

Joint Committee on Women in the Mathematical Sciences
Annual Meeting
September 28, 2013
Chicago O'Hare Hilton

Present: Janet A. Best (SIAM, Ohio State), Karen Brucks (AWM, U Wisconsin Milwaukee), Janet P. Buckingham (ASA, Southwest Research Institute), Marty Carr (NCTM, U of Georgia Athens), Susanna Epp (AWM, DePaul U), Christine Guenther (AMS, Pacific U), Patricia Hale (MAA, Cal Poly Pomona), Susan Hermiller (AMS, U Nebraska Lincoln), Tanya Leise (co-chair, MAA, Amherst College), Jerry Porter (MAA, U Penn), Paula K. Roberson (co-chair, ASA, U Arkansas MS), Nancy Sattler (AMATYC, Terra CC), Jane Tanner (AMATYC, Onondaga CC), Jane-Ling Wang (IMS, UC Davis).

Not present: Anne Gelb (SIAM, Arizona State), Amber Puha (IMS, CSU San Marcos), Svetlana Roudenko (AMS, George Washington U).

Handouts: meeting agenda, spreadsheet of JCW members and their affiliations and contact information, drafted Welcoming Environment Policy, overview of American Council on Education project to increase career flexibility, and screen shots of JCW website.

1. The JCW members briefly introduced themselves at the beginning of the meeting during a working lunch. Patricia Hale volunteered to record minutes during the meeting.
2. We welcomed AMATYC to JCW, represented by AMATYC president-elect Nancy Sattler and Jane Tanner. Once the AMS approves the addition of AMATYC to the JCW, it will then consist of representatives from eight math and stats societies.
3. We gave a brief overview of JCW: how the committee works and the responsibilities of each member, including forwarding approved minutes from the meeting and relevant action items to each representative's society governance.
 - a. JCW addresses issues affecting women mathematicians by fostering discussion across the different societies and forwarding recommended policies to the societies. Ideally, the JCW should communicate and, when appropriate, collaborate, with other groups like the MAA Committee on the Participation of Women, the Caucus for Women in Statistics, and the new AMS Committee on Women in Mathematics.
 - b. We discussed encouraging societies to nominate a more diverse set of representatives to the JCW. Diversity here includes having both men and women on the JCW, as well as people from both academia and industry. Greater ethnic diversity is also desirable, but may be difficult to accomplish; one suggestion is to reach out to the National Association of Mathematicians.
 - c. The length of terms for members (now that each society has 2 rather than 3 reps) was discussed. Three years still seems best so that members can

be knowledgeable and active in the committee. Terms should ideally be staggered. With 9 of 15 members going off in January 2014, it is important that some continuity be maintained on the committee.

ACTION ITEM: JCW members from societies with both reps leaving at the same time will try to arrange a staggered schedule if possible (problem occurs for IMS in 2014, MAA in 2015, AWM and AMATYC in 2016).

- d. Development of a template for informing new members and tracking key information for contacting each society continues for the ASA, led by Paula with input from Janet Buckingham. Once approved by ASA representatives, we will circulate it to the rest of JCW as a template that can be modified for use by the other sponsoring societies.
4. Review of September 2012 meeting minutes: We accomplished many of our action items from the previous annual meeting, including inviting AMATYC to join the committee, revamping the JCW website and posting recommended materials, advocating to the societies to keep the in-person annual meeting (while reducing costs by supporting 2 reps rather than 3 from each society), and organizing a panel for the 2014 Joint Math Meetings. We had two conference calls between the 2012 and 2013 annual meetings, for example, to discuss new business like the Welcoming Environment Policy that the JCW has been encouraging societies to discuss and adopt in some form.
5. The revised JCW charge must be approved by the AMS Committee on the Profession (update: they recommended to the AMS Council that the charge be approved), and then by the AMS Council at its January 14, 2014 meeting. Now that AMATYC is joining the JCW, the AMATYC board also needs to approve it (will be considered at the AMATYC board 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.*

6. We elected Christine Guenther as the new co-chair to replace Tanya (start date 2/1/2014). Paula will continue as the other co-chair, and Tanya will remain on the committee a further year and continue to maintain the JCW website.
7. Update on the new AMS Committee on Women in Mathematics: Susan Hermiller says CoWiM has met once, an organizational meeting. Carol Wood is chair. In the spring there was a discussion by members of JCW on CoWiM concerning gender bias on GRE. CoWiM discussed the possibility of an AMS Notices article on ADVANCE programs and best practices on recruitment and retention of women in STEM with Ellen Maycock at the AMS; if there is time to pursue it, senior writer/deputy editor Allyn Jackson is keeping it in mind for the Notices.

ACTION ITEM: Susan will request information from ADVANCE programs that are working to centralize resources and send that Patricia. Patricia has started a list of ADVANCE resources websites, which she will send to Tanya to post on JCW website.

8. Update on upcoming panel at the 2014 Joint Math Meetings in Baltimore:

Thursday January 16, 2014, 1:00 p.m.-2:30 p.m.

Joint Committee on Women in the Mathematical Sciences Panel Discussion

Negotiating in mathematical careers.

Room 326, BCC

Organizers:

Janet Best, Ohio State University

Christine Guenther, Pacific University

Amber Puha, California State University San Marcos

Panelists:

Rachelle DeCoste, Wheaton College

Peter March, Ohio State University

Tanya Moore, Building Diversity in Science

Catherine Roberts, College of the Holy Cross

- Resources on salary information: CUPA, another in Oklahoma (?), and the Chronicle of Higher Education.
- Also mention YMN as a good resource for people starting careers.
- AMATYC will have webinar on negotiating and getting hired in 1st job in December.
- Other ideas related to panel: role-playing or sketches, e.g., of going through an annual review or negotiating a first job; BS bingo;

9. We started organizing the next JMM panel: need organizers and suggestions for topics and panelists.

Possible topics for future panels:

- Current demographics of women in PhD programs and why (contact AMS-ASA-MAA-SIAM Data Committee, including Sue Geller, Rick Cleary; David Bressoud at Macalester may know trends; bringing in representatives from

- universities with success stories to model good policies; address diversity; Summers' comments from a number of years ago and affect of similar attitudes on women going into the profession.
- Family and medical leave for faculty, graduate students, postdocs: how to negotiate, what are the policies (can sometimes be open to interpretation by the chair), what are the difficulties for women in getting a reasonable leave without repercussions?
 - Address why there are still fewer women in math
 - Rerun negotiating panel at MathFest.
 - The changing university, reshaping mathematicians: direct connections with industry, new kind of training needed for undergrads and grad students so can succeed in math careers.
 - Adjunct faculty and part-time instructors (see discussion in item 14a)
 - Keeping women in the pipeline by advocating flexible career paths
 - Diversity: industry / government / academia, private / public universities
 - 2015 JMM in Washington, anniversary of MAA—sponsor a panel with an historical perspective

ACTION ITEM: Patricia will work on panel on women in grad school and send abstract to committee for approval (for JMM 2015).

ACTION ITEM: Janet Best and Tanya will organize JCW panel for JMM 2015. Topic could be adjunct faculty or more flexible career paths (there was not clear agreement at the meeting on a panel topic).

We discussed the possibility of videotaping panels. Videos could be stored on YouTube and posted on website.

10. Start organizing panel at Celebrating Women in Statistics conference (Paula) or other statistics conferences. Paula will move forward with organizing session for this conference planned for May 15-17 in RTP, NC, with assistance from Jane-Ling Wang and Janet Buckingham. Proposed topic is "Congratulations, you got tenure! Now what??" Deadline for invited session for 2014 JSM has passed, but it is not too late for a topic-contributed session (deadline in January). It would be nice to be on the program, especially since this will be the 175 anniversary of ASA.

ACTION ITEM: Paula will go ahead with organizing panel (even though no guarantee of travel funds or that the conference will be held); JCW members will send her names of possible speakers; Jane-Ling will contact Dr. Nancy Reid about being a panelist; Jane-Ling, Janet Buckingham, and Amber will help Paula with organizing a panel. Jane-Ling and Amber will take the lead in developing a proposal for a topic-contributed session for JSM 2014.

11. Welcoming environment policy-reports on status of consideration by the various societies:

AWM has approved a non-discrimination policy (Harassment Statement is posted on AWM website). NCTM is reviewing all policies and may have a policy in place soon. AMS Committee on the Profession is discussing this issue. ASA is working on it; the Board of Directors approved it in principle in August and delegated final approval to the Executive Committee, pending updated information from the other societies. AMATYC has adopted. MAA is reviewing its personnel manual and this may be part of that effort; issue has been forwarded to the MAA Council on Meetings. IMS has discussed it and drafted its own policy but would like to see what other societies are doing before sending back to council for approval (they want the document to be more explicit). IMS says incidents should be reported to Executive Committee.

We had an extended discussion on issues of reporting incidents and notifying participants of policy. The current form of the policy provides no procedures for reporting of incidents or for imposing sanctions, due to legal issues. However, it seems important for each society to have someone to whom incidents can be reported, even if no sanctions can be applied, so that the societies can become more aware of what harassing behavior is occurring at conferences and other society-sponsored events and so that members feel validated that the societies want to know about such incidents. For this to work, members need to be made aware that such a person exists to report incidents to, so publicizing the welcoming/non-harassment policy and who to report incidents to is crucial for the policy to have the desired effect. Ideally, each society would have a trained person providing a "safe place" to report incidents to; at conferences, a society official present at the conference could be designated the local contact, who is on the spot for immediate reporting and who could then put members in touch with the main (trained) liaison at the society headquarters.

ACTION ITEM: Recommend to societies that they display the Welcoming Environment Policy (once they approve a version!) prominently in conference programs, along with information on who to contact in case of an incident of harassment. A link to the policy could be sent to section leaders or session chairs, as part of the general packet of information they receive from the society. To help make members aware of the policy, societies could consider adding a box that people check when registering for major conferences that has a sentence about the policy and a link to the full policy.

ACTION ITEM: Check that the published policy, and steps to take in event of an incident have 'gone down the line' to sections, affiliates, etc.

ACTION ITEM: Check with societies on how incidents can currently be reported, e.g., at society-sponsored event.

12. Dependent care issues (question raised by Ellen Maycock).

- IMS has a childcare initiative for its annual meeting, reimbursing 80% of costs, up to \$250/family with a max of 40 grants (<http://imstat.org/meetings/childcare.htm>).
- JSM used to provide subsidized on-site childcare but does not any more as was not used as much, was expensive, and had possible legal/liability issues. The main issues may be affordability, notifying people when childcare is available at a conference, and ensuring the quality of childcare provided so people trust it.
- The AMS and MAA subsidize the childcare available at the Joint Math Meetings through KiddieCorp (with an even more reduced cost for graduate students). *Note: Ellen Maycock reported to us after the meeting that the AMS and MAA feel providing affordable childcare at the JMM is highly important and so are willing to substantially subsidize it.*
- Childcare provided at MathFest was not well enough publicized and seemed underutilized.

13. Advocating more flexible career paths to retain women in the pipeline. From *Inside Higher Ed*:

The American Council on Education launched a campaign asking college and university presidents to promote faculty career flexibility on their campuses. "We've found time and time again that flexible workplace policies make for happier, more committed faculty, which ultimately translates to better outcomes for our institutions and our students," Molly Corbett Broad, ACE president, said in a news release announcing the [National Challenge for Higher Education: Retaining a 21st Century Workforce](#).

General discussion indicated that a major issue is the availability of full-time childcare (possibly going into evening), ideally on campus, so that faculty with young children can attend colloquia and other events often held in the late afternoon and teach evening classes.

ACTION ITEM: Have JCW members contact their society's committee on the profession regarding establishment of flexible work policies.

14. We discussed career issues brought up by Amy Cohen (chair of MAA Committee on the) 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?

We had an extended discussion of issues related to the growing use of adjunct positions rather than tenure-track positions. Adjuncts have become formalized as a new kind of faculty line; some positions are dead end, while others are promotable. There is evidence that attempts to improve such positions can actually lead to worsened conditions (people hired at lesser position to avoid giving benefits of improved position). Adjuncts also struggle with getting fair consideration when

tenure track positions open up in their department, despite being fully qualified. The situation may be somewhat better at unionized institutions (but not in all cases). In 90s a certain university had many women adjuncts and AMS or MAA sent a letter accusing the university of an abusive policy (specifics of incident are uncertain).

- b. What happens to post docs after this first (or subsequent) post doc position and are women under-represented in the post doc pool?

Susan reported that CoWIM has considered requesting such data, but it is very difficult (and expensive) to obtain. To justify the cost of a special survey tracking who enters postdoc positions, completes them, and what positions they move to afterward requires a solid idea of how such data would be useful. Possibly such a survey could be sent to departments to administer to faculty and postdocs to gather some information.

ACTION ITEM: JCW could discuss with CoProf the lack of family friendliness of math profession and ways to keep women in the career pipeline through changes to the track faculty must follow to have a successful career. We should seek evidence of economic feasibility to suggest that family friendly policies are good for both faculty and their institutions, e.g., work of Mary Ann Mason.

15. We discussed the updated JCW website, and members recommended a variety of additions such as an events page, photos of the committee and its events, subpages based on panels, a career planning subpage, add links for grad student opportunities. We also considered more generally JCW's online presence and visibility. Nancy Sattler recommended that JCW have a LinkedIn page. The JCW website could have links to videos of our panels or videos made by the societies. For example, ASA videotaped a panel on career development at JSM, which is now posted on ASA's website.

ACTION ITEM: Update website to reflect recommended changes.

ACTION ITEM: Send Marty Carr mmcarr@uga.edu items to post on Facebook.

16. Wrap-up: The next annual JCW meeting will be September 13, 2014 in Chicago. The AMS Committee on the Profession (CoProf) will meet the same day, providing opportunity for a joint CoProf-JCW reception and dinner that evening. JCW will plan to have 2-3 conference calls during the year to maintain progress on action items and discuss new business. Dates for conference calls will be planned via DoodlePoll. Optional meeting at 2014 JMM in Baltimore is Wed 1/15 8-9am.

17. After the meeting we took a group photo to post on the JCW website. Seven members met for dinner at the hotel restaurant and continued our conversations.