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website: <http://biancatrink.github.io>**Short Bio**

I am a Tenure Track Assistant Professor of Computer Science at Colorado State University, specializing in the intersections of Software Engineering (SE) and Computer Supported Cooperative Work (CSCW). My research is interdisciplinary and aims to understand sustainability in software engineering teams, leveraging Diversity and inclusion, Technostress, Developer Productivity, and Experience. I am interested in Human Aspects of Software Engineering and Empirical Software Engineering, and had achieved significant recognition in my field as the first author of papers published in prestigious venues like ICSE, ESEM, CSCW, IST, TSE, and TOSEM. My contributions have been acknowledged with awards, including the ACM SIGSOFT 2024 Outstanding Doctoral Dissertation, the Distinguished Paper Award at ICSE Technical Track 2023, the Best Paper Award at ICSE SEIS 2022, and an Honored Mention Award at CSCW 2020, among others. In addition to my academic accomplishments, I am a researcher for Linux Foundation Research. With 20 years of experience in the IT industry before my research career, I have an unique ability to bridge the gap between academia and industry. My passion for interdisciplinary research and collaboration with the industry enables me to address practical needs and transform them into valuable research opportunities.

Before starting my Ph.D. journey, I accumulated substantial industry experience as a Senior Technical IT Project Manager from 2000 to 2019. Simultaneously, I contributed as a Research Scientist at Globant during my doctoral pursuit. My skill set encompasses proficiency in mixed-methods research, including quantitative and qualitative techniques and the practical application of data science and machine learning. I adeptly select methodologies and approaches tailored to the unique challenges and datasets.

Awards

Award Name	Year	Institution
Outstanding Doctoral Dissertation Award	2024	ACM SIGSOFT (to be received at the International Conference on Software Engineering - ICSE)
Distinguished Reviewer Award	2023	International Conference on Mining Software Repositories (MSR) - Research Track
Distinguished Paper Award	2023	International Conference on Software Engineering (ICSE) - Research Track
Best Paper Award	2022	International Conference on Software Engineering (ICSE) - Software Engineering in Society
Outstanding Graduate Student Award	2021	Northern Arizona University
Graduate Student Government Poster Symposium Conference	2021	Northern Arizona University
Student Research Competition (Finalist)	2021	ICSE Student Research Competition
Research and Creative Activity (RCA) Award (Nominated)	2021	Northern Arizona University
Honored Mention Paper Award	2020	Computer Supported Cooperative Work (CSCW)
Best Paper Award	2020	International Symposium on Open Collaboration
Best Paper Award	2018	Software Quality Brazilian Conference (SBQS)
Best Master Thesis (Finalist)	2017	Software Quality Brazilian Conference
Best Paper (Indicated)	2015	International Conference on Product-Focused Software Process Improvement (PROFES)

Best Paper Award 2014 Workshop for software and services Quality improvement (WAMPS)

Links to webpages

Google Scholar:	https://scholar.google.com.br/citations?hl=en&user=3nFORuMAAAAJ
ResearcherId:	https://publons.com/researcher/4037669/bianca-trinkenreich/
DBLP:	https://dblp.org/pid/166/2138

Education

Title	Year	Institution
Ph.D. in Computer Science	2022	Northern Arizona University, USA
M.Sc. in Computer Science	2016	Federal University of the State of Rio de Janeiro (UNIRIO), Brazil
M.B.A. in Computer Science	2012	Federal University of Rio de Janeiro (UFRJ), Brazil

Professional Experience

Institution	Period	Position
Colorado State University, USA Computer Science	2024 - current	Tenure-Track Assistant Professor of Computer Science
Linux Foundation Research Research and Analysis	2024 - current	Research Analyst
Oregon State University, USA School of Electrical Engineering and Computer Science	2023 -2024	Postdoctoral Scholar
Globant, USA Digital Performance Studio	2022 – 2023	Research Scientist 2
Northern Arizona University (NAU), USA School of Informatics, Computing and Cyber Systems	2019 – 2022	Graduate Research Assistant
Vale S/A, Brazil IT Services	2011 – 2019	Senior IT Project Manager
Rede D’Or Health Care, Brazil Project Management Office	2010-2011	Senior IT Project Manager
Cyberlynxx S/A Project Management Office	2005-2010 2000-2005	Senior IT Project Manager Senior System Admin

Invited Talks

Event	Year	Talk
CIn-UFPE	2024	The trajectory of my career - A woman's place is wherever she wants it to be!
Open Source Summit Europe	2023	Belonging in Open Source through the Sense of Virtual Community
The Linux Foundation Member Summit	2022	Pots of Gold at the End of the Rainbow: What Is Success for Open Source Contributors?
DevOpsDays Washington DC	2022	Burnout Risk as Both an Outcome and a Mediator
Open Source Summit North America	2022	Women's Participation in Open Source

Federal University of Mato Grosso do Sul	2022	Panel of Diversity & Inclusion (Empathy and Resilience) Professional Development Week for Computing
Open Forum Europe	2021	A diverse set of OSS contributors and their different pots of gold
Linux Plumbers Conference	2021	Understanding motivations, goals and challenges faced by the Linux Kernel contributors
	2021	Panel of Diversity, Equity & Inclusion micro-conference.
Pontifical Catholic University of Rio Grande do Sul (PUC-RS)	2023	Guest Lecturer
Northern Arizona University	2022-23	
Federal University of Technology Parana	2022-23	

Volunteering

Service Type	Year	Institution
Steering Committee Member	2023	The Linux Foundation Software Developers Diversity and Inclusion
Organizing Committee	2025	ICSE 2025 - Equity, Diversity, and Inclusion Co-Chair CHASE 2025 - Program Committee Co-Chair
	2024	MSR 2024 - Publicity and Social Media Co-Chair
Program Committee	2021-2025	ICSE 2025 - Research track EASE 2024 - Research track ICPC - RENE Track SANER 2024 - Research track MSR 2023 and 2024 - Research track ESEM 2022 and 2023 Registered Reports track ICSE 2023 - Demo track SBES 2023 - Insightful Ideas and Emerging Results Track ASE 2022 - Late Breaking Results track EASE 2022 - Vision and Emerging Results track

Peer Reviewed Publications

★ – indicates well-ranked/high-visibility venues in my area

• Book Chapter

★ 2024 **TRINKENREICH, B.**, GEROSA, M., SARMA, A., STEINMACHER, I. (2023). Breaking the Glass Floor for Women in Tech 2023. **Equity, Diversity, and Inclusion in Software Engineering: Best Practices and Insights book**

• Magazine Papers

★ 2024 **TRINKENREICH, B.**, GEROSA, M., SARMA, A., STEINMACHER, I. (2024). Guidelines for Cultivating a Sense of Belonging to Reduce Developer Burnout. **IEEE Software**.

★ **TRINKENREICH, B.**, GEROSA, M., STEINMACHER, I. (2022). Women in Open Source: We Need to Talk About It. **IEEE Computer**, 55(12), 145-149.

• Journal Papers

★ 2024 **TRINKENREICH, B.**, SANTOS, F., STOL, K.- "Predicting Attrition among Software Professionals: Antecedents and Consequences of Burnout and Engagement" **ACM Transactions of Software Engineering and Methodology (TOSEM)** accepted on Aug 2024

★ 2023 GEROSA, M., **TRINKENREICH, B.**, STEINMACHER, I., SARMA, A. - "Can AI Serve as a Substitute for Human Subjects in Software Engineering Research?" **Automated Software Engineering Journal**, accepted on Dez 2023

★ 2023 SANTOS, F., VARGOVICH, J., **TRINKENREICH, B.**, SANTOS, I., PENNEY, J., BRITTO, R., ... GEROSA, M., "Tag that issue: Applying API-domain labels in issue tracking systems" **Empirical Software Engineering EMSE**

★ 2022 **TRINKENREICH, B.**, WIESE, T., GEROSA, M., SARMA, A., STEINMACHER, I., Women's Participation in Open Source Software **ACM Transactions of Software Engineering and Methodology (TOSEM)**

- ★ 2021 **TRINKENREICH, B.**, GUIZANI, G., WIESE, I., CONTE, T., GEROSA, M., SARMA, A., STEINMACHER, I., "Pots of Gold at the End of the Rainbow: What is Success for Open Source Contributors?" *IEEE Transactions of Software Engineering (TSE)*
- ★ 2021 STEINMACHER, I., BALALI, S., TRINKENREICH, B., GUIZANI, M., IZQUIERDO-CORTAZAR, D., ZAMBRANO, G., GEROSA, M., SARMA, A., "Being a mentor in Open Source projects", *Journal of Internet Services and Applications*
- ★ 2018 **TRINKENREICH, B.**, SANTOS, G., BARCELLOS, 2018, "SINIS: A GQM+Strategies-based Approach for Identifying Goals, Strategies and Indicators for IT Services". *Information and Software Technology*, v. 100, p. 147-164.
- * 2015 **TRINKENREICH, B.**, SANTOS, G., "Evaluation of measurement process on a Global Organization under the light of MR-MPS-SV maturity model ", *iSys Brazilian Journal of Information Systems*, vol 8 issue 2: pp. 58-77.
- Conference and Workshop Papers
- ★ 2024 **TRINKENREICH, B.**, GEROSA, M., STEINMACHER, I., "Unraveling the Drivers of Sense of Belonging in Software Delivery Teams: Insights from a Large-Scale Survey" 46th *ACM/IEEE International Conference on Software Engineering (ICSE) - Research Track*
- ★ 2023 **TRINKENREICH, B.**, STOL, K., SARMA, A., GERMAN, D., GEROSA, M., STEINMACHER, I. "Do I Belong? Modeling Sense of Virtual Community Among Linux Kernel Contributors". 45th *ACM/IEEE International Conference on Software Engineering (ICSE) - Research Track (Distinguished Paper Award)*
- ★ 2022 **TRINKENREICH, B.**, STOL, K., STEINMACHER, I., GEROSA, M. SARMA, A., LARA, M., FEATHERS, M., ROSS, N., BISHOP, K. "A Model for Understanding and Reducing Developer Burnout". 45th *ACM/IEEE International Conference on Software Engineering (ICSE) - Software Engineering in Practice (SEIP) Track*
- ★ 2022 SANTOS, F., **TRINKENREICH, B.**, PIMENTEL, J. F., WIESE, I., STEINMACHER, I., SARMA, A., GEROSA, M. A. "How to choose a task? Mismatches in perspectives of newcomers and existing contributors". *16th ACM/IEEE International Symposium on Empirical Software Engineering and Measurement (ESEM)*
- ★ 2022 **TRINKENREICH, B.**, STEIMACHER, I., GEROSA, M., FEATHERS, M., BISHOP, K., LARA, M., ROSS, N., SANCHO, E., SARMA, A., "Organization culture and burnout in software development teams". *16th ACM/IEEE International Symposium on Empirical Software Engineering and Measurement (ESEM) – Industry Forum*
- ★ 2022 GUIZANI, M., **TRINKENREICH, B.**, CASTRO-GUZMAN, A. A., STEINMACHER, I., GEROSA, M., & SARMA, A. "Perceptions of the State of D&I and D&I Initiative in the ASF" *IEEE/ACM 44th International Conference on Software Engineering (ICSE) - Software Engineering in Society (SEIS) Track*
- ★ 2022 **TRINKENREICH, B.**, BRITTO, R., GEROSA, M., STEIMACHER, I., "An Empirical Investigation on the Challenges Faced by Women in the Software Industry". *IEEE/ACM 44th International Conference on Software Engineering (ICSE) - Software Engineering in Society (SEIS) Track – (Best Paper Award)*
- ★ 2021 GUIZANI, M., CHATTERJEE, A., **TRINKENREICH, B.**, MAY, M. E., NOA-GUEVARA, G. J., RUSSELL, L. J., ... & SARMA, A., The Long Road Ahead: Ongoing Challenges in Contributing to Large OSS Organizations and What to Do. *24th Computer Supported Cooperative Work (CSCW)*
- ★ 2021 **TRINKENREICH, B.**, "Please Don't Go - Increasing Women's Participation in Open Source Software". *Student Competition of the 43rd International Conference on Software Engineering (ICSE) (Finalist)*
- ★ 2021 **TRINKENREICH, B.**, "Please Don't Go - Comprehensive Approach to Increase Women's Participation in Open Source Software". *Doctoral Symposium of the 43rd International Conference on Software Engineering (ICSE)*
- ★ 2021 GEROSA, M., WIESE, I., **TRINKENREICH, B.**, LINK, G., ROBLES, G., TREUDE, C., STEINMACHER, I., SARMA, A., "The Shifting Sands of Motivation: Revisiting What Drives Contributors in Open Source". *43rd International Conference on Software Engineering (ICSE) Research Track*
- ★ 2021 SANTOS, F., WIESE, I., **TRINKENREICH, B.**, STEINMACHER, I., SARMA, A., GEROSA, M., "Can I Solve It? Identifying APIs Required to Complete OSS Tasks". *Mining Software Repositories (MSR) Research Track*
- ★ 2020 **TRINKENREICH, B.**, GUIZANI, M., WIESE, I., SARMA, A., STEINMACHER, I., "Hidden Figures: Roles and Pathways of Successful OSS Contributors". 23rd *Computer Supported Cooperative Work (CSCW) – (Honored Mention Paper Award)*
- ★ 2020 BALALI, S., ANNAMALAI, U., PADALA, S., **TRINKENREICH, B.**, GEROSA, M., STEINMACHER, I., SARMA, A., "Recommending Tasks to Newcomers in OSS Projects: How Do Mentors Handle It?". *16th International Symposium on Open Collaboration. (Best Paper Award)*
- * 2019 **TRINKENREICH, B.**, SANTOS, G., BARCELLOS, M., CONTE, T., "Combining GQM+Strategies and OKR - Preliminary Results from a Participative Case Study in Industry". *20th International Conference on Product-Focused Software Process Improvement (PROFES)*
- * 2018 FERREIRA, E., **TRINKENREICH, B.**, SANTOS, G., BARCELLOS, M., "Using SINIS and GQM+Strategies to Align Organizational Goals and Service Level Agreement Indicators". *17th Software Quality Brazilian Conference (SBQS)*, Curitiba, Brazil **(Best Paper Award)**
- ★ 2018 **TRINKENREICH, B.**, SANTOS, G., BARCELLOS, M., CONTE, T., "Defining, Measuring and Monitoring IT Service Goals and Strategies Practical Results and Pitfalls from a Qualitative Study in Industry". *12th Empirical Software Engineering and Measurement (ESEM)*

- ★ 2017 **TRINKENREICH, B., SANTOS, G., BARCELLOS, M., CONTE, T.**, 2017, "Eliciting Strategies for the GQM+Strategies Approach in IT Service Measurement Initiatives". **11th Empirical Software Engineering and Measurement (ESEM)**
- * 2017 **TRINKENREICH, B., SANTOS, G., BARCELLOS, M.**, "SINIS – A method to support defining goals, strategies and indicators for IT Services CTDQS - Competition of Best Thesis and Dissertations about Software Quality – **16th Software Quality Brazilian Conference (SBQS) (Finalist)**
- * 2015 **TRINKENREICH, B., SANTOS, G., BARCELLOS, M.**, "SINIS - A Method to Select Indicators for IT Services", **16th International Conference on Product-Focused Software Process Improvement (PROFES)**, Bolzano, Italy, pp. 68-86 **(Indicated for Best Paper Award)**
- * 2015 **TRINKENREICH, B., SANTOS, G.**, "Evaluation of incident management process under the light of MR-MPS-SV maturity model and measurement to support IT Service quality improvement", **14th Software Quality Brazilian Conference (SBQS)**
- * 2015 **TRINKENREICH, B., SANTOS, G., CONFORT, V., SANTORO, F.**, "Toward using Business Process Intelligence to Support Incident Management Measures Selection and Service Improvement". **27th International Conference Software Engineering Knowledge Engineering (SEKE)**
- * 2015 **TRINKENREICH, B., SANTOS, G., BARCELLOS, M.**, "Measures to Support IT Service Maturity Models – A Systematic Mapping Study", **17th International Conference on Enterprise Information Systems (ICEIS)**
- * 2015 **TRINKENREICH, B., SANTOS, G.**, "Measures to Support IT Service Maturity Models – A Case Study", **17th International Conference on Enterprise Information Systems (ICEIS)**
- * 2014 **TRINKENREICH, B., SANTOS, G.**, "Evaluation of measurement process for incidents, continuity and availability management under the light of MR-MPS-SV maturity model", **10th Annual workshop for software and services Quality improvement (Best Paper Award)**