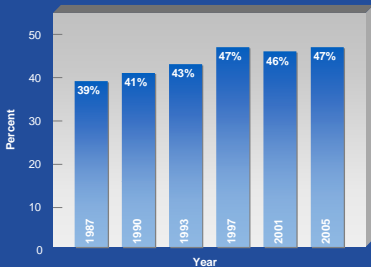


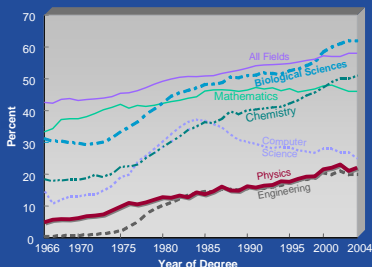
Women in Physics in the U.S.

Girls as a Percentage of High School Physics Students



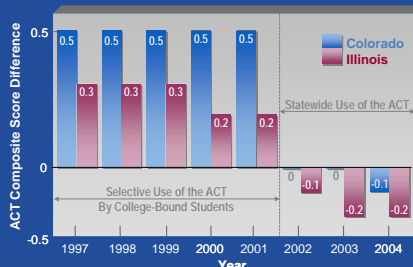
Source: AIP High School Physics Teacher Surveys

Percent of Bachelor's Degrees Earned by Women in Selected Fields, 1966-2004



Source: National Center for Education Statistics, Data for Academic Year 1999 were not available, Compiled by AIP Statistical Research Center

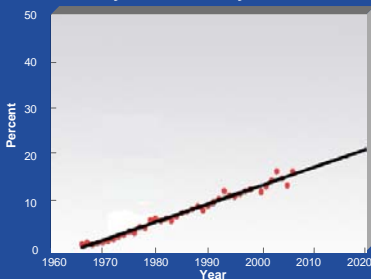
ACT Composite Score Difference Between Men and Women Performance



Source: Hyde, J. S., et al. 2008. *Science* 321:494

Available data demonstrates that the disparity in the representation of women in physics at higher levels does not seem to be a reflection of innate ability. This is made evident by the lack of gender gap in the numbers of high school physics students and standardized test scores as well as the ever-rising proportion of women receiving science bachelor's degrees. One example is the data on the relative performance of men and women students on the "ACT" pre-college standardized test of science, math, and language in the states of Colorado and Illinois. Prior to 2002, only college-bound students took the test; males scored higher on average. From 2002, all students took the test and the "gender gap" disappeared. This illustrates the perils of drawing general conclusions about academic aptitude from data on select segments of the populations.

Percent of Doctorate Degrees in Physics Earned by Women



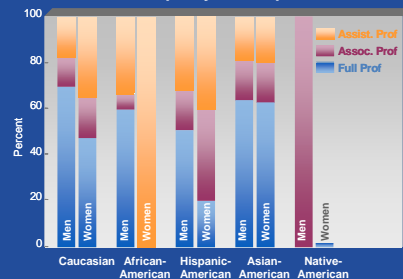
Source: National Center for Education Statistics, Integrated Post Secondary Education System (IPEDS) (webcaspar.nsf.gov) Relevant data extracted from this database available from Theodore Hochopp (thochopp@aps.org)

Percent of Faculty Positions in Physics Held by Women

Academic Rank	1994	1996	2002	2006
Full Professor	3	3	5	6
Associate Professor	8	10	11	14
Assistant Professor	12	17	16	17
Instructor/Adjunct	N/A	N/A	16	19
Other Rank	8	13	15	12
Type By Department				
Doctoral	5	6	7	10
Master's	7	9	13	16
Bachelor's	7	11	14	19
Overall	6	8	10	13

Source: R. Igle, *Women in Physics and Astronomy Faculty Positions* (AIP, 2008).

Percent of Tenured/Tenure Track Faculty at 50 Top Physics Departments

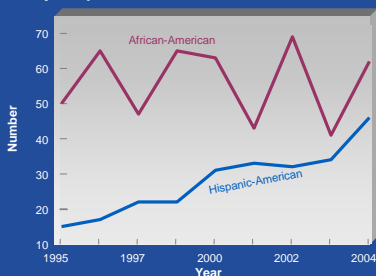


Source: D.J. Nelson, *A National Analysis of Minorities in Science and Engineering Faculties at Research Universities*, University of Oklahoma, 2007

Thanks! Some of this is political, so I do not have as much flexibility here, but this is what I changed it to: Much progress has been made to increase the number of women and minorities in physics and applied physics but much remains to be done. Working collaboratively and collectively including men, women, minorities, University Department Chairs, Deans, Provost, University Presidents and National Laboratory Managers, we can significantly increase the percentage of women and minorities in physics worldwide. To achieve the goal of doubling the percentage of women in physics in the next 15 years worldwide, target set by the gender equity workshop, "Gender Equity: Strengthening the Physics Enterprise in Physics Departments and National Laboratories" [1], we will need to apply a multi-pronged approach. By systematically developing objectives and strategies as well as implementing and evaluating reformative and programmatic changes at all levels of academic ladder, we aim to make a significant impact on increasing representation of women and minorities in physics worldwide.

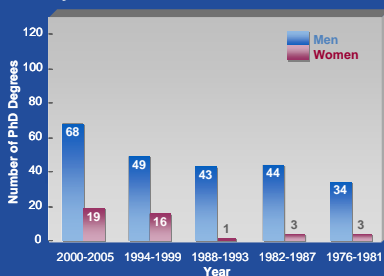
[1] APS, CSWP report on "Gender equity: strengthening the physics enterprise in physics department and national laboratories" available at <http://www.aps.org/programs/women/workshops/gender-equity/index.cfm>.

Number of Physics Bachelor's Degrees Earned by Hispanic and African-American Women



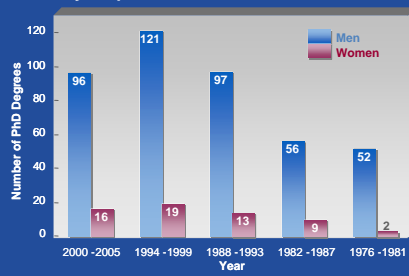
Source: National Center for Education Statistics, Data for academic year 1999 not available, Compiled by AIP Statistical Research Center.

Number of Physics PhD Degrees Earned by African-American Men and Women



Source: AIP Statistical Research Center analyzed data collected by National Science Foundation

Number of Physics PhD Degrees Earned by Hispanic-American Men and Women



Source: AIP Statistical Research Center analyzed data collected by National Science Foundation

Women of color continue to be under-represented in physics. In the last decade, little progress has been made in recruiting or retaining them. People of color will form the majority of the U.S. population by the year 2050 [2]. Unless significant improvement is effected in the rate at which women of color participate in physics, women's overall representation in the field will be women's overall representation in the field will make little progress in the next 40 years. Additionally, due to their small numbers, women of color are in demand as role models and as committee members. This service, while worthy in itself, takes time and does not lead to promotion or career advancement [3].

[2] (a) G. Sonnet and G.J. Holton, *Gender Differences in Science Careers: The Project Access Study*, New Brunswick: Rutgers University Press, 1995, pp.138; (b) K.A. Rockquemore and T. Laszloffy, *The Black Academic's Guide to Winning Tenure—Without Losing Your Soul*, Lynne Rienner Publishers, 2008.

[3] U.S. Census Bureau, National Population Projections I. Summary Files. *Total Population by Age, Sex, Race, and Hispanic Origin*, <http://www.census.gov/population/www/projections/natsum-T3.html>. Accessed August 2008.