

CSWP GAZETTE

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

November 15, 1982

Issue # 8

FOREWORD TO OUR READERS

Your updated data sheets for inclusion in the Roster of Women in Physics have been arriving at a satisfying rate. Please encourage any of your colleagues not as yet on the Roster (which also constitutes our mailing list) to enroll. CSWP will try to have enrollment forms available at each of the CSWP-sponsored events at future APS meetings.

The list of woman physicist colloquium speakers compiled and distributed by our Chair, Pat Cladis, seems to be admirably serving the constituency. Most of the women on the list have, to date, received several invitations to present colloquia. Those of you who would be willing to serve as colloquium speakers in future should send your particulars to: Pat Cladis, Bell Labs, 1D-433, Murray Hill, NJ 07974.

We at the Gazette would be very much interested in receiving short news bulletins concerning events in your professional careers for inclusion in future newsletters. Suggestions for topics for feature articles (or offers to write them) would also be appreciated.

Nominations and statements of willingness to serve on CSWP or on service projects have been and will continue to be gratefully received. For appointments to CSWP, the Committee submits the list of nominees, with recommendations with respect to geographical, physics specialty and institutional distribution to the APS President, who makes the appointments. Irene M. Engle, Editor, Physics Dept, US Naval Academy, Annapolis, MD 21403.

WHITE HOUSE FELLOWSHIPS OFFERED

Adm. James B. Stockdale, chairman of the President's Commission on White House Fellowships, has announced that he is currently accepting applications for the 1983-84 Fellowship year.

The White House Fellowship Program, beginning its 18th year, is designed to provide gifted and highly motivated Americans with first-hand experience in the process of governing the nation and a sense of personal involvement in the leadership of the society.

US citizens are eligible to apply during the early and formative years of their careers. There are no specific educational requirements and no special career or professional categories. Employees of the federal government are not eligible, with the exception of career military personnel or the armed services. The commission seeks candidates of demonstrated excellence in their professional roles as well as significant breadth of interests and community involvement.

During their one-year assignments in Washington, Fellows serve as special assistants to cabinet secretaries or senior members of the White House staff. Additionally, Fellows participate in an extensive education program, including seminars with top government officials, leading scholars, journalists, and private sector leaders.

Applications forms and additional information can be obtained from the President's Commission on White House Fellowships, 712 Jackson Place, NW, Washington, DC 20503 or call (202) 395-4522. Applications must be postmarked no later than 1 December, 1982, so hurry if you are interested. Nov. 15 is the deadline for *requesting* application forms. P.S. Six of fourteen Fellows for 1982-3 are women.

CONGRESSIONAL SCIENTIST FELLOWSHIPS OFFERED

The American Physical Society is currently accepting applications for its 10th Annual APS Congressional Scientist Fellowship program. The selected APS Fellows will serve for one year, beginning in September, 1983. Each Fellow will spend the year as a member of a staff of a Congressman or of a Congressional Committee. Selection of the particular assignment is reserved to each Fellow.

Prospective Fellows are expected to have demonstrated competence in some area of physics, have a background in science and technology, and have a strong interest and some experience in applying scientific knowledge toward the solution of social problems. Candidates are also expected to be articulate and literate, flexible, and with a political bent. The maximum stipend is \$30,000. Appropriate allowances for travel and relocation are available.

Each applicant should submit a letter of intent, including a statement of reasons for applying and a brief description of her public service experience. She must also send a resume and arrange to have three letters of reference sent directly to the program administrator. The letters of reference should discuss not only the candidate's competence as a physicist, but also the candidate's education and experience which particularly qualify her to serve in a Congressional office. All the application materials, including the letters of reference must be received by 10 December, 1982. Send them to: Dr. Mary L. Shoaf, Administrator, Congressional Scientist Fellowship Program, The American Physical Society, 335 East 45th Street, New York, NY 10017. For consultation, call her at (609) 683-2104 or (212) 682-7341.

ONE WOMAN'S EFFORTS

Many of us have worried from time to time about the subtle pressures on young girls which cause them to "choose" to spurn math and science before they are really old enough to make educational decisions. Many of the efforts of organized groups such as CSWP are to "educate" the educators of the very young so that they might be less likely to handicap (for life) the majority of their charges. The CSWP-created packet of resource materials for middle school counselors, their career booklet for high school girls, and the forthcoming career booklet for younger girls are examples of these efforts. In addition, CSWP has also sent representatives to the two recent annual meetings of the American Psychological and Guidance Association to distribute our materials and chat with the delegates.

One of the CSWP members, Dr. Luisa Hansen, a nuclear physicist at Lawrence Livermore Laboratory, decided to become more personally involved in attacking the problem. Dr. Hansen is also a member of the Walnut Creek, CA branch of the American Association of University Women. As chair of this year's AAUW study topic, "Taking Hold of Technology" Dr. Hansen has initiated a series of intermediate and high school visits during which she addresses counselors and teachers on the subject of insuring opportunities for young women by assuring them appropriate primary and secondary education.

In preparation for the visits, Dr. Hansen, from her own pocket, assembled 20 sets of materials, including the following: the CSWP packet of materials for middle school counselors, available from the APS at a cost of \$2.00 per packet; an NSF-published "Women and Minorities in Science" (NSF 82-302), available at no cost from the NSF publication office (call 202-357-7861); "Why Take More Math", a

pamphlet available free of charge from the Office for Affirmative Action, 101 Lewis Hall, DW-08, University of Washington, Seattle, Washington 98195; and two additional "local to California" materials, "I am Madly in Love with Electricity", published by Lawrence Hall of Science, at \$2.00 per copy, obtainable by contacting Nancy Kreinberg, Project Director, Lawrence Hall of Science, UC, Berkeley, California, 94720; and a booklet "Choices", published by the Public Relations Office of the University of San Francisco, San Francisco, Calif 94117, at no cost.

Dr. Hansen distributed her sets of resource materials among several local schools in her district, addressing counselors and faculty in each school, and distributed one copy each to six other AAUW topic chairpersons in neighboring areas.

Many of us have the opportunity to be heard, not just by young girls, but also by the persons who mold their educational opportunities in those important precollege years. If you feel strongly about insuring educational equity for the young women of the future, go out and get involved!

PANEL ACTIVE

THE APS Panel on Faculty Positions for Women Physicists and Astronomers, after a late start last year, is still actively engaged in trying to arrange "matches" of well qualified senior level women physicists and astronomers with senior level openings. There are currently positions available in the South, Southwest, and Midwest. Qualified persons interested in relocating to senior level academic positions should send resumes in confidence to: Dr. Joseph A. Burton, Panel on Faculty Positions for Women Physicists and Astronomers, 335 East 45th Street, New York, NY 10017, or call him at (212) 682-7341.

AAS ESTABLISHES BEATRICE M TINSLEY AWARD

The American Astronomical Society has recently voted to establish a major prize in honor of one of its most outstanding members, the late Beatrice M. Tinsley. Tinsley died recently at age 40 in the midst of a brilliant career in astrophysics. As a Yale professor of astronomy, she wrote dozens of papers on galaxy formation and evolution which together laid the groundwork for the new field of galactic nucleosynthesis. Tinsley was admired for her uncommon ability to synthesize data from diverse fields and was cherished also as a scientist who actively stimulated and appreciated research by colleagues. This is the first time that a premier AAS award has been established in memory of a woman and is therefore something of a landmark for women scientists.

The fundraising drive to endow the award has now begun, to which women scientists in all fields may wish to contribute. Tax deductible donations may be made to the Tinsley Memorial Fund, c/o Dr. Sandra M. Faber, Lick Observatory, University of California, Santa Cruz, CA 95064. An obituary about Tinsley appeared in *Physics Today*, 35, 110, 1981. Faber and Anne Cowley at University of Michigan are AAS Councillors who are coordinating the fundraising effort.

TYPO

Issue #6 of the CSWP Gazette included an incorrect telephone number for the Personnel Office of the CIA. The correct number is (703) 351-2028.

WISE HOTLINE

The WISE Hotline for information on available federal positions has been reactivated. The line provides a 3-minute message on current openings with requirements, addresses, etc. Normally, all positions require submission of a standard form 171 plus When you call, be prepared to write rapidly during the three minute message. For information on openings in the Life and Physical Sciences, call (202) 357-7577. Messages concerning openings in Engineering or Math/Comp Sci are reached at (202) 357-7576 or (202) 357-7578, respectively.

EDITOR'S NOTE: The author of this issue's feature article is a senior member of the technical staff of GTE Advanced Technology Laboratories. She has served on CSWP for the past year. She is editor and coauthor of Chapter 2 of a new book (August 1982) *Carbon Black - Polymer Composites* published by Marcel-Dekker, NY.

EVERYTHING YOU ALWAYS WANTED TO KNOW ABOUT A JOB INTERVIEW AT AN INDUSTRIAL LABORATORY

If you have been in academic life, as a student or post doc, you may not know what to expect at an industrial job interview. What follows is a brief personal summary of my observations as both an interviewer and job candidate at industrial laboratories.

At most laboratories, your visit involves four events: you present a seminar; you meet individually with several staff scientists; you meet briefly with a personnel department member; after you leave, the staff scientists meet and pass judgement on your candidacy. What follows is some information, probably not applicable to

every case, about the interviewing process.

The Seminar. Many candidates assume that their audience is not interested in physics but only in technology. That may or may not be true. But what they *are* interested in at the moment is: are *you* a good physicist? The best way to tell is to listen to you explain your research. Don't water it down; don't get mired in details; *do* explain the basic physics of your research, your approach to the problem and its resolution. Be specific. You're telling them how *you* go about problem-solving and presenting your research activities as an example of your work.

The Individual Meetings with the Scientific Staff. Most of the staff you meet with will have attended your seminar. Some may ask you questions about your work. Usually they will tell you something about their own work. *Concentrate* when someone tells you about their work. Do you understand their research (or development) task? If not, ask for more details. Do you know of a related problem? Another scientist working on a similar tack? Mention it. Can you think of an improvement, a related experiment or approach? The individual meetings are a chance for you to show your interest and versatility. Be enthusiastic. Be prepared to answer if someone asks you what sort of research you would like to do.

The Personnel Department. The personnel department member usually acts as an organizer of your visit and collects the "votes" on your candidacy from the staff members and (especially) the group leader or research manager. The personnel department member is rarely the one who judges your suitability for the job. As a general rule, you should *not* raise questions of moving allowance, vacation policy or other details until a job has been offered to you. That won't occur until a few weeks after your interview. Be prepared with an answer in case you are asked what salary you expect. Often the question is not asked of new Ph.D.'s interviewing for their first job because the company has a standard entry level salary.

The Staff's Judgment of You. This usually determines whether you are hired or not. The process of evaluation may be formal or informal. Each person you talked to may fill out a questionnaire evaluating you and stating their opinion on whether you should be hired or not. Or the staff members may wander into each other's offices and ask each other what they thought of you. Usually the information goes to the project leader or technical manager who makes the decision and then communicates the decision to the personnel department.

Dr. Enid Sichel
GTE Laboratories, Inc.

CSWP Roommate Referral Coupon

Name and Date of APS Meeting _____

Place of Meeting _____

Your Name: _____

Office Address: _____

Office Telephone: _____ Home Telephone: _____

Date of Arrival _____ Date of Departure _____

Accommodations: Smoking _____ Nonsmoking _____ Double _____ Triple or Quad _____

At least eight weeks prior to the opening date of the meeting, please mail to:

Dr. Judy R. Franz
Department of Physics
Indiana University
Bloomington, Indiana 47405