Tuesday, March 15, 2016 8:00AM - 11:00AM —

8:00AM E14.00001 Reversing into Meritocracy: Shifting the Culture of Physics EDMUND BERTSCHINGER, Massachusetts Institute of Technology — Culture is the dark energy of our lives: it is an invisible force that shapes our environment for work and life. Physics culture often includes the assumption that people have equal access to resources and opportunities regardless of gender, race, or any other demographic characteristic. Numerous studies show this is false, yet the invisible force of meritocracy shapes many departments, and its passive acceptance can foster inequitable working environments. Department chairs and other leaders play a key role in shifting institutional culture to leverage the power of diversity, improve student and employee success, and enhance the quality of life for everyone. I will describe steps taken at MIT to shift our cultural direction so that we are not driving in reverse on the highway of meritocracy.

8:36AM E14.00002 New research on women’s low participation in science and technology
JANE STOUT, Computing Research Association — It is well known that women have historically been and continue to be grossly underrepresented in technical fields (i.e., the physical sciences, engineering, and computing). This presentation will address the following research questions: What dissuades women from entering into a technical career track, and what are women’s experiences like within technical fields? At the same time, this presentation will acknowledge a shortcoming of decades of social science research and interventions designed to improve women’s interest and persistence in technical fields: a narrow definition of “women”. Given that the majority of women in colleges and universities (i.e., the typical sites of social science research) tend to be affluent and/or White, STEM education research that relies on convenience samples at colleges and universities paints a skewed picture of gender issues in technical fields. This presentation will showcase research findings that call into question conventional conceptions of gender disparities in technical fields. Specifically, the presentation will emphasize the importance of recognizing that women constitute more than their gender; women come from a diverse array of backgrounds, which no doubt play a role in the experience of being a woman in technical fields. By understanding the experiences of women from a broad array of demographics groups, the STEM education community can develop a corresponding set of strategies to recruit and retain women with diverse interests, experiences, and values (e.g., first generation versus second college students; women of different racial/ethnic backgrounds). The aim of this presentation is to promote social science research and interventions that acknowledge the nuanced experiences of diverse women in technical fields, in order to address the seemingly intractable problem of women’s underrepresentation in technical fields.

9:12AM E14.00003 Interactive Leadership Training: ”Be the Leader You Already Are”
JOHN RIORDAN, Cindy Zook Associates — No abstract available.

Tuesday, March 15, 2016 5:00PM - 6:00PM —
Session J60 CSWP: CSWP Networking Reception Hilton Baltimore Latrobe -

5:00PM J60.00001 CSWP Networking Reception — Unwind after a long day of sessions by networking with women physicists from the APS Committee on the Status of Women in Physics and members of the APS Panel on Public Affairs (POPA). Cocktails and conversation will flow as we learn about the recently approved APS Statement on the Status of Women in Physics; a POPA study underway, designed to evaluate what top universities are doing to address gender disparity in undergraduate physics programs; and initiatives & programs designed to attract, retain, develop, and support the female physicists in our community.

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