

## 2019 Annual Report on CSWP Activities

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**Committee Members:** Rana Ashkar (Virginia Tech), Kristen Burson (Hamilton College), Arati Dasgupta (United States Naval Research Laboratory), Laura McCullough (University of Wisconsin Stout), Maria Rodriguez (Utah State University), Hume Feldman (University of Kansas), Qiuzi Li (Exxon Mobil Corporation), Heather Lewandowski (University of Colorado, Boulder).

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

As in the previous year, there was again significant turnover of committee staff at the APS this year. We are very much looking forward to more stability going forward.

### ACTIVITIES IN 2019

#### Overview of Activities

CSWP continued its work on the subcommittees and working groups addressing the topics listed below. Some of the work was a continuation of ongoing efforts from previous years:

- Conferences for Undergraduate Women in Physics (CUWiP)
- Site Visits
- Grants for Women in Physics Groups
- Inclusive Graduate Department Questionnaire
- M. Hildred Blewett Fellowship
- Braslau Award
- Maria Goeppert Mayer Award

## Highlights of 2019 activities

In addition to continuing its work in the standing groups listed above, CSWP has also invested substantial efforts in the following areas:

- **Online presence – Women in Physics and CSWP Websites**

The CSWP website has been updated to remove outdated or broken links. The Women in Physics mailing list has been retired and instead was replaced by the Friends of CSWP mailing list, of which Della is now the manager. It was agreed that the mailing list will be used to advertise information such as CUWiP meetings, Women in Physics group grants and nomination deadlines. The mailing list will no longer be used to advertise academic job openings; instead, the CSWP website will refer potential employers to the Effective Practices webpage.

- **APS 2020 March and April Meetings**

The topic for these meetings will be *STEP UP 4 Women “Proactive ways to recruit & retain women”*. Several invited speakers have been secured for the meetings. A discussion panel is also planned.

- **Conference for Undergraduate Women in Physics (CUWiP)**

As of October 11, there were 2215 CUWiP applicants. This number is slightly lower than last year’s 2604 applicants, and has been attributed to possible lapses in advertising the conferences. Using the Friends of CSWP mailing list to advertise CUWiP may mitigate this issue.

As noted in previous years, CUWiP events have grown in popularity to a point where CSWP was asked to advise on how to manage the increase in demand and oversubscription. It was agreed that applicants should not be turned away, even if they have previously attended a CUWiP. Options such as raising additional funds to support the conferences, increasing the number of hosting sites, as well as having previous sites host again have been discussed. There has been a strong sentiment to continue CUWiP, and if possible, accept all applicants. A new grant application, requesting additional funds is in preparation. In a recent conversation with the APS Director of International Affairs, it was suggested that the CUWiP model be adopted in other countries, outside the USA, to increase support of women physicists around the world.

- **Site Visits**

A Site Visit Taskforce was formed to evaluate and redesign the CSWP’s flagship Site Visit Program. The group has produced a detailed document discussing the new format under which site visits will be conducted starting in the coming year. The document is still being finalized and is not ready to be shared publicly. A central change is that visits will be conducted together with COM representatives, to evaluate the climate for women and underrepresented minority groups.

- **Statement of Student Evaluations of Teaching**

CSWP has formed a taskforce, with representatives from COM and COE, to address growing professional concerns around students' evaluations of teaching as a useful tool for evaluating instructional quality in academia. The group has written a statement, currently still in draft form, which it intends to continue improving in 2020.

- **Sexual Harassment**

CSWP has a standing harassment subcommittee. The group has been discussing best practices for addressing reports of harassment and/or misconduct in the workplace and conferences. In light of a recent publication highlighting that nearly 75% of undergraduate women in physics have suffered some form of gender- or sexual harassment, the subcommittee composed a statement on ending harassment in physics. The statement, in a revised and expanded form, has been adopted by the APS Board, and has been posted online in July 2019. In parallel, the subcommittee as well as CSWP as a whole welcome the formation of the APS Ethics Committee. We believe that CSWP can effectively work with the Ethics Committee to highlight issues that are crucial and often unique to women in physics. We are also looking forward to a productive collaboration through the Societies Consortium on Sexual Harassment in STEMM.

- **Forum on Diversity and Inclusion**

The Forum on Diversity and Inclusion's organizing committee includes a member of CSWP. This year the committee worked towards launching the Forum, with help and input from all committee members. Recently, CSWP unanimously voted to endorse the proposal put forward by the Forum.