

AMS-ASA-AWM-IMS-MAA-NCTM-SIAM
Joint Committee for Women in the Mathematical Sciences
Annual Meeting
September 29, 2012
Chicago O'Hare Hilton

As is the committee's usual practice, the JCW met from 12 – 6 at the O'Hare Hilton for its 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 Altoona), Janet Best (SIAM, Ohio State), Marty Carr (NCTM, U of Georgia Athens), Renee Fister (SIAM, Murray State), Christine Guenther (AMS, Pacific U), Patricia Hale (MAA, Cal Poly Pomona), Susan Hermiller (AMS, U Nebraska Lincoln), Tanya Leise (co-chair) (MAA, Amherst College), Gerald Porter (MAA, U Penn), Amber Puha (IMS, CSU San Marcos), Paula Roberson (co-chair) (ASA, U Arkansas MS), S. Lynn Stokes (ASA, Southern Methodist U).

Not present: Terrell Hodge (AWM, Western Michigan), Svetlana Roudenko (AMS, George Washington U), Jane-Ling Wang (IMS, UC Davis).

Two handouts were provided: a meeting agenda and a list of JCW members and their affiliations. The agenda as well as minutes from the 2011 meeting had been emailed to the members earlier in the week.

- 1) The members of the committee briefly introduced themselves at the beginning of the meeting during a working lunch. Patricia Hale volunteered to record minutes for the meeting.
- 2) Tanya announced that Maura Mast stepped down as co-chair earlier in the year, after several years of dedicated service, and Paula Roberson started filling in as the new co-chair at the beginning of the summer. The vote officially affirming Paula as co-chair with Tanya was unanimous.
- 3) Reviewed action items listed in 2011 minutes. While the committee accomplished many of the action items, certain action items were too broad to be realistic and the chairs suggested we focus on more specific action items that make an impact and can be accomplished in a reasonable timeframe.

Action item: Tanya will re-contact AMATYC concerning membership on JCW.

- 4) The committee reviewed the responsibilities of members to report back to their societies and who within each society to report to:
 - AMS: Send minutes and report to Carol Wood, Chair of Committee on Women in Mathematics and to Robert Daverman, Secretary of AMS.
 - MAA: Send minutes and report to Amy Cohen, Chair of Council on the Profession, and to Barbara Faires, Secretary of MAA.
 - SIAM: Report list of action items relevant to SIAM to Jim Crowley, Executive Director, who then advises committees that might be interested (he is quite active in disseminating information).

- ASA: Send minutes and report to Ron Wasserstein, Executive Director, and to Dalene Stangl, Chair of Committee on Women in Statistics.
- IMS: Send minutes and report to President of IMS and to Elyse Gustafson, Executive Director of IMS.
- NCTM: Send minutes and report to President of NCTM (but so far received no response) and Association of Women in Mathematics Education.

Action item: Marty suggested having more resources related to helping girls in K-12 and activities for K-12 teachers listed on the JCW website. SIAM Fellows program and the AWM website may be helpful. Tanya will collect ideas from members and post them on the website.

- 5) Discussion of committees within societies whose work complements that of the JCW: SIAM Diversity Advisory Committee considers policy issues that arise in relationship to underrepresented groups. Committees addressing concerns of women: MAA has CPW and Tensor, and had AWIS Task Group on Awards; ASA has Committee on Women. There is also the Caucus for Women in Statistics, which is not directly affiliated with any society. There is a new AMS Committee on Women in Mathematics (CoWIM): *In order to support the broadest possible participation of women in mathematics, the Committee on Women in Mathematics (CoWIM) will collect and disseminate data, propose actions to encourage participation, career development and recognition of women in mathematics, and promote best practices within the mathematical community.*

Action item: Email discussion of including “diversity” in future JCW deliberations, not just women.

Action item: Tanya will add link to Tensor on JCW website.

- 6) Overview of Committee Charge: The JCW drafted an updated charge that was approved via email during the month following the September 2011 annual meeting. Following discussion of the JCW at the JPBM, the AMS and MAA are redrafting their own version of the JCW charge (led by Robert Daverman, Secretary of the AMS, and Barbara Faires, Secretary of the MAA).
- a. Original charge (as posted on AMS website): *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.*
 - b. Revised charge approved by JCW in 2011: *The charge of the JCW is 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 disseminate relevant information to assist the mathematical sciences community in maintaining an equitable climate for women. The committee will also foster coordination of activities among the member societies to promote the participation of women. Areas of attention include, but are not limited to: attracting women to these fields, retaining and advancing women in their careers, creating a professional*

community that is welcoming and supportive regardless of gender, and supporting the adoption of practices that minimize the potential for bias.

- c. Revised charge from AMS/MAA as edited by JCW (to be voted on by JPBM at meeting in October): *The Joint Committee on Women is a forum for communication among member organizations about the ways in which each organization enhances opportunities for women in the mathematical and statistical sciences. JCW shall disseminate information about effective mechanisms and best practices for these enhancements through media such as its website, society publications, and presentations at meetings of the member societies. The Committee shall also recommend actions to the governing bodies of the member societies in support of these opportunities.*

Areas of attention include, but are not limited to:

- *attracting women to mathematical and statistical sciences,*
- *retaining and advancing women in their careers,*
- *creating a professional community that is welcoming and supportive regardless of gender,*
- *supporting the adoption of practices that minimize the potential for bias.*

JCW members agreed that input from societies other than AMS and MAA is essential in the process of revising the JCW charge and any changes to the make-up of the committee and its annual meeting.

All members agreed that a face-to-face meeting once a year is crucial for the committee to function. The members indicated their dedication to the JCW by attending the Chicago meeting each year and wishing that tradition to continue. Funding from societies is crucial for representatives to be able to attend. Possibly reducing the number of representatives per society to two (from three as is currently the practice for some of the societies) seems a reasonable compromise to reduce costs but retain a vibrant committee. The work initiated at the annual meeting can be continued during the year through quarterly teleconferences.

The members also felt strongly that the make-up of the committee needed to be diversified through more men being nominated to the JCW (currently, Jerry Porter is the only male representative) and through more individuals with significant experience in the governance of each society (good examples are Jerry Porter and Lynne Stokes, who are currently on the JCW). Jerry also noted that the JCW lacks diversity in that there are currently no members from underrepresented groups such as blacks and Hispanics.

Action item: Members should recommend to their societies names of men and of individuals who are on or have served on governing boards to nominate for the JCW.

Action item: Communicate to Barbara Faires (MAA) and Robert Daverman (AMS) the importance of face-to-face annual meeting. Representatives of other societies should communicate with relevant contacts in their societies' governance to argue for continued support of the annual meeting.

- 7) Discuss developing template for informing new members (led by Paula, who is developing JCW primer with Lynne for ASA; they will share template for other members to develop primer for each society to distribute to new members.

Action item: Co-chairs will contact each society in February to find out who is on JCW committee, then contact new members, sending them minutes and info for their society.

Action item: Paula will take lead on developing template for new members.

Action item: Tanya is webmaster for new site jcwmath.wordpress.com and will seek input in the next few months to develop new site. Once website is established, webmaster should switch to someone other than co-chair.

Action item: Tanya is will contact AMS about redirecting old JCW website (www.jcw-math.org) to new, easier to maintain jcwmath.wordpress.com site.

Action item: Members should request their societies have a link to new website (jcwmath.wordpress.com) once approval has been achieved via email.

Action item: Marty will start up Facebook page. Articles of interest can be posted there. Media links will also be posted on website.

Action item: Patricia will send links to Tanya on ADVANCE materials for Dept. Chairs, best practices for new hires, for PTR Committees, etc.

Action item: Post advice on website for graduate students (Lynne), undergraduates, etc. – everyone can contribute to this. In particular, advice on how to find out about institutional policies on things like family leave and insurance would be helpful for prospective grad students and post docs to know. (Possible good source of info: AMS Assistantships and Graduate Fellowships is now a searchable website, <http://www.ams.org/programs/ams-fellowships/asst.pdf>)

8) Discussed ways to increase nomination of women for prizes and awards. Also discussed issue of apparent deficit of women publishing in mathematical sciences and how to encourage more women to publish, perhaps through support mechanisms like writing groups.

Action item: Post AWIS report on awards and prizes on website to encourage societies to adopt its policy recommendations.

Action item: Each committee member determine which committees, groups are responsible for nominations, selecting people for awards, special presentations, etc. (and the specific contact person). We could directly advise women to be on the committee and/or advise best practices. Also identify people for awards and determine someone to nominate that person, etc.

Action item: Report to societies the participation of women on nominating/selection committees. Reps should ask each society to include JCW as one of its committees (listed on society's webpage of committees).

Action item: Janet will collect strategies to encouraging women to publish, which will be posted on website. One resource is the National Center for Faculty Development & Diversity (<http://www.facultydiversity.org/>). A strategy suggested by Patricia Hale is to collaborate, rather than work solo.

Action item: Gather ideas on what “family friendly” means, including what policies fall under this category and may help keep women in the math/stats pipeline by addressing family vs career conflicts.

9) Informed members of the MAA’s decision to institute double blind reviews in the MAA print journals. (Note: This does not become effective for the Monthly or the Magazine until the end of the current editors’ terms.)

10) Started organizing panels for 2014 (at Joint Math Meeting and at Celebrating Women in Statistics conference) and reviewed upcoming 2013 panels at San Diego JMM.

- a. CPW-JCW panel *Parental and family leave for graduate students and post docs: Policies and experiences*, Friday January 11, 2013, 1:00-2:20 p.m.

Organizers: Patricia Hale, California State Polytechnic University, Pomona; Cathy Kessel, Berkeley, California; Tanya Leise, Amherst College

Panelists: Cathy Kessel; Sonja Mitchell Gallagher, University of California, Santa Barbara; Kathryn Murphy, University of California, San Diego; Mary Radcliffe, University of California, San Diego; Ami Radunskaya, Pomona College; Ruth Haas, Smith College

- b. JCW panel on midcareer issues, Thursday January 10, 2013, 1:00-2:30 p.m.

Title: You are promoted! Great, what is next?

Moderator: K. Renee Fister (Murray State University)

This panel focuses on viable options that women and men can examine in the mid-career phases of their academic and industrial jobs. Panelists and audience members have the opportunity to share perspectives and lessons learned. There exist many instances in which people have moved forward into administration and/or other managerial opportunities. As this may not be the best option for many, this panel will discuss strategies to help target those next steps for one’s career.

The session will involve a panel discussion and then a group break-out session in which each group focuses on a general question relating to this topic. Discussion will involve how tenured women and men in academia and managers in industrial settings can become active in mentoring their junior colleagues and how recently promoted people can seek out mentors from senior colleagues for assistance. Another discussion topic will relate to the pressures to which tenured women and women in industrial leadership roles are encouraged to sculpt out time for additional administrative responsibilities that may inhibit further promotions. The plan is to have groups to brainstorm and provide their creative ideas to the general audience, time permitting.

Panelists: Christina Sormani (Lehman College), Catherine Roberts (College of the Holy Cross), Suzanne Lenhart (University of Tennessee, Knoxville), Michael Dorff (Brigham Young University).

Proposed 2014 Panel at Joint Math Meetings

Draft summary: The panel will address negotiation issues throughout career. Lack of negotiation skills can lead to lower salaries, more departmental duties, and more service in general for women. Career negotiating, so starting with hire but throughout career.

Suggested panelists (to give sense of type of panelist; no one has been asked yet): Helen Moore, Bryn Mawr chair (EDGE program), Rhonda Hughes, Silvia Boseman (Spellman), Maria Klawe (president of Harvey Mudd), Fan Chung (San Diego), Deborah Lockhart (Baltimore), Beverly Berger, Tammy Kolda (Sandia National Labs). Panelists could include men, and should span Industry/Liberal Arts/Tier 1.

Action item: Renee and Janet will develop a survey for attendees at 2013 JMM Panel “You are promoted! Great, what is next?” Results will be posted on JCW website.

Action item: Christine, Janet, and Amber will start organizing the panel for JMM 2014. We need to revise the proposal, invite panelists, and resubmit to the JMM organizers by late March 2013.

Action item: Paula and Lynne will work on Panel for “Celebrating Women in Statistics” in 2014. Most likely will use Renee’s “You are promoted! Great, what is next?”

Action item: Paula will draft a letter of support for “Celebrating Women in Statistics” to assist in obtaining funding from other sources. The group unanimously approved this action.

11) Discussed issues brought up by Amy Cohen (chair of MAA Committee on the Profession and recent winner of the AWM Louise Hay Award) for the JCW to consider:

- a. Growing reliance of academic institutions on part-time and year-at-a-time instructional staff. Women seem to be disproportionately represented in the ranks of such non-tenure-track positions. *What data is available or could be collected to understand the role of PhD women in such jobs?* Chronicle of Higher Education may be source of data, as would NSF SESTAT (www.nsf.gov/statistics/sestat/)
- b. What happens to post docs after this first (or subsequent) post doc position and are women under-represented in the post doc pool?

Action item: Susan will communicate the JCW discussion to the AMS CoWiM with a recommendation of further discussion and potential data collection (e.g., AMS-ASA-MAA-SIAM Data Committee may already have relevant data) for info concerning medical/family leave and medical insurance for grad students, post docs, and part-time/adjunct faculty.

12) Overview of charge of AMS Committee on the Profession and its membership.

13) General approval of quarterly teleconferences to continue the committee’s work (can schedule through Doodle poll). Will also have partial meeting at the Joint Mathematics Meeting in San Diego (Thursday January 10, 8am) as well as possible other venues for mid-year meetings (major stats conferences, MathFest).