

**Committee on the Profession
Annual Report
2016**

The Committee on the Profession (CoProf) held its annual meeting on September 17-18, 2016, at AMS Headquarters in Providence. David Savitt, Johns Hopkins University, chaired the meeting. There was a very full agenda, the highlights of which are summarized below.

Agenda items that were endorsed by CoProf and will be taken to the Council for consideration:

- **Committee on Academic Freedom, Tenure, and Employment Security (CAFTES):** CoProf's annual review, conducted by a subcommittee, dealt with CAFTES. It focused on whether CAFTES should continue to exist and, if so, whether its existing guidelines provide sufficient guidance. After discussing the report, CoProf voted to recommend the retirement of CAFTES. Although CoProf felt that issues of academic freedom, tenure, and employment security remain vitally important, it noted that the academic environment had changed since CAFTES was established, with most institutions now having formal processes for handling grievances and appeals. CoProf felt that a committee of the AMS would not be effective in addressing these issues and noted that other scientific professional organizations do not seem to have committees with comparable responsibilities. In addition, concerns were expressed about possible legal ramifications of actions of CAFTES. The members of the subcommittee were Hal Sadofsky (chair), David Savitt, and Julianna Tymoczko.
- **Guidelines for the submission, refereeing, and publication of computer-assisted proofs:** Currently there are no established guidelines or policies about how to submit, referee, and publish mathematical articles with significant computational components. A joint subcommittee of CoProf and the Committee on Publications (CPub) drafted such guidelines, which were approved by CoProf and had been previously approved by CPub.
- **Charge of the Cole Prize Committee:** CoProf approved a clarification of the charge of the Cole Prize Committee. CoProf also asked its Prize Oversight Committee to review the language of the charge, including the term "North American journal." The members of the Prize Oversight Committee will be Bryna Kra, David Savitt (chair), and Suzanne Weekes.
- **Bertrand Russell Prize:** The recently created Bertrand Russell Prize honors "research or service contributions of mathematicians or related professionals to promoting good in the world" and recognizes "the various ways that mathematics furthers human values." CoProf endorsed the creation of a selection committee for the prize and approved its charge.
- **Ulf Grenander Prize in Stochastic Theory and Modeling:** After approving the prize description and guiding principles for this new prize, CoProf endorsed the creation of a selection committee for the prize and approved its charge.
- **Joan and Joseph Birman Fellowship:** CoProf discussed a proposal to establish a series of year-long, mid-career research fellowships for women, as a way of addressing the paucity of

women at the highest levels of research in mathematics. CoProf recommended establishing the Joan and Joseph Birman Fellowship and the creation of a selection committee, along with its charge.

- **Joint Committee on Women (JCW):** CoProf approved procedures for adding new organizations to those represented on JCW. It then approved the addition of the National Association of Mathematicians to JCW.
- **Mathematics Programs that Make a Difference (PTMD):** Each year, CoProf recognizes at most two programs that succeed in bringing and keeping “more persons from underrepresented backgrounds into some portion of the pipeline beginning at the undergraduate level and leading to advanced degrees in mathematics and professional success.” Recipients of the Mathematics Programs that Make a Difference Award receive a certificate, and an article about their program appears in the *Notices*, but there is currently no monetary award. The AMS has received a gift of \$10,000 whose donor wishes to use it to fund the PTMD award. CoProf voted to request the Council to fund the Mathematics Programs that Make a Difference Award as an award in the amount of \$1000, with one award being given each year. The subcommittee that will select the awardee(s) for 2017 comprises Albert Boggess, Duane Cooper, Pamela Gorkin, and William McCallum (chair).
- **Statistics on women mathematicians:** Each year, as required by a motion passed by the Council in 1985, the *Notices* publishes information about “the relative number of men versus women” in several categories, such as speakers in special sessions at AMS meetings. In an era in which gender identity is becoming more fluid, CoProf recommended that the question be framed in terms of gender identity, rather than “men versus women.” It also asked the Council to consider whether it wishes to modify the categories about which information is gathered, or broaden the scope of the data that are collected (to include, for example, underrepresented minorities).

Other actions taken by CoProf:

- **Site visit program to improve the departmental climate for women and minorities:** The American Physical Society (APS) has programs under which institutions can request “site visits,” for the purpose of improving the climate for women and minorities. CoProf discussed the report of a subcommittee that studied the possibility that the AMS develop a similar program, and it formed a new subcommittee for further investigation of the issues involved. These include estimating the financial cost to a department of having a site visit, the training and composition of the site visit team, and whether departments would make use of such a program. The members of the new subcommittee are Pamela Gorkin, Christine Heitsch, Monica Jackson, Hal Sadofsky, and Fadil Santosa (chair).
- **Open-access policies:** Many institutions and funding agencies have copyright and open access policies that affect mathematicians. Jointly with CPub, CoProf voted to form a subcommittee to study such policies and to determine whether any steps should be taken to raise awareness among mathematicians or provide guidelines for dealing with these issues.

The CoProf representatives on this subcommittee are Alicia Dickenstein and John McCleary, and the CPub representatives are Henry Cohn (chair) and Ilya Kapovich.

- **Mikhail Gordin Award:** CoProf discussed a donor's interest in establishing an award in honor of the Russian mathematician Mikhail Gordin and asked the Development Committee to provide more details about the nature and functioning of the award.
- **Nominating Committee:** CoProf discussed changes that the Nominating Committee had suggested to its charge, dealing with the article that is published in the *Notices* about each candidate for President. CoProf decided to appoint a subcommittee to review the language of the entire charge. The members of that subcommittee are William McCallum, Hal Sadofsky, and Carla Savage (chair).
- **JMM panel:** CoProf will sponsor a panel at JMM 2017 entitled "Diversity and Inclusion in the Mathematical Sciences," at 4:30 – 6:00 p.m. on Wednesday, January 4, 2017. Panelists include: Carlos Castillo-Chavez, Arizona State University; Duane Cooper, Morehouse College; Kristin Lauter, Microsoft Corporation; and Talithia Williams, Harvey Mudd College. As the topic for its panel at JMM 2018, CoProf has chosen "Pathways for mathematicians to collaborate with scientists." It will be organized by a subcommittee comprising Albert Boggess, John McCleary, Hal Sadofsky, and Suzanne Weekes.
- **Possible new prizes:** CoProf discussed a report from its Prize Oversight Committee, which had been charged with creating a "wish list" of new prizes. It agreed to forward this report, with a summary of the CoProf discussion, to the Development Committee.
- **Annual review for 2017:** CoProf chose the Committee on Human Rights of Mathematicians as the topic for its annual review in 2017. The members of the subcommittee conducting the review include Robert Bryant and Jeremy Teitelbaum, with another member to be appointed in 2017.

Other business:

- **Subcommittee reports:** CoProf discussed a report from the Committee on Members and Member Benefits and stressed the importance of reversing the decline in AMS membership. For the coming year, the members of the Committee on Members and Member Benefits are William McCallum (chair), Andy Putman, Hal Sadofsky, Adriana Salerno, and Fadil Santosa. CoProf also discussed a report from a subcommittee, jointly established with the Committee on Meetings and Conferences, that explored possible venues for the awarding of AMS prizes.
- **Postdoctoral hiring practices:** CoProf expressed support for the program in which the AMS facilitates an arrangement under which institutions can agree not to require applicants to respond to postdoc job offers before a specified date. Prompted by a suggestion from a member of the mathematical community, CoProf also discussed the possibility of implementing a stable matching algorithm for postdoctoral positions but decided that such a system would not be feasible in mathematics.

- **Written reports:** Staff reports on the following topics were included in the CoProf agenda: the Department Chairs Workshop, Membership, Employment Services of the AMS, Graduate Student Chapters, and Mathematics Research Communities.
- **Next meeting:** The Committee on the Profession will hold its next meeting on October 14-15, 2017, at the Hilton Chicago O'Hare Airport.

*T. Christine Stevens
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