

Abstract for an Invited Paper
for the MAR10 Meeting of
The American Physical Society

Lessons Learned from Data on Women's Careers in Physics

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It is well known that the participation of women in physics decreases at every step along the academic ladder. However, the exact points at which this loss occurs are less well understood. In this talk, I will present data on women in physics collected by the Statistical Research Center (SRC) of the American Institute of Physics. I will compare these data to data recently published in a National Research Council (NRC) Report, *Gender Differences at Critical Transitions in the Careers of Science, Engineering, and Mathematics Faculty*. This report includes data on gender differences in: number of applications for faculty positions in physics, number of interviews, number of hires, tenure and promotion rates, salaries, and start-up packages. Taken together, the SRC and the NRC data can inform the physics community about specific areas that should be addressed to increase the representation of women in physics faculty positions. SRC data on minority women in physics also will be presented.