APS April Meeting 2010
Washington, DC
http://www.aps.org/meetings/april/index.cfm
Tuesday, February 16, 2010 10:45AM - 12:33PM –
Session X2 CSWP FEd AAPT: Strategies for Improving Climate and Diversity in Physics Departments  Thurgood Marshall East

10:45AM X2.00001 Improving Climate and Gender Equity in Physics Departments SHERRY YENNELLO, Texas A&M University — We need to open the door of science to women and minorities. We need to invite them in and encourage them to succeed. We need to teach them the secret handshake and transfer all the writing on the men’s room walls and all-white country clubs into accessible places. We need to promote them to positions of national prominence. We need to do this out of respect to our mothers and the pioneering scientists who have come before us. We need to do this for our daughters and sons, so that our grandchildren may only know this discrimination as a piece of history. We need to do this now – for the sake of our country, our science, our technical workforce, our economy and because it is the right thing to do. The Committee on the Status of Women in Physics (CSWP) has been helping physics departments improve their climate as a means to enhance gender equity. The CSWP site visit program has been giving departments valuable feedback on their climate for many years. In May 2007, a workshop on “Gender Equity: Enhancing the Physics Enterprise in Universities and National Laboratories” was held to address the issue of underrepresentation of women in physics by engaging the stakeholders. This fall a new “Conversation on Gender Equity” has begun. Successful strategies for improving the climate and increasing the representation of women in physics will be presented.

11:21AM X2.00002 Beyond Dialogue and Good Intention: Taking Action on Gender and Race in Physics Departments, APRIEL HODARI, CNA Corporation — No abstract available.

11:57AM X2.00003 Faculty career flexibility: Why we need it and how best to achieve it¹. KATE QUINN, American Council on Education — Research conducted over the last decade provides compelling evidence that higher education institutions have a strong business case for providing flexibility for their tenure-track and tenured faculty. Flexibility constitutes an effective tool for recruiting and retaining talented faculty. Career flexibility is especially critical to retaining some of the most qualified female PhDs in academic science, engineering, and mathematics. Acquiring the best talent is essential to an institution’s ability to achieve excellence and maintain its competitive advantage in a global environment. In an effort to increase the flexibility of faculty careers, the American Council on Education partnered with the Alfred P. Sloan Foundation to create the Award for Faculty Career Flexibility. This presentation will address the origins of the award and share findings from the awards process. Fairly simple and cost effective strategies have been successful in accelerating the cultural change necessary to increase the flexibility of faculty careers. This presentation shares these strategies in addition to information about the types of policies and practices being adopted to support faculty work-life balance through career flexibility.

¹The ACE-Sloan Projects for Faculty Career Flexibility are supported through grants from the Alfred P. Sloan Foundation.