

Members:		
Gregory P. Meisner (Chair) GM Global R & D (12/13)	Arnold H. Kritz Lehigh University (12/13)	Mark Holtz Texas Tech University (12/14)
(Vacant)	Svetlana Malinovskaya Stevens Institute of Technology (12/13)	Joel Lash Sandia Labs (12/14)
Alice White Alcate-Lucent/Bell Labs (12/12)	Richard L Berger, Lawrence Livermore Nat'l Lab (12/14)	Sufi Zafar IBM T J Watson Research Ctr. (12/14)
Phil Wyatt, Ex Officio (FIAP) Wyatt Technology Corp.		
Michael Walock, Ex Officio (FGSA) Univ of Alabama - Birmingham		
Theodore Hodapp, APS Senior Staff, Director of Education & Diversity		
Crystal Bailey, APS Committee Administrator, Education and Careers Program Manager		

Mission: The Committee on Careers and Professional Development (CCPD) identifies and addresses issues of careers and professional development for students, faculty, and physicists in the workforce.

Goals: (1) Advise APS and its units on career and professional development issues. (2) Ensure that APS recognizes and addresses the broad spectrum of physics careers and professional development needs. (3) Provide new methods of information exchange and dissemination for the benefit of the APS community. (4) Increase faculty awareness of career and professional development issues for students and postdocs. (5) Educate students and postdoctoral physicists about career opportunities and APS resources to aid them in their careers. (6) Advise and inform physicists and potential physicists on non-academic careers.

Committee Meetings:

In 2012, CCPD held four meetings: January 24 (teleconference), March 16 (APS Headquarters), July 27 (teleconference), and October 19 (Detroit). CCPD continues to work with FIAP and FGASA in pursuing similar career advancement goals for APS members, especially non-academic career path physicists and other underrepresented minorities. The participation of *ex officio* members of CCPD representing FIAP and FGSA continues with great success.

Activities/Projects:

- ***CCPD One-Page Description for the Committee on Committees***
A one page description of CCPD was written and delivered to the APS Committee on Committees along with suggested committee member nominees.
- ***CCPD/FIAP Distinguished Lectureship***
CCPD worked with FIAP to create the Distinguished Lectureship on the Applications of Physics. This award recognizes and honors physicists in industrial and other non-academic careers for their significant contributions to the advancement of physics of a technical, industrial, or entrepreneurial nature and for their demonstrated ability to give interesting and engaging lectures to both experts and non-experts. Recipients will to give a minimum of three lectures over a term of one year delivered at a national APS conference, a sectional APS conference, and other venues, and the award includes a \$5,000 award and a plaque to be presented at an APS

conference following the completion of the Distinguished Lectureship term. FIAP has approved an endowment of \$125,000 for the Lectureship Award, and travel costs will be reimbursed by APS up to \$5,000. The Distinguished Lectureship on the Applications of Physics has been approved by the APS Committee on Prizes and Awards and awaits final approval by the full APS council.

- ***CCPD Careers Article in FIAP Newsletter***

CCPD contributed an article to the monthly FIAP Newsletter addressing physics career related topics. A subcommittee was formed to oversee future CCPD article submissions for the FIAP Newsletter. Future topics could include specific ways that FIAP and CCPD could work together. This subcommittee will also explore the possibility reaching out to other Units to see if they would be interested in including future CCPD articles in their newsletters.

- ***Industrial/Careers Speakers List***

CCPD helps to maintain an Industrial Speaker's list and a Women's and Minorities speakers on the APS website, located at: <http://www.aps.org/programs/speakers/index.cfm>. Work is continuing on updating the information on the current list and putting video links in place.

- ***APS Career Programs***

CCPD has continued to develop and very successfully execute several activities designed to serve its student and early career members. These include: Career Workshops, Graduate School Fairs, APS Webinars, and Physics InSight.

- ***Engaging with APS Units***

CCPD continued to pursue collaborations with APS Divisions related to careers and professional development. A joint Committee on Concerns of Junior Scientists (CCJS) and CCPD career panel event was organized in conjunction with the DPP/CCJS governance and held at the DPP Meeting's regularly scheduled "Town Meeting".

A career panel for the 2013 APS March meeting was organized as part of the Future of Physics Days events for undergraduates that typically happen at the APS March and April meetings.

CCPD drafted a letter to APS Unit Executive Committees requesting they include more industrial representation in their governance, meeting planning, and meeting sessions. Several CCPD committee members have visited Unit Executive Committee meetings in person to deliver discuss this letter, and feedback has been very positive so far. This effort has also drawn attention to the difficulty some Units have in attracting industrial physicists as well as APS's cultural barriers to fully embracing the underrepresented demographic of non-academic career, and industrial physicist in particular. CCPD discussed drafting a similar letter to the APS leadership for their consideration for communication to Unit Executive Committees.

- ***APS DPP Job Fair***

The APS DPP Job Fair 2012 took place October 29 – 31 in Providence, RI, but experienced far less employer participation than usual. CCPD felt that budget cuts on federal agencies, such as the DOE, limited the number of national lab employees, and hence the numbers of possible job recruiters, who could attend meetings this year. There are also not enough industrial members participating in APS meeting planning, and as a result, meetings are not likely to attract industrial employers who might also participate in a job fair. CCPD is considering alternatives to the Jobs Fair activity for future APS meetings.

- ***APS Strategic Planning***

CCPD drafted a letter to the APS Executive director, Kate Kirby, in support of the newly created APS staff position for an Industrial Physics Program Manager. It is one of the key elements of

APS's new strategic plan focused on changing the culture of APS as it relates to better serving and thereby retaining non-academic members. The CCPD did not feel that a half time staff position would be adequate to the task nor would it be likely to attract suitable candidates. CCPD recommended that the position be full time rather than half time in view of importance of this new position.

- ***Undergraduate Women's Conferences***

CCPD has begun a relationship with the Undergraduate Women's Conferences which were held simultaneously at Texas A & M University, Yale, Stanford, University of Tennessee, Case Western, and University of Washington. CCPD has learned that these are very impressive events that are a very informative and inspirational experience for all attendees. There was a significant careers component in all of the presentations and in much of the discussion. CCPD anticipates that there could be great opportunity to connect and work with the organizers to provide more careers and professional-development related resources. The conference organizers have reached out to APS as a possible collaborator on future events. CCPD hopes to engage more formally and will explore ways to contribute to the Undergraduate Women's Conferences.

- ***Other Activities***

CV Project: A CCPD subcommittee initiated a project designed to help physicist job seekers develop and improve resumes by take a single CV and convert it into an "ideal" resume for a specific industrial, academic, and national lab positions. This project is still evolving.

Jobs Board: Because of the sharp decline in the number of industrial physics jobs being posted on the APS Job Board, CCPD approached the FIAP Executive Committee with a proposal that FIAP subsidize industrial job postings. FIAP has since taken no action.

Career Consultants: CCPD explored the possibility of asking some CCPD members to meet informally with students, who have signed up in advance, at the APS March Meeting. Due to a lack of attendance of committee members, CCPD did not pursue this activity at the March 2012 Meeting.