

2016 Annual Report on CSWP Activities
November 9, 2016

Chairperson: Ashley DaSilva, McGill University, ashley.dasilva.527@gmail.com

APS Staff Advisor: Ted Hodapp, hodapp@aps.org

APS Staff Assistant: Miranda Bard, bard@aps.org

Committee Members: Kerstin Nordstrom (Mt Holyoke Coll), Pearl Sandick (Univ of Utah), Cha-Mei Tang (Creatv MicroTech Inc), Zahra Hazari (Florida Intl Univ), Roxanne Hughes (Natl High Magnetic Field Lab), Patricia Rankin (Univ of Colorado - Boulder), Elizabeth Mann (Kent State Univ - Kent), Jenna Walrath (Intel Corp)

The CSWP meets twice per year in-person and holds two full-committee videoconference meetings per year. Subcommittees convene throughout the year for discussions, award decisions, and planning.

CSWP Goals

Ongoing and new CSWP activities are assessed against these goals with the purpose of maximizing impact of our resources.

- Increase the fraction of women in physics by increasing the number who enroll in and complete undergraduate physics degrees.
- Understand and implement solutions for gender specific issues such as stereotype threat, unconscious bias, and impostor syndrome that affect careers of all physicists.
- Enhance professional development opportunities for women in physics such as mentoring, mentor training, and negotiation skills workshops.
- Remedy issues that impact gender inequality in physics by encouraging research into fundamental causes, assessing policies, and advocating good practices.

Activities in 2016

Responses to and prevention of harassment in our community

Several high-profile cases of sexual harassment in the physics and astronomy communities that came out in the news over the past 1-2 years have raised awareness of these issues among the community. The CSWP has convened a subcommittee to examine the data and evidence on harassment issues and recommend solutions. This year the subcommittee has:

- Worked with APS on implementing a code of conduct at March and April meetings this year.
- Made recommendations on implementing the code of conduct at all APS-affiliated meetings.
- Is in the process of updating the best practices documents for physics departments, which will include strategies to prevent harassment from occurring, and is planned to be completed at the end of this year.

- Is creating a best practices document for professional meetings, which is planned to be ready at the end of this year.

Professional skills development workshop (PSDW)

The PSDW continues to be popular. This year, 9 facilitators were trained at “train the trainer” workshops. These facilitators are physicists who have already taken the PSDW themselves, are leaders in the community, and are geographically spread out over the United States. The facilitators were charged with giving shortened versions of the workshops (called Professional Skills Development Seminars) to groups of students and/or postdocs. So far this year, 24 of these seminars were presented in a variety of venues, including universities, national labs, and conferences (including a few of the CUWiP sites.)

Site visits in 2016

- University of Waterloo, physics department and the Institute for Quantum Computing
- Case Western Reserve University, physics department
- Syracuse University, physics department

In addition to these site visits, the CSWP has written updated protocols of site visits, including more guidance from the committee on assembling a team and allowing for time to produce a first draft of the report at the end of the site visit. These procedures will improve the timeliness of report completion, and will go into effect in 2017.

The popularity and effectiveness of the site visit program is highlighted by a request from the mathematics community to shadow an upcoming site visit in order to model our program in their community.

Conferences for Undergraduate Women in Physics (CUWiP)

The January 2016 conference had over 1300 students, and the conference continues to grow. The January 2017 conference is expected to have more than 1600 students participating at 9 sites in the United States. Through a new partnership between APS and CUWiP Canada, around 120 students are expected to participate at one Canadian site.

Other activities

- Special sessions and networking events at March and April meetings
- Blewett Fellowship
- Maria Goeppert Mayer Award
- Women Physicist of the Month
- Grants for women in physics groups