

## MINUTES

### Committee on the Profession (CoProf)

September 19 - 20, 2015  
Hilton Chicago O'Hare Airport Hotel

The Committee on the Profession (CoProf) of the American Mathematical Society met September 19-22, 2015 at the Hilton Chicago O'Hare Airport Hotel.

*Members present:* Robert L. Bryant, Robert J. Daverman, Lisa J. Fauci, Pamela Gorkin, Allan T. Greenleaf (Chair) Monica C. Jackson, William McCallum, Donald E. McClure (non-voting), Hal Sadofsky, Carla D. Savage, David Savitt, Joseph Silverman, John Smillie, Lisa Traynor, Suzanne L. Weekes

*Invited guests:* Carol Wood, representative, Committee on Women in Mathematics (CoWIM); Thomas H. Barr (Special Projects Officer), Sergei Gelfand (Publisher), Robin Marek (Director of Development)

*Staff present:* T. Christine Stevens (Associate Executive Director), Thomas H. Barr (Special Projects Officer), Sergei Gelfand (Publisher), Robin Marek (Director of Development) and Robin Hagan Aguiar (Recording Secretary)

#### 1. Introductions and Minutes from the Previous CoProf Meeting (September 13 – 14, 2014)

The meeting began at 1:03 p.m. (CT) with introductions by those present. The charge to the Committee on the Profession, the current list of committee members, and the Conflict of Interest (COI) statement for AMS committee members were provided in **Attachment #1**. Greenleaf indicated that all committee members should be or become familiar with the COI statement. The draft minutes of the September 2014 CoProf meeting were posted on the CoProf private web page and included in **Attachment #1** for CoProf's approval. CoProf approved the minutes of the 2014 meeting with changes.

#### 2. Annual Review Subcommittee's Report to Identify Appropriate Venues for Presenting AMS Prizes

Each year, the Committee reviews a specific area that falls within its charge. This year's review focused on identifying additional venues in which AMS prizes and awards could be presented. An agreement between the AMS and the Mathematical Association of America limits the number of prizes that may be given at the Joint Prize Session at the Joint Mathematics Meetings (JMM). A modification of that agreement will permit the new Chevalley Prize to be awarded at JMM 2016 and 2018. As other new prizes are added, however, it may become necessary to award some prizes in venues other than the Joint Prize Session. One possibility would be to award some prizes at Sectional meetings, and another would be to present them at JMM events other than the Joint Prize Session. The members of the annual review subcommittee were Robert Daverman (chair), David Savitt, and David Vogan. The report of the subcommittee, which was included in **Attachment #2**, made two recommendations.

The first was to award the Conant Prize in conjunction with the annual Conant Lecture held at Worcester Polytechnic Institute (WPI). Daverman indicated that WPI was receptive to adding an award ceremony to its event. Savage liked the suggestion of the subcommittee and had prepared a table of the prizes (**Handout #1**) which showed the effect this might have on the prizes if the subcommittee's suggestion were to be approved by Council.

CoProf unanimously approved a motion recommending to Council that the Conant Prize be awarded as part of the ceremony associated with the annual Conant Lecture at Worcester Polytechnic Institute.

The second recommendation from the subcommittee was for the recipient of the Steele Prize for Lifetime Achievement, one of the Society's prominent prizes, to give one of the five AMS Invited Addresses at the Joint Mathematics Meetings (JMM), with the prize awarded at the start of the Invited Address. The subcommittee felt it would be an appropriate way to recognize the winner of the Steele Prize for Lifetime Achievement and that it would be a very popular lecture.

CoProf favored this recommendation, with revision to add the words "or a designee" as a possible alternative, should the winner be unable to give the talk. CoProf also noted that there were many details to be worked out and that this recommendation should be considered by the Committee on Meetings and Conferences (COMC) before it is sent to Council. The logistics of awarding the prize in this manner would be left to the office of the AMS Secretary. The revised recommendation was:

*CoProf recommends that one of the five AMS Invited Address slots at the JMM be devoted to a lecture by the recipient of the Steele Prize for Lifetime Achievement, or a designee, and that the Prize be awarded at the start of the Invited Address, rather than at the Joint Prize Session.*

### **3. Two Potential New AMS Prizes**

The AMS, through its Development Committee (comprised of the AMS Secretary, AMS President, AMS Treasurer, Executive Director, and the fourth and fifth year members of the Board of Trustees), received a proposal to establish The Bertrand Russell Prize of the AMS, which was described in **Attachment #3**. The purpose of the prize is to honor "research or service contributions of mathematicians or related professionals to promoting good in the world" and to "recognize the various ways that mathematics furthers human values." The prize was proposed by and would be funded by an endowment established by Thomas Hales.

On April 25, 2015, the Development Committee endorsed the proposal for consideration by the Committee on the Profession at its September 2015 meeting. The Development Committee expressed the hope that CoProf would act upon the proposal in a timely fashion, so that it could be considered by the ECBT in November 2015 and by the Council in January 2016. The Development Committee asked the Secretary to provide CoProf with some examples to illustrate the intent of the prize.

CoProf had a lengthy discussion about the wording of the prize description, and at one point there was a motion to table the discussion with five approving and one against. However, the committee could not agree on what was to be tabled.

CoProf then approved a motion recommending to the ECBT and the Council that the prize “as written” be approved. There were seven (7) in favor and two (2) opposed.

Another proposal for a new AMS research prize was received by the Development Committee. After consulting with the donors about their proposed prize description, the Development Committee recommended the prize for consideration by CoProf, in advance of the ECBT Meeting in November 2015.

The proposed prize description was distributed at the meeting (**Handout #2**). CoProf was asked to support the creation of an AMS prize in the proposed area as described, with final details to be discussed and approved by Council.

The prize would be funded by Don McClure, David Mumford and Stuart Geman. McClure explained that the prize grew out of a conversation in 2010 when they noted that the AMS does not have a prize in stochastic analysis. Subsequent discussion led to a proposal to establish a prize in this area and to name it after Ulf Grenander. McClure recused himself from the rest of the discussion of the prize and left the room.

The prize, if approved, would be given every three (3) years in the amount of \$5,000 (and expenses).

Savage indicated that the handout included information in response to questions from the Development Committee. Although the prize description had not yet been finalized, the donors wanted to be able to make contributions to the prize in 2015 and 2016. Thus CoProf was asked to recommend to the ECBT that it accept these donations, with the details of the prize to be worked out in the coming year.

CoProf unanimously supported the creation of a research prize in this area and recommended the prize to the ECBT.

#### **4. Modification of the Nomination Procedure for the Steele Prizes**

Nominations for all prizes are now submitted online at the AMS website. The Steele Prize committee in the past year felt overwhelmed by very long nomination packages. *Curricula Vitae* accounted for most of the bulk, but some of the nominations contained many supporting letters.

Currently, the posted nomination procedure for all three Steele Prizes states:

*Include a short description of the work that is the basis of the nomination, including complete bibliographic citations. A curriculum vitae should be included.*

In **Attachment #4** the Steele Prize Committee recommended modifications of the procedure that take into account the different nature of the three prizes.

The final motion, made by Savage and unanimously approved by CoProf, was to recommend that page limits be established on the amount of material that can be submitted as part of a nomination for each of the Steele Prizes, and to accept “in spirit” the recommendations of the prize committee regarding the material that can be submitted.

## 5. Computational Reproducibility Guidelines for Mathematics

AMS Publisher Sergei Gelfand and Associate Executive Director, Meetings and Professional Services, T. Christine Stevens, proposed the formation of a joint subcommittee of the Committee on Publications (CPub) and CoProf to consider what role, if any, AMS should have in the creation of guidelines for computational reproducibility standards for the mathematical community. The proposal was contained in **Attachment #5** and was also included in the agenda of the CPub meeting that took place on Saturday, September 19, 2015.

Sergei Gelfand noted that there are no established guidelines or policies about how to submit, referee, and publish articles with significant computational components. After noting that AMS journals had not experienced any problems of this kind, he asked whether the AMS ought nevertheless to establish some guidelines. CoProf agreed it would be good to determine now how significant this issue might be, rather than waiting until a problem arises. It unanimously approved the creation of a joint subcommittee with CPub (with two members from each committee) to consider what role, if any, the AMS should have in the creation of guidelines for the mathematical community regarding computational reproducibility. Bill McCallum volunteered to serve on the subcommittee and was subsequently appointed its chair. After the meeting, Joe Silverman was appointed as the second representative of CoProf, and Greg Cooperberg and Sergei Gelfand were named as the representatives of CPub.

## 6. Report from the Committee on Women in Mathematics (CoWIM)

Carol Wood reported on behalf of Judy Walker, the Chair of CoWIM, who was unable to attend. The other members of CoWIM are: Victor Guillemin, Christine E. Heitsch, Ellen E. Kirkman, and Michael Reed.

CoWIM, which is an AMS committee, would like to strengthen its relationship with the Joint Committee on Women in Mathematics (JCW), which has representatives from a number of mathematical organizations. The AMS has two members on JCW and CoWIM would like the senior AMS representative on JCW to serve *ex officio* on CoWIM in order to improve communication between the two groups. The current charges of JCW and CoWIM do not contain a mechanism for guaranteeing this connection. Savage indicated the Secretary's office may be able to make this work. There was also a discussion about having a member of CoWIM on CoProf. This will occur naturally next year, since Weekes will also serve on CoWIM.

Wood reported that CoWIM had mixed feelings about CoProf's agenda item eight (8) (the program to improve departmental climates) and stated that this was one of the first issues that came to CoWIM. CoWIM's recommendation to CoProf is "cautious encouragement." As the investigation goes forward, CoWIM strongly recommends "that any potential visits program explicitly include meetings with female graduate students as well as with female faculty." CoWIM feels it is an idea worth pursuing and that the next step is for CoProf to consider the feasibility and desirability of such a program.

Regarding agenda item seven (7), the Anti-Harassment Policy, CoWIM agreed that such a policy is needed and that the proposed policy is well-formed. However, there is some concern that the draft focuses on the more obvious forms of harassment without addressing the more subtle (but still

detrimental) ones, e.g., those behaviors sometimes referred to as "benevolent sexism." While the proposed policy is certainly better than no policy, and while it addresses many issues very well, it may be worthwhile to add some verbiage to it regarding the more subtle and well-meaning forms of sexism and harassment.

## **7. AMS Anti-harassment Statement**

The current AMS Policy Statement on Sexual Harassment ([www.ams.org/about-us/governance/policy-statements/sexualharassment](http://www.ams.org/about-us/governance/policy-statements/sexualharassment)) was approved by the Council in 1994. At its meeting in September 2014, CoProf created a subcommittee to review that statement with the goal of possibly modifying and updating it. For this purpose it created a subcommittee comprising Donald McClure, Lisa Traynor (chair), and Carol Wood. CoProf was asked to approve the updated statement contained in the report in **Attachment #6**.

Lisa Traynor reported on the subcommittee's work, and some changes in the statement were suggested in **Handout #3**. CoProf agreed that the revised Anti-Harassment Policy, with edits, should be reviewed by the AMS attorney and that the committee would vote on the final version by electronic mail. That vote was subsequently taken, and the revised statement was approved and sent to Council.

## **8. Possible program to improve the departmental climate for women and minorities**

The American Physical Society (APS) has a program under which institutions can request "site visits," for the purpose of improving the climate for women (<http://www.aps.org/programs/women/sitevisits/index.cfm>). It has a similar program regarding the climate for minorities (<http://www.aps.org/programs/minorities/sitevisits.cfm>). Other organizations with such programs include the American Philosophical Society (<http://www.apaonlinecsw.org/home/site-visit-program>) and the American Astronomical Society (<http://womeninastronomy.blogspot.com/2014/01/cswa-climate-site-visit-program-for.html>). It had been suggested that AMS develop a proposal for a similar program.

CoProf discussed the potential of such a program and voted unanimously to form a subcommittee to review possible site visit programs to improve the departmental climate for women and minorities.

Lisa Traynor, Monica Jackson, and Robert L. Bryant volunteered to serve on this subcommittee, to which Kristin Lauter and Carol Wood were appointed after the meeting. Traynor was named chair.

During the discussion, it was noted that the issues for women and minorities are not necessarily the same. It was also suggested that CoProf reach out to other organizations, such as the Association of Women in Mathematics (AWM), National Association of Mathematicians (NAM), Society for Advancement of Chicanos/Hispanics and Native Americans in Science.(SACNAS), and Society for Industrial and Applied Mathematics (SIAM) (which has a Diversity Advisory Committee), to gauge their interest in possible site visit programs.

## **9. Report of the AMS Fellows Selection Committee**

This year the Fellows Selection Committee reviewed 178 nominations: 111 were new and 67 were held over from a previous year. The target number of Fellows set by Council for this year was 50 and that is the number selected by the committee. The list of the 2016 Class of Fellows was made public on the AMS website on November 1.

The report of the committee, in **Attachment #7**, expressed some concerns and sought advice from CoProf and/or the Council regarding whether it is appropriate to elect, as a Fellow, a person who is currently serving in a government agency or private foundation in a policy-making capacity concerning funding of mathematics.

CoProf chose not to address that issue, preferring to leave it to the discretion of the Fellows Selection Committee. CoProf did, however, note the highly competitive nature of the selection process and expressed concern that the number of Fellows selected annually is too small, so that the program may be creating ill will in the mathematical community. Savage agreed to relay these concerns to the Council when it sets next year's number.

## **10. Information Statements on the Culture of Research and Scholarship in Mathematics**

### **a. Update of Existing Statements.**

In 2004, CoProf decided to create a series of information statements regarding the culture of research and scholarship in mathematics and its differences from other sciences and engineering. These statements are posted at [www.ams.org/profession/leaders/culture/culture](http://www.ams.org/profession/leaders/culture/culture). At its meeting in September 2014, CoProf accepted an updated version of the 2008 statement on *The Culture of Federal Support for Academic Research in Mathematics*. In the absence of any new topics, CoProf agreed to review and update the existing statements every three years. A subcommittee comprising Allan Greenleaf and William Goldman undertook the initial review.

The revised statements were included in **Attachment #8**. The one on Joint Research and its Publication included newly gathered data. The others had been re-worded to make the phrasing less time-dependent, but they did not include any new data.

CoProf suggested several changes in wording, which were incorporated into the final versions. CoProf also recommended making it easier to find these statements, as well as other information for department leaders, and the revised statements were subsequently posted on the AMS website.

### **b. Proposed new topic for a Culture Statement**

Since CoProf's last meeting, a topic was proposed for a new culture statement about letters for tenure and promotion reviews in situations where the candidate has engaged in joint research with large collaborative groups. A draft statement was distributed at the meeting. CoProf unanimously approved a slightly edited version, to be posted on the AMS website.

## **11. Wording on the AMS web page on diversity**

The AMS website contains a page on diversity (<http://www.ams.org/programs/diversity/diversity>). At its meeting in 2014, CoProf asked the AMS staff to update that page, and it approved the following wording to appear on it:

The AMS is committed to fostering efforts to support the hiring, retention and promotion of women and under-represented minorities at all levels of academia and in industry.

AMS members, both individual and institutional, are urged to examine their policies and procedures to find ways to facilitate careers in mathematics for traditionally under-represented groups.

At the CoProf meeting in 2015, John Smillie noted that the second sentence was not appropriate for the revised page, and CoProf approved a motion to delete it.

## **12. Information Items**

Attachment 9 contained information about the following items, which CoProf could discuss at the request of any committee member.

### **12.1 Update on items from CoProf's 2014 meeting.**

The Committee on the Profession brought eight items to the AMS Council meeting of January 9, 2015. The Council's actions on these items can be found in the Council minutes at [www.ams.org/about-us/governance/council-meetings/council-minutes0115.pdf](http://www.ams.org/about-us/governance/council-meetings/council-minutes0115.pdf). Using the numbering from the Council minutes, these items are:

- 4.6.1 Steele Prize for Lifetime Achievement
- 4.6.2 Steele Prize for Seminal Contribution to Research
- 4.6.3 Approval Process for New Prizes
- 4.6.4 Chevalley Prize in Lie Theory
- 4.6.5 Centennial Fellowship
- 4.6.6 The Charge of the AMS Committee on Professional Ethics
- 4.6.7 Mass Email to AMS Members
- 6.1 Welcoming Environment Policy (jointly brought with the Committee on Meetings and Conferences)

In addition, CoProf had recommended to the Council a revised charge for the Committee on Academic Freedom, Tenure, and Employment Security (CAFTES), but it was instead brought back to CoProf for further consideration.

### **12.2 Department Chairs Workshop Report**

The annual AMS Workshop for Department Chairs was held for mathematical sciences department chairs at the January 2015 Joint Mathematics Meetings in San Antonio, Texas. Fifty four department chairs and leaders participated in the workshop, which focused on several areas of importance to department chairs. Associate Executive Director (AED) Samuel Rankin, director of the Washington office, provided a report on the 2015 workshop, which appeared as Attachment 9.1.

### **12.3 Report on Membership**

Attachment 9.2 contained a report on the Society's current membership activities from Diane Boumenot, Director of the Membership and Programs Department.

## 12.4 Report on Employment Services of the AMS

**Attachment #9.3**, was a report on the current employment services of the AMS from Diane Boumenot, Director of the Membership and Programs Department.

## 12.5 Report on Student Chapters

**Attachment #9.4**, was a report on the AMS Student Chapters from Diane Boumenot, Director of the Membership and Programs Department.

## 13. Nominations by petition

At the request of the Council, CoProf discussed the existing policies that govern nominations by petition and decided not to recommend any changes to the process. They felt, however, that the following statement should be removed from the Nomination by Petition instructions that are published in the *Notices*: “The Council of 23 January 1979 stated the intent of the Council of nominating all persons on whose behalf there were valid petitions.” CoProf did not view the statement in question as binding the Council to accept a nomination by petition.

## 14. The relationship between the AMS and the National Security Agency (NSA)

The relationship between the AMS and the NSA has been a topic of discussion in the pages of the *Notices* and in the mathematical community at large (e.g., [www.ams.org/notices/201402/rnoti-p190.pdf](http://www.ams.org/notices/201402/rnoti-p190.pdf) and [www.ams.org/notices/201502/rnoti-p165.pdf](http://www.ams.org/notices/201502/rnoti-p165.pdf)). In 2014 CoProf decided not to pursue issuing a statement on this subject.

At its meeting in 2015, CoProf discussed the possibility of adding a page to the AMS website that would describe the NSA grants program and the Society’s role in managing the review process. CoProf responded favorably to this suggestion and left the details to be worked out by AMS staff.

## 15. Programs that Make a Difference (PTMAD)

In January 2005, the Council endorsed CoProf’s recommendation to highlight up to two programs per year that support mentoring and that “aim to bring 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, or retain them once in the pipeline.”

In 2015, CoProf recognized the Center for Undergraduate Research in Mathematics (CURM) at Brigham Young University and the Pacific Coast Undergraduate Mathematics Conference (PCUMC). The AMS web site <http://www.ams.org/programs/diversity/citation2015> has the information about the highlighted programs.

Nominations for the 2016 award were due September 15, 2015. The members of the subcommittee, that will choose the programs to be highlighted in 2016 are Gorkin, McCallum, and Savitt (chair), along with Michael Dorff and Kendra Killpatrick, representatives from the 2015 winning programs. The subcommittee will make its recommendation to CoProf later in the fall.

The committee discussed the possibility that the recipient(s) of the Programs That Make a Difference Award, who are chosen by CoProf and not by a prize committee, should receive a small amount of money (perhaps \$1,000) to honor their achievements. McClure noted that the PTMAD award is now being promoted to donors to allow for the possibility of a monetary award.

Savage asked CoProf if a program should be allowed to win both Exemplary Prize and the PTMAD award. CoProf felt there should be some coordination of the Exemplary Prize, which includes \$5,000, and PTMAD which does not currently involve a monetary award. CoProf indicated that the same program should not receive both awards in the same year.

## **16. Proposal that AMS provide an institutional home for the National Alliance for Doctoral Studies in Mathematics**

McClure provided an update on plans for the AMS's new Education and Diversity Department and distributed a document (**Handout #4**) outlining a plan for the AMS to become an institutional home for the National Alliance for Doctoral Studies in the Mathematical Sciences (Math Alliance). CoProf discussed the proposal, which was later considered by the Committee on Education, as well. Members of CoProf asked about how the Alliance would fit into the Education and Diversity Department and what other activities that department might pursue. They also requested additional data about the track record of the Alliance. It was agreed that CoProf would continue this discussion electronically, prior to voting on the proposal. The President was also asked to appoint a chair of the *ad hoc* Advisory Committee that was charged with making detailed recommendations to the Council and ECBT about this issue.

## **17. Report of Committee on Academic Freedom, Tenure, and Employment Security (CAFTES)**

At its meeting in the fall of 2014, CoProf unanimously approved recommending to Council a revision of the CAFTES charge, which was included as **Attachment #11.1**. Subsequently, and before the January Council meeting, the chair of CAFTES submitted a report, **Attachment #11.2**, with some concerns and recommendations. In view of that report, the Secretary deferred submitting the revised CAFTES charge to Council and asked CoProf to review its concerns at its meeting in 2015. In 2015, CoProf decided to establish a subcommittee to review the charge of CAFTES, with the goal of making it more realistic. After the meeting, Hal Sadofsky (chair), David Savitt, and Julianna Tymoczko were appointed to this subcommittee.

## **18. Strategic Planning**

McClure reported on the status of the AMS strategic planning process.

## **19. CoProf panel at JMM 2016 and 2017**

CoProf is sponsoring a panel at the 2016 Joint Mathematics Meetings in Seattle. The title is "Promoting mathematics to policy makers and the public," and it was organized by a committee comprised of Greenleaf, Sadofsky, and Weekes. Panelists include Jordan Ellenberg (University of Wisconsin), Kristin Lauter (Microsoft Research), William Massey (Princeton University) and Sam Rankin (American Mathematical Society).

At its meeting in 2015, CoProf discussed possible topics for a panel at JMM 2017 but did not reach a decision. After the meeting, the discussion continued by email, and CoProf chose the topic “Diversity and Inclusion in the Mathematical Sciences.” John McCleary (chair), Pam Gorkin, and Monica Jackson agreed to be the subcommittee that would organize it.

## **20. Next year’s Annual Review**

CoProf agreed to choose the topic for next year’s annual review by an email vote after the meeting. It subsequently decided to make the CAFTES review mentioned in item 17 serve as its annual review.

## **21. Standing Committee on Members and Member Benefits**

The Standing Committee on Members and Member Benefits was inactive since the last meeting, because CoProf did not charge it with any tasks in 2014. Its members were Jackson, Silverman, and Sadofsky.

At its meeting in 2015, CoProf asked this committee to consider ways in which the AMS can increase members’ awareness of existing programs and to provide a sounding board for the new Director of Membership Development, once one has been hired.

## **22. Prize Oversight Committee (POC)**

The Prize Oversight Committee, a standing subcommittee of CoProf, had been inactive in the previous year, since CoProf did not charge it with any tasks in 2014.

At its meeting in 2015, CoProf asked the POC to develop a “wish list” of new prizes. Gorkin volunteered to serve on this committee and was subsequently appointed its chair. After the meeting, Allan Greenleaf and Suzanne Weekes were appointed to the POC.

## **23. Next Year’s Meeting**

Next year’s CoProf meeting has been scheduled for September 17 - 18, 2016, at AMS Headquarters in Providence, Rhode Island. The committee approved this meeting date.

## **22. Report on the Mathematics Research Communities program**

**Attachment #12**, contained a report on the Mathematics Research Communities (MRC). The MRC is an AMS program that has, since 2008, helped early career mathematicians get their research off to a good start. A new proposal will be submitted to NSF in late 2015 for another three-year grant. CoProf discussed ways to raise the visibility of this program.

Before the meeting was adjourned, the CoProf Chair thanked the CoProf members who were rotating off: Daverman, Greenleaf, McClure, Silverman, Smillie, and Traynor. He noted that the new committee chair will be David Savitt, beginning in February 1, 2016.