

## Other Committees

The description of a committee whose function is related to an activity of the Society that is otherwise described has been presented as part of the outline of the activity. Here is an account of some committees that have wider span or more independent existence.

### COMMITTEE ON HUMAN RIGHTS

The Committee on Human Rights of Mathematicians was established in April 1976. There had recently been several cases in which the Council had been interested. Among them was that of José Luis Massera, imprisoned in Uruguay for political reasons, on whose behalf President Lipman Bers had sent a protest that was endorsed by the Council. An ad hoc Committee on Principles and Procedures under the chairmanship of Edwin E. Moise proposed such a committee. The Council favored the establishment of the committee but thought that the charge and scope of the proposed committee were not clear. On the promise of President Bers to prepare a charge for consideration by the Council, the committee was authorized.

The charge appeared in August 1976. Several of its features should be noted. First, the charge as initially written concerns foreign mathematicians. President Bers later said that "Restriction to foreign mathematicians was motivated by a desire to proceed slowly and by the desire to avoid people in the States who may interpret denial of promotion, etc., as a human rights violation." It is to assist the Council through recommendations. Mathematician is broadly defined.

Violations are those enumerated in the Universal Declaration of Human Rights and the Affirmation adopted by the National Academy of Sciences, USA. Investigation accompanied by polite inquiries to foreign governments is a primary tool. The advice of other experienced organizations is to be sought. The committee is to avoid political orientation.

At the same time that the charge was approved, the Council endorsed both the Universal Declaration and the Affirmation already mentioned.

In its operation, the Committee has made polite inquiries on its own recognition by authorization of the Council but has otherwise brought individual cases before the Council with a recommendation for a Council resolution or a presidential action with a suggested route for its dissemination.

It is not easy to measure the effect or the success of the committee. In any case in which it is involved, it is only one of many voices of concern or protest. When it becomes apparent that an instance of oppression is finally relieved, as with Massera or Anatoly Shcharansky, the Society can hope that its efforts, joined with those of many others, are partly responsible. In the instance of the annulment in 1982 of the degrees of E. P. Gil'bo, following his request to emigrate from the USSR; there was no substantive reaction to inquiries. On more general issues, such as the sporadic closing of the University of Bir Zeit in territory occupied by Israel or the policy of Berufsverbot in the Federal Republic of Germany, the Society has had no discernable effect.

When the charge was prepared it was in the minds of some that a companion charge concerning U.S. mathematicians might be prepared in a manner to exclude such problems as those of promotion and tenure but to include political persecution. In fact this did not happen. In January 1987, the charge was amended simply by removing the restriction to foreign mathematicians. In addition, a sentence is added to the clause in which violations are defined by reference to the "Universal Declaration of Human Rights" and the "Affirmation" of the National Academy of Sciences, USA. This includes the failure of government authorities to protect from attack or intimidation by private groups.

### COMMITTEE ON EMPLOYMENT AND EDUCATIONAL POLICY

In 1969 a Committee on Analysis of Employment Data was appointed, consisting of William L. Duren, Jr., chairman, R. D. Anderson, and Gail Young. The impetus was a letter from Alex Rosenberg to President Oscar Zariski concerning the job market for new Ph.D.'s. The fear was that the nature of the market would force new research oriented mathematicians into institutions that were not research oriented.

Whereas the initial charge to the committee seemed to be statistical analysis of employment data, the Council appeared to envisage a larger problem of spreading information and making recommendations to improve the situation. The charge to the committee was enlarged by the Council of 20 January 1971 to include the study of the availability of jobs at all levels, alerting the community to problems relating to the employment of mathematicians, making recommendations about admission to graduate school and types of programs.

The name of the committee was changed to the Committee on Employment and Educational Policy (CEEP). John W. Jewett was added to the membership. The first report on trends and expectations in employment appeared in the *Notices* for April 1971, the Committee having been given direct access to the *Notices*.

In its report to the Council of 29 August 1971, CEEP took a more pessimistic view of the employment picture than had been exhibited in its report in the *Notices*.

The committee conducted panel discussions to gather information and to publicize the problem.

Other problems were assigned to the committee. A resolution of the Business Meeting of January 1972 had asked the Council to consider the problem of "The economic status of the profession to the colleges and universities and to society in general." Although the committee responded, the Council was not satisfied and reassigned the problem on the grounds that the committee had been constituted for a different purpose.

The committee became involved in the study of problems of teaching loads and class sizes. It urged the conversion of teaching assistantship funds into junior faculty positions.

In 1974 there was an ad hoc Committee on the Emergency Employment Situation in Mathematics (CEESIM). It was charged "to examine all aspects of this employment situation [for young mathematicians] . . . and to bring to the Council proposals both for possible action by the Society and possible recommendations by the Society to other bodies." The committee soon realized that there was a substantial continuing problem and the committee was dissolved with referral of its charge to CEEP. The charge to CEEP was formally revised in January 1977 to encompass the added duty.

CEEP was charged with promoting activities that would enable mathematicians to broaden their knowledge to increase their opportunities for employment. To carry out this duty, there was established a Short Course Subcommittee, which arranged brief concentrated tuition courses at Society meetings. (See the account of Proceedings of Symposia in Applied Mathematics, the series of PSAPM.)

A formal Data Subcommittee was established for the assigned statistical problems with staff support from the Providence office. The Data Subcommittee became the source of the Salary Survey, published since 1957 in the *Notices*. There is an annual questionnaire covering not only salaries but also a variety of material about production of Ph.D.'s and employment, which is analyzed annually for publication in the *Notices*.

In January 1978 at the behest of CEEP the Council passed a resolution emphasizing that "mathematics faculty positions should be filled by professional mathematicians working under conditions conducive to their mathematical

development” and deploring the systematic use of one-year appointments to fill regular positions.

In January 1981 the Council passed a resolution generated in CEEP concerning conditions and procedures related to the closing of a graduate program.

### ACADEMIC FREEDOM, TENURE, AND EMPLOYMENT SECURITY

In 1971 the editors of the *Notices* were considering whether to publish a letter from Professor Dov Tamari concerning a dispute over employment with Technion (Israel Institute of Technology). The editors initially declined but later agreed to publish the letter with comments from various parties and a rejoinder by Tamari, subject to editing. While the editing was in progress, the Trustees inquired into the situation, sought legal advice, and defeated a motion to the effect that they were willing to see the letter and accompanying material published. When asked to reconsider their position by Tamari and some of his supporters, the Trustees reaffirmed their position in a positive statement. The Trustees advised the Council that publication of the letter would not be in the best interests of the Society from either a fiscal or a legal point of view.

Faced with the advice of the Trustees, the Council of 29 August 1972 authorized the president to appoint a standing Committee on Academic Freedom, Tenure, and Employment Security (CAFTES) and referred the dispute between Tamari and Technion to the committee.

The committee initially consisted of Paul S. Mostert, chairman, Paul J. Sally, Jr., and Murray Gerstenhaber. It reported in April 1975 that it had seen 19 cases, of which 4 had been settled more or less satisfactorily, 5 had been rejected as having insufficient merit, and 7 were active.

Since 1974 there had been a Committee on Legal Aid (CLA), which could certify recommended cases for financial assistance in legal problems and one case had been so recommended and certified.

It was proposed to merge CAFTES and CLA on the grounds that their problems overlapped and the former was overworked while the latter was underutilized. There was no action on this proposal but the CLA was discharged in 1982 with the understanding that the Trustees would function directly were it necessary.

There was also since 1971 a Committee on Dismissed Mathematicians “to find, whenever possible, new positions for mathematicians who have been dismissed from their positions under unusual circumstances.” CAFTES was charged to cooperate with it.

The original charge to the committee had been prepared by the secretary on instruction from the Council. As to kinds of cases to consider, these

might arise by referral from the Council or the Executive Committee. Cases coming from a direct appeal from individuals were to receive preliminary examination to determine whether they merited substantial consideration. The committee was not to consider cases where there is a more natural point of reference, such as a government agency or the American Association of University Professors. The services of the committee were primarily for American members of the Society who are aggrieved. The committee was to determine facts and report to the Council, possibly with a recommendation to publish some version of the report. The committee was not to be an arbitration board and was not to be a party to disputes. It could call on experts.

The charge was modified by authorization of the Council of 26 January 1977. At the Council of 21 January 1976, Karl K. Norton proposed several specific modifications of the charge. These were referred to an ad hoc Committee to Write Rules for the Operation of CAFTES, which produced the nine-page document approved by the Council of January 1977. The committee was enlarged to nine persons with staggered three-year terms.

CAFTES was involved in the case of the closing of the graduate program in mathematics at Belfer Graduate School of Yeshiva University, as a result of an appeal by faculty members. An account of the affair can be found in the *Notices*, 26, 200 (February 1979). In the course of the development, the Society agreed to serve as institutional affiliate for any member of the faculty in applying for a research grant with the National Science Foundation. This was a position that the Society had taken in other circumstances but so far as the writer knows no individual has taken advantage of this opportunity. (The NSF has maintained that no institutional affiliation is necessary, and there are instances to demonstrate the point, but individuals seem to think that it is an advantage and almost all holders of grants are affiliated.)

A summary account of the dispute between Tamari and Technion was published in the *Notices*, 30, 232–233 (February 1983).

### OPPORTUNITIES IN MATHEMATICS FOR DISADVANTAGED GROUPS

In a referendum conducted in May 1969 there were six resolutions, already discussed in the chapter on political and social questions. Except for Resolution B, all were defeated. It was recognized that the last one differed from the rest but had been swept to defeat by the general situation. At the urging of Raymond Ayoub, the Council of 27 August 1969 authorized the President to appoint a committee to investigate what opportunities to enter mathematics as a study or a career are available or are denied to various disadvantaged groups.

The Committee on Opportunities in Mathematics for Disadvantaged Groups consisted initially of Raymond Ayoub, chairman, Llayron L. Clarkson, Gloria Gilmer, Richard K. Lashof, Cathleen Morawetz, and David A. Sanchez.

In a report in January 1978, Raymond Ayoub as outgoing chairman summarized the work of the Committee. It had conducted a survey of graduate schools to determine the numbers of minorities in graduate programs, had proposed that a summer school for black mathematicians be conducted, and investigated the possibility of special programs. The second the third items did not materialize. The Committee on Women in Mathematics (see below) did appear. The Association for Women in Mathematics and the National Association of Mathematicians were established and took up some of the burden that might have fallen to the Committee.

The Committee became a joint committee with the Mathematical Association of America in 1986 and in 1988 became the Committee on Opportunities in Mathematics for Underrepresented Minorities.

### COMMITTEE ON WOMEN IN MATHEMATICS

The Committee on Opportunities in Mathematics for Disadvantaged Groups presented a recommendation to the Council of 9 April 1971 that the Council "establish a separate committee... to deal with the question of women in mathematics." It was agreed that the problems of women as a "minority" appear to be different from those of racial groups. The Council established such a committee with the charge

to identify and to recommend to the Council those actions which in their opinion the Society should take to alleviate some of the disadvantages that women mathematicians now experience and to document their recommendations and actions by presenting data.

The Committee on Women in Mathematics consisted of Mary W. Gray, Israel N. Herstein, Cathleen S. Morawetz, chairman, Charles B. Morrey, Jr., and Jane C. Scanlon.

The Committee reported to the Council of 24 January 1973 with six recommendations. Two were immediately adopted. The first was to maintain a roster of women with Ph.D.'s in mathematics. The second was to cooperate with the Mathematical Association of America to investigate the status of women mathematicians not in the Ph.D. track. Three more were amended and passed by the Council of 20 April 1973. One broadened the charge of the Committee on Academic Freedom, Tenure, and Employment Security to cover cases of discrimination on the basis of sex. Another encouraged the study of mathematics by women by presenting a more positive image of

mathematics and the role of women in it. The last encouraged changes in current practices and policies in ways to equalize the employment opportunities of women in mathematics.

At the Council of 25 October 1974 the Committee was discharged. The Council approved a resolution that the roster be supplemented annually and updated every five years. The task was turned over to the newly formed joint AMS-MAA Committee on Women in Mathematics.

### COMMITTEE ON COMMITTEES

The appointment of members of committees is a substantial part of the duties of a president. Members with diverse backgrounds and broad distribution in geography and types of employment are needed. These demands can exceed the span of knowledge of a president. To alleviate this problem President Lipman Bers stated his intention of establishing a Committee on Committees. His ad hoc committee made several recommendations. One was to establish an elected Nominating Committee and another to enlarge the list of duties delegated to the Executive Committee, both of which were done as has been noted elsewhere. Another was to establish a standing elected Committee on Committees, which the Council did in August 1975.

The Committee on Committees is appointed by the President for a term coincident with the President's own term. The Committee consists of seven members including the Secretary, another member not a member-at-large. It serves as consultant to the President in making appointments and to advise the President on the functioning of committees.