

**Annual Report
The Committee on the Status of Women in Physics
November 2004**

Events at APS meetings CSWP sponsored or co-sponsored a variety of events at the March and April APS meetings. Including a workshop on survival skills for women physicists, and a networking breakfast (with FIAP). There were invited sessions on "keeping Girls and Women in Science" (with FGSA, FEd, and IOP) and on "Monolayers and Multilayers" (with FHP) which featured the work of Katharine Blodgett and Agnes Pockels. At the April meeting, a networking luncheon co-sponsored with DNP was filled to capacity. There were invited talks on careers outside the university (with Fed) and keeping girls and women in science (with FED)

Site Visits In 2004, CSWP conducted site visits, to the University of Washington, to Colorado School of Mines, and to University of Arizona. A visit is planned to the University of Michigan on March 14, 2005. Requests are pending from University of Iowa and the University of Toronto. NIST/Gaithersburg and NIST/Boulder have both requested a visit in summer 2005. The Kavli Institute for Theoretical Physics at UC Santa Barbara (KITP), the Naval Research Lab, and IBM/Almaden have also expressed interest in having site visits. To further assist departments who wish to improve the climate for women in physics, CSWP posted a "Best Practices" document for finding and keeping women physics faculty, postdocs, graduate and undergraduate students at <http://www.aps.org/educ/cswp/visits/procedures.cfm>

Margaret Murnane will continue as site visit coordinator in 2005.

Professional Skills Development Workshops CSWP received funding from the National Science Foundation to offer a total of five of professional skills development workshops over three years. In 2005, the workshops will be held for tenured women physicists on March 20 (Los Angeles) and April 15 (Tampa). Future workshops will be held for non-tenured women physicists, and women at national labs/research facilities.

APS/IBM Research Internship for Undergraduate Women CSWP assisted IBM in advertising this summer program for the fourth year. Only five interns participated this year, although offers were made to a total of 10. In 2005, IBM expects to make offers to 15 interns.

Other programs

Other ongoing programs include the CSWP Gazette newsletter (produced twice a year) and the travel grants program which provides modest support to colleges/universities who wish to invite women speakers (26 grants in 2003-2004, 12 grants so far in 2004-2005).

CSWP maintains two moderated listserves, "Friends of the CSWP" for APS members who wish to hear more about the committee's work, suggest issues for discussion, nominate qualified women for prizes/fellowship in the APS, and "Women in Physics", open to anyone who wishes to subscribe.

FUTURE PROJECTS

M.Hildred Blewett Annual Scholarship for Women in Physics The APS has been designated the primary beneficiary of a bequest of over \$1 million from Dr. M. Hildred Blewett, an accelerator physicist who died in June. The Committee for the Status of Women in Physics will oversee the annual selection process and has established a sub-committee to work on this. First priority will be given to a woman who has had to give up doing research for a time due to family or other reasons, but would now like to resume her career.

CSWP will work on a list of suggested questions, "What to Ask", for high school and undergraduate students to consider when selecting schools, to assist them in locating women-friendly physics departments.

CSWP will discuss a self-reported survey of physics departments. Departments would be encouraged to respond to a few very short questions and to add a paragraph on what they believe makes their department attractive to women students