

## 2018 Annual Report on CSWP Activities

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The CSWP meets twice per year in-person and holds two full-committee meetings by videoconference each year. Subcommittees convene throughout the year to manage CSWP sponsored programs, provide input on policy and current concerns, and to select nominees for CSWP related awards.

### CSWP GOALS

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Ongoing and new CSWP activities are periodically assessed against these goals with the purpose of ensuring that the committee is taking effective advantage of all of its resources. The committee reviewed these goals at its Sept 2018 meeting and updated them. We wanted to stress inclusion and the need for broad cultural change involving the entire physics community.

#### *Updated goals*

Promote the inclusion of women in physics at all levels. In particular, the committee recognizes several key strategies:

- Increase the fraction of undergraduate women in physics.
- Enhance and evolve professional development opportunities for women in physics such as mentoring, mentor training, and professional skills workshops.
- Understand gender-related issues in physics by encouraging research into their fundamental causes.
- Advocate for data-driven, effective practices to eliminate harassment and to promote equitable and inclusive physics communities and workplaces.
- Propagate the understanding that it is everyone's responsibility to promote equitable and inclusive cultures in which women are equal participants in the physics community.

### ACTIVITIES IN 2018

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#### Overview of Activities

- Monitor and respond on issues of especial interest to women in physics
- Conferences for Undergraduate Women in Physics (CUWiP)
- Professional Skills Development Seminars and workshops
- STEP UP 4 Women NSF-funded project
- Climate Site Visits
- Updating of effective practices documents

- IBM Research/APS Internships for Undergraduate Women
- Grants for Women in Physics Groups
- Childcare Grants
- Inclusive Graduate Department Questionnaire
- M. Hildred Blewett Fellowship
- Maria Goeppert Mayer Award

There was significant turnover of committee staff at the APS this year. We are looking forward to more stability going forward.

## Highlights of 2018 activities

### *Programs*

- Site Visits

The site visit program continues to be popular. This is one of the oldest CSWP programs and has not been reviewed to optimize effectiveness and impact.

- Committee received and declined a request to review a high school.
- We set up a small subgroup to evaluate this program and improve/update our process to increase the impact of these visits.
  - Looking for ways to ensure buy-in from the institution by requiring more work that needs to be done in advance of requesting a site visit.
    - Is the institution following recommended effective practices already?
    - Do they have support from the Dean/Provost/Office of Diversity and Inclusion?
  - Can we get a follow up report(s) on impacts of visit?
- Conference for Undergraduate Women in Physics (CUWiP)
  - As of Oct 15<sup>th</sup>, 2,604 applicants had applied for places at the 11 US based 2019 conferences. The conferences continue to grow in popularity.
  - Based on feedback will encourage speakers to focus on how they succeed/what they enjoy and be careful when talking about career barriers
- Professional skills development workshops for women
  - Discussed how best to move this program forward and ensure strong CSWP oversight.
  - Discussed the need to better understand issues senior women face when moving into leadership roles and the value of research into these issues.

### *Awards/Grants*

- Women in Physics Group Grant
  - Anticipating about 30 applications this year and the plan is to review and make

award recommendations by the end of November.

- M. Hildred Blewett Award
  - Award is designed to help women return to physics after a break.
  - Working to update award description (to submit to “Prizes and Awards” to stress it is meant to be a transitional award and is expected to typically last for only one year.
    - Will recommend requiring mentors to provide a mentoring plan as part of future applications.
  
- Maria Goeppert-Meyer Award
  - 27 candidates (three with two nominations)
    - Need to make sure selection committee is broad enough so that all nominations can benefit from expert comments.

#### *Other Activities*

- Harassment Sub Group Report
  - Have continued to build on the effective practices document by adding a section on “poster sessions” to the meetings guide.
  - Provided input to the Effective Practices group on ways to improve departmental climates and to the POPA group working to update the ethics guidance.
  - Reviewed NASEM recommendations from their harassment report
    - Planning to ask APS leadership to consider a policy to revoke fellowships – policy could be similar to that of AAAS – should allow for an appeal of revocation. Harassment sub-committee will work on draft.
    - Monitoring the progress of the new ethics guidelines and considering if agreeing to follow these should become part of being a member of the APS.
      - Currently have a code of conduct for meeting registration – this would send a wider signal.
      - Need to consider applicability to foreign membership – should support goals, but legislation like Title IX is U.S. only.
  - Shifting discussion to culture change and encouraging bystander training.
  
- Inclusive Graduate Programs
  - Departments used to be free to decide what information they would provide and decide for themselves if they were “female friendly”. Committee reviewed and recommended edits for web site so now asking for specific information based on what are established effective practices for retention of women students.
  - Only 44 out of 162 entries have been updated within the last 3 years. The remaining 118 programs will be contacted and asked to update their information (and in future programs will be required to update information every three years).
  - We will look at ways to better advertise the web site

- CUWiP
  - Chairs newsletter (aim for early September before grad students applying to programs).
- Committee is working to replace “Woman Physicist of the Month” with a new series that highlights women who faced obstacles in the past and did not get enough recognition – and discusses policy changes that would have helped them.
  - CSWP supports wiki-thon proposed by APS publications staff to add bios of women physicists and will help as appropriate.
    - Plan is to start with Maria Goeppert-Mayer awardees and Blewett awardees.
- CSWP sponsoring “Childcare for Meetings” policy currently under review by APS Council. CSWP also reviewed the application template and recommended broadening application language to include option to request support for dependent care.
- Archiving subgroup
  - Producing guidelines for each CSWP sub-committee on roles/responsibilities/time commitment. This will help when we bring in new members and subcommittee membership changes and also ensure that subcommittees know what they need to be doing and when.
- 2019 March/April meetings - ensuring program has sessions supportive of CSWP goals. March meeting will have a session on creating an inclusive environment. April meeting session may highlight CUWiP
- Discussions with COM (Minorities) and COE (Education)
  - Looking for ways to work together on common goals
    - CSWP has recommended adding inclusion to our joint mission statement.
- GRE statement
  - CSWP is supportive of efforts to highlight the limitations of using the GRE in the graduate admissions process. We understand that this is “in process” with POPA.