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Best Practices for Recruiting and Retaining Women in Physics.

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Universities make a tremendous investment in faculty, often recruiting and hiring them at great expense. These faculty have highly specialized talents that are needlessly wasted when faculty spend time struggling in a bad environment, or leaving the university. Therefore, there is a great incentive to improve the working environment for female faculty. This talk will highlight specific strategies that departments can use to recruit and retain the best faculty, including female faculty. These strategies have been developed over several years of site visits by the APS Committee on the Status of Women in Physics to physics departments around the US. The mark of a successful departmental climate for women is one in which the enthusiasm and ambition of the women undergraduates is transformed smoothly into successful and ambitious women graduate students, with dynamic, forging-ahead female postdocs, energetic junior women faculty, and productive, happy, senior women faculty who all serve as positive role models.