.”

Authors must attend the conference to present their paper orally to be eligible for the award. Winners receive a certificate and a 1000 Euro honorarium (split among winners).

### Analysis of past awards

SIGGRAPH and SIGCHI are the largest SIGs, at ~11.4% and ~8.7% of SIG membership, respectively (see Figure 1 (A)); yet they account for ~23% and ~45% of awards, respectively, during the period between 2017 and 2022 (all available records;<sup>27</sup> see Figure 1 (B) and Figure 2 (A)). Many of the SIGs have zero conferences receiving awards, only 11 out of the 38 SIGs represented across the previous awards from the ACM Europe Council.

Figure 2 (B) illustrates that there is notable repetition of conferences selected for awards. Figure 2 shows that the United Kingdom is the host country for conferences receiving more awards. This is not, in fact, representative of the proportion of European conferences in the UK.

### Strategy

#### *Strategy for choosing the conferences each year*

The following are proposed as aims when selecting conferences for best paper awards going forward, listed in priority order:

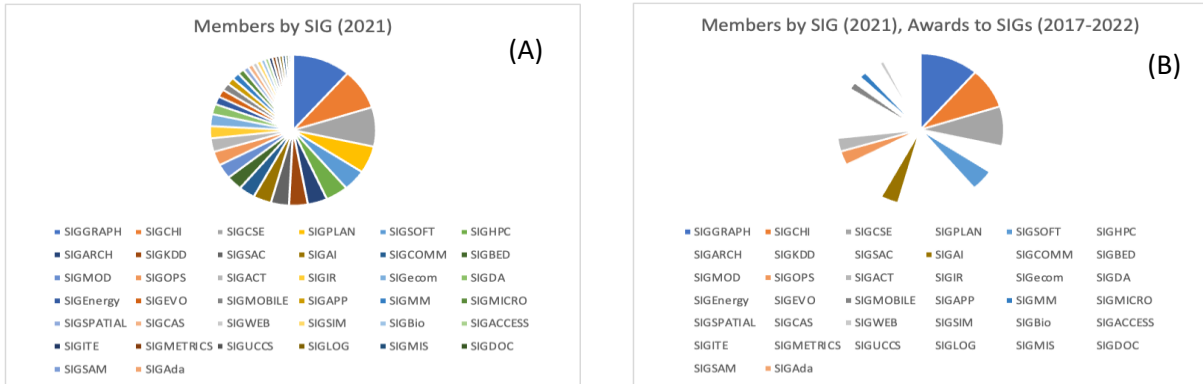
1. Inclusion of more SIGs
2. More proportional representation across the SIGs (by membership)
3. Incentivize geographical diversification of European conferences
4. Ensure good quality conferences, but also support fledgling conferences (mix), with attention to conference size
5. Reduce repetition (same conference ideally not within 3-year cycle)

An example of how this strategy could be applied for choosing 6 conferences for the year 2022-2023 is provided in Appendix F. Figure 3 (A) and (B) show the impact that this strategy will have if the proposed conferences are adopted. (See Appendix F for more details).

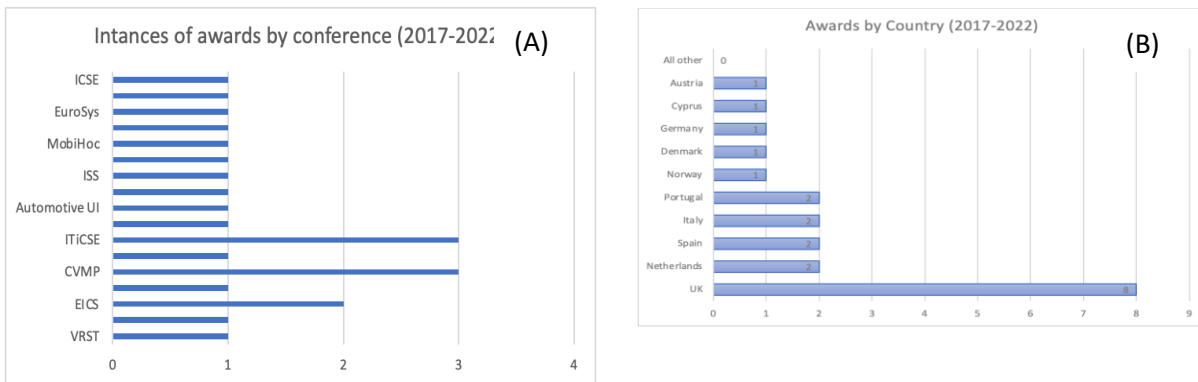
An exploratory phase should first be performed, where insights will be gathered into some of the practical challenges in selecting papers and selecting conferences, and knowledge will be obtained. This phase will include reaching out to new conferences, perhaps ones that do not yet have a best paper process, to explore which ones would benefit most from an award, what type of award they would find more appealing (e.g. student paper, lasting impact award), and what it would take to make this happen. This may result in further revising the best paper awards strategy.

<sup>26</sup> <https://europe.acm.org/>

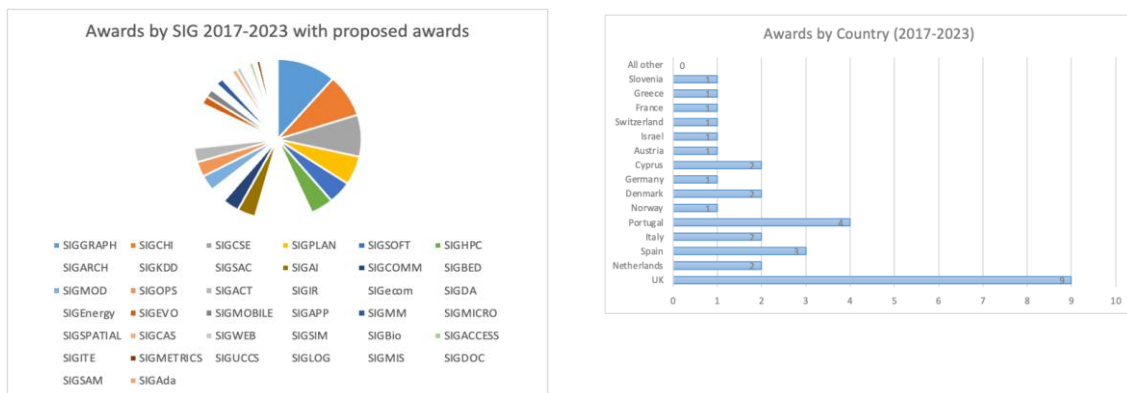
<sup>27</sup> <https://www.acm.org/special-interest-groups/volunteer-resources/sig-membership-stats/sig-membership-statistics>



**FIGURE 1: (A) PROPORTION OF MEMBERS PER SIG AS OF 2021. LARGEST TO SMALLEST SIG, LISTED FROM LEFT TO RIGHT AND TOP TO BOTTOM. (B) ILLUSTRATION OF GAPS IN AWARDS BY SIGS (TOTAL AWARDS N=22, SOME JOINTLY SPONSORED).**



**FIGURE 2: (A) NUMBER OF INSTANCES OF AN AWARD AT A GIVEN CONFERENCE. (B) LOCATION OF CONFERENCES WHERE AWARDS HAVE BEEN GIVEN BETWEEN 2017-2022. WHERE CONFERENCES HAVE BEEN VIRTUAL, DATA REFLECTS THE NOMINAL EUROPEAN HOME.**



**FIGURE 3: (A) DISTRIBUTION OF AWARDS BY SIG BETWEEN 2017-2023 IF PROPOSED CONFERENCES ARE ADOPTED. (B) LOCATION OF CONFERENCES WHERE AWARDS HAVE BEEN GIVEN BETWEEN 2017-2023 IF PROPOSED CONFERENCES ARE ADOPTED.**

*Strategy for enhancing the visibility of the awards during the conference*

During the conference a photo shoot with the award winner is arranged. If the conference is amenable, the award is formally presented to the recipient at the closing session. If the conference is virtual or hybrid, a video of the awards ceremony will be included on the Council’s webpage. If possible, the authors’ presentation will be recorded and a link to this recording will be included on the Council’s webpage.

*Strategy for increasing the visibility and prestige of the Award*

- Create an item on the ACM Europe Council page that links to awards
- Work with authors to create a short press release that will give additional detail about why the paper was so interesting. These releases will be provided online.
- Promote best papers in the newsletter and in social media, with a link to the press release
- Ensure best papers are appropriately tagged in the Digital Library.
- Explore whether it is possible to show that the best paper was awarded by ACM Europe
- Explore the feasibility of creating a video interview with winners.

## Evaluation of Progress – Indicators of Success

- Improved statistics regarding SIG, conference, and geographical coverage.
- Indicators for measuring the visibility of ACM Europe awards in ACM and internationally.

### 5.3. Introducing New Awards

Most, if not all, conferences already have a best paper award. In the next year, we will reach out to conferences to gather feedback on what kinds of paper awards might be most appealing to different conferences, with a view to matching these needs on an individual basis going forward.

We could focus on student best paper awards, if organizers see value in this. We could also introduce a new award similar to the Lasting Impact award which some conferences have. This would be for papers that have been particularly influential to the community represented by the conference. This would require working with the conference organizers, having them propose a shortlist of papers.

We will also explore the feasibility of other types of awards, e.g. a best dissertation award, a young researcher award.

## 6. Future Planning and Conclusions

This document presents a strategy for achieving the goals of ACM Europe in whatever regards enhancing visibility of European research and ensuring a higher degree of recognition for the achievements of European researchers within the context of ACM. The document proposes a number of actions touching upon five directions: (1) boosting the number of successful nominations from Europe for ACM awards, (2) increasing the number of ACM events that take place in Europe, (3) making ACM, as an organization, more diverse and international (in particular, more European), (4) raising awareness about the benefits and motivating European researchers to participate in ACM activities and programmes, and (5) enhancing existing activity of the ACM Europe Council on providing best student paper awards in conferences, as well as initiate new activity, such as new awards and ACM Europe interviews.

A wide collection of actions is proposed throughout the five sections of the document to address these directions. The set of the proposed actions is quite comprehensive to be implemented all, in the context of ACM Europe RAISE. Thus, the strategic document also aims to serve as a useful handbook for the ACM Europe Council (now and in the future) in order to enhance activity towards the relevant mission, and hopefully also, for the ACM Council, more generally, for making ACM more international.

The future planning of ACM Europe RAISE includes setting priorities on the actions proposed in Sections 1-5 and start implementing those that are expected to be the most influential. This will include finding the appropriate resources for implementing the chosen actions, assessing the situation (if not done so already), identifying the appropriate stakeholders, and designing and implementing the chosen actions. Progress will be evaluated at all stages, based on the proposed indicators of success, corrective actions will be performed when needed, and the strategic document will be revised appropriately.

# APPENDIX A

TABLE 6: SIG AWARDS (JULY 2021)

<p><b>SIGACCESS - Accessible Computing</b></p> <ul style="list-style-type: none"> <li>• ASSETS Paper Impact Award</li> <li>• Best Paper Award</li> <li>• Best Student Paper Award</li> <li>• Outstanding Contributions to Computing and Accessibility</li> </ul> <p><b>SIGACT - Algorithms and Computation Theory</b></p> <ul style="list-style-type: none"> <li>• Gödel Prize - outstanding papers</li> <li>• Knuth Prize for Outstanding Contributions to the Foundations of Computer Science</li> <li>• Danny Lewin Best Student Paper Award</li> <li>• SIGACT/SIGOPS Edsger W. Dijkstra Prize in Distributed Computing - outstanding papers</li> <li>• Distinguished Service Award</li> </ul> <p><b>SIGAda - Ada Programming Language</b></p> <ul style="list-style-type: none"> <li>• Robert Dewar Award for Outstanding Ada Community Contributions</li> <li>• Distinguished Service Award</li> </ul> <p><b>SIGAI - Artificial Intelligence</b></p> <ul style="list-style-type: none"> <li>• Annual Award for Excellence in Autonomous Agent Research</li> <li>• AAAI/ACM SIGAI Doctoral Dissertation Award</li> <li>• Industry Award for Excellence in Artificial Intelligence</li> </ul> <p><b>SIGAPP - Applied Computing</b></p> <ul style="list-style-type: none"> <li>• Distinguished Service Award</li> <li>• Outstanding Service Award</li> </ul> <p><b>SIGARCH - Computer Architecture</b></p> <ul style="list-style-type: none"> <li>• Maurice Wilkes Award</li> <li>• ISCA Influential Paper Award</li> <li>• Alan D. Berenbaum Distinguished Service Award</li> <li>• SIGARCH/SIGPLAN/SIGOPS ASPLOS Influential Paper</li> <li>• Eckert Mauchly Award</li> </ul> <p><b>SIGBED - Embedded Systems</b></p> <ul style="list-style-type: none"> <li>• SIGBED Paul Caspi Memorial Dissertation Award</li> <li>• SIGBED – SIGSOFT Frank Anger Memorial Award - Student award</li> <li>• SIGBED – EMSOFT Best Paper Award</li> <li>• SIGBED Early Career Researcher Award</li> <li>• SIGBED HSCC Best Paper Award</li> </ul> <p><b>SIGBio - Bioinformatics, Computational Biology and Biomedical Informatics</b></p> <ul style="list-style-type: none"> <li>• Best Paper Award</li> <li>• Best Student Paper Award</li> </ul> <p><b>SIGCAS - Computers and Society</b></p> <ul style="list-style-type: none"> <li>• Outstanding Service Award</li> <li>• Making a Difference Award</li> </ul> <p><b>SIGEVO - Genetic and Evolutionary Computation</b></p> <ul style="list-style-type: none"> <li>• GECCO Impact Paper Award</li> <li>• Best Dissertation Award</li> <li>• Outstanding Contribution Award</li> </ul> <p><b>SIGGRAPH - Computer Graphics</b></p> <ul style="list-style-type: none"> <li>• Steven A. Coons Award</li> <li>• Computer Graphics Achievement Award</li> <li>• Outstanding Service Award</li> <li>• Significant New Researcher Award</li> <li>• Distinguished Artist Award for Lifetime Achievement in Digital Art</li> <li>• Outstanding Doctoral Dissertation Award</li> <li>• Practitioner Award</li> <li>• SIGGRAPH Academy</li> <li>• Distinguished Educator Award</li> </ul>	<p><b>SIGCHI - Computer-Human Interaction</b></p> <ul style="list-style-type: none"> <li>• SIGCHI Academy</li> <li>• Lifetime Practice Award</li> <li>• Lifetime Research Award</li> <li>• Lifetime Service Award</li> <li>• Social Impact Award</li> <li>• Outstanding Dissertation Award</li> </ul> <p><b>SIGCOMM - Data Communication</b></p> <ul style="list-style-type: none"> <li>• Award for Lifetime Achievement</li> <li>• SIGCOMM Doctoral Dissertation Award for Outstanding Ph.D. Thesis in Computer Networking and Data Communication</li> <li>• Rising Star Award</li> <li>• Test of Time Paper Award</li> <li>• Networking Systems Award</li> </ul> <p><b>SIGCSE - Computer Science Education</b></p> <ul style="list-style-type: none"> <li>• Award for Outstanding Contributions to Computer Science Education</li> <li>• Lifetime Service</li> <li>• Test of Time Award - outstanding papers</li> </ul> <p><b>SIGDA - Design Automation</b></p> <ul style="list-style-type: none"> <li>• Outstanding Ph.D. Dissertation Award in Electronic Design Automation</li> <li>• SIGDA IEEE/ACM William J. McCalla best paper award</li> <li>• ICCAD Best Paper Award</li> <li>• Outstanding New Faculty Award</li> <li>• ACM-IEEE A. Richard Newton Technical</li> <li>• Impact Award in Electronic Design Automation</li> </ul> <p><b>SIGDOC - Design of Communication</b></p> <ul style="list-style-type: none"> <li>• Joseph T. Rigo Award</li> <li>• Diana Award</li> </ul> <p><b>SIGecom - Economics and Computation</b></p> <ul style="list-style-type: none"> <li>• Best Paper Award</li> <li>• Best Paper Award with a Student Lead Author</li> <li>• Doctoral Dissertation Award</li> <li>• Test of Time Award</li> <li>• Best Presentation by a Student or a Postdoctoral Researcher</li> </ul> <p><b>SIGSOFT - Software Engineering</b></p> <ul style="list-style-type: none"> <li>• SIGBED – SIGSOFT Frank Anger Memorial Award</li> <li>• Distinguished Service Award</li> <li>• Influential Educator Award</li> <li>• SIGSOFT Outstanding Doctoral Dissertation Award</li> <li>• Outstanding Research Award</li> <li>• SIGSOFT/IEEE TCSE ICSE Most Influential Paper Award</li> <li>• SIGSOFT Impact Paper Award</li> <li>• Early Career Researcher Award</li> </ul> <p><b>SIGPLAN - Programming Languages</b></p> <ul style="list-style-type: none"> <li>• Distinguished Service Award</li> <li>• Programming Languages Achievement Award</li> <li>• Programming Languages Software Award</li> <li>• Most Influential PLDI Paper Award</li> <li>• Most Influential POPL Paper Award</li> <li>• Most Influential OOPSLA Paper Award</li> <li>• Most Influential ICFP Paper Award</li> <li>• John C. Reynolds Doctoral Dissertation Award</li> <li>• SIGARCH/SIGPLAN/SIGOPS ASPLOS Influential Paper Award</li> <li>• SIGPLAN Robin Milner Young Researcher Award</li> <li>• John Vlissides Award - doctoral student</li> <li>• Distinguished Educator Award</li> </ul>
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<p><b>SIGHPC- High Performance Computing</b></p> <ul style="list-style-type: none"> <li>Emerging Woman Leader in Technical Computing</li> <li>Outstanding Doctoral Dissertation Award</li> </ul> <p><b>SIGIR - Information Retrieval</b></p> <ul style="list-style-type: none"> <li>SIGWEB/SIGIR Vannevar Bush Award - paper</li> <li>Gerard Salton Award</li> <li>Best Paper Award</li> <li>Best Short Paper award</li> <li>Best Student Paper Award</li> <li>Test of Time Paper Award</li> <li>SIGIR Academy</li> </ul> <p><b>SIGKDD - Knowledge Discovery in Data</b></p> <ul style="list-style-type: none"> <li>Innovation Award</li> <li>Service Award</li> <li>Doctoral Dissertation Award</li> <li>Test of Time Award - paper</li> </ul> <p><b>SIGLOG - Logic and Computation</b></p> <ul style="list-style-type: none"> <li>Alonzo Church Award</li> </ul> <p><b>SIGMETRICS - Measurement and Evaluation</b></p> <ul style="list-style-type: none"> <li>Achievement Award</li> <li>Kenneth C. Sevcik Outstanding Student Paper Award</li> <li>Rising Star Researcher Award</li> <li>Test of Time Paper Award</li> </ul> <p><b>SIGMICRO - Microarchitecture</b></p> <ul style="list-style-type: none"> <li>Distinguished Service Award</li> </ul> <p><b>SIGMIS - Management Information Systems</b></p> <ul style="list-style-type: none"> <li>Magid Igbaria Outstanding Conference Paper of the Year Award</li> <li>Lifetime Achievement Award</li> <li>Early Career Award</li> </ul> <p><b>SIGSAM - Symbolic and Algebraic Manipulation</b></p> <ul style="list-style-type: none"> <li>Richard D. Jenks Memorial Prize</li> </ul> <p><b>SIGSIM - Simulation and Modeling</b></p> <ul style="list-style-type: none"> <li>Distinguished Contribution Award</li> </ul> <p><b>SIGSPATIAL - Spatial Information</b></p> <ul style="list-style-type: none"> <li>Best Paper</li> <li>Ten Year Impact Award - paper</li> </ul> <p><b>SIGUCCS - University and College Computing Services</b></p> <p>Penny Crane Award for Distinguished Service</p>	<p><b>SIGMM - Multimedia</b></p> <ul style="list-style-type: none"> <li>SIGMM Award for Outstanding Technical Contributions</li> <li>SIGMM Award for Outstanding Ph.D. Thesis in Multimedia Computing, Communications and Applications - Dissertation</li> <li>SIGMM Rising Star Award</li> <li>Test of Time Award Paper</li> <li>ACM Transactions on Multimedia Computing, Communications and Applications Nicolas D. Georganas Best Paper Award</li> </ul> <p><b>SIGMOBILE - Mobility of Systems, Users, Data &amp; Computing</b></p> <ul style="list-style-type: none"> <li>Distinguished Service Award</li> <li>Doctoral Dissertation Award</li> <li>Outstanding Contributions Award to Research on Mobility of Systems, Users, Data and Computing</li> <li>Test of Time Paper Award</li> <li>RockStar Award</li> </ul> <p><b>SIGMOD - Management of Data</b></p> <ul style="list-style-type: none"> <li>Contribution Award</li> <li>Edgar F. Codd Innovations Award</li> <li>Test of Time Award Paper</li> <li>Jim Gray Doctoral Dissertation Award</li> <li>PODS Alberto O. Mendelzon Test of Time Award Paper</li> <li>SIGMOD Systems Award</li> </ul> <p><b>SIGOPS - Operating Systems</b></p> <ul style="list-style-type: none"> <li>SIGOPS Dennis Ritchie Doctoral Dissertation Award for Software Systems Research</li> <li>SIGACT/SIGOPS Edsger W. Dijkstra Prize in Distributed Computing</li> <li>SIGARCH/SIGPLAN/SIGOPS ASPLOS Influential Paper Award</li> <li>Mark Weiser Award</li> <li>Hall of Fame Award - paper</li> </ul> <p><b>SIGSAC - Security, Audit and Control</b></p> <ul style="list-style-type: none"> <li>Outstanding Innovation Award</li> <li>Outstanding Contribution Award</li> <li>Doctoral Dissertation Award</li> </ul> <p><b>SIGWEB – Hypertext, Hypermedia and Web</b></p> <ul style="list-style-type: none"> <li>Douglas Engelbart Best Paper Award</li> <li>SIGWEB/SIGIR Vannevar Bush Award - paper</li> <li>Ted Nelson Newcomer Award - paper</li> <li>DocEng Best Paper Award</li> </ul> <p><b>SIG Governing Board</b></p> <p>Kenneth E. Iverson Award for Outstanding Contributions in Array Languages</p>
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# APPENDIX B

TABLE 7: CLASSIFICATION OF ACM SIG AWARDS (MAY 2022), PERFORMED BY THE AUTHORS OF THE STRATEGIC DOCUMENT

<p><b>Career contributions</b></p> <ol style="list-style-type: none"> <li>1. SIGACCESS Outstanding Contributions to Computing and Accessibility</li> <li>2. SIGACT Donald E. Knuth Prize</li> <li>3. SIGADA Robert Dewar Award for Outstanding Ada Community Contributions</li> <li>4. SIGAI Annual Award for Excellence in Autonomous Agent Research</li> <li>5. SIGARCH Maurice Wilkes Award</li> <li>6. SIGARCH Eckert Mauchly Award</li> <li>7. SIGCAS Making a Difference Award</li> <li>8. SIGCHI Academy</li> <li>9. SIGCHI Lifetime Practice Award</li> <li>10. SIGCHI Lifetime Research Award</li> <li>11. SIGCOMM Award for Lifetime Achievement</li> <li>12. SIGDOC Joseph T. Rigo Award</li> <li>13. SIGEVO Outstanding Contribution Award</li> <li>14. SIGGRAPH Steven A. Coons Award</li> <li>15. SIGGRAPH Academy</li> <li>16. SIGIR Gerard Salton Award</li> <li>17. SIGIR Academy</li> <li>18. SIGKDD Innovation Award</li> <li>19. SIGMETRICS Achievent Award</li> <li>20. SIGMIS Lifetime Achievement Award</li> <li>21. SIGMM Award for Outstanding Technical Contributions</li> <li>22. SIGMOBILE Outstanding Contributions Award to Research on Mobility of Systems, Users, Data and Computing</li> <li>23. SIGMOD Contribution Award</li> <li>24. SIGPLAN Programming Languages Achievement Award</li> <li>25. SIGSAC Outstanding Innovation Award</li> <li>26. SIGSIM Distinguished Contribution Award</li> <li>27. SIGSOFT Outstanding Research Award</li> </ol> <p><b>Early career</b></p> <ol style="list-style-type: none"> <li>1. SIGBED Early Career Researcher Award</li> <li>2. SIGCOMM Rising Star Award</li> <li>3. SIGDA Outstanding New Faculty Award</li> <li>4. SIGGRAPH Significant New Researcher Award</li> <li>5. SIGMETRICS Rising Star Researcher Award</li> <li>6. SIGMIS Early Career Award</li> <li>7. SIGMM Rising Star Award</li> <li>8. SIGPLAN Robin Milner Young Researcher Award</li> <li>9. SIGSOFT Early Career Researcher Award</li> </ol>	<p><b>Student awards</b></p> <ol style="list-style-type: none"> <li>1. SIGBED – SIGSOFT Frank Anger Memorial Award</li> <li>2. SIGPLAN John Vlissides Award - doctoral student</li> </ol> <p><b>Social impact</b></p> <ol style="list-style-type: none"> <li>1. SIGCHI Social Impact Award</li> </ol> <p><b>Specific contributions</b></p> <ol style="list-style-type: none"> <li>1. SIGCOMM Networking Systems Award</li> <li>2. SIGDA ACM-IEEE A. Richard Newton Technical</li> <li>3. SIGDA Impact Award in Electronic Design Automation</li> <li>4. SIGGRAPH Computer Graphics Achievement Award</li> <li>5. SIGGRAPH Distinguished Artist Award for Lifetime Achievement in Digital Art</li> <li>6. SIGGRAPH Practitioner Award</li> <li>7. SIGLOG Alonzo Church Award</li> <li>8. SIGMOBILE RockStar Award</li> <li>9. SIGMOD Edgar F. Codd Innovations Award</li> <li>10. SIGMOD Systems Award</li> <li>11. SIGOPS Mark Weiser Award</li> <li>12. SIGPLAN Programming Languages Software Award</li> <li>13. SIGSAC Outstanding Contribution Award</li> <li>14. SIGSAM Richard D. Jenks Memorial Prize</li> <li>15. SIG Governing Board Kenneth E. Iverson Award for Outstanding Contributions in Array Languages</li> </ol> <p><b>Education</b></p> <ol style="list-style-type: none"> <li>1. SIGCSE Award for Outstanding Contributions to Computer Science Education</li> <li>2. SIGGRAPH Distinguished Educator Award</li> <li>3. SIGPLAN Distinguished Educator Award</li> <li>4. SIGSOFT Influential Educator Award</li> </ol> <p><b>Awards to organizations</b></p> <ol style="list-style-type: none"> <li>1. SIGDOC Diana award</li> </ol> <p><b>Awards to women</b></p> <ol style="list-style-type: none"> <li>1. SIGHPC Emerging Woman Leader in Technical Computing</li> </ol> <p><b>Industry impact</b></p> <ol style="list-style-type: none"> <li>1. SIGAI Industry Award for Excellence in Artificial Intelligence</li> </ol> <p><b>Best presentation</b></p> <ol style="list-style-type: none"> <li>1. SIGecom Best Presentation by a Student or a Postdoctoral Researcher</li> </ol>
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## APPENDIX C

TABLE 8: STATISTICS ON THE LOCATION THAT SIG SPONSORED CONFERENCES WERE HELD FOR YEARS 2019 - 2022

SIG	Total sponsored conferences	Total in Europe	Total in Asia	Total in America	SIG	Total sponsored conferences	Total in Europe	Total in Asia	Total in America
EIG SCC	1			1	SIGITE	3	0	0	3
SIGACCESS	5	2	1	2	SIGKDD	12	4	2	6
SIGACT	16	7		9	SIGIR	18	6	6	6
SIGAI	33	10	9	14	SIGLOG	3	2		1
SIGAPP	20	6	10	4	SIGMETRICS	16	3	7	6
SIGARCH	36	16	5	15	SIGMICRO	10	5	2	3
SIGBED	36	4	7	25	SIGMIS	3	2		1
SIGBio	4	0	0	4	SIGMM	15	3	8	4
SIGCAS	6	2	1	2	SIGMOBILE	36	8	7	16
SIGCHI	69	37	8	24	SIGMOD	9	3		6
SIGCOMM	18	5	3	10	SIGOPS	19	11	2	6
SIGCSE	13	5	3	5	SIGPLAN	38	15	5	18
SIGDA	28	2	10	16	SIGSAC	19	4	6	9
SIGDOC	6	2		4	SIGSAM	3	2	1	0
SIGecomm	4	2		2	SIGSIM	12	5		7
SIGEnergy	7	2	2	3	SIGSOFT	52	15	13	22
SIGEVO	6	4		2	SIGSPATIAL	4	0	1	3
SIGGRAPH	52	13	9	28	SIGUCS	5	0	0	5
SIGHPC	7	3		4	SIGWEB	5	4	0	1
<b>TOTAL</b>									
<b>TOTAL</b>	<b>649</b>	<b>214</b>	<b>128</b>	<b>297</b>					
<b>Percentages</b>		<b>33%</b>	<b>21%</b>	<b>46%</b>					

## APPENDIX D

We present a list of awards, other than ACM, that could be of interest. (Source: Wikipedia.)

TABLE 9: IEEE AWARDS

Award	Sponsor	Field
Claude E. Shannon Award	IEEE Information Theory Society	Information theory
Computer Pioneer Award	IEEE Computer Society	Creation and continued vitality of the computer industry
Harlan D. Mills Award	IEEE Computer Society	Information sciences with the focus on software engineering
Harry H. Goode Memorial Award	IEEE Computer Society	Information processing
Internet Award	IEEE, Nokia	Advancement of Internet technology for network architecture, mobility and/or end-use applications
John von Neumann Medal	IEEE	Computer-related science and technology
Reynold B. Johnson Information Storage Systems Award	IEEE	Information storage systems
Richard W. Hamming Medal	IEEE, Qualcomm	Information sciences, information systems and information technology
Seymour Cray Computer Engineering Award	IEEE Computer Society	High-performance computing
Sidney Fernbach Award	IEEE Computer Society	Application of high performance computers
W. Wallace McDowell Award	IEEE Computer Society	Theoretical, design, educational, practical contributions in the Computer Society interest
William C. Carter Award	IEEE Technical Committee on Fault-Tolerant Computing and IFIP Working Group on Dependable Computing and Fault Tolerance	Dependable and secure computing – Dissertation Award

**TABLE 10: OTHER COMPUTER SCIENCE AWARDS (THE LIST IS NOT EXHAUSTIVE AND MAY BE ENHANCED IN THE FUTURE)**

Country	Award	Sponsor	Description/Field
Europe	Ackermann Award	European Association for Computer Science Logic	Dissertation Award for Logic in Computer Science
International	Azriel Rosenfeld Award	International Conference on Computer Vision (Institute of Electrical and Electronics Engineers)	Significant contributions to the field of Computer Vision over longtime careers
United Kingdom	BCS Lovelace Medal	British Computer Society	Contributions to the understanding or advancement of computing
United Kingdom	Charles Babbage Premium	Institution of Electrical Engineers	Design or use of electronic computers
Europe	Dahl–Nygaard Prize	European Conference on Object-Oriented Programming	1) Senior researcher with outstanding career contributions 2) Younger researcher with great potential
Europe	EATCS Award	European Association for Theoretical Computer Science	Theoretical computer science
International	Edison Award	Edison Awards	Excellence in innovation
Europe	ERCIM Cor Baayen Award	European Research Consortium for Informatics and Mathematics	Computer science and applied mathematics
International	IJCAI Award for Research Excellence	International Joint Conference on Artificial Intelligence	Researcher in artificial intelligence with excellent careers
International	IJCAI Computers and Thought Award	International Joint Conference on Artificial Intelligence	Young scientists in artificial intelligence
Europe	Microsoft Award	Royal Society, French Academy of Sciences	Advancement of science through the use of computational methods
Europe	Milner Award	Microsoft Research	Outstanding contributions in computer science
Europe	Nerode Prize	European Association for Theoretical Computer Science, European Symposium on Algorithms	Multivariate algorithmics
International	Nevanlinna Prize	International Congress of Mathematicians	Mathematical Aspects of Information Sciences
Europe	Presburger Award	European Association for Theoretical Computer Science	Young scientist - Theoretical computer science
Europe	Prize for Innovation in Distributed Computing	International Colloquium on Structural Information and Communication Complexity	Decentralized computing
International	RSA Award for Excellence in Mathematics	RSA Conference	Cryptographic research
International	Stevens Award	Reengineering Forum	Methods for software and systems development
United States	Tucker Prize	Mathematical Optimization Society	Optimization
International	Karen Spärck Jones Award	BCS, its Information Retrieval Specialist Group (BCS IRSG) and Microsoft Research	Information retrieval and NLP: to commemorate the achievements of Karen Spärck Jones.

## APPENDIX E

**TABLE 11: PRELIMINARY ANALYSIS ON STAKEHOLDERS**

Group of Stakeholders	Type of Contact	Deadlines and Important Dates	Type of Relevant Activity	Update Dates/Frequency
ACM Fellows	ACM HQ	Beginning of September	Nominators and/or nominees for ACM Awards	annually
ACM Distinguished Members	ACM HQ	Beginning of August	Nominators and/or nominees for some of the ACM Awards (early- and mid- career awards)	annually
ACM Senior Members	ACM HQ	Applications are reviewed in cycles, every three months. Next deadline September 2022.	Contribution to actions of the working group, Distinguished Speakers Programme	Bi-annually
Europeans who have received ACM Awards	ACM HQ	Deadlines depend on Award	Nominators and/or nominees for ACM Awards and Member grades	annually
ERC Grant Holders	List of grant holders on the ERC portal; Email addresses by searching the internet	1 call per year for each of the four paths. Notification dates: December (Starting grant), February (Consolidator grant), April (Advanced grant), November (Synergy grant).	Nominators and/or nominees for ACM Awards and Member grades	annually
Coordinators of prestigious EC-funded projects (other than ERC)	Liaising with appropriate EC Offices	Not applicable	Potential candidates for some of the ACM Awards (early- and mid-career awards) or advanced member grades	Not applicable
European Young Investigator Awardees	Email addresses by searching the internet	Not applicable	Outstanding researchers to work in Europe	Not applicable
Marie-Curie Fellows	Liaising with the MSCA EC Office	Individual Fellowships: annual application date, next is in June 2022	Potential candidates for some of the ACM Awards (early- and mid-career awards) or advanced member grades	annually
European Researchers in the “Top 25 women on the web” list	Email addresses by searching the internet	Not applicable	Nominators and/or nominees for ACM Awards and member grades	annually

IEEE Awardees	Liaising with IEEE	Deadlines depend on Award	Nominators and/or nominees for ACM Awards	Not applicable
Awardees of other European or regional Awards	Email addresses by searching the internet	Different for different awards	Nominators and/or nominees for ACM Awards and member grades	Annually
National research/funding organizations	Email addresses by searching the internet	Not applicable	Dissemination of information about calls for ACM Awards and member grades and about other actions of the WG	Bi-annually
European members of SIGs	ACM HQ and SIGs	Not applicable	Dissemination of information, liaison between ACM Europe RAISE and the SIG, collaboration in the context of different goals that refer to SIGs	Not applicable
European ICT/Computing Societies	Email addresses by searching the internet	Not applicable	Nominators for ACM Awards and/or liaison to reach out stakeholders	Bi-annually
ACM Europe Professional Chapters	Emailing list, provided by ACM HQ	Not applicable	Increase the visibility for ACM Europe RAISE initiatives	Not applicable
ACM Europe Student Chapters	Emailing list, provided by ACM HQ	Not applicable	Increase the visibility for ACM Europe RAISE initiatives	Not applicable
ACM SIG Chapters	Emailing list, provided by ACM HQ	Not applicable	Increase the visibility for ACM Europe RAISE initiatives	Not applicable
ACM Members in Europe	ACM HQ	Not applicable	Increase the visibility for ACM Europe RAISE initiatives	Not applicable
Other researchers who have significant scientific achievements	Identified by all the above stakeholders and the members of the Council and its Committees	Not applicable	Nominators and/or nominees for ACM Awards and member grades, participation in other activities of the ACM Europe RAISE and the Council	Not applicable

**TABLE 12: ACM MEMBER GRADES AND DISTINGUISHED SPEAKERS, INITIAL MATCHING WITH STAKEHOLDERS**

Type of Researcher	Type of Award/Member Grade	Examples of Potential Nominees	Examples of Potential Nominators
<b>ACM Fellows</b>	<b>Recognizes top 1% of ACM Members</b> for outstanding accomplishments in computing and IT and/or outstanding service to ACM and the larger computing community.	2, 4, 5 (Advanced grant), 6, 9, 10, 11, 19.	ACM Fellows, ACM Awardees, CS Departments & Research Organizations, Researchers who have significant scientific achievements
<b>ACM Distinguished Members</b>	<b>Recognizes ACM members with at least 15 years of professional experience</b> who have achieved significant accomplishments or have made a significant impact on the computing field.	3, 4, 5, 6, 9, 10, 11, 19	ACM Fellows, ACM Awardees, ACM Distinguished Members, CS Departments & Research Organizations, Researchers who have significant scientific achievements
<b>ACM Senior Members</b>	<b>Recognizes ACM members with at least 10 years of professional experience</b> who have demonstrated performance through technical leadership, and technical or professional contributions.	4 (early- mid- career awards), 5, 6, 7, 8, 10, 11, 13, 19.	Self-nomination
<b>Distinguished Speaker</b>	<b>ACM Distinguished Speakers are renowned thought leaders, capable of speaking about the most important topics in the field today.</b>	2, 4, 5, 6, 9, 10, 11, 19.	Self-nomination

## APPENDIX F

### Example of applying the Proposed Strategy for ACM Europe Best Paper Awards for Fiscal Year 2022

For every fiscal year, a table will be created describing all the ACM conferences that will take place in Europe during that time period. The table will provide the SIG that supports each conference, its location, its date, its rank, and the number of times an ACM Europe Council Award has been given to this conference. Then, a number of conferences will be chosen based on the criteria above. The current list of conferences for fiscal year 2022 are summarized in Table 13. The total budget is £6,000 = **6 awards**. The proposed awards are highlighted in the table<sup>28</sup>.

The rationale for selecting these awards is the following: 1) none previously given award; 2) all different SIGs; 3) widening SIGs to include SIGPLAN, SIGCOMM, SIGEVO, SIGCAS, SIGACCESS, and SIGMETRICS; 4) all different countries (only 1 UK, 3 new countries); 5) all respectable rankings.

**TABLE 13: ACM CONFERENCES THAT WILL TAKE PLACE IN EUROPE IN FISCAL YEAR 2022**

Name	SIG	Location	Date	Awards previously	Rank
ISSAC '22: Int. Symp. on Symbolic and Algebraic Computation	SAM	France	04-Jul-22 - 07-Jul-22	0	A
ITiCSE 2022: Innovation and Technology in Computer Science Education	CSE	Ireland	08-Jul-22 - 13-Jul-22	3	A
UMAP '22: 30th ACM Conf. on User Modeling, Adaptation and Personalization	CHI, WEB	Spain	04-Jul-22 - 07-Jul-22	0	B
SPLC '22: 26th ACM Int. Symp. Systems and Software Product Line Conference	SIGSOFT	Austria	12-Sep-22 - 16-Sep-22	0	A2
GoodIT '22: Conf. on Information Technology for Social Good	SIGCAS	Cyprus	07-Sep-22 - 09-Sep-22	0	-
ESEM '22: ACM / IEEE Int. Symp. on Empirical Software Engineering and Measurement (ESEM)	SOFT	Finland	19-Sep-22 - 23-Sep-22	0	A
Web3D '22: The 27th Int. Conf. on 3D Web Technology	GRAPH	France	02-Nov-22 - 04-Nov-22	0	B1
IMC '22: ACM Internet Measurement Conf.	COMM, METRICS	France	25-Oct-22 - 27-Oct-22	0	A1
DS-RT '22: Int. Symp. on Distributed Simulation and Real-Time Applications	SIM (20%) and IEEE (80%)	France	26-Sep-22 - 28-Sep-22	0	B2

<sup>28</sup> NB: These are indicative rather than determined.



CHI PLAY '22: The Annual Symp. on Computer-Human Interaction in Play	CHI	Germany	02-Nov-22 - 05-Nov-22	0	-
JCDL '22: The ACM/IEEE Joint Conf. on Digital Libraries in 2022	WEB, IR	Germany	20-Jun-22 - 24-Jun-22	0	A2
ASSETS '22: The 24th Int. ACM SIGACCESS Conf. on Computers and Accessibility	ACCESS	Greece	23-Oct-22 - 26-Oct-22	0	A2
LICS '22: 37th Annual ACM/IEEE Symp. on Logic in Computer Science (LICS)	LOG (50%), IEEE (50%)	Israel	02-Aug-22 - 05-Aug-22	0	A
SIGCOMM '22: ACM SIGCOMM 2022 Conf.	COMM	Netherlands	22-Aug-22 - 26-Aug-22	0	A
IVA '22: ACM Int. Conf. on Intelligent Virtual Agents	AI	Portugal	06-Sep-22 - 09-Sep-22	0	B
MM '22: The 30th ACM Int. Conf. on Multimedia	MM	Portugal	10-Oct-22 - 14-Oct-22	0	-
ICFP '22: ACM SIGPLAN Int. Conf. on Functional Programming	PLAN	Slovenia	11-Sep-22 - 16-Sep-22	0	A
NANOCOM '22: The Ninth Annual ACM Int. Conf. on Nanoscale Computing and Communication	SIG Governing Board	Spain	03-Oct-22 - 05-Oct-22	0	-
ICER 2022: ACM Conf. on Int. Computing Education Research	CSE	Switzerland	07-Aug-22 - 11-Aug-22	0	B
AIES'22: AAAI/ACM Conf. on AI, Ethics, and Society	AI (50%), AAAI (50%)	UK	01-Aug-22 - 03-Aug-22	0	-
CVMP '22: European Conf. on Visual Media Production	GRAPH	UK	01-Dec-22 - 02-Dec-22	3	-
SCA '22: The ACM SIGGRAPH / Eurographics Symp. on Computer Animation	GRAPH (50%), Eurographics (50%)	UK	13-Sep-22 - 15-Sep-22	0	A2
SOSP '23: ACM SIGOPS 29th Symp. on Operating Systems Principles	OPS	Germany	23-Oct-23 - 26-Oct-23	0	A
CHI '23: CHI Conf. on Human Factors in Computing Systems	CHI	Germany	23-Apr-23 - 28-Apr-23	1	A
GECCO '23: Genetic and Evolutionary Computation Conf.	EVO	Portugal	15-Jul-23 - 19-Jul-23	0	A1
HRI '23: ACM/IEEE Int. Conf. on Human-Robot Interaction	AI, CHI, IEEE (50%)	Sweden	13-Mar-23 - 16-Mar-23	0	A2