

Joint Committee for Women in Mathematics
Minutes: Annual Meeting
13 September 2014
Chicago O'Hare Hilton

Present: Janet P. Buckingham (ASA, Southwest Research Institute), Christine Guenther (co-chair, AMS, Pacific U), Melissa Holsten (NCTM, Women and Math Education), Magnhild Lien (AWM, friend of JCW), Tanya Leise (MAA, Amherst College), Jerry Porter (MAA, U Penn), Amber Puha (IMS,), Paula K. Roberson (co-chair, ASA, U Arkansas MS), Nancy Sattler (AMATYC, Terra CC), Bernd Sturmfels (AMS, UC Berkeley), Jane Tanner (AMATYC, Onondaga CC), Carol Woodward (SIAM, Lawrence Livermore National Labs).

Not present: Anne Gelb (SIAM, Arizona State), Johanna Neslehova (IMS, McGill), Karen Brucks (AWM, U of Wisconsin Milwaukee), Susanna Epp (AWM, DePaul University).

1. The JCW members briefly introduced themselves at the beginning of the meeting during a working lunch. Tanya Leise volunteered to record minutes during the meeting.
2. Co-chairs 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 and also to chairs of relevant committees like MAA CPW and AMS CoWiM. In particular, terms should be 3 years or longer and staggered to maintain continuity on the committee. Dropbox will be used archiving internal documents; will examine other options for keeping archive, like private part of website.

ACTION ITEM: Members of societies with both representatives leaving should request staggered terms for future reps when reporting back to their societies. Connections with related groups like CPW and CoWiM as well as with members of key governance committees should be developed (either directly on JCW or reps establish two-way communication with them).

ACTION ITEM: Representatives should place copies of annual update letters sent to societies in archive to maintain record of important correspondence.

3. Reviewed September 2013 meeting minutes, and action items (what got done and what didn't). This year, we will include point person for each action item, and date when person will report back to the committee. Completed items included: JMM 2015 panel organized; 2014 ASA panel organized (new), Celebrating Women in Statistics panels organized (new); website continued; facebook maintenance continued; approval of new JCW charge by AMS; inclusion of AMATYC by AMS Council, ADVANCE items gathered and posted on website; welcoming environment policies brought to societies.

4. A template for informing new members, tracking key information (like who to contact within each society, how to get reimbursed, expectations of JCW reps) has been created for ASA, which can be adapted to the other societies. There was a discussion of its content, and how it can be modified for individual societies.

ACTION ITEM: Send comments to Paula Roberson about draft ASA template within 4 weeks. Representatives should adapt finalized ASA version for other societies by early January. In annual update to societies, representatives should include mention this will be happening

5. The AMS has extended the term of Christine Guenther for an additional year, and she will remain a co-chair. The election of second co-chair (start date 2/1/2015) will take place over email. The candidate is Carol Woodward. Duties of co-chairs include reviewing and prompting progress on action items, developing meeting agendas, setting up phone conference calls, communicating with Robin Hagan Aguiar at AMS, attending annual MAA CoProf meeting, organizing the JCW meeting at the joint mathematics meetings, and maintaining the DropBox.
6. Report on 2014 panels:

- a. Joint Mathematics Meetings (JMM)

Title: Negotiating in Mathematical Careers, Joint Committee on Women in the Mathematical Sciences Panel Discussion

Abstract: The panel will address how to negotiate successfully throughout a career in academia or industry, from making the most of a first job offer to maximizing post-promotion opportunities. Strategic career negotiation is of particular relevance to women, who in part because of a reluctance to negotiate earn less than their male counterparts. The panel will cover issues to negotiate and strategies for doing so. Panelists will include faculty, researchers, and administrators, representing industry and academic institutions.

Organizers:

Janet Best, SIAM Representative, Ohio State University
Christine Guenther, AMS Representative, Pacific University
Amber Puha, IMS Representative, California State University San Marcos

Panelists:

Rachelle DeCoste, Assistant Professor, Wheaton College
Peter March, Professor, Dean of Natural and Mathematical Sciences, Ohio State University
Tanya Moore, Board of Directors, Building Diversity in Science, City of Berkeley public health department
Catherine Roberts, Professor, Department Chair, College of the Holy Cross

Attendance: around 40 in audience

b. Celebrating Women in Statistics

Title: Congratulations, You've Got Tenure! Now What??

Abstract: This panel focuses on opportunities and obstacles for professional growth and development faced by mid-career faculty post-tenure. Some individuals may wish to move into administrative positions, but this is not the only path for career advancement and professional satisfaction. Discussion will include how tenured faculty members can become active in mentoring their junior colleagues and how those recently promoted can seek out mentors from senior colleagues. Other topics will include the freedom that tenure provides to take risks in assuming new roles or moving into new research areas as well as potentially appropriate responses to pressures to undertake additional administrative responsibilities which might be counterproductive to one's personal career goals. Panelists and audience members will have the opportunity to share perspectives and lessons learned regarding strategies for targeting the next steps for one's career.

Organizer/Moderator:

Paula Roberson, ASA Representative, Univ. of Arkansas for Medical Sciences

Panelists:

Jodi Lapidus, Oregon Health Sciences University

Monnie McGee, Southern Methodist University

Jane Meza, University of Nebraska Medical Center

Attendance: approximately 30 in audience

c. Joint Statistics Meetings (JSM)

Title: Negotiating in Statistical Careers

Abstract: The panel will address how to negotiate successfully throughout a career in academia, government, or industry, from making the most of a first job offer to maximizing post-promotion opportunities. Strategic career negotiation is of particular relevance to women, who in part because of a reluctance to negotiate earn less than their male counterparts. The panel will cover issues to negotiate and strategies for doing so. Panelists will include faculty, researchers, and administrators, representing industry, academic institutions, and government funding agencies.

Organizers:

Janet Buckingham, ASA Representative, Southwest Research Institute

Amber Puha, IMS Representative, California State University San Marcos

Paula Roberson, ASA Representative, Univ. of Arkansas for Medical Sciences
(Moderator)

Jane-Ling Wang, IMS Representative, University of California Davis

Panelists:

Nandini Kannan, University of Texas at San Antonio

David Madigan, Columbia University

Nancy Reid, University of Toronto

Kelly Zou, Pfizer

Attendance: around 40 in audience

7. Update on upcoming panel at the 40th Annual AMATYC Conference in Nashville, Tennessee, Nov 13-16, 2014:

November 13, 2014, Ryman Ballroom A, 11:30 – 12:20 pm S034 DI,G

Title: Don't get left out in the cold: How to navigate

President: Martha Whitty, The CC of Baltimore County, Baltimore, MD

Panelists:

Joanne Peeples, El Paso CC, El Paso, TX

Judy Ackerman, Montgomery College, Rockville, MD

Linda Braddy Deputy Executive Director of MAA, Washington, DC

Abstract: How do you negotiate successfully for a career in academia or industry? The panel will address this question, along with suggestions about moving from adjunct to full-time, moving to administration, and mentoring students (and former students) seeking jobs. Differences in the way women and men approach negotiation will be addressed.

8. Update on upcoming panel at the 2015 JMM in San Antonio:

January 11, 2015, 1:00 p.m.-2:30 p.m.

Joint Committee on Women in the Mathematical Sciences Panel Discussion

Title: Effective self-promotion to advance your career in mathematics.

Room 202B, Convention Center

Organizers:

Christine Guenther, Pacific University

Patricia Hale, California State Polytechnic University, Pomona

Tanya Leise, Amherst College

Panelists:

Pam Cook, University of Delaware

Deborah Lockhart, National Science Foundation

Dana Randall, Georgia Institute of Technology

Sara Y Del Valle, Los Alamos National Laboratory - See more at:

http://jointmathematicsmeetings.org/meetings/national/jmm2015/2168_program_sunday.html#sthash.IollSo8u.dpuf

9. JSM (2015): Caucus on Women in Statistics has organized session on implicit bias, which JCW will request to co-sponsor.

Title: Implicit Bias: What Statisticians Need to Know and Do

Organizers: Amanda L. Golbeck, University of Montana, USA and Yulia R. Gel, University of Waterloo, Canada

Abstract: Explicit bias reflects our perception at a conscious level. In contrast, implicit bias is unintentional and operates at a level below our conscious awareness. Implicit stereotypes and prejudices shaping this hidden bias are widely studied in a variety of fields, from criminal justice to medicine to CEO selection at Fortune 500 companies. Many concrete obstacles on the path to professional success of underrepresented minorities in STEM fields and, in particular, statistical sciences, have been largely overcome. However, the problem of unconscious bias still remains one of the most challenging barriers. For instance, women constitute an increasing proportion of statistics, science and engineering majors at all institutions (around half of all STEM undergraduates). Yet they still make up only a very small proportion of faculty members at research universities. Their representation in organizational leadership positions, and among recipients of professional awards and prizes, still remains substantially low. Can we afford to have such unintentional perceptions continue to hinder the success and advancement of women and other underrepresented groups? Can we afford to continue to underuse human capital in science? This session aims to illuminate what statisticians need to know and do to break the glass ceiling of implicit bias and eliminate prejudice in statistical and other STEM disciplines. The panel will feature prominent statistical leaders, both men and women, with a vast leadership experience in both academia and industry and a wide spectrum of geographical representation.

Chair/Moderator: Amanda L. Golbeck (University of Montana)

Panelists:

1. Nicholas P. Jewel, Head, Division of Biostatistics and Former Vice Provost
University of California-Berkeley, USA, jewell@berkeley.edu
2. Judith D. Singer, Senior Vice Provost for Faculty Development and Diversity,
Harvard University, USA, judith_singer@harvard.edu
3. Charmaine Dean, Dean of Science, University of Western Ontario, Canada,
cbdean@uwo.ca
4. Arlene Ash, Division Chief, Biostatistics and Health Services Research,
University of Massachusetts, USA arlene.ash@umassmed.edu
5. Jon Kettenring, RISE Director, Drew University, USA and formerly Executive
Director, Bellcore and Telcordia Technologies. jkettenr@drew.edu

6. Marcia Gumpertz, Assistant Vice Provost for Faculty Diversity, North Carolina State University, USA gumpertz@ncsu.edu

10. Started organizing next JMM panel (2016): "How to succeed in graduate school." Patricia Hale, Bernd Sturmfels, and Magnhild Lien volunteered to start organizing this panel. Topics could include mentoring (e.g., how to seek out good mentors), leave issues, persistence, dealing with harassment and other social barriers, identifying good graduate programs to apply to. Aimed at grad students and also undergrads.

ACTION ITEM: Finalized panel with invited speakers should be submitted to Penny Pina, Director of Meetings, pop@ams.org, who will forward it to the program committee, by end of March 2015.

11. Next Celebrating Women in Statistics panel (2016): possibly also a graduate school topic.

ACTION ITEM: Finalized panel with invited speakers should be submitted by end of August 2015.

12. Next JSM panel (2016): Effective self-promotion to advance statistical career, with emphasis on finding industry and government jobs. Reps from statistics societies will organize.

ACTION ITEM: Finalized panel with invited speakers should be submitted by end of August 2015 as invited session.

13. At JMM, graduate program chairs meet to discuss successful management of graduate programs. JCW will consider requesting 10 minutes to share policies for attracting and retaining women graduate students.

ACTION ITEM: Discuss this during January conference call. The presentation could be based on information arising from graduate program panel.

14. Update on welcoming environment policy:

- a. ASA (Janet Buckingham): Starting in 2015, registration will include a checkbox to indicate awareness of policy. Policy and reporting information will be printed in program (report incidents to organizer of event or chair of conference committee, will be clearly indicated in program, as well as possible consequences of bad behavior, such as being barred from future conferences).
- b. AWM (Magnhild Lien): Policy is posted in program for all AWM events. Does not include reporting mechanism at this time.

- c. AMS (Amber Puha): Policy forwarded by JCW to AMS Committee on the Profession as sent to a subcommittee, who drafted a revised policy (which would include a website and 800-number for reporting incidents, using a hotline service company). The AMS Council will consider approving it in January 2015.
- d. MAA (Jerry Porter): MAA is in process of revising code of ethics, with relevant part split into two pieces, welcoming environment and whistleblower policies.
- e. AMATYC (Nancy Sattler): AMATYC approved the policy in April 2014 and has posted on website. Incidents should be reported to president, who will investigate and then determine outcome.
- f. SIAM (Carol Woodward): Policy will probably be considered at Board meeting in December.
- g. IMS (Amber Puha): Will reconsider current policies, based on what larger societies decide to enact.
- h. NCTM: No policy reported on website. Representative will request information.
- i. The JCW gratefully acknowledges Marie Vitulli for raising this issue.

Discussed whether JCW should recommend a reporting mechanism to all societies.

ACTION ITEM: When reporting back to member societies, JCW representatives should share what other societies are doing, and encourage their societies to adopt a welcoming environment policy and reporting mechanism, if they haven't already.

- 15. AMS journals update (Amber Puha): Currently statistics about AMS journals such as backlog, acceptance rates, etc, does not include gender of authors, but there seems to be openness about considering gathering such information.
- 16. Advocating more flexible career paths to retain women in the pipeline discussion: no clear recommendations JCW can make to societies, but could be possible future panel topic.
- 17. Mentoring:
 - a. AWM mentoring network: interested mentors and mentees can sign up online, paired by committee. Annual reports are posted online. Website <https://sites.google.com/site/awmmath/programs/mentor-network>. AWM also has a short-term mentoring component at its workshops.
 - b. ASA's mentoring program has online applications, expectations that pairs will be in contact 4-6 times during year. Follow-up survey at end of year, pairs can choose whether or not to continue. Guidelines and suggestions are provided to foster mentoring. Also developing "mentoring in a box" to help other groups start up their own mentoring programs. Related item: ASA's docent program at JSM to

help attendees navigate the meeting was very successful and will be continued.

- c. Project NExT mentoring and listserv has been long-term success.
- d. "Speed mentoring" at Celebrating Women in Statistics.

ACTION ITEM: When reporting back to member societies, representatives should share what other societies are doing with regard to mentoring, and state that the JCW recommends that societies promote mentoring at all stages: K-12 students, undergrads, grad students, post docs, junior, mid-level, and senior faculty, through panels or programs. (CG: we could include the sentence that I struck, but it seemed too broad to me.)

- 18. JCW website (<http://jcwmath.wordpress.com/>): Currently maintained by Tanya Leise, will be taken over by Nancy Sattler in February. Members gave feedback on improving organization and content of site.

ACTION ITEM: Tanya will update website based on feedback and also information from Patricia Hale on mentoring, recruiting and retaining diverse faculty, etc.

ACTION ITEM: Representatives should check whether societies link to JCW website, and request it if not linked. (ASA already does.)

- 19. JCW Facebook: Currently maintained by Marty Carr and Nancy Sattler. Marty Carr (who originally set up JCW-math page) has rotated off committee, so question of how to transfer ownership rights. Also consider adding alias to make easier to find. Janet Buckingham is willing to help.
- 20. Future aim: Increase coordination with other groups like the CPW (MAA's Committee on the Participation of Women), new AMS Committee on Women in Mathematics (CoWIM), ASA Committee on Women in Statistics, Caucus for Women in Statistics. New IMU website was introduced.
 - a. Caucus for Women in Statistics is currently working with ASA and IMS on ways to make speakers and awards better reflect diversity of membership.

ACTION ITEM: Send minutes from the JCW to the MAA, AMS, and ASA committees mentioned, and request information from their chairs on their activities. Recommend having a joint member to the AMS. Check analogs of these committees for other societies.

- 21. Discussion of requesting NAM (National Association of Mathematicians) to join JCW, to increase the diversity of committee make-up and broaden perspectives.

ACTION ITEM: Representatives of MAA, AMS, SIAM, and ASA send a request that the item be taken up by the Joint Policy Board for Mathematics (JPBM).

ACTION ITEM: Representatives will investigate whether SACNAS has a mathematics arm, or whether there are other organizations that we should consider adding.

22. Wrap up included how to follow-up on action items and conference calls during year (likely end of January and sometime in April).

JCW members joined the AMS Committee on the Profession (CoProf) for dinner following the meeting.