From the AMS

Keith Dennis Joins *MR*

Mathematicians love books, but Keith Dennis takes the passion a step further than most. "I'm a bibliophile," he confesses. "I'm a little crazy—at least, some people have said that. I have thousands of books." He attached a library behind his house which is almost as almost as big as the house itself. A professor of mathematics at Cornell University, Dennis was involved in a Cornell project whereby six hundred deteriorating mathematics books were scanned and reprinted on acid-free paper. Afterward, the original books were going to be thrown away, "but I couldn't bear that," Dennis says. He saved the bulk of them from the dustbin.

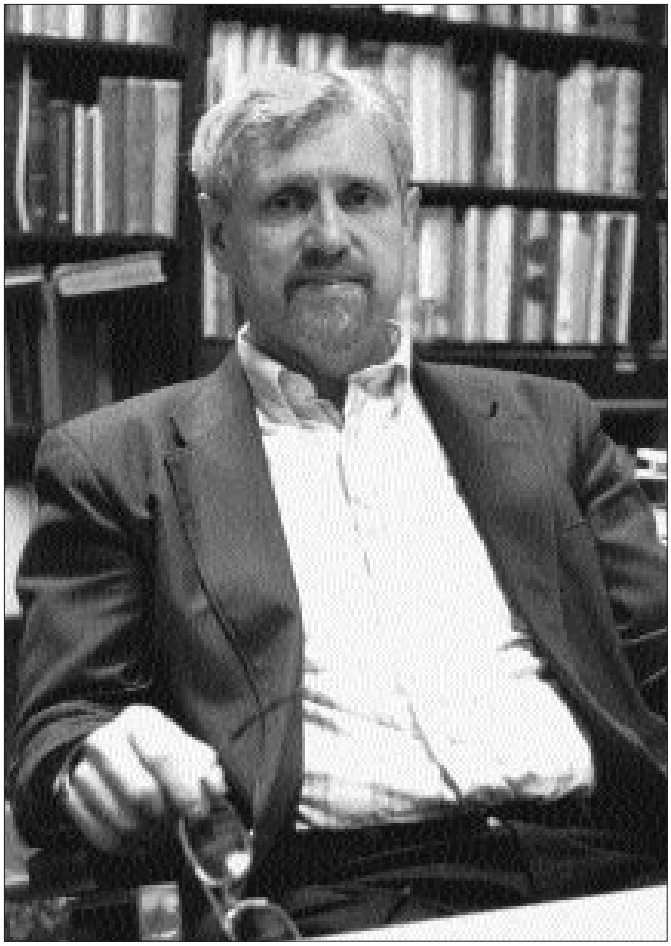
What could be better for *Mathematical Reviews* than someone so devoted to books? In January 1995, Dennis will start a three-year term as *MR* Executive Editor. A noted researcher in algebraic K-theory, Dennis has more recently been interested in finite group theory. After receiving his doctorate in 1970 from Rice University, Dennis spent a year at the Institute for Advanced Study before going to Cornell. He has held a number of visiting positions in Bielefeld, Münster, and Utrecht, in addition to Northwestern University and Texas Tech. He was chair of the mathematics department at Cornell for six years and spent the 1993–1994 year in Bielefeld as a recipient of a Humboldt Award for Senior American Scientists. He has logged substantial experience for his *MR* post through his work with Cornell libraries as well as service on a number of AMS committees concerned with books and libraries.

Although he cherishes his 1619 Euclid (procured for him in Warsaw by a friend who sped up customs procedures with a box of chocolates), Dennis is no stranger to more modern forms of communication. He waxes enthusiastic about the new MathSciNet project, which will make the *MR* database accessible in a hypertext format. This allows a user to call up a review on the screen and click on various highlighted entries to get more information—clicking on the author's name, for example, brings up a list of all papers by that author; clicking on the institution gives the author's address; clicking on the *MR* number of a paper brings up the review of the paper, and so on.

The project is still in the experimental stage, but Dennis believes it has great promise as a tool for the mathematical community. "This is a really exciting time," he says. "I think these things will be so useful that the Society has to make an attempt to make them widely available." During the coming year, the Society will take the new software on the road—to meetings and a number of departments—to get feedback on its usefulness and on ways to improve it. The final version of the software should be available to the public in 1996.

Dennis has even bigger visions for expanding electronic access: he wants to see entire journals and books available at a click of the mouse. At present with MathSciNet this would only be feasible with AMS journals and free electronic journals. But Dennis foresees cooperative arrangements through which the AMS could put other publishers' products online or provide links to the publishers' own machines and make those products available in the *MR* hypertext scheme. Electronic access to the *MR* review volumes, with full hypertext links, would be another important service. Dennis would also like to see an electronic version of today's paper subscriptions to *MR* sections, through which a subscriber would receive periodic notification and have access to all reviews appearing under a particular Mathematics Subject Classification number. Another novel scheme is an electronic offprint service—currently the AMS provides this service only with paper copies of articles. Dennis looks forward to the day when, if one is interested in obtaining a particular article, one can simply click a box on the screen and request that a copy be sent. The charge for the service would be made to a credit card or a standing account.

One of the most useful aspects of *MR* is that it allows one to delve into a particular area of mathematics. In the past this could take days of poring over *MR* issues and then tracking down the original journals. If all the information were online, the time would be cut to hours. "The amount of work involved in finding something will go down by a



Keith Dennis

factor of ten or a hundred," Dennis declares. In addition, those who are not at elite institutions or who are at institutions with poor library facilities will be better connected to mathematical developments. "With *MR* online, someone who is in an out-of-the-way place can find things out quickly and not be so isolated."

After all, Dennis notes, "Other than copyright questions, what is involved in getting a book to everyone in the entire world? Typing it once." It was this kind of thinking that led Dennis to initiate a project, funded out of his own pocket, to make out-of-copyright books available online. He started with a venerable classic, the *Collected works of Galois*. He typed in the original French and a translation and tried to match the typeface that appeared in the original. (While Dennis is at *MR* this project will continue under the direction of Reinhard Laubenbacher of New Mexico State University (rlauben@nmsu.edu), who can provide further information.) Dennis's enterprising ways have also paid off for the Cornell mathematics library. A few years ago, while chair of the mathematics department, he laid the groundwork for an endowment for the mathematics library at Cornell, which is now halfway toward his goal of $500,000. About half the donations have come from Cornell mathematics faculty, partly through a novel scheme by which the faculty can teach an extra course and the university funnels the money saved into the library endowment.

In addition to the ambitious plans for electronic delivery of *MR*, Dennis also intends to explore new ways to make *MR* more useful. For example, a review would be greatly enhanced if the bibliographic references in the article were included in the review, together with the *MR* numbers of the reviews (if there have been any) of the cited articles. "To a mathematician, that would be as useful as all the cross-references that are already in *MR*," Dennis notes. Another idea under consideration is to look at citation histories and pick out the articles that have been cited the most; they might be candidates for new, retrospective reviews that would examine the research they spawned. (This idea is akin to the *MR* "Featured Review", initiated this year (see "*Mathematical Reviews* Introduces Featured Reviews", *Notices*, November/December 1994, pages 1171–1172).) Dennis also wants to look into developing software that would make the *MR* database usable by the visually impaired.

Examining the coverage of *MR* is another aim. For the past several years, *MR* has been operating with a ceiling of 50,000 reviews. "I have the feeling that one should do as much as possible," Dennis says. "There is a question of finances, but that's a problem I hope we'll solve." If money were no object, he says, he would like to insure that various areas of the mathematical sciences are well covered by *MR*. "For example, how good a job do we do in areas that are not in the center of mathematics? How good a job do we do in various areas of statistics, computer science, or applied mathematics?" Dennis intends to set up a mechanism for getting feedback from the broad mathematical sciences community—perhaps including those who work in industry and government laboratories—to see whether *MR* is providing the information they need.

At the time of this writing, Dennis was still arranging his move from Ithaca to Ann Arbor. He will be in Michigan for three years at least; will he take all those thousands of books? "I'll probably only take a thousand with me," he replies seriously. "I'll bring some newer ones on finite group theory, which is what I'm currently interested in, and also some others that I just don't want to leave behind."

—Allyn Jackson

Trjitzinsky Award Recipients

The AMS announces the names of four undergraduate mathematics majors who have received awards through the Waldemar J. Trjitzinsky Memorial Fund. The fund is made possible by a bequest from the estate of Waldemar J., Barbara G., and Juliette Trjitzinsky. The will of Barbara Trjitzinsky stipulated that the income from the bequest be used to establish a fund to honor the memory of her husband and to assist needy students in mathematics.

Each year the Society selects four geographically distributed schools which in turn make one-time awards of roughly $2,500 each to mathematics undergraduates to as-

sist them in pursuing careers in mathematics. The schools are selected in a random drawing from the pool of AMS institutional members. This year the four institutions receiving the award funds were Boise State University, Illinois Institute of Technology, Temple University, and University of Maryland, College Park.

Boise State split the award between two students. WILLIAM HUDSON loved mathematics in high school. He graduated in 1984 but was only able to pursue further studies when he began working on a bachelor's degree in mathematics at Boise State in 1992. Until then, he was, as he puts it, "cooking in various local restaurants and learning from the school of life that a college education is indeed worthwhile." He also worked for two years in a church mission. In addition to his studies, he has been working thirty-five hours a week. "The grant from the Trjitzinsky Memorial Fund will allow him to finish his degree sooner than anticipated, for which he is deeply grateful," writes Stephen B. Grantham, the chair of the Department of Mathematics at Boise State. MARGARET NORRIS, who graduated from high school in 1967, was a wife, mother, and participant in volunteer activities until she decided to resume her studies at the College of Southern Idaho in 1991. In 1993 she moved to Boise State, where she is working on a bachelor's degree in mathematics. A single mother of a teenage son, she works in the Mathematics Tutoring Center at Boise State and also does private tutoring. The grant from the Trjitzinsky, writes Grantham, "has alleviated her financial problems considerably."

COLEEN CLEMETSON was chosen by Temple University to receive the Trjitzinsky award. A graduate of Brooklyn Technical High School in New York City, she is currently a third-year honors student at Temple and hopes to pursue graduate studies when she finishes her bachelor's degree in 1996. She has studied mathematics in the Summer Science Program for minority students for the past two years. In the spring of 1994 she served as an assistant in the computer laboratory for a freshman calculus course.

GUANGHONG XU received the Trjitzinsky award from the Illinois Institute of Technology. Born in China, she took part in a series of mathematics competitions at the city, district, and national levels and garnered top honors. In 1985, in recognition of her outstanding performance, she was admitted to the Beijing Olympic Mathematics School without an entrance examination. After three years' formal training, she was selected as one of thirty candidates for the thirtieth International Mathematical Olympiad. After finishing her bachelor's degree at Peking University, she began graduate work this fall at the Illinois Institute of Technology.

The University of Maryland presented a Trjitzinsky award to MIKHAIL G. KONIKOV. He is currently living in the U.S. on refugee status, and the only relatives in this country are his mother, who is unemployed, and his grandmother. During the 1993–1994 academic year, he took the freshman honors mathematics course and received A's both semesters. While living in Russia, he attended High School #57 in Moscow, which is famous for its strong mathematics program. "Mr. Konikov appears to be an exceptionally bright young man with a deep commitment to mathematics for whom this money could make a real difference," writes Raymond L. Johnson, chairman of the Department of Mathematics at Maryland.

For further information about the Trjitzinsky Memorial Fund, contact Timothy J. Goggins, Development Officer, AMS, P.O. Box 6248, Providence, RI 02940-6248.

—Allyn Jackson

1994 Reports of the AMS Policy Committees

In 1992, the Council of the AMS decided to reorganize its committee structure. At that time there were already two so-called "policy committees", one on education policy and the other on science policy. To these were added three more policy committees, one on the profession, one on meetings and conferences, and one on publications. The skeleton chargegiven to all of these committees was as follows:

a. to provide advice to the leadership of the Society and to make recommendations as to Society policy,
b. to be responsible for taking a long-range view in their areas,
c. to conduct an annual high-level review of activities and structure within their areas and evaluate progress toward Society goals,
d. to report regularly to the membership, both in writing and by presentations at meetings,
e. to maintain communications with the membership, and keep aware of their views,
f. to coordinate with other professional organizations.

The *Notices of the AMS* conceived of itself, as the journal of record for the Society, as an appropriate vehicle to execute (d): reporting regularly to the membership in writing. Thus, we invited the chairs of each of the policy committees to submit a report for publication in this, the February issue of the *Notices*. Each of the committees, with the exception of the Committee on Science Policy, which considered the article in the September 1994 issue of the *Notices* as its report to the membership, presented such a report for this issue. It is the intent of the editorial board of the *Notices* to make this request each year for publication in the February issue.

Committee on Publications

Richard S. Palais, Chair

Introduction

As explained in the preamble to this section, at the time the new policy committees were constituted, the council gave them a uniform skeleton charge. It also asked each of them to draft its own more precise charge and present it to the council for ratification. CPUB drafted the follow-

ing charge for itself and submitted it to the 1994 spring meeting of the council in New York, where it was ratified:

Charge to the Committee on Publications

> It will be the primary duty of the Committee on Publications (CPUB) to keep itself informed on all facets of the AMS program for publishing monographs and primary research journals, and to make recommendations to the council on ways that this program might be improved. (While this may from time to time involve looking into the Mathematical Reviews related operations of the Society, the primary responsibility for making recommendations concerning MR remains with the Mathematical Reviews Editorial Committee.)
>
> The next decade is likely to be a time of rapid technological change in the publication and distribution of scientific literature, and CPUB should stay abreast of these developments and alert the council to any actions needed to take best advantage of developing opportunities. Because carrying out this charge may require expert knowledge beyond that of its members, it is expected that CPUB will set up subcommittees including outside members to help formulate the best policies to recommend to the council.
>
> CPUB should keep its attention fixed on long-term policy questions, and the committee as a whole should not allow itself to be diverted from this goal by getting involved with day-to-day operational details of the Society's publication program. However, CPUB may occasionally propose some new or experimental programs that do require ongoing oversight, and when such an experiment is authorized by the council, then CPUB should appoint an ad hoc working committee to monitor it during its start-up phase.

Composition of CPUB

CPUB was initially constituted in the early fall of 1993. The original members appointed by President Ron Graham were: Sheldon Axler, John Franks, John R. Garrett, Svetlana Katok, Elliott Lieb, Haynes Miller, Richard Palais (Chair), Frank Quinn, Paul Sally, and Bhama Srinivasan. Andrew Odlyzko, Norberto Salinas, and Robert Lazarsfeld joined the committee several months later. Bhama Srinivasan represented the Editorial Boards Committee, and has been replaced by Fan Chung, the current chair of the EBC. Similarly, Paul Sally represented the Board of Trustees, and has since been replaced by Susan Montgomery. In addition, the president of the Society, the secretary, the executive director, and the publisher serve as *ex officio* members of the committee. As foreseen in the charge, CPUB has set up a fairly elaborate subcommittee structure, peopled mostly by CPUB members, but also including a number of outside experts.

The Transition to Electronic Publication

During the first few months of the committee's existence, the members of CPUB familiarized themselves with the AMS publication program and started mapping out an agenda to deal with the problems facing that program. From the outset it was clear that many of the significant challenges and problems with which CPUB must deal are related to the rapid evolution of means of communicating scientific research caused by the recent incredible growth of the Internet, and from the enthusiasm with which many mathematicians are adopting "the Net" as the preferred means of distributing research manuscripts. These developments have continued to dominate the committee's discussions.

Let me introduce this topic with an anecdote. I write this at the height of the excitement over the remarkable simplifications of the theory of Donaldson invariants resulting from recent discoveries of Seiberg and Witten. A couple of days ago, Witten posted an article with the title "Monopoles and 4-Manifolds" to a database of preprints. Within hours I, along with thousands of other physicists and mathematicians worldwide, had downloaded that paper and started reading it. Almost immediately comments about the paper were appearing on various "newsgroups". I have heard that because of their revolutionary content, Witten's paper and two related papers (one by Taubes and one by Kronheimer and Mrowka) received expedited editorial and refereeing treatment, and all three will appear in only a few months in *Mathematical Research Letters*. Eventually this issue of MRL will be bound and placed on library shelves. But will anyone ever look at or even photocopy Witten's article out of MRL?

This is *not* just an empty, rhetorical question! It cost virtually nothing for Witten to post his article to the preprint database, and almost nothing for all those downloads. But it is going to be quite expensive to typeset, print, and bind the journal and to mail it to all the libraries. And it is going to cost more for the libraries to bind the journal into a volume and then forever after archive and maintain that volume on its shelves. These costs are nontrivial. Most of us are aware that steady or declining library budgets for serials combined with increasing costs of journals have led to a crisis. More and more libraries are being forced to cut important journals from their subscription list, or enter into arrangements with consortia of neighboring libraries to share journal subscriptions. And another crisis is looming. The total serial literature has been doubling every fifteen years, and the libraries are literally running out of space to archive their journals.

What should be clear from the above is that there are enormous financial incentives to do away with the paper-based journals that have been the underpinning of scientific research for the past several hundred years, and replace them with . . ., well, with what? It is easy to complete the sentence by saying "with online electronic journals". But just what are electronic journals, and how will they be paid for? Their costs may be far less than those for a paper journal, but there *will* be costs, and unless these costs can

be recovered (and in the case of commercial journals a reasonable profit made) who will publish them? How will quality be maintained? Without the discipline of strict, cost-mandated page limits imposed on the editors, will the editors be tempted to accept papers farther down the quality scale? How will electronic journals be archived? No self-respecting author will want to "publish" an important paper in an electronic journal without credible assurance that the paper will be available to scholars for the foreseeable future. How will intellectual property rights be shared between author and publisher, and how will these rights be protected? If an author initially posts a paper to a preprint database, will he or she be required to remove it when that paper is published in an electronic journal? What sort of standards should be enforced for the format of electronic journals? Should papers be available as TEX source files, as TEX output (DVI) files, as PostScript files, or all of the above? Which flavors of TEX should be permitted (e.g., plain, AMSTEX, LATEX)? What kind of graphic inclusions will be permitted in electronic journals? If an author wishes to include an animated graphic in an article, will that be permitted? Many people expect that mathematical documents will evolve in a hypertext direction. How can we permit experimentation in this direction and yet avoid a chaotic situation with many types of mutually incompatible formats? How can the interests of mathematicians from less-developed countries be protected? In the more-developed countries, mathematicians have come to think of unlimited Internet access as free and a right, but in much of the world even email is expensive and hard to come by. Similarly, how do we make sure that physically disadvantaged mathematicians will not suffer as a result of technological changes?

How will intellectual property rights be shared between author and publisher, and how will these rights be protected?

This is a sampling of one class of questions and problems that CPUB has been trying to understand and deal with over the past year and a half. There is another and somewhat different class of problems that stems from the fact that the AMS is one of the largest publishers of mathematical research in the world. Pushed by demands for economy and efficiency, the AMS has over the past two decades brought almost all of its journal and book publication in-house. Copy editing, keyboarding, typesetting, proofreading, camera copying, printing, binding, mailing, and warehousing are all handled by a dedicated and highly trained staff in the Providence office of the AMS. To smooth out the workload and use this staff more efficiently, the AMS has also taken on the production and distribution of various outside journals. This massive publication effort generates a substantial flow of income, and that income not only pays the salaries of the AMS staff in Providence and Ann Arbor, but it also provides the wherewithal for carrying out the many other activities that the AMS is involved in. If, as many feel is likely, sometime in the next ten to fifteen years there is a rapid transition from paper-based to electronic journals, that change could have serious repercussions on the financial stability of the Society, and the trustees are understandably concerned. Because no one expects book publishing to undergo such major changes in the same time frame, one strategy that has been suggested to protect the Society from financial exigency is to expand the AMS book publishing efforts, and make the AMS the "publisher of choice" for mathematical authors. One of the CPUB subcommittees is looking into the feasibility of such a strategy.

CPUB Initiatives

CPUB has made two specific proposals to the council, and these were accepted, with some minor modifications.

The first proposal was to create an AMS preprint database as a part of e-MATH, and this is now operational. Secondly, CPUB recommended, and the council approved, that the AMS establish an online electronic journal for research announcements (to be called the *Electronic Reasearch Announcements of the AMS*). This will replace the research announcement section of the *Bulletin* and have similar standards. This new journal should start operation in January 1995.

There are a number of other CPUB initiatives still in the planning stage, and these will be described in future reports like this in the *Notices*.

Committee on Education

Ronald G. Douglas, Chair

The Committee on Education plays several roles: (1) it monitors and provides feedback on issues related to education throughout the mathematical sciences; (2) it formulates policy on various education issues in response to requests from other parts of the AMS or external agencies or questions arising from the activities in (1); and (3) it recommends, and sometimes takes, actions to promote educational goals.

During the past year the COE co-sponsored a workshop with its MAA counterpart on the new National Science Foundation education initiative. The workshop, jointly funded by the NSF, the AMS, and the MAA, was entitled "Changing Collegiate Education: Mathematical Sciences and Their Uses in)ther Disciplines" and held in Washington, D.C.

A proposal for an REU (Research Experience for Undergraduates) to take place in Santa Cruz along with the 1995 Summer Research Institute in algebraic geometry was prepared and submitted to the NSF for funding. This is a pilot effort which the committee plans to repeat for future Summer Institutes.

The committee endorsed the MAA "Guidelines for Departments" as being useful for helping departments determine the teaching responsibilities appropriate for them and the resources necessary to accomplish them.

The committee recommended to the secretariat that special sessions devoted to research by undergraduates be included in at least two meetings each year and offered to help locate suitable organizers. The recommendation is currently under review by the Committee on Meetings and Conferences' Subcommittee to Review National Meetings.

The committee recommended last April that the AMS provide some temporary financial support for the MSEB and sent a letter to Bruce Alberts, president of the National Academy of Sciences, stressing the importance of an independent MSEB at the NRC.

The committee approved education strategies for 1995.

The committee recommended ECBT approval of co-sponsorship of an AMS/Geometry Center/MER Workshop on Departmental Networking in spring 1995.

Finally, the committee monitored and discussed a variety of activities including the proposed AMS/MER Network, the proposed National Council of Teachers of Mathematics assessment standards, the AMS task force on excellence in mathematics scholarship, the JPBM rewards eeport follow-up, and a possible AMS proposal for the new NSF education initiative.

Committee on Meetings and Conferences

Sylvia Wiegand, Chair

The Committee on Meetings and Conferences (COMC), a new AMS policy committee formed in the summer of 1993, reviews and recommends policy for all aspects of the Society's meetings and conferences.

COMC has met face-to-face three times: October 1993 (with Hugo Rossi presiding as chair), and March and September 1994 (with Sylvia Wiegand presiding). At the meetings and in electronic mail correspondence, the committee has been defining its role and articulating goals and challenges as well as working on specific issues. So far the major activities of COMC have been the following:

(1) The committee formulated its charge. The main functions of COMC are to recommend policy to the Council, provide annual reviews, communicate with the membership, and coordinate its activities with other AMS committees. COMC will not micromanage the operation of other committees on meetings and conferences; however communication lines are being established between them and COMC.

(2) A systematic program of annual reviews was adopted, with the following proposed six-year schedule of topic reviews:

1994: AMS Conference Program
1995: National Meetings
1996: International Joint Meetings and Co-sponsorship of Meetings and Conferences of Other Organizations
1997: Sectional Meetings and AMS Sessions at Meetings of Other Organizations
1998: Governance Meetings and Involvement of Underrepresented Groups
1999: Special Lecture Series and Special Projects (e.g,. Arnold Ross Lectures)

This schedule does not preclude the addition of other topics during any given year, but will serve as the general framework under which COMC will conduct its review of the entire scope of AMS meetings and conferences as charged by the council.

(3) The Subcommittee on Underrepresented Groups (SUG), chaired by David Scott, is working with other organizations to encourage the participation of women, underrepresented groups, and younger mathematicians in all of the Society's activities related to meetings and conferences. Proposals for AMS action affecting participation of underrepresented groups at meetings and conferences should come before COMC before being presented to the AMS Council.

SUG is considering various proposals for increasing the number of women, younger mathematicians, and members of other underrepresented groups who speak in and organize Special Sessions.

SUG is considering various proposals for increasing the number of women, younger mathematicians, and members of other underrepresented groups who speak in and organize Special Sessions. For example, the subcommittee recommended that the AMS communicate with officials of AWM (Association for Women in Mathematics), NAM (National Association for Mathematicians, which supports black mathematicians), Young Mathematicians Network (YMN), and the Society for the Advancement of Chicanos and Native Americans in Science (SACNAS) about upcoming Special Sessions and slots available for volunteer speakers. SUG also recommends social events at meetings, in the spirit of the Mathchats, in order to expand contacts among Special Session organizers and members of the underrepresented groups.

Some of SUG's recommendations are to be considered and acted upon by the secretariat: the AMS committee consisting of AMS Secretary Robert Fossum, an ex-officio member of COMC, and associate secretaries Robert Daverman, Andy Magid, Leslie Sibner and Lance Small, permanent guests of COMC. The secretariat will send a letter to organizers of Special Sessions to encourage them to reach out to underrepresented groups.

(4) A subcommittee formed to study the Progress in Mathematics lectures, chaired by William Velez, has recommended a flexible format for these lectures, which would include an expository fifty-minute talk (with no other activities scheduled at the same time) accompanied by a related Special Session when possible. The subcommittee noted that the lecture series has generated excellent expository articles.

(5) The task force on the AMS Conference Program, chaired by Frank Hoppensteadt, has completed its work. The task force concluded that, on the whole, that program is healthy, although there has been difficulty soliciting enough worthy proposals, particularly for the Summer Research Conferences. COMC recommended that an ad hoc subcommittee (joint with CPUB) be appointed to study the feasibility of a series of interdisciplinary conferences. COMC endorsed and adopted the task force's recommendation that a formal review process be established for AMS conferences. Some issues related to publishing conference proceedings (such as the funding in the case of joint conferences with other organizations) were referred to CPUB.

(6) The Market Study Subcommittee (MSS), chaired by Linda Keen, is working with Market Measurement, a professional consulting firm, to develop a telephone survey of the membership on national meetings. The goal of this survey is to determine the effectiveness of meetings and identify areas for possible improvement. Thank you for your help with this survey.

(7) The Subcommittee to Review National Meetings (NMSC), chaired by Bettye Anne Case, is reviewing all aspects of the annual and summer meetings; this committee will have a recommendation concerning the future of AMS participation in the August Mathfests. COMC has endorsed the recommendation by the secretariat that the AMS not participate in the 1996 Mathfest, because of the expense and the low attendance at previous Mathfests.

(8) COMC is interested in members' concerns and ideas regarding its activities and regarding meetings and conferences. COMC has gathered and considered suggestions about meetings and conferences from questionnaire results, panels, focus groups, forums, and the 1992–1993 executive committee review. The committee will continue to seek input from various sources, such as the market survey (item 6 above) and a new electronic forum. A focus group discussion on national meetings will be held at the January 1995 meeting in San Francisco, with a randomly selected group of AMS members. This second focus group discussion was arranged because so much relevant and important information was learned from the first one held at the January 1994 meeting in Cincinnati. Besides those mentioned in the above description, the other members of COMC as of November 1994 are: Ronald Graham (ex-officio/AMS President) William Jaco (ex-officio/AMS Executive Director), Linda Keen, D.J. Lewis, Frank Morgan, Peter Li, Hugo Rossi, Deborah Sulsky, and Ruth Williams, with Hope Daly and Heather MacDonald of the AMS Providence staff acting as staff support.

Committee on the Profession

Salah Baouendi, Chair

In 1993 the Council of the AMS established the new Policy Committee on the Profession (CoProf).

CoProf was charged to take a long range view of and to provide major direction for Society activities on issues of a broad professional nature. These include: employment issues and opportunities, professional development, increasing participation at all levels of under-represented groups, recognition and awards, membership and member services, professional ethics and responsibilities, etc. CoProf's first face-to-face meeting took place in November 1993. We report briefly here on the main activities of CoProf since its inception. We welcome comments and suggestions from the AMS membership and from the mathematical community at large regarding future activities of CoProf.

1. Organization

- CoProf wrote its detailed charge, which has been approved by the Council.
- CoProf has a schedule of two face-to-face meetings per year, and has met in Fall '93, Spring '94, and Fall '94. In addition, much business has been conducted by e-mail.
- CoProf has formed four standing subcommittees: employment, participation, prizes, and membership.

2. Employment

From its inception, CoProf has considered the employment situation to be its highest priority (as well as a high priority for the Society as a whole).

- CoProf has kept informed of the latest information about the job situation.
- CoProf has followed up on the 1992 AMS Task Force on Employment and has made several suggestions about implementation of its recommendations.
- CoProf has made a number of suggestions as to how to keep the mathematical community best informed of the job situation, and of how to provide useful information to job-seekers. In particular, we have suggested a number of topics for articles in the *Notices*, items to be placed on the AMS e-math gopher, etc.
- CoProf sponsored a talk by Avner Friedman ("Mathematical research in materials science: opportunities and perspectives") at the 1994 annual meeting, and will be sponsoring talks by Paul Davis (on the SIAM Mathematics in Industry project) and Stanley J. Benkoski ("Looking for a job in industry") at the 1995 annual meeting.
- CoProf sponsored a forum on the employment situation held at the AMS sectional meeting in Brooklyn, NY, April '94.
- CoProf assisted with the AMS proposal to the Sloan Foundation "Employment and the U.S. Mathematics Doctorate: Connections with Non-Traditional Opportunities". CoProf also assisted in negotiations with SIAM leading to their participation in the project. This proposal has been funded.

- CoProf drafted a statement "Supportive practices and ethics in the employment of young mathematicians" which was passed unanimously by the Jan. '94 Council, speaking in the name of the Society. This statement was printed in the *Notices*, and a copy was sent to chairs of mathematics departments in a letter from the President of the AMS. It was disseminated by the YMN as well. We note that this statement attracted wide media attention, being covered, e.g., in the Chronicle of Higher Education, Science, and the New York Times.
- CoProf considered the question of limiting or redirecting graduate enrollment and drafted a statement "On Graduate Programs in Mathematics" which was considered by the EC in May '94. The EC returned it to CoProf for revision. A revised version was submitted to the Nov. '95 ECBT.
- CoProf approved, with minor modifications, the "Academic Employment in Mathematics Application Cover Sheet" drafted by JCEO. (See Oct. '94 *Notices*, p. 902.)

3. Participation of Underrepresented Groups

CoProf considers this to be a high priority but has decided that this is too major a topic to be handled by CoProf alone.

- CoProf has recommended to the President of the AMS the establishment of a task force on participation of under-represented ethnic minorities.
- CoProf has recommended that the AMS withdraw from the AMS-AAAS-SIAM Committee on Opportunities in Mathematics for Underrepresented Minorities.
- The chair of the Joint Committee on Women in the Mathematical Sciences (JCW) has kept CoProf appraised of concerns and recommendations of JCW; therefore, CoProf has seen no need for additional action on issues affecting women.

4. Prizes

- CoProf approved establishment of a Menger Prize Committee. (This prize is already awarded by the AMS.)
- CoProf endorsed the establishment of an AMS-MAA Prize for Outstanding Research in Mathematics by an Undergraduate Student, with suggested modifications to the original regulations. Information about the prize, which has now been approved by both AMS and MAA, will appear in AMS *Notices*.
- CoProf's subcommittee on prizes reviewed the current AMS prize set-up, and concluded that no major change is in order at this time.

5. Membership

- At its first meeting, CoProf passed a resolution urging the President of the AMS to appoint young mathematicians to AMS committees as appropriate. CoProf has been attentive to the concerns of young mathematicians (especially in the area of employment) and has expressed general support of YMN. We note that AMS and YMN have an (informal) friendly relationship, as opposed to the antagonism between analogous groups in some other fields.
- The Secretary of the AMS presented several options for a new method of distributing voting materials for AMS elections and CoProf recommended the option that is now being used.
- CoProf considered the BT Membership Committee recommendation that the present "high" and "low" dues be replaced by a single dues level. It concurred in this recommendation, with the modification that there be a half-price "introductory" rate. This was approved in principle by the EC, but before any change is made the AMS will commission a survey in this area. CoProf will review the survey form.
- CoProf approved in general of the idea of an association of institutional members. A survey will be made here, too, before this is formed, and CoProf will review the survey form.
- CoProf had prepared a resolution on affirming the Society's commitment to meeting sites which provide a nondiscriminatory environment supportive of human rights. After modifications by the EC, this resolution went to the Council in August '94. The Council returned it to CoProf for revision, and a revised version is on the Jan. '95 Council agenda.

6. Other

- CoProf has concluded that redirection of the AMS Centennial Fellowship Program toward recent Ph.D.s is in order, and has appointed an ad hoc subcommittee to make a specific proposal. This should be ready for consideration by the ECBT in May '95 so that it could be implemented in the Fall of 1995 (i.e. for the 96–97 fellowships).
- CoProf reviewed and suggested modifications to the National Policy Statement drafted by CSP, which was subsequently approved by the Council speaking in the name of the Society.
- CoProf was concerned that the JPBM Committee on Professional Recognition and Rewards might not have communicated enough with the AMS leadership. It recommended that the EC review the relationship between JPBM and AMS policy committees.
- CoProf heard a presentation from the chair of the Committee on Resource Needs for Excellence in Mathematics Instruction and will stay informed of future progress.
- When the policy committees were first established, it was felt that having Council members serve on these committees would provide adequate liaison between them and the Council. The CoProf chair does not feel this has worked well in practice; CoProf has proposed that policy committee chairs serve on the Council.
- CoProf endorsed the concept of AMS ethical guidelines and suggested some minor modifications to the guidelines proposed by the ad hoc Committee on Professional Responsibility.