

Committee on the Status of Women in Physics
Annual Report 2008
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CSWP Chair, 2008

The CSWP continued with its many ongoing projects and also instituted a new pilot programming providing modest child care grants at the national APS meetings. The committee met twice during the year, April 29 in College Park, MD and October 28 in Chicago, IL. In addition to the committee, the meeting in October was joined by guests representing FGSA, AAPT women's committee and Friends of CSWP.

Gender Equity Project The final report on the 2007 Gender Equity conference was issued and planning for the follow up activities commenced. These activities will focus on engaging physics department chairs and laboratory directors in productive discussions of their gender equity efforts so as to determine what items are most effective and to ascertain which may not be productive. This will be done with small group visits by members of the steering committee and CSWP as well as in targeted luncheons held at national and regional meetings.

Professional Skills Development Workshops

Two workshops were offered prior to the March and April APS annual meetings. Women postdocs and tenure track women faculty were targeted for this years program. There were 64 participants split equally between faculty post-docs with 32 at each session. Evaluations were extremely positive, with 52 rating the experience as extremely valuable with the remainder citing it as valuable. Funding has been obtained from NSF to continue the workshops for another three years (2008 being year 1). Post docs and tenured women faculty will be targeted in 2009 with a program for post docs and women in industry/labs in 2010. Women from underrepresented minorities will be especially encouraged to attend.

Annual Meetings

Program Chair for the March 2008 annual meeting in New Orleans was Peter Sheldon. The invited program was shared with the Forum on Graduate Student Affairs and also the Forum on International Physics. The session with FGSA was titled "Where is the Center of Mass for Family, Career, and Self?" while the one with FIP was "International Gender Issues in Physics." A networking breakfast was co-sponsored with the Forum on Industrial and Applied Physics as well as a dessert reception with the Committee on Minorities. The Program Chair for the April 2007 meeting in St. Louis was Nora Berrah who planned a session on "Building a Successful Career: Perseverance, Funding, and Climate." In addition, CSWP again co-sponsored a luncheon with the Division of Particles and Fields.

\$5000 was made available to be used towards modest grants of \$300 each to help defray the costs of childcare for attendees at the APS annual meetings. An area at the March meeting was set aside for caregivers and children to relax, although this did not appear to

get a lot of use. A total of 19 individuals applied for funds and were granted under this program, although only 11 individuals actually submitted receipts for costs incurred.

Site Visits

Two Climate for Women in Physics site visits were conducted at Lawrence Berkely National Laboratory and Fermi Lab (joint with COM). Requests for visits continue to come in, and the queue stands at more than 5. The program is operating at capacity, and the committee is reviewing how it should be continued into the future, especially with regards to evaluating its effectiveness.

Recognition for Increasing Diversity

CSWP explored the idea of some sort of recognition (not an award) for increasing diversity, which could be given to an individual or a group. Discussions have started with the Committee on Minorities.

Blewett Scholarship

The scholarship for 2008 is divided between 3 recipients: Janice Wynn Guikema, Johns Hopkins; Ya Li, Hampton University/Thomas Jefferson National Accelerator Facility; and Firouzeh Sabri, University of Memphis.

Female friendly website

Information on what makes their department particularly welcoming to women is provided and updated by physics department chairs. The website is interactive and chairs will be asked to update their information annually. 169 institutions currently offer information at the site.

Gazette

Two issues were published in 2008. Guest editors were Mary Hall Reno, University of Iowa (fall) and Berenice Durand (spring).

Forum on Graduate Student Affairs

The committee continues to hear reports from FGSA on its activities and to reach out to graduate students.

IUPAP Yevgeniya Zastavker and Nora Berrah from CSWP were part of the US delegation to the International Union for Pure and Applied Physics 3rd Conference on Women in Physics in Seoul, South Korea in October 2008.