

NOTES

USENIX Member Benefits

Members of the USENIX Association receive the following benefits:

Free subscription to *login*, the Association's quarterly magazine, featuring technical articles, tips and techniques, book reviews, and practical columns on such topics as security, site reliability engineering, Perl, and networks and operating systems

Access to *login*: online from December 1997 to the current issue: www.usenix.org/publications/login/

Registration discounts on standard technical sessions registration fees for selected USENIX-sponsored and co-sponsored events

The right to vote for board of director candidates as well as other matters affecting the Association.

For more information regarding membership or benefits, please see www.usenix.org/membership/, or contact us via email (membership@usenix.org) or telephone (+1 510.528.8649).

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Communicate directly with the USENIX Board of Directors by writing to board@usenix.org.

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2018 Constituent Survey Results

Liz Markel, *Community Engagement Manager*

Last year we reached out to the many people we serve—our members, our conference attendees, and those who have expressed interest in our activities—and asked you to take several minutes to respond to our community survey—the first of its kind in five years. More than 1,000 of you responded, sharing information about yourselves and your thoughts on a variety of questions related to membership benefits, the communities you participate in, how well we're doing with making our mission a reality, and more topics relevant to our mission.

With your responses we were able to:

- ◆ Create baseline measurements for key metrics such as community demographics and USENIX's perceived performance with respect to its mission.
- ◆ Gather data to help inform upcoming decisions by USENIX staff and leadership.

We appreciate everyone who took the time to complete the survey! I'd like to share some highlights from the survey results, and also let you know about some changes we're implementing based on those results.

I also want to take this opportunity to remind you that my inbox is always open for conversations about these results, general suggestions, or other topics that you might like to chat about. You can reach me via liz@usenix.org.

Demographics: Who Is USENIX?

Demographic questions served several purposes within the context of this survey. First, it provided a profile of our constituents in aggregate: who they are, where they come from, and a brief but illuminating glimpse into their professional lives.

Second, demographic questions provided an important benchmark for diversity and inclusion initiatives. Our overarching goal is to maximize the accessibility and welcoming, inclusive environment at our conferences and throughout other areas of our organization’s work. Anecdotally, we feel we are generally successful in this area, although there is always more work to be done, of course. However we wanted statistics to back up those anecdotes. We also want to track our progress in this area over time. In order to do this, we ask questions about things such as race and gender, and only use that data in aggregate.

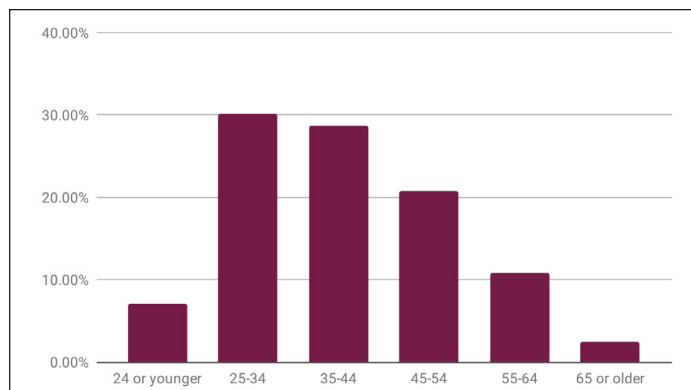
Demographic questions are also a valuable tool for cross-referencing responses to other questions. Where differences exist, we can explore the reasons for those differences, and consider if and how we might address those differences. For example, if there were a significant discrepancy between employers’ coverage of professional development costs when comparing responses from self-identified males with those from self-identified females and non-binary gender, we would consider how this impacts our Diversity Grant program. (On that subject, for respondents who said that their employers cover 100% of the costs of conference travel and participation, 52% of those respondents were male, and 44% were female.) In order to conduct this analysis, we must ask questions about race and gender. Results are, again, examined solely in aggregate.

While we value these metrics, we also recognize that specific demographic elements such as gender or race are complex. We are open to dialogue around this topic that supports our goals to track our progress in a meaningful, metric-driven way, while also demonstrating respect for all members of our community. If you have feedback about our approach, including ideas of better ways to gather and assess this data, please let me know.

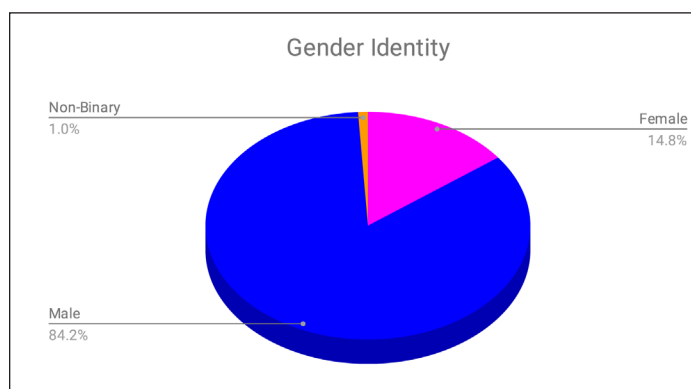
Here’s an overview of our demographic results:

Employed	73.12%
Student (Graduate-level Program)	18.42%
Self-Employed/Freelance	3.89%
Student (Undergraduate)	1.23%
Other	1.23%
Unemployed	1.04%
Retired	1.04%

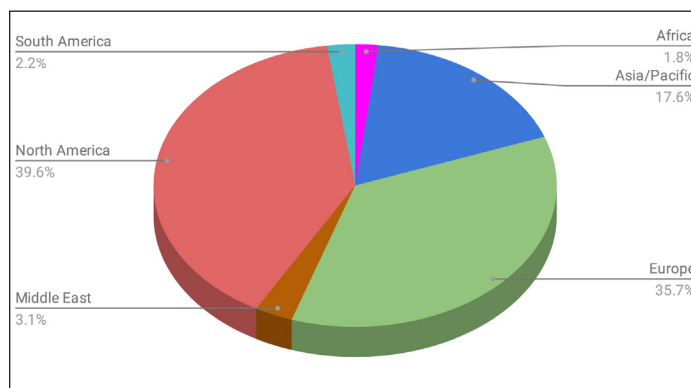
Employment: The majority of respondents (73%) are employed; student respondents comprised just under 20% of all respondents (18% graduate students).



Age: The majority of respondents were between ages 25 and 44.



Gender Identity: Almost 16% of respondents identified as female or non-binary. For the Non-Binary category, respondents could enter their own response.



Geography: Respondents came primarily from North America and Europe.

Mission fulfillment and leadership

At the core of a nonprofit organization is its mission. The survey provided an opportunity to gauge our performance on the four parts of our mission to:

- ◆ Foster technical excellence and innovation
- ◆ Support and disseminate research with a practical bias
- ◆ Provide a neutral forum for discussion of technical issues
- ◆ Encourage computing outreach into the community at large

We asked respondents to rate our performance in these areas on a scale of 1 to 4, where 1=needs significant improvement, and 4=we're doing amazing work. The weighted average for each of these was:

	Weighted Average
Foster technical excellence and innovation	3.33
Support and disseminate research with a practical bias	3.3
Provide a neutral forum for discussion of technical issues	3.21
Encourage computing outreach into the community at large	2.99

We were thrilled to see these results, and to have our hard work affirmed by you—the people for whom we're doing the work. Of course, there's still room for improvement here. Those improvements may come from our actual efforts, or they may come from greater emphasis on the work we are currently doing. We'll work on both of these aspects and hope for even higher marks on the next survey. As a reminder, you can always contact me directly with any questions or suggestions.

Communities

When we think about the people who comprise USENIX's broad community of advanced computer systems professionals and their related sub-communities, we tend to think of them in terms of our conferences. However, we know that not everyone involved with USENIX attends our conferences, and that you may think of your professional identities differently than we do.

Consequently, we asked two questions on this survey pertaining to community membership:

1. Respondents were asked to indicate which conferences they had attended; they had the opportunity to indicate their affiliation with the conference community even if they had not attended the conference.
2. On a separate question, respondents were asked to select all of the professional communities to which they felt they belonged, including file and storage systems researchers or practitioners; system administrators or engineers; networked systems researchers or practitioners; systems researchers or practitioners, broadly defined; security, usability, and privacy researchers or practitioners; site reliability engineers; security researchers or practitioners.

A rough analysis of the overlaps that appeared in this second question were surprising to us. For example, of those who selected "security researchers or practitioners" as a community to which they belong, 51% also selected the community of "systems administrators or engineers". These particular overlaps were unexpected, and required further exploration. Did respondents select both of these answer choices because their roles straddle both of these areas, or they are professionally adjacent to each other? Was our grouping of

types of roles too broad, such that a sysadmin who is responsible for security as one of many aspects of a job role would thus identify as a security practitioner for that reason? Are these fields more closely related than we anticipated, and are there implications for conference content to better serve people who function across two of these communities? We are also considering that the surprising results may have to do with our survey design: could we have asked the question in a different way?

We need your feedback! What do you think about these overlaps? Do you have anecdotal observations that support these results?

Communications and Connections

We use many tools to broadcast information about USENIX activities. The survey asked respondents to select which ones they use to learn about USENIX events, and to check all that apply. The top responses were emails from USENIX, the USENIX website, and friends/colleagues.

We need your feedback! I have spent time improving the content and aesthetics of the email newsletter over the past year: what do you think about these improvements? I am also exploring your responses to separate questions about why you visit the website and what you think can be improved, and how we might implement some of those updates.

We need your feedback! Is there something we can do to facilitate sharing information about USENIX news and events between you and your colleagues? I am open to your suggestions about how to make this process easier for you.

Speaking of sharing, we also asked about your preferred method of connecting with your professional colleagues, and to check all that apply. Close to 90% of you said you prefer to connect in person. Online chat and social media were popular choices, but nowhere near as popular as in-person connections. This data backs up our anecdotal evidence that attending our conferences and engaging with others is a worthwhile investment.

We need your feedback! How can we support you and/or your colleagues to make conference attendance possible? We already offer Student Grants and Diversity Grants to cover registration and travel costs, help facilitate room sharing, and shift the locations of our conferences to provide the opportunity for more convenient attendance. I'm looking for outside-the-box ideas beyond these—perhaps something you've seen at other conferences that has been successfully implemented and might align well with our existing processes.

Membership

Of those who responded to the survey, 41% are currently members, with an additional 18% having been members previously. Both members and non-members were asked about USENIX membership benefits and pricing.

The most noteworthy outcome of this portion of the survey was the high value respondents assigned to open access to papers, proceedings, and video content from our conferences. It is important to

note that open access has not been (and will not be) connected to membership in any way; our content will continue to remain free and open to the public. However, membership dues provide financial support for the organization as a whole and thus help underwrite the costs of producing and sharing these materials.

Based on these results, there are exciting changes to USENIX membership in the works that will increase access to membership and increase the value of membership for all levels of contributors. We are working on the behind-the-scenes logistics of these changes, and will announce the details once we are close to a launch date.

A Treasure Trove of Data

There's much more data from the survey—too much to summarize here—but it's already been useful as a resource and guiding light for all types of decisions. We are looking forward to continuing to use this information moving forward, and to make surveys a regular part of your opportunity to provide feedback and tell us how we're doing. If you didn't have an opportunity to complete this survey, I hope you'll take the time to complete the next one! We'll announce it in the USENIX News email when it launches in 2020.

2019 USENIX Annual Technical Conference



2019 USENIX Flame Award winner Margo Seltzer (left) and Awards Committee member Angela Demke Brown.



USENIX ATC '19 co-chairs Dahlia Malkhi and Dan Tsafir deliver their opening remarks.



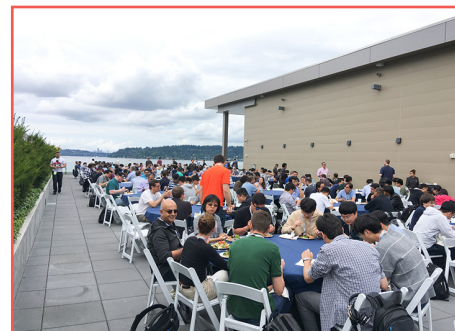
USENIX ATC '19 attendees take advantage of the conference hotel's outdoor spaces to engage in conversation.



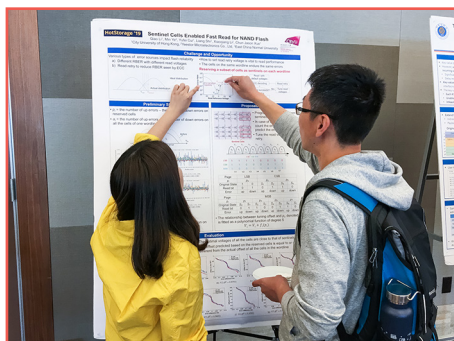
Some of the Student Grant and Diversity Grant recipients who attended USENIX ATC '19.



Remzi Arpacı-Dusseau, University of Wisconsin—Madison, delivers his USENIX ATC '19 keynote address, "Measure, Then Build."



We were fortunate to have slightly overcast skies for the USENIX ATC '19 Luncheon, creating the perfect conditions for eating outdoors.

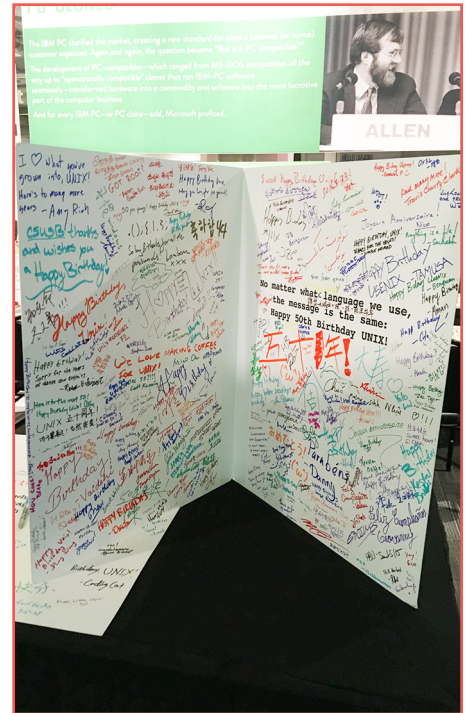
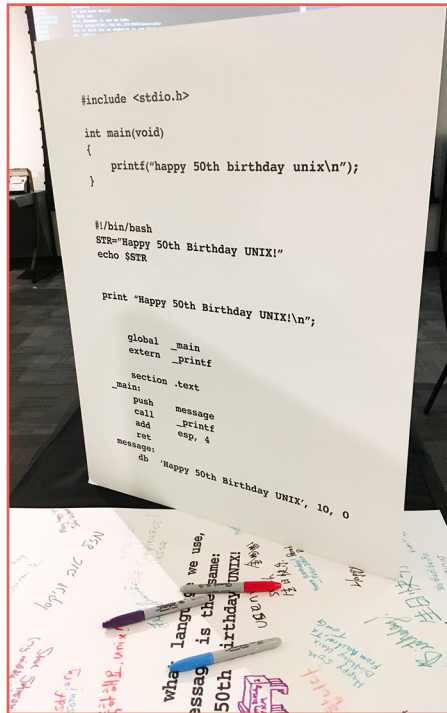


Poster sessions for USENIX ATC '19 and its co-located events were lively opportunities to explore research and engage in conversation with the researchers.



Celebrating UNIX's 50th Anniversary: UNIX Exhibit Preview & Meetup at the Living Computer Museum + Lab

USENIX ATC '19 attendees ventured to downtown Seattle for a sneak peek at the UNIX 50th anniversary exhibit at the Living Computer Museum + Lab. Thanks to LCM+L for hosting—we highly recommend visiting them on your next trip to Seattle—and special thanks to the LCM+L team for the event photos! Thanks to everyone who signed the birthday card for UNIX, too.



Save the Dates!



USENIX ATC '20

2020 USENIX Annual Technical Conference

JULY 15–17, 2020 • BOSTON, MA, USA
www.usenix.org/atc20

The 2020 USENIX Annual Technical Conference will bring together leading systems researchers for cutting-edge systems research and the opportunity to gain insight into a wealth of must-know topics, including operating systems; runtime systems; parallel and distributed systems; storage; networking; security and privacy; virtualization; software-hardware interactions; performance evaluation and workload characterization; reliability, availability, and scalability; energy/power management; bug-finding, tracing, analyzing, and troubleshooting. Paper submissions are due Wednesday, January 15, 2020.

Program Co-Chairs

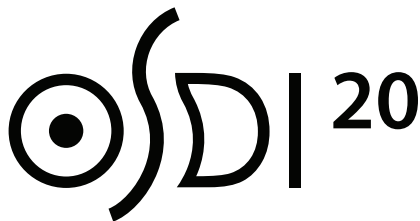


Ada Gavrilovska
Georgia Institute of Technology



Erez Zadok
Stony Brook University

www.usenix.org/atc20



14th USENIX Symposium on Operating Systems Design and Implementation

November 4–6, 2020 • Banff, Alberta, Canada

OSDI brings together professionals from academic and industrial backgrounds in what has become a premier forum for discussing the design, implementation, and implications of systems software. The OSDI Symposium emphasizes innovative research as well as quantified or insightful experiences in systems design and implementation.

Program Co-Chairs:

Jon Howell, *VMware Research*
Shan Lu, *University of Chicago*

The Call for Papers will be available soon.

www.usenix.org/osdi20