

Diversity

The IU nuclear physics group is committed to building an environment that fosters increased participation by under-represented groups in the physical sciences. Toward this end, we adopted in March 2003 a plan entitled "Improving Minority Representation within the Experimental Nuclear Physics Group." The cornerstone of this plan is the "deliberate recruitment" of minority candidates, including women, into all ranks from faculty down to undergraduates. Without compromising the quality of the physics program, the plan lays out various steps to actively seek minority candidates and to stimulate their interest in working at Indiana University through visits to the laboratory and campus. The plan encourages systematic efforts to reach candidates at all levels by working through minority professional organizations, maintaining personal and large group contacts, attending national physics meetings with the purpose of recruiting, and making opportunities at IUCF clearly visible in journals and our web site.

We have long felt that a crucial first step in this direction was to hire outstanding, articulate, productive faculty from these groups, who might then serve as particularly attractive role models for female and minority post-docs and students. We have made excellent progress toward this goal over the past year in hiring Manuel Calderón de la Barca Sánchez and Chen-Yu Liu, both of whom provide exceptional matches with our overall research interests and goals. We have had outstanding support from the Indiana University College of Arts and Sciences in permitting us to take advantage of this unusual opportunity. These hires are already beginning to pay dividends in secondary recruitment. Calderon will be a particularly credible representative of IU at the upcoming (Austin, Texas, Oct. 21-24, 2004) National Conference of the Society for Advancement of Chicanos and Native Americans in Science, where he was invited to speak by the National Society of Hispanic Physicists. Furthermore, during his first month at IU, he has already hired a promising Zairean post-doc of African descent, Pibero Djawotho. We anticipate that Liu will provide a similar boost to our recruitment of promising female scientists after her arrival in summer 2005. We already have two female post-doctoral assistants and two female graduate students working in the group. In this way, we envision the research program proposed herein, beyond its scientific impact, to broaden considerably the training of under-represented groups in forefront science.

Finally, in order to increase the number of minority students with access to IUCF, we have submitted a new proposal for an NSF-funded REU site partnership with Tennessee State University, an urban, minority-serving land-grant university founded in 1912 and located in Nashville. The proposal is entitled "REACHing Minorities and Women". The primary goal of this REU program is to establish a pipeline of future competent scientific personnel, particularly in physics and astronomy, by bringing minority students and their teachers to IU Bloomington during the summer semester and by working cooperatively to develop and implement a strong physics and astronomy research infrastructure at TSU during their academic year.