

Gazette

A Newsletter of the Committee on the Status of Women in Physics of the American Physical Society

RECRUITMENT AND RETENTION OF WOMEN IN PHYSICS CONFERENCE HELD

*Report from Miriam Forman,
APS Director of Physics
Profession Programs
and Officer Liaison
to the CSWP*

With co-sponsorship by the American Association of Physics Teachers (AAPT), the American Institute of Physics, and the American Physical Society, a conference on the Recruitment and Retention of Women in Physics was held in Chevy Chase, Maryland, on 2 and 3 November 1990. The conference was previewed in the October 1990 issue of the Gazette.

There were 148 participants at the conference: 19 male faculty, 36 female

faculty, 31 female graduate students, and 27 female undergraduates. The conference had a mix of workshops and invited talks, some by the student participants. Many students had never met a woman physicist before, and wanted to be able to contact and get to know some in their local areas.

Sara Bolton, who interned for a year with the AIP and the APS on issues of women in physics, was a participant at the conference. Bolton came to her internship after receiving her undergraduate degree in physics from Brown University, and before going to the University of California, Berkeley, where she is now doing graduate work. Bolton described how the larger number of women students and faculty in a large department can "share the flack" of reactions to their complaints of sexism. When many people feel the same way, a few individuals are not branded as complainers and ignored, which can happen

in a smaller department. On the other hand, large powerful physics departments are not in the mainstream of cultural change and enlightenment at universities, and may tend to discount advice of those who are not physicists.

Sara described a campus meeting on "Sexism in the Berkeley Physics Department" widely advertised and convened by Berkeley women graduate students. She said there is goodwill and eagerness to have women students in the department, and that with more exchange of information between current students and the faculty, more women would complete a graduate career.

Jennifer Eden, an undergraduate at Amherst College, said the physics department there was supportive of women, but that she felt lonely and had never met a woman physicist, not realizing that there were at least two in the same town. Susan Watson, a Cornell University graduate student described the Cornell network for women in physics.

The "Chilly Climate" for women in physics was the most popular topic. In advance of the conference, all participants had received the 1986 "Chilly Climate" report published by the Association of American Colleges. A show of hands revealed that about 30 conference participants had experienced overt sexual harassment, and subtle sexual stereotyping ("S-cubed") is pervasive. S-cubed is considered very damaging over the long time scale required to prepare for a career in physics. It was felt that the professional societies should show leadership in improving this situation, and that the conference was a step in that direction.

There was a strong consensus that all physics students would benefit from the

The editor for this issue is Jin-joo Song;
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The "CSWP GAZETTE," a quarterly newsletter of the American Physical Society Committee on the Status of Women in Physics (CSWP), is mailed free of charge to all women listed on the computerized "Roster of Women in Physics," all US physics department chairs, and others on request. Because editorial responsibility rotates among CSWP members, please address all correspondence to: "CSWP Gazette," The American Physical Society, 335 East 45 St., New York, NY 10017.

kinder, gentler atmosphere and better teaching in which female students and faculty would flourish, and that the progress of physics would benefit too. Male participants indicated that if the dominant group recognized the importance of small behavioral changes to women, these changes would be made.

Seven workshops were held on each day of the conference, on a variety of topics. In assigning participants to each workshop, Judy Franz, retiring president of the AAPT, had done a marvelous job of accommodating individual interests and keeping a balance of representation of all the participants in the workshop groups. Discussion

leaders and note-takers were notified in advance, and assignments were affixed to each participant's badge by the AAPT meeting staff. Notes from each workshop were used to report to the plenary session after the workshops.

A final round of groups formed to work on outcomes of the conference, such as a questionnaire for participants, a brochure for undergraduate and graduate women, statements of concerns of

women faculty and women graduate students, a kit for starting a local women's physics network, a "climate" assessment for physics, and a "portable talk" kit of statistics, observations, and remedies for conference participants and others to use in presentations and in speaking engagements. These materials are in development, and will be included in the conference proceedings to be prepared by the steering committee.



CSWP CHAIR MILDRED DRESSELHAUS WINS NATIONAL MEDAL OF SCIENCE

Mildred Dresselhaus, 1990 chair of the CSWP, was among a distinguished group of 20 scientists and engineers to receive a 1990 National Medal of Science. Dresselhaus is Institute Professor in the Departments of Electrical Engineering and Computer Science and of Physics at Massachusetts Institute of Technology (MIT), and was President of the APS in 1984. Dresselhaus is shown above receiving the medal from President Bush and First Lady Barbara Bush.

Dresselhaus received her Ph.D. in physics from the University of Chicago in 1958. After postdoctoral work at Cornell, she joined the research staff at the MIT Lincoln Laboratory in the Solid State Physics Division, and later the MIT faculty. Her research contributions span a broad area of condensed-matter physics. She has served the profession as well as government, university, and

industry in various program and advisory bodies.

"The U.S. is losing physics talent in women; too much talent is just being wasted," Dresselhaus observed in a recent conversation. "To be a physicist requires talent in math and science, vision about where you are heading, and determination above all. This is a good time for women to enter the field. Even though the fraction of women in the field has doubled in the last 15 years, physics still has the lowest fraction of women of all the sciences. We need to communicate to women that they have a place in the field, and we need to spread out the welcome mat for them," she said.

A committee of scientists and engineers assists in identifying candidates for a National Medal of Science. Criteria include the total impact of an individual's work on his or her field, unusual achievements likely to have long-term effects, and distinguished service in the general advancement of science or engineering. Dresselhaus is the only woman among this year's recipients.



**1989 CSWP CHAIR
KEN LYONS HONORED
AT RECENT CSWP MEETING**

In his three years of service to the CSWP, including one as the first man to chair the committee, Ken Lyons of AT&T Bell Laboratories has contributed significantly to the goals of the CSWP. Among his many contributions are the reformatted questionnaire for the Roster of Women in Physics; computerization, improvement, and expansion by more than 30% of the Colloquium Speakers List; a survey and eventual directory of summer science programs for high school students; considerable assistance in the preparation of a definitive list of women APS fellows (a much trickier project than one would think); a survey of hiring patterns of women faculty at major university physics departments; successful fund raising for reprinting the career brochure "Physics in Your Future"; editorship of several fine issues of the *Gazette*; and drafting a great deal of correspondence and documents relative to the CSWP's activities.

The CSWP recognized Lyons' outstanding contributions at the 18 November meeting, and presented him with an engraved bowl in recognition and thanks for all he has done. Lyons is shown above receiving the bowl from 1990-91 CSWP Chair Millie Dresselhaus.

**LILLIAN C. McDERMOTT
DELIVERS MILLIKAN LECTURE**

This year's Robert A. Millikan Lecture was given at the June meeting of the American Association of Physics

Teachers by Lillian C. McDermott of the University of Washington. Her lecture was entitled "What We Teach and What Is Learned—Closing the Gap." The Millikan Lecture Award is presented each year to an individual who has made notable and creative contributions to the teaching of physics.

McDermott is a member of both the AAPT and the APS. She is a past Chair of the APS Committee on Education, serves as Councillor-at-Large on the APS Council, and is presently a member of the CSWP.



McDermott has long been active in physics-education research. Her current research involves identifying specific difficulties that students have in learning physics and developing instructional materials that address those difficulties. McDermott received a Ph.D. in physics from Columbia University in 1959. After holding positions at the City College of New York and at Seattle University, in 1967 she moved to the University of Washington, where she is now a Professor of Physics. She is director of the Physics Education Group, a program in which graduate students can earn physics doctorates for research in physics education.

**CHILD CARE AT MARCH
APS MEETING**

The APS will be offering child care services at the 18-22 March 1991 General Meeting in Cincinnati. "Bring Along the Children" (BAC) will provide on-site activities for infants and toddlers up to age three, and on-site as well as off-

site activities (including a trip to the Cincinnati Zoo) for children aged three to seven. The ratio of one staff person to every three children up to age three, and one staff person to every five children ages three to seven, will guarantee a high standard of care.

The price for BAC is \$45 for a full day (including toys, games, lunch, and two snacks) and \$25 for a half-day [either 8 a.m. to 1 p.m., (with lunch), or 1-5 p.m.]. The trip to the Cincinnati Zoo is \$45, all included.

The preregistration deadline for BAC is 1 March 1991. Registration forms will appear in the January, February, and March issues of the *Bulletin of the American Physical Society*; they can also be obtained from the APS. Interested parents should mail preregistration forms to June Schultz, Assistant Meetings Manager, APS, 335 East 45th Street, New York, NY 10017.

**GET-TOGETHER FOR WOMEN
AT MARCH AND APRIL
APS MEETINGS;
FOLLOW-UP SYMPOSIUM
AT APRIL MEETING
ON RECRUITMENT
AND RETENTION
OF WOMEN IN PHYSICS**

On Sunday evening, 17 March 1991 for the March Meeting and 21 April 1991 for the Spring Meeting, from 6:30 to 8:00 p.m., before both the March meeting in Cincinnati and the April Meeting in Washington, D.C., Mildred Dresselhaus, Chair of the CSWP, will host an informal meeting for women attending these conferences. At these informal gatherings, the CSWP would like to hear the concerns of women physicists and suggestions on how the CSWP can help them, as well as provide an occasion for women attendees to meet each other.

At the Spring Meeting, the CSWP and the American Association of Physics Teachers will co-sponsor a symposium on Recruitment and Retention of Women in Physics. This is a follow-up to the national conference that was held by these two organizations with the American Institute of Physics in November 1990 (see report in this issue of the *Gazette*.) The April Symposium will summarize the conference, highlighting certain problems and solutions, and dis-

cuss how the physics community can act upon them.

MARGARET GELLER TO ADDRESS ATTENDEES AT UNITY IN PHYSICS DAY, AT APRIL MEETING OF THE APS

Dr. Margaret Geller, of the Harvard-Smithsonian Center for Astrophysics, will be one of four speakers at the Unity in Physics Day, scheduled for Tuesday, 23 April 1991, at the APS Spring Meeting in Washington, D.C. Dr. Geller's talk will address current issues of research in her field in a broad context, suitable for a general audience of physicists.

The first Unity in Physics Day was organized at the 1990 APS Spring Meeting. The event arose out of a conviction on the part of APS leadership and members that the unifying concepts, methods, goals, and interests of physics are strong, but sometimes obscured by growing specialization. Focusing on what physicists share, the Unity of Physics Day includes talks by notable speakers, a banquet, a prize ceremony, and an address by a distinguished individual.

PROGRAM OF SITE VISITS TO UNIVERSITY PHYSICS DEPARTMENTS INITIATED

Last spring a committee of representatives from the CSWP and from the Committee on Women of the American Association of Physics Teachers (AAPT) visited the Physics Department at the University of Maryland. At the invitation of the department, the group met with faculty, graduate students, and undergraduates, to observe and make recommendations about the department's success in recruiting and retaining women at all levels. At the same time, the visiting group was learning how to conduct such a site visit, with a view toward making such visits a regular activity of the two committees.

Prior to the visit, and on-site, the group gathered statistics on the number of women physics majors, their academic performance, and the fraction completing a degree compared to men students. The group also looked into mens' and womens' GRE scores, and the likelihood of completing graduate

programs. These data were summarized and included in the group's report to the University after the visit.

Both undergraduate and graduate women expressed a need for more women professors. Ellen Williams of the CSWP is on the faculty at the University, and helped to arrange the site visit. Students praised Williams as an exemplary role model in teaching, research, and caring about students, but said there wasn't "enough of her to go around". Regular meetings of women students were suggested. Some of the graduates said that the opportunity to meet other women students was one reason they attended the site-visit meeting.

The need for more women professors was the theme of the visiting group's discussions with University faculty as well, and, in fact, a program has been outlined which will provide six slots for women physics faculty in coming years. Implementation of this program poses some challenges, but has important support in the University's administration.

The CSWP and the AAPT Committee on Women are currently trying to schedule more site visits for Winter and Spring 1991. Departments seeking evaluation and guidance may request one; the visits are never uninvited.

TRAVEL GRANTS FOR WOMEN COLLOQUIUM SPEAKERS PROGRAM UNDERWAY

Launched last summer, the new "Travel Grants for Women Colloquium Speakers" program has attracted considerable interest and response. The program helps to pay the travel expenses of women speakers in one of two ways. Program A reimburses the expenses of the second of two women speakers; Program B offers grants of \$1000 when more than one-third of a physics department's colloquium speakers (a minimum of four out of nine) are women.

The Council of the APS authorized an expenditure of \$5000 to the program in its pilot phase, with \$2000 to be reserved until 31 January 1991 for Program B grants. If there are no Program B applications by that time, the money will be made available for awards in ei-

ther program. As of 1 December 1990, grants to five institutions have been made in Program A, amounting to \$2000, and none in Program B.

Predictably, a few questions have arisen about the speakers and expenses that are eligible for the program. Speakers need not be chosen from the CSWP Colloquium Speakers List, but they do need to be in physics or a closely related field, such as astronomy or geophysics. As the title indicates, only actual travel expenses are reimbursable; honoraria or extraneous expenses at the colloquium itself, such as refreshments, are not. Expenses should be supported by receipts and copies of tickets, and travel by car can be paid at 25 cents per mile. In Program A, if the second speaker's travel costs considerably less than the first, expenses of the first speaker (rather than the second) will be reimbursed at the discretion of the program administrators.

Applications are encouraged. Further information and application forms appeared in the October 1990 issue of the *Gazette*, and are available from the American Physical Society, 335 East 45th Street, New York, NY 10017.

HONORS, AWARDS, EVENTS, OPPORTUNITIES

Prunes & Plums

● The 15 October 1990 issue (Volume 4, Number 20) of *The Scientist* had a special focus on women in science, and featured many articles which might interest *Gazette* readers. The issue has a profile of the University of Oregon and its notable success in recruiting and accommodating distinguished women researchers. Another article concerns women and "prune" jobs (less visible but more demanding than "plums") in government science administration. Other articles are on the history of women in science, the gender and science issue, and the top 10 women scientists based on citation records. Back issues are available for \$3.00. Write to *The Scientist*, 3501 Market, Philadelphia, PA 19104-3302, Attention: Back Issue Fulfillment.

Act Fast!

● Act quickly if you would like to apply for undergraduate research positions at the Indiana University Cyclotron Facili-

ty. Application forms with three letters of reference and a transcript are due by 1 March 1991. Positions are open to outstanding undergrads majoring in physics or nuclear chemistry, who have completed sophomore or junior year by June 1991 with at least four semesters of physics and a 3.30 GPA in all undergraduate courses. For more information and application forms, write: Professor Catherine Olmer, Summer Undergraduate Research Program, Indiana University Cyclotron Facility, 2401 Milo Sampson Lane, Bloomington, IN 47405.

Hot Article

● Keep an eye out for an article by Mary Beth Ruskai in the January or February issue of the *American Journal of Physics*. In the article, entitled "Are There Innate Cognitive Gender Differences?—Some Comments on the Evidence in Response to a Letter from M. Levin," Ruskai examines the objectivity and validity of certain U.S. studies on the subject, and contrasts their results with that of studies carried out in other countries. Her extensive references are a good guide to the literature on this topic.

Proceedings Available

● Proceedings are now available from the Conference on Women in Mathematics and the Sciences, which was held at St. Cloud University in November 1989, profiled in the September 1989 issue of the *Gazette*. The proceedings contain sections on model outreach programs, the "glass ceiling," teacher support, research in the field, and networking programs. The publication is a rich resource of ideas, materials, statistics, references, and contacts, and it is available free. Write to Dr. Sandra Keith, Mathematics and Statistics Department, 720 4th Avenue S., St. Cloud, MN 56301-4498.

Murnane Named

● Dr. Margaret Murnane has been named recipient of the 1990 Simon Ramo Award for outstanding Doctoral Thesis Research in Plasma Physics, sponsored by TRW and the American Physical Society's Division of Plasma Physics. The award was presented at the Division of Plasma Physics Annual Meeting, 12–16 November 1990, in

Cincinnati, Ohio. The citation reads, "For all aspects of a benchmark experiment opening up the new field of high-density, high-temperature plasmas created by ultrashort laser pulses."

Symposia of Note

● Several sessions at the 14–19 February AAAS meeting in Washington, D.C. may be of particular interest to *Gazette* readers. A symposium on "Mathematics in the Public Policy Arena" will be held in conjunction with the 20th Anniversary of the Association of Women in Mathematics, and features a program of women speakers. It is scheduled for Monday afternoon, 18 February. A technical session on "Science Policy for Women in Science: Lessons from Historical and Contemporary Case Studies," will take place Sunday morning, 17 February, and a workshop entitled "Women of Science: Secrets to Success" is slated for Tuesday morning, 19 February.

Veltman Honored

● Helen G. J. Veltman has won this year's Luise Meyer-Schutzmeister Award. The award is presented annually to an outstanding woman graduate student studying in the United States. Veltman completed a B.S. at the University of Utrecht in 1983, and spent three years as a graduate student in experimental high-energy physics at the University of Michigan, helping to construct the Small Angle Monitor for the Stanford Linear Collider. She then became interested in theoretical elementary particle physics and moved to the University of California, Berkeley, where she is completing a Ph.D. thesis. Veltman worked on a variety of problems related to phenomenological aspects of the Standard Model. Her thesis topic involves the proof of the equivalence theorem to all orders in perturbation theory. This theorem is useful and important in the study of longitudinally polarized vector boson interactions. She plans to do postdoctoral work at DESY.

Rutgers Fellowship

● A special opportunity is open to women graduate students enrolled in math, science, or engineering programs at Rutgers University's Graduate School

on its New Brunswick Campus. Douglass College, the women's undergraduate unit of Rutgers University and the largest women's college in the nation, offers the Bunting-Cobb Graduate Residential Fellowship Program. Applications must be received by 1 April 1991. The Fellowship includes a stipend of \$2000 for new graduate students, as well as room and board in the Bunting-Cobb Math and Science Residence Hall for undergraduates at Douglass majoring in these areas. The fellowship is renewable; second-year students receive a stipend of \$4000 plus room and board. Bunting-Cobb Fellows serve as mentors to the undergraduates in the residence hall, which is equipped with a microcomputer room and a resource library. For information about the Bunting-Cobb Fellowships, please contact Dr. Ellen F. Mappen, Director, Douglass College Project for Rutgers Women in Math, Science and Engineering, P.O. Box 270, New Brunswick, NJ 08903-0270. Phone: (908) 932-9197. For information on graduate study at Rutgers, contact Mrs. Beverly Tarter at (201) 932-7711.

Exciting Posters

● The Organization for Equal Education of the Sexes (OEES) offers an exciting array of posters featuring notable women in all walks of life, including science. Featured are Marie Curie, astronomer Annie Jump Cannon, and other women in biochemistry, geology, neurochemistry, and medicine. For a catalog, contact OEES, 808 Union Street, Brooklyn, NY 11215. Phone: (718) 783-0332.

Fellowship Program

● The National Physical Science Consortium (NPSC) offers a unique six-year graduate fellowship program for women and minorities in the physical sciences. The total value of these fellowships can be up to \$180,000, depending on the cost of the university chosen by the fellowship recipient. The Consortium is made up of a growing number of leading universities nationwide (who provide tuition and fees), and private/government corporations (who provide stipends and summer employment). Stipends start at \$10K/year plus summer employment, and increase to \$15K by years five and six. Applications are due on 1 December annually. Ques-

tions and forms should be addressed to L. Nan Snow, Executive Director, NPSC, at either of the following addresses: University of California, San Diego, D-016, La Jolla, CA 92093; or New Mexico State University, Box 30001, Dept. 3NPS, Las Cruces, NM 88003.

Nobel Prize to Friedman, Kendall, & Taylor

● The 1990 Nobel Prize for Physics went to Jerome Friedman, Henry Kendall, and Richard Taylor of the "SLAC-MIT" Experiments, which freed quarks from infrared slavery. The award was foreshadowed by the American Physical Society, which last year recognized their accomplishment with the Panofsky Prize. Reached at a SSC conference, Friedman said, "We may find with the SSC a level of structure within quarks." (As reported in *What's New*, weekly electronic communication to members of the APS.)

W.W. HAVENS RETIRES AS EXECUTIVE SECRETARY OF APS; N.R. WERTHAMER SIGNS ON

After over 25 years of service to the APS as Executive Secretary, William W. Havens, Jr. has officially retired as of 1 January 1991. In receptions and dinners honoring him, speakers have praised Haven's dedication and vision. Through his able administration and at the wish of its members, the APS has become more involved in public affairs and outreach work, such as the Committee on the Status of Women in Physics, while preserving the original aims of the Society to hold meetings and publish journals to advance and diffuse the knowledge of physics. Havens will remain active as an APS Council Advisor, and assistant to 1991 APS President Nicolaas Bloembergen, and will write a history of the APS during his years of involvement.

Taking over as Executive Secretary is N. Richard Werthamer. No stranger to the Society, Werthamer was chosen as an APS Congressional Fellow in 1973, the first year of the program's operation. During his Fellowship year, Werthamer contributed to the work of the Congressional Office of Technology Assessment and the House Committee on Science and Technology. Spending the balance of his career in industry before coming to APS, Werthamer worked at AT&T

Bell Laboratories, Exxon, and Becton Dickinson. He served on the APS Panel on Public Affairs from 1975 to 1978, and was a Councillor-at-Large during the same period.

"One of the very important missions of the APS in serving the physics profession is to assist the entry of women, and reduce the barriers to their career development," Werthamer said in a recent conversation. "The CSWP has worked vigorously towards this key objective, but the task calls for continued and sustained effort, and strong support from the Society. The vital role for the CSWP remains today, as much as in the past," he said.

NEW ADVISORY GROUP AT CORNELL

Cornell University has created the "President's Council on Cornell Women," an unusual advisory group that will make recommendations to the University and its President. Composed of 100 Cornell women graduates from classes of the mid-1950s through the 1980s, the group will advise the President of the University on policies and actions to attract and encourage women undergraduates, graduates, and faculty, as well as women staff and administrators. Task forces have been set up to begin work in the areas of leadership and role models, quality of life for Cornell women, and recruitment and retention of women faculty and administrators.

The group is heavily represented in the fields of law, academia, finance, and business. One of the few scientists serving on the Council is Janice Button-Shafer of the University of Massachusetts at Amherst and a recent CSWP member.

The "President's Council on Cornell Women" is part of a recently intensified effort at the University to provide more leadership opportunities for women, ensure that they are recruited and educated in equitable numbers compared to men, and increase their active involvement in University affairs.

UNIVERSITY CHAIR NAMED FOR GLORIA LUBKIN, EDITOR OF PHYSICS TODAY

The University of Minnesota has announced the establishment of an en-

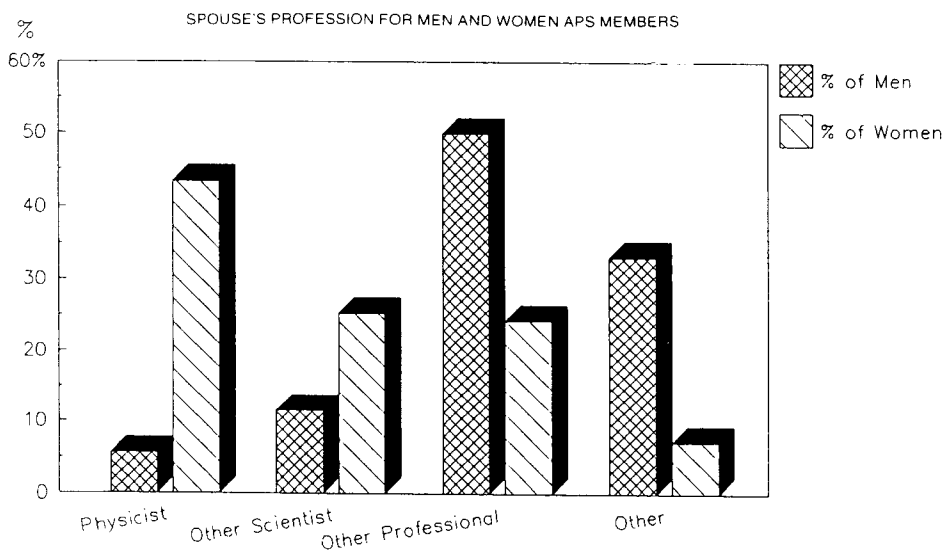
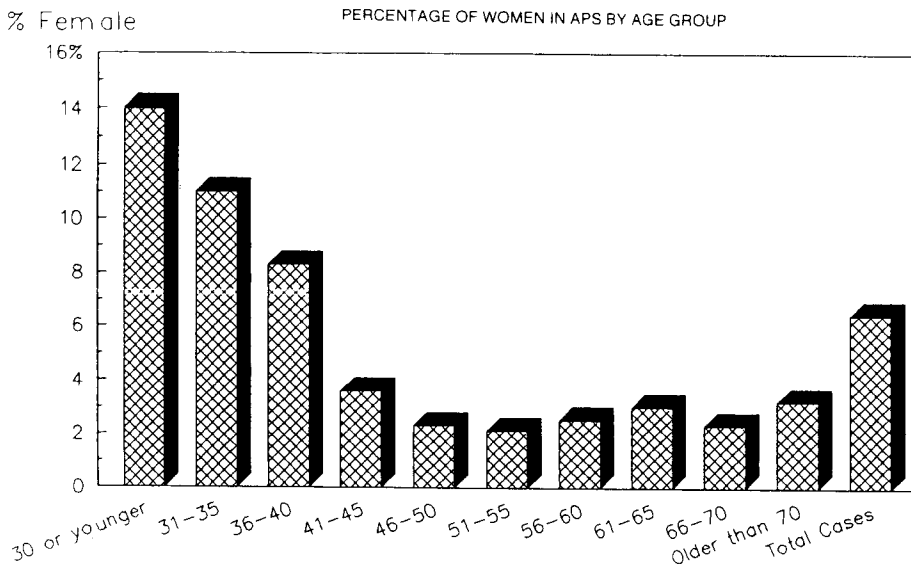
dowed chair named for the editor of *Physics Today*: the Gloria Becker Lubkin Professorship of Theoretical Physics. The endowment establishing this chair, contributed in part by real estate developer William A. Fine and in part by the state of Minnesota, recognizes Lubkin's contributions to both the University and the field of physics, and more specifically her role in the creation and oversight of the University's Theoretical Physics Institute.

This honor crowns five years of labor on the part of Lubkin, University of Minnesota physics professor Steve Gasiorowicz, Mr. Fine, and others at the University and throughout the U.S. In 1985 Lubkin was introduced to Fine while attending a workshop on Grand Unification Theory at Minnesota. At that time, Fine was interested in "doing something" for physics, which is a personal hobby for him. Professor Gasiorowicz suggested a theoretical physics institute to Fine, who then enlisted Lubkin's help. She broadened the scope of the Institute to include condensed matter as well as particle physics. A year later, Lubkin co-chaired the Search Advisory Committee for the Institute.

By 1987, \$1-2m had been pledged to the institute by Fine, with the university providing matching funds, as well as office space and supercomputer time. Within the next year, Larry McLerran of Fermilab was chosen Director. Earlier this year, the Oversight Committee, co-chaired by Lubkin, offered tenured professorships to five Soviet physicists, one of whom is particle physicist Arkady Vainshtein, holder of first Gloria Becker Lubkin Professorship. Formal ceremonies for naming the Chair for Lubkin will take place during the 1990-91 academic year.

APS MEMBERSHIP SURVEY REVEALS CHARACTERISTICS OF WOMEN MEMBERS

The two graphs at right were produced with preliminary data obtained in the APS membership survey conducted last winter. Approximately 4500 members were surveyed to determine their preferences and needs for APS services, journals, and meetings; assess interest in APS outreach programs; and develop an up-to-date profile of APS member-



ship in terms of age, employment and subfield.

The top graph shows the percentage of women in APS by age group, and reveals double and triple percentages of women in the younger age groups as compared to the older ones. The bottom graph shows the percentage of men and women whose spouses are physicists, other scientists, and other professionals. The graph confirms what was known already: nearly half of women physicists are married, for better or worse, to other physicists.

A complete report on the survey results is in preparation, and will appear in future issues of *Physics Today* and the *Bulletin of the American Physical Society*.

FIGHTING SEXUAL HARASSMENT

At the recent APS/AAPT/AIP conference on the Recruitment and Retention of Women in Physics (see article in this *Gazette*), an informal show of hands revealed that approximately one-third of the women present had experienced some form of sexual harassment at school or work. A growing number of reports of harassment and sexual assault are surfacing at universities. Subtle or blatant, the problem is pervasive.

Some universities have taken positive steps to eradicate sexual harassment by establishing policies, raising awareness, and designing and publicizing clear and humane procedures for reporting and addressing different types of sexual harassment situations. Statistics need

to be kept and reported regularly to the community, to counteract the tendency to deny the existence or minimize the extent of the problem. The structure of such a program can accommodate racial, ethnic, or other harassment complaints as well. We hear that several major research universities have taken a very firm stand on the issue. The CSWP applauds this good work.

The Project on the Status and Education of Women of the Association of American Colleges offers a packet of information about what constitutes sexual harassment, what universities are doing about it, and how individuals might approach the issues effectively. To order the "Sexual Harassment Packet," send \$5.00 (checks payable to AAC/PSEW) to Requests, Project on the Status and Education of Women, Association of American Colleges, 1818 R. St. N.W., Washington, D.C. 20009.

AWIS CELEBRATES 20 YEARS

The Association for Women in Science (AWIS) is celebrating its 20th anniversary this year. The organization was founded in 1971 by a group of about 20 women biological scientists. Today, the organization has over 3200 members, both men and women, in the life, physical and social sciences, engineering, and mathematics. Nearly half of the members belong to 37 local chapters. The organization publishes a bimonthly newsletter that features interviews with members, upcoming grant and fellowship deadlines, and updates on legislation pending in Congress.

AWIS has always worked for compliance with affirmative-action legislation. One important purpose of the organization is to provide role models to women and girls at any stage of their science education and career. AWIS has just embarked on a three-year mentoring project funded by the Sloan Foundation.

The Association for Women in Science encourages anyone who supports the goals of the organization to join. For more information about the organization and joining, write to the Association for Women in Science, 1522 K Street N.W., Suite 820, Washington, D.C. 20005, or call (202) 408-0742.

Join us.

To receive a membership application, simply fill in your name and address and forward this form to:

MEMBERSHIP DEPARTMENT
The American Physical Society
335 East 45th Street
New York, NY 10017-3483

Name: _____

Address: _____

New Member

Previous Member

The American Physical Society
335 East 45th Street
New York, New York 10017

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