

**AMS-ASA-AWM-IMS-MAA-NCTM-SIAM
Joint Committee for Women in the Mathematical Sciences
Annual Meeting
September 24, 2011
Chicago O'Hare Hilton**

As is the committee's usual practice, JCW met from 12 – 6 at the O'Hare Hilton for their annual meeting. JCW members then joined members of the AMS Committee on the Profession for a reception and dinner.

Present: Indrani Basak (ASA, Penn State), Martha Carr (NCTM, U of Georgia), Renee Fister (SIAM, Murray State), Patricia Hale (MAA, CSU Pomona), Susan Hermiller (AMS, U Nebraska), Terrell Hodge (AWM, Western Michigan), Tanya Leise (co-chair) (MAA, Amherst College), Maura Mast (co-chair) (AWM, UMass Boston), Gerald Porter (MAA, U Penn), Amber Puha (IMS, Cal State Univ San Marcos), Paula Roberson (ASA, U Arkansas for Medical Sciences), Mary Silber (SIAM, Northwestern).

Not present: Amy Langville (AMS, College of Charleston), Nicole Lazar (ASA, U of Georgia), Svetlana Roudenko (AMS, George Washington U), Jane-Ling Wang (IMS, UC Davis).

Maura provided two handouts: a meeting agenda and some description and history of the JCW.

1) The members of the committee briefly introduced themselves. Terrell Hodge volunteered to take the minutes.

2) Overview of JCW

a. Review of information about the JCW and some history

b. Committee charge: *To identify mechanisms for the enhancement of opportunities for women in the mathematical and statistical sciences, recommend actions to the governing bodies of the member societies in support of these opportunities, and document its recommendations by presenting data.*

There is a mismatch between the charge posted on the AMS website and the JCW's understanding of its mission as stated in the above charge. We discussed whether gathering or presenting data is within the scope of what the JCW is able to do. There was general consensus that the JCW can be most effective through activities other than data collection.

c. Functioning of the JCW: Discussion of Maura's handout.

Members should submit annual report and minutes following each meeting to their respective societies, to highlight the activities of the JCW and create a higher profile for the committee. We will maintain a list to inform new members based on to whom experienced members have been reporting. JCW is Level B, which means that societies may choose to reimburse members for travel costs involved in attending the annual meeting (but some may not).

d. Activities at member societies' meetings:

At the 2012 Joint Meetings JCW will co-sponsor a panel discussion (joint with MER) on "The Participation of Girls and Women in Mathematics"; there will also be a JCW committee meeting for those who can attend.

e. Member discussion: What subcommittees or special activities for women are there in your societies or your broad fields?

There are a number of different women's groups (Caucus for Women in Statistics, for example¹). It would be helpful to have a good list of these along with information about the scope of each group. In some cases, it's wrapped into a diversity committee.

Action Item: Members are requested to respond to the group with relevant activities/events sponsored by their societies.

There was also a discussion about adding to the group/member representation: e.g., MAA rep from CPW now on JCW (last year's recommendation); new suggestion: have one or more statistical society representative(s) be also involved with Caucus for Women.

It may also make sense to meet with the AMS Committee on Science Policy about advocating for women in mathematics.

3) Discussion of Old Minutes:

Discussion of possible JCW activities:

- Could include visiting Capital Hill (e.g., in conjunction with Science Policy Committee, which tries to get Congress to vote for science funding for research). Similarly, the "Posters on the Hill" event, where student researchers present their work and got an hour of a Congress person's time.
- Problem of day care costs at professional meetings (NSF won't pay for this; not known if NSF decision or Congressional mandate). This can be a serious issue for women in attending conferences at NSF-funded Institutes; they are in prime of careers (e.g., 30s-40s) but with young children. Some initiatives at institutes to organize private funding to support this. Can we learn about what is done in other fields (biology, physics, etc)? In physics, do they use private funding for this? Maura said she would follow up with NSF representatives to determine if this is policy and if they have considered changing it. (Update: Maura discussed this with DMS division director and he is aware that this is a concern.)

¹ Nicole Lazar notes that ASA has an official committee: the Committee on Women in Statistics. A Caucus official (or maybe just a member?) is on the Committee to help coordinate between the two, but the Committee (COWIS) is the official ASA body for women's issues. Perhaps instead of having a Caucus member on the JCW, it would be better to have a member of COWIS.

4) Overview of Committee Charge:

Discussion of the initial charge (from 1971) with current charge we have been working with for some time (on agenda for today's meeting). Action is needed to delineate a clear, consistent charge agreed on by all participating societies and the JCW itself.

We discussed making the charge more action-oriented, possibly imitating the AMS Committee on the Profession's wording, and removing the "documentation of its recommendations by presenting data" (we should not and cannot be in role of collecting data). For example, the JCW could be more proactive in developing solutions, helping women and families more generally on issues such as stigmatism regarding "what you aren't doing" rather than how the department or institution could help you succeed in what you are already doing well.

Action Item: We will discuss a new charge via e-mail, including some other committees' statements for reference until there is general approval, at which point members should contact their societies about approving the new statement of the charge.

5) Brief discussion of last year's minutes and updates of action items

General discussion of committee membership. We welcome men to the committee and this has been recommended to the societies, but message needs to be repeated. We would also welcome representatives from the societies' governing bodies. Suggestion to consider the Diversity Committee for NSF Math Institutes – its members are primarily male. What selection policies do they use?

Discussion about inviting AMATYC to join JCW. Jerry Porter moved that AMATYC (Amer. Math Assoc. of Two Year Colleges) be invited to join the JCW, seconded by Martha Carr; approved unanimously.

Action Item: JCW Co-chairs will work together to create a letter of invitation to AMATYC; need to find out proper process.

6) Discussion of "Best Practices" action item

Terrell gave a presentation on existing resources, including NSF ADVANCE programs. One place to disseminate such information is at the AMS Chairs' Meeting Workshop at the Joint Meetings.

Patricia Hale will give 20 minute presentation at the 2012 Joint Mathematics Meetings (will describe situation for faculty first 15 minutes, then last 5 minutes on grad students and pipeline issues) and suggested that having a central source to find institutions that have family-friendly policies for grad students would be very helpful for people considering which school to attend.

We also want to consider opportunities at meetings of other societies (e.g., ASA at the Joint Statistics Meeting) for disseminating best practices information. This should also

include best practices for societies, e.g., choosing committees; creating research and other workshops; environment and activities in scientific communities. We can also work together to place articles in NOTICES, Focus, AWM Newsletter, and in social media.

Action Item: Subgroup will work to put together “a best practices panel discussion” at SIAM meeting.

There was a wide-ranging discussion about writing an article about best practices, how to use this material to help schools strategize around retention and building program quality.

Action Item: Determine a list of best practices from Terrell’s resource, share with the group, post on the web.

Action Item: Subgroup will work together an article as outlined above above.

Action Item: JCW-sponsored talks should go on the website. Others can then also use this to formulate other articles e.g., for AWM newsletter, for FOCUS.

Action Item: MAA Committee on the Participation of Women will work with AWM to suggest a panel discussion for graduate students re: what to look for in an institution, what makes for a good environment.

Action Item: Place discussion for best practices for graduate students for agenda for 2013 JCW meeting; try to formulate panel discussion for JMM 2013 (see below).

7) Panel discussion

The Joint Meetings Committee has given approval for JCW panel discussion for 2012 (we elected not to take that) 2013, and 2014. Prefer we give them a two-year plan, make choice of topic more focused (e.g., on a single issue). A previous panel proposed by CPW was discussed, as we could possibly rewrite that proposal. Another topic that has been discussed in the past is gender/implicit bias; general discussion of other ideas.

Action Item: Continue discussion of panel topics, make a concrete proposal to the Joint Meetings Committee. The goal is to determine significant topics of discussion for JMM meetings.

8) Comments to National Academies Mathematical Sciences 2025 Commission

These are supposed to be individual comments, may want to speak to “stresses affecting the mathematical sciences”; Tanya will send link (<http://www8.nationalacademies.org/bmsasurvey/mathsci2025.aspx>).

9) Increasing nominations of women for prizes, fellowships

Can we as a group help see that women are nominated? AWIS work has resulted in come good recommendations to nominating committees, selection processes. There was some discussion of procedures for selection of prizes and awards (committee chooses vs. open nomination or nomination).

Action Item: JCW members review their societies' awards. It would be helpful if the JCW website listed awards by society as well as application processes and dates. This would increase visibility. In the long run: consider how nominations are made, and look over the next few years to see where our action might most help to get more women nominated. Include also nomination to positions (committees?) in societies.

10) Double-blind reviewing

CPW brought a recommendation to the MAA regarding double-blind reviewing for submissions to all MAA journals. The proposal's conditions include a trial period of four years, phasing it in with new editors, etc. Does not apply to online publications (apparently MAA felt that was too difficult – on-line links lead too easily to names).

11) Website

The JCW website is located at <http://www.jcw-math.org/>, hosted by the AMS. Tanya agreed to take over the administration of the website.

12) Minutes for this meeting

Circulate minutes within the group and then work on revisions. Information from the minutes can be incorporated into reports to member societies. Once we have agreement on the minutes, a brief version (that all members agree upon) should be posted on the JCW website.

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13) Items of note arising from subsequent dinner conversation with the AMS Committee on the Profession (COPROF)

- Look at CHEM society recommendations for possible ideas for improving the atmosphere for women in science.
- Suggested action item: Each JCW rep should check that their society links to the JCW website; make recommendation if not. Good example: ASA site at <http://www.amstat.org/committees/commdetails.cfm?txtComm=OJCWMS>
- JCW may be able to participate in COPROF initiative to revise the booklet, provided annually to math departments, that describes graduate programs. They are looking to put it online and for suggestions about more information that might be added – we suggested including information about family-friendly policies. The more general issue also of identifying “questions potential grad students should ask about a program” also arose.

Suggested action item: Provide suggestions to COPROF for revising the booklet based on outcomes of our search for/review of best practices re: graduate students and potential graduate students.