AGENDA

The 2022 AMS Department Chairs Workshop featured three main sessions. Each session began with a 15-minute presentation followed by small group conversations. The breakout rooms fostered an intimate environment in which participants could share their concerns and challenges and get useful feedback.

9:00 - 9:15 am  Welcome and Introductions: Thomas Barr, Director of Programs, American Mathematical Society

9:15 - 10:30 am  Session 1: Rising to the Challenge of Diversifying the Mathematics Community. Leader: David Kung, Director of Policy, Charles A. Dana Center, UTAustin and Director of MAA Project NExT

Women, people of color, and those from historically underserved groups are more likely to fall out of the mathematics pipeline at every stage from middle school on. What can we do in our classrooms, departments, and institutions to ensure that everyone has an opportunity to succeed? How do issues of race, gender, and other identities play out for those in departmental leadership positions, and how should we address those issues when they arise? Come prepared to engage in challenging discussions, with the goal of helping to move the mathematics community forward toward a more equitable future.

10:30 - 10:40 am  Executive Director Remarks: Catherine Roberts, Executive Director, American Mathematical Society

10:40 - 11:00 am  BREAK

11:05 - 12:00 pm  Session 2: Inclusive Hiring Practices. Leaders: Luca Capogna, Smith College, and Emille Davie Lawrence, University of San Francisco

This session will focus on best practices for inclusive faculty hiring in the context of mathematics departments in the US. After revisiting together why diversity in hiring is important, we will go over the various stages of the hiring process, from drafting an ad to the dissemination process, all the way to designing the final interviews. Our focus will be on highlighting how DEI values could be applied step by step, and what are some of the possible challenges.

12:00 - 12:30 pm  BREAK

12:30 - 1:30 pm  Session 3: Difficult Conversations. Leaders: Anne Fernando, Norfolk State University, and Kevin Knudson, University of Florida

Assuming the role of the chair brings new challenges requiring "on the job" learning of many skills. One of the most daunting is managing, engaging in, and recovering from "difficult conversations". In contrast to our role as a colleague, the chair now hears complaints from students we do not teach, faculty, and staff. We also manage evaluation and feedback, which can either be welcomed by or resisted by the recipient. In this session, we will discuss strategies for handling these sensitive issues. Bring your experiences, questions, and stories to share.

1:30 - 2:00 pm  Focus Group Session (optional)