## A Systematic Mapping Study of Diversity in Software Engineering and Agile Methodologies

## **ACM Reference Format:**

. 2019. A Systematic Mapping Study of Diversity in Software Engineering and Agile Methodologies. In *International Workshop on Cooperative and Human Aspects of Software Engineering, May, 2019, Montreal, CA.* ACM, New York, NY, USA, 7 pages. https://doi.org/10.1145/1122445.1122456

[1] [2] [3] [4] [5] [6] [7] [8] [9] [10] [11] [12] [13] [14] [15] [16] [17] [18] [19] [20] [21] [22] [23] [24] [25] [26] [27] [28] [29] [30] [31] [32] [33] [34] [35] [36] [37] [38] [39] [40] [41] [42] [43] [44] [45] [46] [47] [48] [49] [50] [51] [52] [53] [54] [55] [56] [57] [58] [59] [60] [61] [62] [63] [64] [65] [66] [67] [68] [69] [70] [71] [72] [73] [74] [75] [76] [77] [78] [79] [80] [81] [82] [83] [84] [85] [86] [87] [88] [89] [90] [91] [92] [93] [94] [95] [96] [97] [98] [99] [100] [101] [102] [103] [104] [105] [106] [107] [108] [109] [110] [111] [112] [113] [114] [115] [116] [117] [118] [119] [120] [121] [122] [123] [124] [125] [126] [127] [128] [129] [130] [131] [132] [133] [134] [135] [136] [137] [138] [139] [140] [141] [142] [143] [144] [145] [146] [147] [148] [149] [150] [151] [152] [153] [154] [155] [156] [157] [158] [159] [160] [161] [162] [163] [164] [165] [166] [167] [168] [169] [170] [171] [172] [173] [174] [175] [176] [177] [178] [179] [180] [181] [182] [183] [184] [185] [186] [187] [188] [189] [190] [191] [192] [193] [194] [195] [196] [197] [198] [199] [200] [201] [202] [203] [204] [205] [206] [207] [208] [209] [210] [211] [212] [213] [214] [215] [216] [217] [218] [219] [220] [221]

## PAPERS INCLUDED IN THE SYSTEMATIC MAPPING

- [P1] Kai-kristian Kemell Anh, Nguyen-duc Xiaofeng Wang, and N A Juhani Risku. The Essence Theory of Software Engineering âÅŞ Large-Scale Classroom Experiences from 450 + Software Engineering BSc Students. 2018.
- [P2] Celia Fernández Aller and Sara Román Navarro. Gender in Software Engineering Degrees. In Proceedings of the 12th European Conference on Software Architecture: Companion Proceedings, ECSA '18, pages 15:1—-15:4, New York, NY, USA, 2018. ACM. ISBN 978-1-4503-6483-6. doi: 10.1145/3241403.3241420. URL http://doi.acm.org/10.1145/3241403.3241420.
- [P3] Fatma BaÁ§ak Aydemir and Fabiano Dalpiaz. A roadmap for ethics-aware software engineering. Proceedings of the International Workshop on Software Fairness - FairWare '18, pages 15-21, 2018. ISSN 02705257. doi: 10.1145/3194770. 3194778. URL http://dl.acm.org/citation.cfm?doid=3194770.3194778.
- [P4] Mar\'\ia Cecilia Bastarrica, Nancy Hitschfeld, Ma\'\ira Marques Samary, and Jocelyn Simmonds. Affirmative Action for Attracting Women to STEM in Chile. In Proceedings of the 1st International Workshop on Gender Equality in Software Engineering, GE '18, pages 45–48, New York, NY, USA, 2018. ACM. ISBN 978-1-4503-5738-8. doi: 10.1145/3195570.3195576. URL http://doi.acm.org/10.1145/ 3195570.3195576.
- [P5] Valeria Borsotti. Barriers to Gender Diversity in Software Development Education: Actionable Insights from a Danish Case Study. In Proceedings of the 40th International Conference on Software Engineering: Software Engineering

Permission to make digital or hard copies of all or part of this work for personal or classroom use is granted without fee provided that copies are not made or distributed for profit or commercial advantage and that copies bear this notice and the full citation on the first page. Copyrights for components of this work owned by others than the author(s) must be honored. Abstracting with credit is permitted. To copy otherwise, or republish, to post on servers or to redistribute to lists, requires prior specific permission and/or a fee. Request permissions from permissions@acm.org.

CHASE '19, May 2019, Montreal, CA

© 2019 Copyright held by the owner/author(s). Publication rights licensed to ACM. ACM ISBN 978-1-4503-9999-9/18/06...\$00.00 https://doi.org/10.1145/1122445.1122456

- Education and Training, ICSE-SEET '18, pages 146–152, New York, NY, USA, 2018. ACM. ISBN 978-1-4503-5660-2. doi: 10.1145/3183377.3183390. URL http://doi.acm.org/10.1145/3183377.3183390.
- [P6] A Bennaceur, A Cano, L Georgieva, M Kiran, M Salama, and P Yadav. Issues in Gender Diversity and Equality in the UK. In Proceedings of the 1st International Workshop on Gender Equality in Software Engineering, GE '18, pages 5–9, New York, NY, USA, 2018. ACM. ISBN 978-1-4503-5738-8. doi: 10.1145/3195570. 3195571. URL http://doi.acm.org/10.1145/3195570.3195571.
- [P7] Jeffrey Carver, Rafael Capilla, Birgit Penzenstadler, Alexander Serebrenik, and Alejandro Valdezate. Gender, Sentiment and Emotions, and Safety-Critical Systems. IEEE Software, 35(6):16–19, 2018. ISSN 0740-7459. doi: 10.1109/MS.2018. 4321243. URL https://ieeexplore.ieee.org/document/8552648/.
- [P8] Laura M Castro. Teaching the next generation of Software Architects A genderfocused survey on worldwide curricula. (January), 2018. doi: 10.1145/3241403. 3241419.
- [P9] Jin Chen, Wei Yang Lim, Bernard C.Y. Tan, and Hong Ling. The Role of Functional Diversity, Collective Team Identification, and Task Cohesion in Influencing Innovation Speed. *Journal of Global Information Management*, 26(2):163–192, 2018. ISSN 1062-7375. doi: 10.4018/JGIM.2018040108. URL http://services. igi-global.com/resolvedoi/resolve.aspx?doi=10.4018/JGIM.2018040108.
- [P10] Lori A Clarke, Lori Pollock, Jane G Stout, Carla Ellis, Tracy Camp, Betsy Bizot, and Kathryn S Mckinley. Improving Diversity in Computing Research: An Overview of CRA W Activities. pages 41–44, 2018. ISSN 02705257. doi: 10.1145/3195570.3195577.
- [P11] Claude Draude and Susanne Maaß. Making IT Work: Integrating Gender Research in Computing Through a Process Model. In Proceedings of the 4th Conference on Gender & IT, GenderIT '18, pages 43-50, New York, NY, USA, 2018. ACM. ISBN 978-1-4503-5346-5. doi: 10.1145/3196839.3196846. URL http: //doi.acm.org/10.1145/3196839.3196846.
- [P12] Alicia Garcia-Holgado, Juanjo Mena, Francisco J. Garcia-Penalvo, and Carina Gonzalez. Inclusion of gender perspective in Computer Engineering careers: Elaboration of a questionnaire to assess the gender gap in tertiary education. *IEEE Global Engineering Education Conference, EDUCON*, 2018-April:1547–1554, 2018. ISSN 21659567. doi: 10.1109/EDUCON.2018.8363417.
- [P13] Lucas Gren. On gender, ethnicity, and culture in empirical software engineering research. Proceedings of the 11th International Workshop on Cooperative and Human Aspects of Software Engineering - CHASE '18, pages 77-78, 2018. ISSN 02705257. doi: 10.1145/3195836.3195837. URL http://dl.acm.org/citation.cfm? doid=3195836.3195837
- [P14] Emitza Guzman, Lu\'\is Oliveira, Yves Steiner, Laura C Wagner, and Martin Glinz. User Feedback in the App Store: A Cross-cultural Study. In Proceedings of the 40th International Conference on Software Engineering: Software Engineering in Society, ICSE-SEIS '18, pages 13–22, New York, NY, USA, 2018. ACM. ISBN 978-1-4503-5661-9. doi: 10.1145/3183428.3183436. URL http://doi.acm.org/10. 1145/3183428.3183436.
- [P15] Melanie Irrgang, Bruno Mars, and Folk Rock. Hands-On Participatory and Interdisciplinary Design in Computer Science: An Example. GenderIT '18: Proceedings of the 4th Conference on Gender & IT, pages 29–33, 2018.
- [P16] Judit Jász and Árpád Beszédes. Software Testing Conferences and Women. In Proceedings of the 1st International Workshop on Gender Equality in Software Engineering, GE '18, pages 17–20, New York, NY, USA, 2018. ACM. ISBN 978-1-4503-5738-8. doi: 10.1145/3195570.3195582. URL http://doi.acm.org/10.1145/ 3195570.3195582.
- [P17] Amanpreet Kapoor and Christina Gardner-McCune. Understanding Professional Identities and Goals of Computer Science Undergraduate Students. Proceedings of the 49th ACM Technical Symposium on Computer Science Education - SIGCSE '18, pages 191–196, 2018. doi: 10.1145/3159450.3159474. URL http://dl.acm.org/ citation.cfm?doid=3159450.3159474.
- [P18] Cristiano Maciel, S\'\ilvia Amélia Bim, and Karen da Silva Figueiredo. Digital Girls Program: Disseminating Computer Science to Girls in Brazil. In Proceedings of the 1st International Workshop on Gender Equality in Software Engineering, GE '18, pages 29–32, New York, NY, USA, 2018. ACM. ISBN 978-1-4503-5738-8. doi: 10.1145/3195570.3195574. URL http://doi.acm.org/10.1145/3195570.3195574.
- [P19] Nancy R. Mead, David Garlan, and Mary Shaw. Half a Century of Software Engineering Education: The CMU Exemplar. IEEE Software, 35(5):25–31, 2018. ISSN 19374194. doi: 10.1109/MS.2018.290110743.
- [P20] Christopher Mendez, Hema Susmita Padala, Zoe Steine-Hanson, Claudia Hilderbrand, Amber Horvath, Charles Hill, Logan Simpson, Nupoor Patil, Anita Sarma, and Margaret Burnett. Open Source Barriers to Entry, Revisited: A

- Sociotechnical Perspective. In Proceedings of the 40th International Conference on Software Engineering, ICSE '18, pages 1004–1015, New York, NY, USA, 2018. ACM. ISBN 978-1-4503-5638-1. doi: 10.1145/3180155.3180241. URL http://doi.acm.org/10.1145/3180155.3180241.
- [P21] Christopher Mendez, Anita Sarma, and Margaret Burnett. Gender in Open Source Software: What the Tools Tell. In Proceedings of the 1st International Workshop on Gender Equality in Software Engineering, GE '18, pages 21–24, New York, NY, USA, 2018. ACM. ISBN 978-1-4503-5738-8. doi: 10.1145/3195570. 3195572. URL http://doi.acm.org/10.1145/3195570.3195572.
- [P22] Álvaro Menezes and Rafael Prikladnicki. Diversity in software engineering. Proceedings of the 11th International Workshop on Cooperative and Human Aspects of Software Engineering - CHASE '18, pages 45-48, 2018. ISSN 02705257. doi: 10.1145/3195836.3195857. URL http://dl.acm.org/citation.cfm?doid=3195836.3195857.
- [P23] C Mooney, B A Becker, L Salmon, and E Mangina. Computer science identity and sense of belonging: A case study in Ireland. Proceedings - International Conference on Software Engineering, pages 1-4, 2018. ISSN 02705257. doi: 10.1145/3195570.3195575. URL https://www.scopus.com/inward/record.uri? eid=2-s2.0-85051216659{&}doi=10.1145{%}2F3195570.3195575{&}partnerID= 40{&}md5=d6a5de5f7a38ee4b4062bc397ce79771.
- [P24] Anh Nguyen-Duc, Soudabeh Khodambashi, Jon Atle Gulla, John Krogstie, and Pekka Abrahamsson. Female leadership in software projectsåÄTA preliminary result on leadership style and project context factors. Studies in Computational Intelligence, 733:149–163, 2018. ISSN 1860949X. doi: 10.1007/978-3-319-65208-5\_ 11
- [P25] Van Du Nguyen and Ngoc Thanh Nguyen. An influence analysis of diversity and collective cardinality on collective performance. *Information Sciences*, 430-431: 487-503, 2018. ISSN 00200255. doi: 10.1016/j.ins.2017.11.053.
- [P26] Vreda Pieterse, Mpho Leeu, and Marko Van Eekelen. How personality diversity influences team performance in student software engineering teams. 2018 Conference on Information Communications Technology and Society, ICTAS 2018 Proceedings, pages 1–6, 2018. doi: 10.1109/ICTAS.2018.8368749.
- [P27] Ayushi Rastogi, Nachiappan Nagappan, Georgios Gousios, and André van der Hoek. Relationship Between Geographical Location and Evaluation of Developer Contributions in Github. In Proceedings of the 12th ACM/IEEE International Symposium on Empirical Software Engineering and Measurement, ESEM '18, pages 22:1—-22:8, New York, NY, USA, 2018. ACM. ISBN 978-1-4503-5823-1. doi: 10.1145/3239235.3240504. URL http://doi.acm.org/10.1145/3239235.3240504.
- [P28] John Reeves. Gender equality in software engineering. Proceedings of the 1st International Workshop on Gender Equality in Software Engineering - GE '18, pages 33-36, 2018. ISSN 02705257. doi: 10.1145/3195570.3195581. URL http://dl.acm.org/citation.cfm?doid=3195570.3195581.
- [P29] Hélène De Ribaupierre, Kathryn Jones, and Fernando Loizides. Towards Gender Equality in Software Engineering: The NSA. 000:10–13, 2018. ISSN 02705257. doi: 10.1145/3195570.3195579.
- [P30] Neill Robson. Diversity and Decorum in Open Source Communities. In Proceedings of the 2018 26th ACM Joint Meeting on European Software Engineering Conference and Symposium on the Foundations of Software Engineering, ESEC/FSE 2018, pages 986–987, New York, NY, USA, 2018. ACM. ISBN 978-1-4503-5573-5. doi: 10.1145/3236024.3275441. URL http://doi.acm.org/10.1145/3236024.3275441.
- [P31] Jocelyn Simmonds, Ma\'\ira Marques Samary, Milenko Tomic, Francisco Madrid, and Constanza Escobar. Software Engineering for Millennials, by Millennials. Proceedings of the 2Nd International Workshop on Software Engineering Education for Millennials, pages 72–79, 2018. ISSN 02705257. doi: 10.1145/3194779.3194787. URL http://doi.acm.org/10.1145/3194779.3194787.
- [P32] Caroline Sheedy. Observations of Computing Students on the Homogeneity of their Classrooms. pages 28–31, 2018. ISSN 02705257. doi: 10.1145/3195570. 3195578.
- [P33] Uta Schloegel, Sebastian Stegmann, Rolf van Dick, and Alexander Maedche. Age stereotypes in distributed software development: The impact of culture on age-related performance expectations. *Information and Software Technology*, 97 (October 2017):146–162, 2018. ISSN 09505849. doi: 10.1016/j.infsof.2018.01.009. URL http://linkinghub.elsevier.com/retrieve/pii/S0950584918300132.
- [P34] Jakita O. Thomas, Nicole Joseph, Arian Williams, Chanrtel Crum, and Jamika Burge. Speaking Truth to Power: Exploring the Intersectional Experiences of Black Women in Computing. 2018 Research on Equity and Sustained Participation in Engineering, Computing, and Technology (RESPECT), pages 1–8, 2018. doi: 10.1109/RESPECT.2018.8491718. URL https://ieeexplore.ieee.org/document/ 8491718/.
- [P35] Zhendong Wang, Yi Wang, and David Redmiles. Competence-Confidence Gap: A Threat to Female Developers' Contribution on GitHub. 10:81–90, 2018. doi: 10.1145/3183428.3183437. URL https://doi.org/10.1145/3183428.3183437.
- [P36] Swati Agarwal, Nitish Mittal, and Sureka. Minority Ethnic Groups in Computer Science Research. What is the Bibliography Data Telling Us? ACM SIGCAS Newsletter Volume 47 Issue 2, 47(2):102–111, 2017. ISSN 0095-2737. doi: 10.1145/ 3112644.3112646.

- [P37] Ewa Andrejczuk, Juan A. Rodriguez-Aguilar, Carme Roig, and Carles Sierra. Synergistic Team Composition. 2017. ISSN 15582914. URL http://arxiv.org/abs/ 1702.08222.
- [P38] Monica Babe-Vroman, Isabel Juniewicz, Bruno Lucarelli, Nicole Fox, Thu Nguyen, and Andrew Tjang. Exploring gender diversity in CS at a large public R1 research university. Proceedings of the 2017 ACM SIGCSE Technical Symposium on Computer Science Education, pages 51–56, 2017. doi: 10.1145/3017680.3017773. URL http://doi.acm.org/10.1145/3017680.3017773.
- [P39] Cassandra Balland, Nene Satorou Cisse, Louise Hergoualch, Gwendoline Kervot, Audrey Lidec, Alix Machard, Lisa Ribaud Le Cann, Constance Rio, Maelle Sinilo, Valerie Dantec, Catherine Dezan, Cyrielle Feron, Claire Francois, Chabha Hireche, Arwa Khannoussi, and Vincent Ribaud. Girls Who... Do Scratch a First Round with the Essence Kernel. Proceedings - 30th IEEE Conference on Software Engineering Education and Training, CSEE and T 2017, 2017-Janua:251–255, 2017. doi: 10.1109/ CSEET.2017.48.
- [P40] Margaret Burnett. Gendermag: Getting Gender Biases out of Software. J. Comput. Sci. Coll., 33(1):100–101, oct 2017. ISSN 1937-4771. URL http://dl.acm. org/citation.cfm?id=3144605.3144628.
- [P41] Margaret Burnett, Robin Counts, Ronette Lawrence, and Hannah Hanson. Gender HCl and microsoft: Highlights from a longitudinal study. Proceedings of IEEE Symposium on Visual Languages and Human-Centric Computing, VL/HCC, 2017-Octob:139–143, 2017. ISSN 19436106. doi: 10.1109/VLHCC.2017.8103461.
- [P42] Anna Filippova, Erik Trainer, and James D. Herbsleb. From Diversity by Numbers to Diversity as Process: Supporting Inclusiveness in Software Development Teams with Brainstorming. Proceedings 2017 IEEE/ACM 39th International Conference on Software Engineering, ICSE 2017, pages 152–163, 2017. doi: 10.1109/ICSE.2017.22.
- [P43] Denae Ford, Alisse Harkins, and Chris Parnin. Someone like me: How does peer parity influence participation of women on stack overflow? Proceedings of IEEE Symposium on Visual Languages and Human-Centric Computing, VL/HCC, 2017-Octob:239–243, 2017. ISSN 19436106. doi: 10.1109/VLHCC.2017.8103473.
- [P44] Abdul Rehman Gilal, Jafreezal Jaafar, Ahsanullah Abro, Waheed Ali Umrani, Shuib Basri, and Mazni Omar. Making programmer effective for software development teams: An extended study. *Journal of Information Science and Engineering*, 33(6):1447–1463, 2017. ISSN 10162364. doi: 10.6688/JISE.2017.33.6.4.
- [P45] Serhii Lilikovych and Volodymyr Sokol. A human-centered approach to assessment of team diversity in multi-version software development. CEUR Workshop Proceedings, 1851:18–21, 2017. ISSN 16130073.
- [P46] Toni James, Matthias Galster, Kelly Blincoe, and Grant Miller. What is the Perception of Female and Male Software Professionals on Performance, Team Dynamics and Job Satisfaction?: Insights from the Trenches. In Proceedings of the 39th International Conference on Software Engineering: Software Engineering in Practice Track, ICSE-SEIP '17, pages 13–22, Piscataway, NJ, USA, 2017. IEEE Press. ISBN 978-1-5386-2717-4. doi: 10.1109/ICSE-SEIP.2017.31. URL https: //doi.org/10.1109/ICSE-SEIP.2017.31.
- [P47] Rafael Maiani De Mello, Roberto Felicio Oliveira, and Alessandro Fabricio Garcia. On the Influence of Human Factors for Identifying Code Smells: A Multi-Trial Empirical Study. *International Symposium on Empirical Software Engineering and Measurement*, 2017-Novem:68–77, 2017. ISSN 19493789. doi: 10.1109/ESEM.2017.13.
- [P48] Lesley Mitchell. Gender and the Art of Community Relations. XRDS, 24(2): 38–42, dec 2017. ISSN 1528-4972. doi: 10.1145/3155124. URL http://doi.acm.org/ 10.1145/3155124.
- [P49] Savannah Morgan. How Are Programming Questions from Women Received on Stack Overflow? A Case Study of Peer Parity. In Proceedings Companion of the 2017 ACM SIGPLAN International Conference on Systems, Programming, Languages, and Applications: Software for Humanity, SPLASH Companion 2017, pages 39–41, New York, NY, USA, 2017. ACM. ISBN 978-1-4503-5514-8. doi: 10.1145/3135932.3135952. URL http://doi.acm.org/10.1145/3135932.3135952.
- [P50] Amol Patwardhan. Sentiment Identification for Collaborative, Geographically Dispersed, Cross-Functional Software Development Teams. Proceedings - 2017 IEEE 3rd International Conference on Collaboration and Internet Computing, CIC 2017, 2017-Janua:20-26, 2017. doi: 10.1109/CIC.2017.00014.
- [P51] Umar Safdar, Yuosre F. Badir, and Bilal Afsar. Who can I ask? How psychological safety affects knowledge sourcing among new product development team members. *Journal of High Technology Management Research*, 28 (1):79–92, 2017. ISSN 10478310. doi: 10.1016/j.hitech.2017.04.006. URL http: //dx.doi.org/10.1016/j.hitech.2017.04.006.
- [P52] Shruti Sharma, Nitasha Hasteer, and Jean Paul Van-belle. An Exploratory Study on Perception of Indian Crowd Towards Crowdsourcing Software Development. pages 901–905, 2017.
- [P53] Maria Spichkova, Heinz Schmidt, and Catia Trubiani. Role of women in SoAAware Architecture: An aACempt at a systematic literature review. Proceedings of the 11th European Conference on Software Architecture Companion Proceedings - ECSA '17, (1):31–34, 2017. doi: 10.1145/3129790.3129826. URL http://dl.acm.org/citation.cfm?doid=3129790.3129826.

- [P54] Margaret Anne Storey, Alexey Zagalsky, Fernando Figueira Filho, Leif Singer, and Daniel M. German. How Social and Communication Channels Shape and Challenge a Participatory Culture in Software Development. IEEE Transactions on Software Engineering, 43(2):185–204, 2017. ISSN 00985589. doi: 10.1109/TSE. 2016.2584053.
- [P55] Josh Terrell, Andrew Kofink, Justin Middleton, Clarissa Rainear, Emerson Murphy-Hill, Chris Parnin, and Jon Stallings. Gender differences and bias in open source: pull request acceptance of women versus men. PeerJ Computer Science, 3:e111, 2017. ISSN 2376-5992. doi: 10.7717/peerj-cs.111. URL https://peerj.com/articles/cs-111.
- [P56] Joop Aue, Michiel Haisma, Kristín Fjola Tomasdottir, and Alberto Bacchelli. Social Diversity and Growth Levels of Open Source Software Projects on GitHub. Proceedings of the 10th ACM/IEEE International Symposium on Empirical Software Engineering and Measurement - ESEM '16, pages 1-6, 2016. ISSN 19493789. doi: 10.1145/2961111.2962633. URL http://dl.acm.org/citation.cfm?doid=2961111. 2962633.
- [P57] Christina Böhm and Renate Motschnig. Developing diversity awareness of software engineers: A diversity framework and its application in an academic and life-long learning context. Proceedings - Frontiers in Education Conference, FIE, 2016-Novem, 2016. ISSN 15394565. doi: 10.1109/FIE.2016.7757564.
- [P58] Margaret Burnett. "Womenomics" and Gender-inclusive Software: What Software Engineers Need to Know (Invited Talk). In Proceedings of the 2016 24th ACM SIGSOFT International Symposium on Foundations of Software Engineering, FSE 2016, page 1, New York, NY, USA, 2016. ACM. ISBN 978-1-4503-4218-6. doi: 10.1145/2950290.2994159. URL http://doi.acm.org/10.1145/2950290.2994159.
- [P59] Margaret Burnett, Simone Stumpf, Jamie Macbeth, Stephann Makri, Laura Beckwith, Irwin Kwan, Anicia Peters, and William Jernigan. GenderMag: A method for evaluating software's gender inclusiveness. *Interacting with Computers*, 28(6): 760–787, 2016. ISSN 09535438. doi: 10.1093/iwc/iwv046.
- [P60] Germán Poo-Caamaño, Leif Singer, Eric Knauss, and Daniel M. German. Herding cats: A case study of release management in an open collaboration ecosystem. 2016. ISBN 978-0-387-34225-2. doi: 10.1007/0-387-34226-5. URL http://link.springer. com/10.1007/0-387-34226-5.
- [P61] Denae Ford, Justin Smith, Philip J. Guo, and Chris Parnin. Paradise unplugged: identifying barriers for female participation on stack overflow. Proceedings of the 2016 24th ACM SIGSOFT International Symposium on Foundations of Software Engineering - FSE 2016, pages 846–857, 2016. ISSN 0146-4833. doi: 10.1145/ 2950290.2950331. URL http://dl.acm.org/citation.cfm?doid=2950290.2950331.
- [P62] David M Frohlich, Christopher Lim, and Amr Ahmed. Co-designing a Diversity of Social Media Products with and for Older People. In Proceedings of the 7th International Conference on Software Development and Technologies for Enhancing Accessibility and Fighting Info-exclusion, DSAI 2016, pages 323–330, New York, NY, USA, 2016. ACM. ISBN 978-1-4503-4748-8. doi: 10.1145/3019943.3019990. URL http://doi.acm.org/10.1145/3019943.3019990.
- [P63] Abdul Rehman Gilal, Jafreezal Jaafar, Mazni Omar, Shuib Basri, and Izzatdin Abdul Aziz. Balancing the personality of programmer: Software development team composition. *Malaysian Journal of Computer Science*, 29(2):145–155, 2016. ISSN 01279084. doi: 10.22452/mjcs.vol29no2.5.
- [P64] Margaret Hamilton, Andrew Luxton-Reilly, Naomi Augar, Vanea Chiprianov, Eveling Castro Gutierrez, Elizabeth Vidal Duarte, Helen H Hu, Shoba Ittyipe, Janice L Pearce, Michael Oudshoorn, and Emma Wong. Gender Equity in Computing: International Faculty Perceptions and Current Practices. In Proceedings of the 2016 ITiCSE Working Group Reports, ITiCSE '16, pages 81–102, New York, NY, USA, 2016. ACM. ISBN 978-1-4503-4882-9. doi: 10.1145/3024906.3024911. URL http://doi.acm.org/10.1145/3024906.3024911.
- [P65] Charles Hill. Socio-economic status and computer use: Designing software that supports low-income users. Proceedings of IEEE Symposium on Visual Languages and Human-Centric Computing, VL/HCC, 2016-Novem:266–267, 2016. ISSN 19436106. doi: 10.1109/VLHCC.2016.7739709.
- [P66] Charles Hill, Shannon Ernst, Alannah Oleson, Amber Horvath, and Margaret Burnett. GenderMag experiences in the field: The whole, the parts, and the workload. Proceedings of IEEE Symposium on Visual Languages and Human-Centric Computing, VL/HCC, 2016-Novem:199–207, 2016. ISSN 19436106. doi: 10.1109/VLHCC.2016.7739685.
- [P67] Bin Lin and Alexander Serebrenik. Recognizing Gender of Stack Overflow Users. In Proceedings of the 13th International Conference on Mining Software Repositories, MSR '16, pages 425–429, New York, NY, USA, 2016. ACM. ISBN 978-1-4503-4186-8. doi: 10.1145/2901739.2901777. URL http://doi.acm.org/10.1145/2901739.2901777.
- [P68] Esteban Parra, Sonia Haiduc, and Rebecca James. Making a Difference: An Overview of Humanitarian Free Open Source Systems. In Proceedings of the 38th International Conference on Software Engineering Companion, ICSE '16, pages 731–733, New York, NY, USA, 2016. ACM. ISBN 978-1-4503-4205-6. doi: 10.1145/ 2889160.2892651. URL http://doi.acm.org/10.1145/2889160.2892651.
- [P69] Maryam Razavian and Patricia Lago. Feminine expertise in architecting teams. IEEE Software, 33(4):64–71, 2016. ISSN 07407459. doi: 10.1109/MS.2015.84.
- [P70] Diane Rover, Joseph Zambreno, Mani Mina, Phillip Jones, and Lora Leigh Chrystal. Evidence-based planning to broaden the participation of women in electrical and computer engineering. Proceedings Frontiers in Education Conference, FIE,

- 2016-Novem:1-7, 2016, ISSN 15394565, doi: 10.1109/FIE.2016.7757643.
- [P71] Leah Rutz and Maureen Tanner. Factors that influence performance in Global Virtual Teams in outsourced software development projects. 2016 IEEE International Conference on Emerging Technologies and Innovative Business Practices for the Transformation of Societies, EmergiTech 2016, pages 329–335, 2016. doi: 10.1109/EmergiTech.2016.7737361.
- [P72] Uta Schloegel, Sebastian Stegmann, Alexander Maedche, and Rolf van Dick. Reducing age stereotypes in software development: The effects of awarenessand cooperation-based diversity interventions. *Journal of Systems and Software*, 121:1–15, 2016. ISSN 01641212. doi: 10.1016/j.jss.2016.07.041.
- [P73] Alimohammad Shahri, Mahmood Hosseini, Malik Almaliki, Keith Phalp, Jacqui Taylor, and Raian Ali. Engineering software-based motivation: A persona-based approach. Proceedings International Conference on Research Challenges in Information Science, 2016-Augus:1–12, 2016. ISSN 21511357. doi: 10.1109/RCIS.2016.7549312.
- [P74] Sheila K Venero, Jane D A S Eleutério, and Cec\'\lina M F Rubira. Research Contributions on Adaptive Software Architectures: A Brazilian Female Perspective at UNICAMP. In Proceedings of the 10th European Conference on Software Architecture Workshops, ECSAW '16, pages 3:1—3:6, New York, NY, USA, 2016. ACM. ISBN 978-1-4503-4781-5. doi: 10.1145/2993412.3004851. URL http://doi.acm.org/10.1145/2993412.3004851.
- [P75] Tao Xie. Diversity and Inclusion in Research Community: Remembering David Notkin. SIGSOFT Softw. Eng. Notes, 41(3):6–8, jun 2016. ISSN 0163-5948. doi: 10.1145/2934240.2934242. URL http://doi.acm.org/10.1145/2934240.2934242.
- [P76] Stuart H. Zweben and Elizabeth B. Bizot. Representation of Women in Postsecondary Computing: Disciplinary, Institutional, and Individual Characteristics. Computing in Science & Engineering, 18(2):40–56, 2016. ISSN 1521-9615. doi: 10.1109/MCSE.2016.21. URL http://ieeexplore.ieee.org/document/7412620/.
- [P77] Ali Yahya Gheni, Yusmadi Yah Jusoh, Marzanah A. Jabar, Norhayati Mohd Ali, Rusli Hj Abdullah, Salfarina Abdullah, and Mustafa S. Khalefa. The virtual teams: E-leaders challenges. 2015 IEEE Conference on e-Learning, e-Management and e-Services, IC3e 2015, pages 38–42, 2016. doi: 10.1109/IC3e.2015.7403483.
- [P78] Dino Capovilla, Marc Berges, Andreas Mühling, and Peter Hubwieser. Handling heterogeneity in programming courses for freshmen. Proceedings - 2015 International Conference on Learning and Teaching in Computing and Engineering, LaTiCE 2015, pages 197–203, 2015. ISSN 2377-0309. doi: 10.1109/LaTiCE.2015.18.
- [P79] Namjoo Choi and Joseph A. Pruett. The characteristics and motivations of library open source software developers: An empirical study. Library and Information Science Research, 37(2):109–117, 2015. ISSN 07408188. doi: 10.1016/j.lisr.2015.02.007. URL http://dx.doi.org/10.1016/j.lisr.2015.02.007.
- [P80] Menno Deen, Frank Nack, and Mata Haggis. Diversity Through Specificity: Design Lessons Learned from the Games [4Diversity] Jams. Proceedings of the 12th International Conference on Advances in Computer Entertainment Technology, pages 5:1—5:10, 2015. doi: 10.1145/2832932.2832957. URL http://doi.acm.org/10. 1145/2832932.2832957.
- [P81] Abdul Rehman Gilal, Jafreezal Jaafar, Shuib Basri, Mazni Omar, and Muhammad Zahid Tunio. Making programmer suitable for team-leader: Software team composition based on personality types. 2015 International Symposium on Mathematical Sciences and Computing Research, iSMSC 2015 Proceedings, pages 78–82, 2015. doi: 10.1109/ISMSC.2015.7594031.
- [P82] Denise Gramß and Birgit Vogel-Heuser. Contribution of personal factors for a better understanding of the gender effects of freshmen in mechanical engineering. Proceedings of the IEEE International Conference on Industrial Technology, 2015– June(June):3258–3263, 2015. doi: 10.1109/ICIT.2015.7125580.
- [P83] Hannu Jaakkola, Jaak Henno, Bernhard Thalheim, and Jukka Mäkelä. Collaboration, distribution and culture Challenges for communication. 2015 38th International Convention on Information and Communication Technology, Electronics and Microelectronics, MIPRO 2015 Proceedings, (May):657–664, 2015. doi: 10.1109/MIPRO.2015.7160354.
- [P84] Max Klein and Piotr Konieczny. Wikipedia in the World of Global Gender Inequality Indices: What the Biography Gender Gap is Measuring. Proceedings of the 11th International Symposium on Open Collaboration, pages 16:1—16:2, 2015. doi: 10.1145/2788993.2789849. URL http://doi.acm.org/10.1145/2788993.2789849.
- [P85] Andrew Kofink. Contributions of the Under-appreciated: Gender Bias in an Open-source Ecology. Companion Proceedings of the 2015 ACM SIGPLAN International Conference on Systems, Programming, Languages and Applications: Software for Humanity, pages 83–84, 2015. doi: 10.1145/2814189.2815369. URL http://doi.acm.org/10.1145/2814189.2815369.
- [P86] Ronald P. Loui and Lucinda Caughey. What if intraverted women tend to dislike Java and object oriented programming? 2015 Research on Equity and Sustained Participation in Engineering, Computing, and Technology, RESPECT 2015, pages 1–2, 2015. ISSN 00906778. doi: 10.1109/RESPECT.2015.7296513.
- [P87] Louise Ann Lyon and Kieren Jameson. From clicks to code: Resources women use to learn to code in apex. Proceedings of IEEE Symposium on Visual Languages and Human-Centric Computing, VL/HCC, 2015-Decem:303–304, 2015. ISSN 19436106. doi: 10.1109/VLHCC.2015.7357238.
- [P88] Maíra Marques. Software engineering education Does gender matter in project results? - A Chilean case study. Proceedings - Frontiers in Education Conference,

- FIE, 2014, 2015. ISSN 15394565. doi: 10.1109/FIE.2015.7344175.
- [P89] Maria Spichkova and Heinz Schmidt. Requirements Engineering Aspects of a Geographically Distributed Architecture. pages 276–281, 2015. doi: 10.5220/ 0005465802760281. URL http://arxiv.org/abs/1508.01623.
- [P90] David P Miller, Steve Goodgame, Gottfried Koppensteiner, and Mao Yong. Some Effects of Culture, Gender and Time on Task of Student Teams Participating in the Botball Educational Robotics Program. In Jong-Hwan Kim, Weimin Yang, Jun Jo, Peter Sincak, and Hyun Myung, editors, Robot Intelligence Technology and Applications 3, pages 541–557, Cham, 2015. Springer International Publishing. ISBN 978-3-319-16841-8.
- [P91] Ciudad Real and Christof Ebert. Tutorial: Distributed engineering teams -Lessons from industry. 2015 IEEE 10th International Conference on Global Software Engineering Workshops, pages xiv-xv, 2015. doi: 10.1109/ICGSEW.2015.9. URL http://ieeexplore.ieee.org/document/7227524/.
- [P92] Mazni Omar and Sharifah-Lailee Syed-Abdullah. Finding the Effectiveness of Software Team Members Using Decision Tree. In Ajith Abraham, Azah Kamilah Muda, and Yun-Huoy Choo, editors, Pattern Analysis, Intelligent Security and the Internet of Things, pages 107–115, Cham, 2015. Springer International Publishing. ISBN 978-3-319-17398-6.
- [P93] Bogdan Vasilescu, Vladimir Filkov, and Alexander Serebrenik. Perceptions of diversity on GitHub: a user survey. Proceedings of the Eighth International Workshop on Cooperative and Human Aspects of Software Engineering, pages 50-56, 2015. doi: 10.1109/CHASE.2015.14.
- [P94] Bogdan Vasilescu, Daryl Posnett, Baishakhi Ray, Mark G J van den Brand, Alexander Serebrenik, Premkumar Devanbu, and Vladimir Filkov. Gender and Tenure Diversity in GitHub Teams. In Proceedings of the 33rd Annual ACM Conference on Human Factors in Computing Systems, CHI '15, pages 3789–3798, New York, NY, USA, 2015. ACM. ISBN 978-1-4503-3145-6. doi: 10.1145/2702123. 2702549. URL http://doi.acm.org/10.1145/2702123.2702549.
- [P95] Bogdan Vasilescu, Alexander Serebrenik, and Vladimir Filkov. A data set for social diversity studies of GitHub teams. IEEE International Working Conference on Mining Software Repositories, 2015-Augus:514-517, 2015. ISSN 21601860. doi: 10.1109/MSR.2015.77.
- [P96] Stuart H. Zweben and Elizabeth B. Bizot. Representation of women in postsecondary computing 1990–2013: Disciplines, institutional, and individual characteristics matter. 2015 Research in Equity and Sustained Participation in Engineering, Computing, and Technology (RESPECT), pages 1–8, 2015. doi: 10. 1109/RESPECT.2015.7296493. URL http://ieeexplore.ieee.org/document/7296493/.
- [P97] Iván Alfaro. Helping Global Software-Development Teams to Overcome the Challenges of Temporal Dispersion and National Diversity: The Importance of Leadership Roles, pages 189–210. Palgrave Macmillan UK, London, 2014. ISBN 978-1-137-33613-2. doi: 10.1057/9781137336132\_9. URL https://doi.org/10.1057/9781137336132\_1 J.
- [P98] Alberto Avritzer, Sarah Beecham, Josiane Kroll, Daniel S. Menasche, John Noll, and Maria Paasivaara. Survivability models for global software engineering. Proceedings - 2014 IEEE 9th International Conference on Global Software Engineering, ICGSE 2014, pages 100-109, 2014. ISSN 2329-6305. doi: 10.1109/ICGSE.2014.19.
- [P99] Jennifer L Davidson, Umme Ayda Mannan, Rithika Naik, Ishneet Dua, and Carlos Jensen. Older Adults and Free/Open Source Software: A Diary Study of First-Time Contributors. In Proceedings of The International Symposium on Open Collaboration, OpenSym '14, pages 5:1—-5:10, New York, NY, USA, 2014. ACM. ISBN 978-1-4503-3016-9. doi: 10.1145/2641580.2641589. URL http://doi.acm.org/ 10.1145/2641580.2641589.
- [P100] Bogdan Vasilescu. Human Aspects, Gamification, and Social Media in Collaborative Software Engineering. In Companion Proceedings of the 36th International Conference on Software Engineering, ICSE Companion 2014, pages 646–649, New York, NY, USA, 2014. ACM. ISBN 978-1-4503-2768-8. doi: 10.1145/2591062.2591091. URL http://doi.acm.org/10.1145/2591062.2591091.
- [P101] Bogdan Vasilescu, Andrea Capiluppi, and Alexander Serebrenik. Gender, representation and online participation: A quantitative study. *Interacting with Computers*, 26(5):488-511, 2014. ISSN 09535438. doi: 10.1093/iwc/iwt047.
- [P102] Steven Fraser, Dennis Mancl, Aki Namioka, Roberto Salama, and Allen Wirfs-Brock. East Meets West: The Influences of Geography on Software Production. In Proceedings of the Companion Publication of the 2014 ACM SIGPLAN Conference on Systems, Programming, and Applications: Software for Humanity, SPLASH '14, pages 41–42, New York, NY, USA, 2014. ACM. ISBN 978-1-4503-3208-8. doi: 10.1145/2660252.2661293. URL http://doi.acm.org/10.1145/2660252.2661293.
- [P103] Gerald C. Gannod, Janet E. Burge, Victoria Mcle, Maureen Doyle, and Karen C. Davis. Increasing awareness of computer science in high school girls. Proceedings Frontiers in Education Conference, FIE, 2015-Febru(February):1–8, 2014. ISSN 15394565. doi: 10.1109/FIE.2014.7044456.
- [P104] S Ghobadi. Digital diversity in software development companies: Is it for real? Icis, pages 1–16, 2014. URL http://www.scopus.com/inward/record.url?eid=2-s2. 0-84923508122{&}partnerID=40{&}md5=9d330312ba66dba3ba59e3feb15a5bd6.
- [P105] Abdul Rehman Gila, Jafreezal Jaafa, Mazni Omar, and Muhammad Zahid Tunio. Impact of personality and gender diversity on software development teams' performance. 2014 International Conference on Computer, Communications, and Control Technology (I4CT), (I4ct):261–265, 2014. doi: 10.1109/I4CT.2014.6914186.

- URL http://ieeexplore.ieee.org/lpdocs/epic03/wrapper.htm?arnumber=6914186.
- [P106] Denise Gramß, Timo Frank, Sebastian Rehberger, and Birgit Vogel-Heuser. Female characteristics and requirements in software engineering in mechanical engineering. Proceedings of 2014 International Conference on Interactive Collaborative Learning, ICL 2014, (December):272–279, 2014. ISSN 0177798X. doi: 10.1109/ICL.2014.7017783.
- [P107] Hina Habib, Muhammad Ateeq, Adnan Umer, and Muzammil Ul Rehman. Motivational and influential factors for choice of CS major: A gender aware study. Proceedings - 2014 International Conference on Teaching and Learning in Computing and Engineering, LATICE 2014, pages 84–91, 2014. doi: 10.1109/LaTiCE.2014.24.
- [P108] Nicholas Matragkas, James R Williams, Dimitris S Kolovos, and Richard F Paige. Analysing the 'Biodiversity' of Open Source Ecosystems: The GitHub Case. In Proceedings of the 11th Working Conference on Mining Software Repositories, MSR 2014, pages 356–359, New York, NY, USA, 2014. ACM. ISBN 978-1-4503-2863-0. doi: 10.1145/2597073.2597119. URL http://doi.acm.org/10.1145/2597073.2597119.
- [P109] Sherlock A Licorish and Stephen G MacDonell. Personality Profiles of Global Software Developers. In Proceedings of the 18th International Conference on Evaluation and Assessment in Software Engineering, EASE '14, pages 45:1—45:10, New York, NY, USA, 2014. ACM. ISBN 978-1-4503-2476-2. doi: 10.1145/2601248. 2601265. URL http://doi.acm.org/10.1145/2601248.2601265.
- [P110] Anne-Kathrin Peters and Detlef Rick. Identity Development in Computing Education: Theoretical Perspectives and an Implementation in the Classroom. In Proceedings of the 9th Workshop in Primary and Secondary Computing Education, WiPSCE '14, pages 70–79, New York, NY, USA, 2014. ACM. ISBN 978-1-4503-3250-7. doi: 10.1145/2670757.2670787. URL http://doi.acm.org/10.1145/2670757.
- [P111] Gregorio Robles, Laura Arjona Reina, Alexander Serebrenik, Bogdan Vasilescu, and Jesús M. González-Barahona. FLOSS 2013: a survey dataset about free software contributors: challenges for curating, sharing, and combining. Proceedings of the 11th Working Conference on Mining Software Repositories MSR 2014, pages 396–399, 2014. doi: 10.1145/2597073.2597129. URL http://dl.acm.org/citation.cfm?doid=2597073.2597129.
- [P112] Gayna Williams. Are You Sure Your Software is Gender-neutral? Interactions, 21(1):36–39, 2014. ISSN 1072-5520. doi: 10.1145/2524808. URL http://doi.acm.org/ 10.1145/2524808.
- [P113] Alice Bonhomme-Biais and Raquel Romano. Pursuing professional changes. Computer, 46(3):66–68, 2013. ISSN 00189162. doi: 10.1109/MC.2013.112.
- [P114] Richard R. John. The computer boys take over: computers, programmers, and the politics of technical expertise. Business History, 56(5):846–847, 2013. ISSN 0007-6791. doi: 10.1080/00076791.2013.764040. URL https://www.tandfonline. com/doi/full/10.1080/00076791.2013.764040.
- [P115] Julia Katherine Haines. Cultivating Creativity in Diverse Teams. In Proceedings of the 9th ACM Conference on Creativity & Cognition, C&C '13, pages 32–41, New York, NY, USA, 2013. ACM. ISBN 978-1-4503-2150-1. doi: 10.1145/ 2466627.2466651. URL http://doi.acm.org/10.1145/2466627.2466651.
- [P116] Eunyoung Moon. Gendered patterns of politeness in Free/Libre Open Source Software development. Proceedings of the Annual Hawaii International Conference on System Sciences, pages 3168–3177, 2013. ISSN 15301605. doi: 10.1109/HICSS. 2013-240
- [P117] Amir Zeid and Rehab El-Bahey. Establishing a global software development course: A cultural perspective. Proceedings - Frontiers in Education Conference, FIE, pages 1695–1701, 2013. ISSN 15394565. doi: 10.1109/FIE.2013.6685126.
- [P118] Faheem Ahmed, Luiz Fernando Capretz, and Piers Campbell. Evaluating the demand for soft skills in software development. IT Professional, 14(1):44–49, 2012. ISSN 15209202. doi: 10.1109/MITP.2012.7.
- [P119] Sheryl Burgstahler, Richard E. Ladner, and Scott Bellman. Strategies for increasing the participation in computing of students with disabilities. ACM Inroads, 3(4):42, 2012. ISSN 21532184. doi: 10.1145/2381083.2381098. URL http://dl.acm.org/citation.cfm?doid=2381083.2381098.
- [P120] Ivaldir H. De Farias, Ryan R. De Azevedo, Hermano P. De Moura, and Dennis S.Martins Da Silva. Elicitation of communication inherent risks in distributed software development. Proceedings 2012 IEEE 7th International Conference on Global Software Engineering Workshops, ICGSEW 2012, pages 37–42, 2012. ISSN 2329-6305. doi: 10.1109/ICGSEW.2012.18.
- [P121] L. FernalAndez-Sanz and Sanjay Misra. Analysis of cultural and gender influences on teamwork performance for software requirements analysis in multinational environments. *IET Software*, 6(3):167, 2012. ISSN 17518806. doi: 10.1049/iet-sen.2011.0070. URL http://digital-library.theiet.org/content/journals/ 10.1049/iet-sen.2011.0070.
- [P122] A. César C. França, David E.S. Carneiro, and Fabio Q.B. Da Silva. Towards an explanatory theory of motivation in software engineering: A qualitative case study of a small software company. Proceedings - 2012 Brazilian Symposium on Software Engineering, SBES 2012, pages 61-70, 2012. doi: 10.1109/SBES.2012.28.
- [P123] Robert L. Glass. The gender gap: Is it a computing problem or simply a computer science problem? *IEEE Software*, 29(2):2–3, 2012. ISSN 07407459. doi: 10.1109/MS.2012.44.
- [P124] Zulkhairi. Mahmod, Musyrifah & Dahalin. Women in open source software innovation process: Where are they?. Journal of Information and Communication

- Technology, (11):113-129, 2012.
- [P125] Belén Vela, Paloma Cáceres, and José María Cavero. Participation of women in software engineering publications. Scientometrics, 93(3):661–679, 2012. ISSN 01389130. doi: 10.1007/s11192-012-0774-x.
- [P126] Yi Wang, Erik Trainer, Ban Al-Ani, Sabrina Marczak, and David Redmiles. Attitude and Usage of Collaboration Tools in GSE: A Practitioner Oriented Theory. In Proceedings of the 5th International Workshop on Co-operative and Human Aspects of Software Engineering, CHASE '12, pages 135–137, Piscataway, NJ, USA, 2012. IEEE Press. ISBN 978-1-4673-1824-2. URL http://dl.acm.org/ citation.cfm?id=2663638.2663668.
- [P127] Zohreh Sharafi, Zephyrin Soh, Yann-Gael Gueheneuc, and Giuliano Antoniol. Women and men — Different but equal: On the impact of identifier style on source code reading. 2012 20th IEEE International Conference on Program Comprehension (ICPC), (Cc):27–36, 2012. ISSN 1092-8138. doi: 10.1109/ICPC.2012. 6240505. URL http://ieeexplore.ieee.org/document/6240505/.
- [P128] Andrea Wiggins and Steven Sawyer. Intellectual Diversity and the Faculty Composition of iSchools Andrea. JOURNAL OF THE AMERICAN SOCIETY FOR INFORMATION SCIENCE AND TECHNOLOGY, (63):8–21, 2012. ISSN 13100351. doi: 10.1002/asi.
- [P129] Linda Rising. The Gender Gap. IEEE Software, 2012. ISSN 0740-7459. doi: 10.1109/MS.2012.102.
- [P130] Sandra Buchmüller, Gesche Joost, Nina Bessing, and Stephanie Stein. Bridging the gender and generation gap by ICT applying a participatory design process. Personal and Ubiquitous Computing, 15(7):743–758, 2011. ISSN 16174909. doi: 10.1007/s00779-011-0388-y.
- [P131] Larisa Eidelman, Orit Hazzan, Tami Lapidot, Yossi Matias, Daniela Raijman, and Michal Segalov. Mind the (Gender) Gap: Can a Two-hour Visit to a Hitech Company Change Perceptions About Computer Science? ACM Inroads, 2(3):64–70, aug 2011. ISSN 2153-2184. doi: 10.1145/2003616.2003637. URL http://doi.acm.org/10.1145/2003616.2003637.
- [P132] Javier García Guzmán, Javier Saldaña Ramos, Antonio Amescua Seco, and Ana Sanz Esteban. Success Factors for the Management of Global Virtual Teams for Software Development. International Journal of Human Capital and Information Technology Professionals, 2(2):48–59, 2011. ISSN 1947-3478. doi: 10.4018/jhcitp.2011040105. URL http://services.igi-global.com/resolvedoi/resolve. aspx?doi=10.4018/jhcitp.2011040105.
- [P133] Nalini P. Kotamraju. Playing stupid, caring for users, and putting on a good show: Feminist acts in usability study work. *Interacting with Computers*, 23(5): 439–446, 2011. ISSN 09535438. doi: 10.1016/j.intcom.2011.03.004. URL http://dx.doi.org/10.1016/j.intcom.2011.03.004.
- [P134] V. Lakshmi Narasimhan. A subjective perspective on genderization issues in software development life cycle. *International Conference on Recent Trends in Information Technology, ICRTIT 2011*, pages 1335–1340, 2011. doi: 10.1109/ICRTIT. 2011 5972246
- [P135] I. Ranganathan, C., Alfaro. Project performance in global software development teams: Do prior work ties and nationality diversity matter? In 19th European Conference on Information Systems, ECIS 2011, 2011.
- [P136] Yasar Guneri Sahin. A team building model for software engineering courses term projects. Computers and Education, 56(3):916–922, 2011. ISSN 03601315. doi: 10.1016/j.compedu.2010.11.006. URL http://dx.doi.org/10.1016/j.compedu. 2010.11.006.
- [P137] Elizabeth Sweedyk. Women Build Games, Seriously. In Proceedings of the 42Nd ACM Technical Symposium on Computer Science Education, SIGCSE '11, pages 171–176, New York, NY, USA, 2011. ACM. ISBN 978-1-4503-0500-6. doi: 10.1145/1953163.1953218. URL http://doi.acm.org/10.1145/1953163.1953218.
- [P138] I. S. Windiarti, T. L.J. Ferris, and M. J. Berryman. Technology and knowledge sharing strategy in systems engineering practice performed by Indonesian expatriate engineers. IEEE International Conference on Industrial Engineering and Engineering Management, pages 509–513, 2011. ISSN 21573611. doi: 10.1109/IEEM.2011.6117969.
- [P139] Amir Zeid and Rehab El-Bahey. Impact of introducing single-gender classrooms in higher education on student achievement levels: A case study in software engineering courses in the GCC region. Proceedings - Frontiers in Education Conference, FIE, pages T2H-1-T2H-6, 2011. ISSN 15394565. doi: 10.1109/FIE.2011.6142921.
- [P140] Iván Alfaro. Nationality diversity and performance in global software development teams: the role of temporal dispersion and leadership. *Icis*, pages 1–19, 2010. URL http://aisel.aisnet.org/icis2010{\_}submissions/166.
- [P141] Doris Allhutter. A deconstructivist methodology for software engineering. 5th International Conference on Evaluation of Novel Approaches to Software Engineering, ENASE 2010, July 22, 2010 - July 24, (January 2010):207–213, 2010.
- [P142] Gabriela N. Aranda, Aurora Vizcaíno, and Mario Piattini. A framework to improve communication during the requirements elicitation process in GSD projects. Requirements Engineering, 15(4):397–417, 2010. ISSN 09473602. doi: 10.1007/s00766-010-0105-9.
- [P143] Margaret Burnett, Scott D. Fleming, Shamsi Iqbal, Gina Venolia, Vidya Rajaram, Umer Farooq, Valentina Grigoreanu, and Mary Czerwinski. Gender differences and programming environments. Proceedings of the 2010 ACM-IEEE International

- Symposium on Empirical Software Engineering and Measurement ESEM '10, page 1, 2010. doi: 10.1145/1852786.1852824. URL http://portal.acm.org/citation.cfm?doid=1852786.1852824.
- [P144] Barbara Burr, Peter Göhner, Wolfram Ressel, Wolfgang Schlicht, and Sabina Jeschke. Spirit: University of Stuttgart's life-cycle-based gender-mainstreamingconcept. 2010 IEEE Education Engineering Conference, EDUCON 2010, pages 853–860, 2010. ISSN 00063525. doi: 10.1109/EDUCON.2010.5492489.
- [P145] Luiz Fernando Capretz and Faheem Ahmed. Why do we need personality diversity in software engineering? ACM SIGSOFT Software Engineering Notes, 35 (2):1, 2010. ISSN 01635948. doi: 10.1145/1734103.1734111. URL http://portal.acm. org/citation.cfm?doid=1734103.1734111.
- [P146] Luiz Fernando Capretz and Western Ontario. Make sense of Software Development and Personality Types. IEEE Educational activities department, 12(February): 6-13, 2010. ISSN 1520-9202. doi: 10.1109/MITP.2010.33.
- [P147] Ricardo M. Czekster, Paulo Fernandes, Afonso Sales, and Thais Webber. Analytical modeling of software development teams in globally distributed projects. Proceedings - 5th International Conference on Global Software Engineering, ICGSE 2010, (ii):287–296, 2010. doi: 10.1109/ICGSE.2010.40.
- [P148] Sadhana Deshpande, Ita Richardson, Valentine Casey, and Sarah Beecham. Culture in global software development - A weakness or strength? Proceedings -5th International Conference on Global Software Engineering, ICGSE 2010, pages 67–76, 2010. ISSN 2329-6305. doi: 10.1109/ICGSE.2010.16.
- [P149] Wanfeng Dou and Wei He. Compatibility and requirements analysis of distributed pair programming. 2nd International Workshop on Education Technology and Computer Science, ETCS 2010, 1:467–470, 2010. doi: 10.1109/ETCS.2010.367.
- [P150] Gary Garrison, Robin L Wakefield, Xiaobo Xu, and Sang Hyun 'Kim. Globally Distributed Teams: The Effect of Diversity on Trust, Cohesion and Individual Performance. SIGMIS Database, 41(3):27–48, aug 2010. ISSN 0095-0033. doi: 10.1145/1851175.1851178. URL http://doi.acm.org/10.1145/1851175.1851178.
- [P151] Kathryn Jablokow and Mark Myers. Managing cognitive and cultural diversity in global IT teams. Proceedings - 5th International Conference on Global Software Engineering, ICGSE 2010, (1):77–86, 2010. doi: 10.1109/ICGSE.2010.17.
- [P152] Ting-Peng Liang, James Jiang, Gary S. Klein and Julie Yu-Chih Liu. Software Quality as Influenced by Informational Diversity, Task Conflict, and Learning in Project Teams. 57(August 2016):477–487, 2010. doi: 10.1109/TEM.2009.2033049.
- [P153] Musyrifah Mahmod, Shafiz Affendi Mohd Yusof, and Zulkhairi Md Dahalin. Women contributions to open source software innovation: A social constructivist perspective. Proceedings 2010 International Symposium on Information Technology - System Development and Application and Knowledge Society, ITSim'10, 3:1433– 1438, 2010. ISSN 2155-897. doi: 10.1109/ITSIM.2010.5561496.
- [P154] Omar Mazni, Sharifah Lailee Syed-Abdullah, and Naimah Mohd Hussin. Analyzing personality types to predict team performance. CSSR 2010 2010 International Conference on Science and Social Research, (Cssr):624-628, 2010. doi: 10.1109/CSSR.2010.5773856.
- [P155] Valentine Casey. Imparting the Importance of Culture to Global Software Development. ACM inroads, 1(3):51–57, 2010.
- [P156] Ban Al-Ani and David Redmiles. In strangers we trust? Findings of an empirical study of distributed teams. Proceedings - 2009 4th IEEE International Conference on Global Software Engineering, ICGSE 2009, pages 121–130, 2009. ISSN 2329-6305. doi: 10.1109/ICGSE.2009.20.
- [P157] Christian Bartelt, Manfred Broy, Christoph Herrmann, Eric Knauss, Marco Kuhrmann, Andreas Rausch, Bernhard Rumpe, and Kurt Schneider. Orchestration of global software engineering projects - Position paper. Proceedings - 2009 4th IEEE International Conference on Global Software Engineering, ICGSE 2009, pages 332–337, 2009. doi: 10.1109/ICGSE.2009.52.
- [P158] Deng-Neng Chen, Yu-Jin Shie, and Ting-Peng Liang. The Impact of Knowledge Diversity on Software Project Team's Performance. In Proceedings of the 11th International Conference on Electronic Commerce, ICEC '09, pages 222–230, New York, NY, USA, 2009. ACM. ISBN 978-1-60558-586-4. doi: 10.1145/1593254. 1593289. URL http://doi.acm.org/10.1145/1593254.1593289.
- [P159] E Ilana Diamanî, Susan R Fussell, and Fen-Ly Lo. Collaborating Across Cultural and Technological Boundaries: Team Culture and Information Use in a Map Navigation Task. In Proceedings of the 2009 International Workshop on Intercultural Collaboration, IWIC '09, pages 175–184, New York, NY, USA, 2009. ACM. ISBN 978-1-60558-502-4. doi: 10.1145/1499224.1499251. URL http://doi.acm.org/10. 1145/1499224.1499251.
- [P160] Hakan Erdogmus. Diversity and Software Development. *IEEE Software*, pages 1–2, 2009. ISSN 0896-3746. doi: 10.1097/IYC.0000000000000055. URL http://content.wkhealth.com/linkback/openurl?sid=WKPTLP: landingpage{&}an=00001163-201601000-00001.
- [P161] Qian Han, Ronglian Yang, and Meixian Du. A study of computer anxiety among chinese students majoring in information technology. Proceedings - 2009 International Conference on Computational Intelligence and Software Engineering, CiSE 2009, pages 1–4, 2009. doi: 10.1109/CISE.2009.5366804.
- [P162] Jacqueline Hundley and Winard Britt. Engaging Students in Software Development Course Projects. In The Fifth Richard Tapia Celebration of Diversity in Computing Conference: Intellect, Initiatives, Insight, and Innovations, TAPIA '09, pages 87–92, New York, NY, USA, 2009. ACM. ISBN 978-1-60558-217-7. doi:

- 10.1145/1565799.1565820. URL http://doi.acm.org/10.1145/1565799.1565820.
- [P163] Melih Kirlidog, Meric Aykol, and Sevinc Gulsecen. Interpersonal communication and gender in the ICT profession. IEEE Technology and Society Magazine, 28 (1):48–56, 2009. ISSN 02780097. doi: 10.1109/MTS.2009.931997.
- [P164] Nancy R. Mead, Antonio Drommi, Dan Shoemaker, and Jeff Ingalsbe. A study of the impact on students understanding cross cultural differences in software engineering work. Proceedings - International Computer Software and Applications Conference, 1:644–645, 2009. ISSN 07303157. doi: 10.1109/COMPSAC.2009.97.
- [P165] Frank Siebdrat, Martin Hoegl, and H. Ernst. Subjective distance in distributed teams: A study of software development teams. PICMET: Portland International Center for Management of Engineering and Technology, Proceedings, pages 2043— 2044, 2009. ISSN 2159-5100. doi: 10.1109/PICMET.2009.5261883.
- [P166] Yunfeng Wang, Jing Wang, and Ling Ma. An empirical research on teacher job satisfaction of universities in China. Proceedings - 2009 International Conference on Computational Intelligence and Software Engineering, CiSE 2009, (1):1–4, 2009. doi: 10.1109/CISE.2009.5367000.
- [P167] Jennifer M. Bekki, Bianca L. Bernstein, Karin Ellison, Arati Sridharan, Liza Hita, and Quinn Spadola. Work in progress - Using case studies to Increase the retention of female doctoral students in STEM Fields. Proceedings - Frontiers in Education Conference, FIE, pages 9–10, 2008. ISSN 15394565. doi: 10.1109/FIE. 2008 4720366
- [P168] Margaret Burnett, Susan Wiedenbeck, Valentina Grigoreanu, Neeraja Subrahmaniyan, Laura Beckwith, and Cory Kissinger. Gender in end-user software engineering. Proceedings of the 4th international workshop on End-user software engineering WEUSE '08, pages 21–24, 2008. ISSN 02705257. doi: 10.1145/1370847. 1370852. URL http://portal.acm.org/citation.cfm?doid=1370847.1370852.
- [P169] Donald Chinn and Tammy Vandegrift. Uncovering Student Values for Hiring in the Software Industry. J. Educ. Resour. Comput., 7(4):4:1—-4:25, jan 2008. ISSN 1531-4278. doi: 10.1145/1316450.1316454. URL http://doi.acm.org/10.1145/ 1316450.1316454.
- [P170] Donald Chinn and Tammy VanDeGrift. What students say about gender in hiring software professionals. ACM SIGCSE Bulletin, 40(3):344, 2008. ISSN 00978418. doi: 10.1145/1597849.1384386. URL http://portal.acm.org/citation.cfm? doid=1597849.1384386.
- [P171] A.B. Cunha and A.G. Canen. Requirements gathering in information technology: a Cross-cultural perspective. 2008 IEEE International Professional Communication Conference, pages 1–8, 2008. doi: 10.1109/IPCC.2008.4610198. URL http://ieeexplore.ieee.org/document/4610198/.
- [P172] É Ilana Diamant, Mervis Hall, and Susan R Fussell. Where Did We Turn Wrong? Unpacking the Effects of Culture and Technology on Attributions of Team Performance. CSCW '08 Proceedings of the 2008 ACM conference on Computer supported cooperative work, pages 383–391, 2008. ISSN 2160-1836. doi: 10.1145/1460563.1460625.
- [P173] Valentina Grigoreanu, Jill Cao, Todd Kulesza, Christopher Bogart, Kyle Rector, Margaret Burnett, and Susan Wiedenbeck. Can feature design reduce the gender gap in end-user software development environments? Proceedings - 2008 IEEE Symposium on Visual Languages and Human-Centric Computing, VL/HCC 2008, pages 149–156, 2008. ISSN 1943-6092. doi: 10.1109/VLHCC.2008.4639077.
- [P174] H Huang and Eileen M. Trauth. Cultural influences on temporal separation and coordination in globally distributed software development. Proceedings of the 29th International Conference on Information Systems, page Paper 134, 2008. ISSN 01677012. doi: 10.1016/0167-7012(86) 90027-8. URL http://www.eileentrauth.com/uploads/4/6/7/6/4676002/cultural{}influences{}on{}temporal{}separation{}and{}coordination{}in{}globally{pdf.
- [P175] Tony Koppi, Fazel Naghdy, and Joe Chicharo. Issues in Australian ICT Education. 19th Australian Conference on Software Engineering (aswec 2008), pages 601–603, 2008. ISSN 1530-0803. doi: 10.1109/ASWEC.2008.4483250. URL http://ieeexplore.ieee.org/lpdocs/epic03/wrapper.htm?arnumber=4483250.
- [P176] Tracy L. Lewis and Wanda J. Smith. Building Software Engineering Teams That Work: The Impact of Dominance on Group Conflict and Performance Outcomes. Journal of Computing Sciences in Colleges, 24:121–129, 2008. ISSN 1937-4771. doi: 10.1109/FIE.2008.4720498. URL http://dl.acm.org/citation.cfm?id=1409823.1409852{%}5Cnhttp://ieeexplore.ieee.org/xpl/freeabs{\_}all.jsp?arnumber=4720498.
- [P177] Antonio M. Lopez, Kun Zhang, and Frederick G. Lopez. Gender and race: Stereotyping, coping selfefficacy and collective self-esteem in the CSET undergraduate pipeline. *Proceedings - Frontiers in Education Conference, FIE*, pages 20–25, 2008. ISSN 15394565. doi: 10.1109/FIE.2008.4720372.
- [P178] Aki Namioka, Julie A Adams, Juanita Ewing, Nadyne Mielke, Eliot Moss, and Lucy Suchman. From Sorceress to Scientist: Women in Computing. Companion to the 23rd ACM SIGPLAN Conference on Object-oriented Programming Systems Languages and Applications, pages 795–796, 2008. doi: 10.1145/1449814.1449864. URL http://doi.acm.org/10.1145/1449814.1449864.
- [P179] S Nte. Videogame based learning and the problem of gender equity: Exemplifying an androgynous approach to developing computer science e-learning games in higher education. Proceedings of CGAMES 2008 - 13th International Conference on Computer Games: AI, Animation, Mobile, Educational and Serious Games,

- $pages\ 146-151,\ 2008.\ URL\ https://www.scopus.com/inward/record.uri?eid=2-s2.\\ 0-84906968822\{\&\}partnerID=40\{\&\}md5=6403d486178045cfcafa364e6786e839.$
- [P180] Z. Putnik, M. Ivanović, and Z. Budimac. Gender related issues associated to computer science students. SISY 2008 - 6th International Symposium on Intelligent Systems and Informatics, pages 5–9, 2008. ISSN 1949-047X. doi: 10.1109/SISY. 2008.4664956.
- [P181] Neeraja Subrahmaniyan, Laura Beckwith, Valentina Grigoreanu, Margaret Burnett, Susan Wiedenbeck, Vaishnavi Narayanan, Karin Bucht, Russell Drummond, and Xiaoli Fern. Testing vs. Code Inspection vs. What else?: Male and Female End Users' Debugging Strategies. In Proceedings of the SIGCHI Conference on Human Factors in Computing Systems, CHI '08, pages 617–626, New York, NY, USA, 2008. ACM. ISBN 978-1-60558-011-1. doi: 10.1145/1357054.1357153. URL http://doi.acm.org/10.1145/1357054.1357153.
- [P182] Laura Beckwith, Derek Inman, Kyle Rector, and Margaret Burnett. On to the real world: Gender and self-efficacy in excel. Proceedings - IEEE Symposium on Visual Languages and Human-Centric Computing, VL/HCC 2007, pages 119–126, 2007. doi: 10.1109/VLHCC.2007.42.
- [P183] Jun He, Brian Butler, and William King. Team Cognition: Development and Evolution in Software Project Teams. Journal of Management Information Systems, 24(2):261–292, 2007. ISSN 0742-1222. doi: 10.2753/MIS0742-1222240210. URL http://www.tandfonline.com/doi/full/10.2753/MIS0742-1222240210.
- [P184] Haiyan Huang and Eileen M. Trauth. Cultural Diversity Challenges: Issues for Managing. Cultural Diversity Challenges, pages 253–275, 2007. doi: 10.4018/ 978-1-60566-116-2.ch025.
- [P185] Ting Peng Liang, Chih Chung Liu, Tse Min Lin, and Binshan Lin. Effect of team diversity on software project performance. *Industrial Management and Data Systems*, 107(5):636–653, 2007. ISSN 02635577. doi: 10.1108/02635570710750408.
- [P186] Antonio M. Lopez, Frederick G. Lopez, Robert W. Lent, and Madonna G. Constantine. Multidisciplinary research on the datapath of the computing disciplines. Communications of the ACM, 50(12):46–50, 2007. ISSN 00010782. doi: 10.1145/1323688.1323693. URL http://portal.acm.org/citation.cfm?doid=1323688.1323693.
- [P187] Alberto Avritzer. Coping with Cultural Diversity in GSE Environments. page 8540, 2006.
- [P188] Vicki L. Almstrum and Mary Z. Last. Men are from toys. ACM SIGCSE Bulletin, 38(3):313, 2006. ISSN 00978418. doi: 10.1145/1140123.1140219. URL http://portal.acm.org/citation.cfm?doid=1140123.1140219.
- [P189] Laura Beckwith, Cory Kissinger, Margaret Burnett, Susan Wiedenbeck, Joseph Lawrance, Alan Blackwell, and Curtis Cook. Tinkering and Gender in Enduser Programmers' Debugging. In Proceedings of the SIGCHI Conference on Human Factors in Computing Systems, CHI '06, pages 231–240, New York, NY, USA, 2006. ACM. ISBN 1-59593-372-7. doi: 10.1145/1124772.1124808. URL http://doi.acm.org/10.1145/1124772.1124808.
- [P190] Yvonne Hsieh. Culture and shared understanding in distributed requirements engineering. Proceedings - 2006 IEEE International Conference on Global Software Engineering, ICGSE 2006, pages 101–105, 2006. doi: 10.1109/ICGSE.2006.261221.
- [P191] P. Vigneswara Ilavarasan. Are opportunities equal for women in the IT work-place? Observations from the Indian software industry. IEEE Technology and Society Magazine, 25(4):43–49, 2006. ISSN 02780097. doi: 10.1109/MTAS.2006.261465.
- [P192] John Lim and Ying Liu. The role of cultural diversity and leadership in computer-supported collaborative learning: A content analysis. *Information and Software Technology*, 48(3):142–153, 2006. ISSN 09505849. doi: 10.1016/j.infsof.2005.03.006.
- [P193] Alan R Peslak. The Impact of Personality on Information Technology Team distribution of the Impact of Personality on Information Technology Team of Interpretate Personnel Research: Porty Four Years of Computer Personnel Research: Achievements, Challenges & Amp; the Future, SIGMIS CPR '06, pages 273–279, New York, NY, USA, 2006. ACM. ISBN 1-59593-349-2. doi: 10.1145/1125170.1125233. URL http://doi.acm.org/10.1145/1125170.1125233.
- [P194] Vreda Pieterse, Derrick G. Kourie, and Inge P. Sonnekus. Software engineering team diversity and performance. In Proceedings of the 2006 annual research conference of the South African institute of computer scientists and information technologists on IT research in developing couuntries - SAICSIT '06, pages 180–186, 2006. ISBN 1595935673. doi: 10.1145/1216262.1216282. URL http://portal.acm. org/citation.cfm?doid=1216262.1216282.
- [P195] Orit Hazzan. Professional Development Workshop for Female Software Engineers. SIGCSE Bull., 37(2):75–79, jun 2005. ISSN 0097-8418. doi: 10.1145/1083431. 1083468. URL http://doi.acm.org/10.1145/1083431.1083468.
- [P196] Neha Katira, Laurie Williams, and Jason Osborne. Towards Increasing the Compatibility of Student Pair Programmers. In Proceedings of the 27th International Conference on Software Engineering, ICSE '05, pages 625–626, New York, NY, USA, 2005. ACM. ISBN 1-58113-963-2. doi: 10.1145/1062455.1062572. URL http://doi.acm.org/10.1145/1062455.1062572.
- [P197] Heidi Schelhowe. Gender questions and computing science. Proceedings of the international symposium on Women ..., pages 10-es, 2005. doi: 10.1145/1117417.1117427. URL http://portal.acm.org/citation.cfm?doid=1117417. 1117427{%}5Cnhttp://dl.acm.org/citation.cfm?id=1117427.
- [P198] Atreyi Kankanhalli, Bernard C.Y. Tan, Kwok Kee Wei, and Monica C. Holmes. Cross-cultural differences and information systems developer values. Decision

- Support Systems, 38(2):183-195, 2004. ISSN 01679236. doi: 10.1016/S0167-9236(03) 00101-5.
- [P199] Peter McKenna. Gender and black boxes in the programming curriculum. Journal on Educational Resources in Computing, 4(1):6-es, 2004. ISSN 15314278. doi: 10.1145/1060071.1060077. URL http://portal.acm.org/citation.cfm?doid= 1060071.1060077.
- [P201] W. Andrew Taylor. Computer-mediated knowledge sharing and individual user differences: An exploratory study. European Journal of Information Systems, 13(1):52-64, 2004. ISSN 14769344. doi: 10.1057/palgrave.ejis.3000484.
- [P202] J.M. Cohoon. Must there be so few? Including women in CS. Proceedings of the25th International Conference on Software Engineering., 6:668–674, 2003. ISSN 0270-5257. doi: 10.1109/ICSE.2003.1201253. URL http://ieeexplore.ieee.org/ lpdocs/epic03/wrapper.htm?arnumber=1201253.
- [P203] L. Beckwith and MM. Burnett. Gender HCI Issues in End-User Software Engineering Environments. ... Software Engineering, 2007.
- [P204] Su Te Lei. Towards programming for the non-technical. Proceedings 2003 IEEE Symposium on Human Centric Computing Languages and Environments, HCC 2003, pages 291–292, 2003. doi: 10.1109/HCC.2003.1260255.
- [P205] Jacquelyn F Sullivan, Derek Reamon, and Beverly Louie. Session T4D GIRLS EMBRACE TECHNOLOGY: Session T4D. Education, pages 6–11, 2003.
- [P206] Andrea Hoplight Tapia. Hostile\_Work\_Environment.Com. In Proceedings of the 2003 SIGMIS Conference on Computer Personnel Research: Freedom in Philadelphia– leveraging Differences and Diversity in the IT Workforce, SIGMIS CPR '03, pages 64–67, New York, NY, USA, 2003. ACM. ISBN 1-58113-666-8. doi: 10.1145/761849. 761860. URL http://doi.acm.org/10.1145/761849.761860.
- [P207] Daniela E. Damian and Didar Zowghi. The impact of stakeholders' geographical distribution on managing requirements in a multi-site organization. Proceedings of the IEEE International Conference on Requirements Engineering, 2002-Janua (July 2001):319–328, 2002. ISSN 1090705X. doi: 10.1109/ICRE.2002.1048545.
- [P208] Robert Lingard and B Elizabeth. Software of. pages 0–5, 2002.
- [P209] Kerstin V. Siakas and Elli Georgiadou. Empirical Measurement of the Effects of Cultural Diversity on Software Quality Management. Software Quality Journal, 10(2):169–180, 2002. ISSN 15731367. doi: 10.1023/A:1020528024624.
- [P210] SARAH B. BERENSON, KELLI M. SLATEN, LAURIE WILLIAMS, and CHIH-WEI HO. Voices of Women in a Software Engineering: Reflections on Collaboration. ACM Journal of Educational Resurces in Computing, 4, 2004.
- [P211] O S Gómez, M Solari, C J Pardo, and A C Ledezma. A controlled experiment on productivity of pair programming gender combinations: Preliminary results. CIbSE 2017 XX Ibero-American Conference on Software Engineering, (May):197-210, 2017. URL https://www.scopus.com/inward/record.uri?eid=2-s2.0-85026665364{&}partnerID=40{&}md5=a76f66c4e1308c2d05ca6beeef28d5ef.
- [P212] Karina Kohl and Rafael Prikladnicki. Perceptions on Diversity in Brazilian Agile Software Development Teams: A Survey âLÛ. pages 0–3, 2018.
- [P213] Piedad Chilito, Daniel Viveros, Cesar Pardo, and Francisco J. Pino. Scrum+: An agile guide for the global software development (GSD) multi-model project management. 2018 IEEE Colombian Conference on Communications and Computing, COLCOM 2018 - Proceedings, 2018. doi: 10.1109/ColComCon.2018.8466710.
- [P214] Phil Diegmann. Measuring the Effect of Team Diversity and Collective Intelligence in Agile Teams on Software Development Efficiency. *Proceedings of the 23rd Americas Conference on Information Systems*, 2017-Augus(August 2017):1–10, 2017. URL https://www.scopus.com/inward/record.uri?eid=2-s2.0-85048426642{&}partnerID=40{&}md5=19f598c2e924c42f5e99dfa3ba2915bd.
- [P215] Phil Diegmann and Christoph Rosenkranz. Team Diversity and Performance âĂŞ How Agile Practices and Psychological Safety Interact. pages 1–12, 2017. URL http://aisel.aisnet.org/cgi/viewcontent.cgi?article=1192{&}context=icis2017.
- [P216] Kyungsub Stephen Choi. A comparative analysis of different gender pair combinations in pair programming. Behaviour and Information Technology, 34 (8):825–837, 2015. ISSN 13623001. doi: 10.1080/0144929X.2014.937460. URL https://doi.org/10.1080/0144929X.2014.937460.
- [P217] Érica Weilemann and Philipp Brune. Less Distress with a Scrum Mistress? Proceedings of the ASWEC 2015 24th Australasian Software Engineering Conference on - ASWEC ' 15 Vol. II, pages 3-7, 2015. doi: 10.1145/2811681.2811682. URL http://dl.acm.org/citation.cfm?doid=2811681.2811682.
- [P218] Alfred A. Lorber and Sheldon R. Tieszen. A starting point for negotiations -Delivering with a heterogeneous team. Proceedings - 2012 Agile Conference, Agile 2012, (1541):148-155, 2012. doi: 10.1109/Agile.2012.23.
- [P219] Ken H. Judy. Agile values, innovation and the shortage of women software developers. Proceedings of the Annual Hawaii International Conference on System Sciences, pages 5279–5288, 2012. ISSN 15301605. doi: 10.1109/HICSS.2012.92.

- [P220] Juergen Musil, Angelika Schweda, Dietmar Winkler, and Stefan Biffl. Improving video game development: Facilitating heterogeneous team collaboration through flexible software processes. Communications in Computer and Information Science, 99 CCIS:83-94, 2010. ISSN 18650929. doi: 10.1007/978-3-642-15666-3\_8.
- [P221] Orit Hazzan and Yael Dubinsky. Can diversity in global software development be enhanced by agile software development? *International Conference on Software Engineering*, 2006. URL http://portal.acm.org/citation.cfm?id=1138506.1138520.