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Margaret-Ann Armour* (margaret-ann.armour@ualberta.ca), Faculty of Science, University of Alberta, Edmonton, Alberta T6G 2G9, Canada. *"Project Catalyst: Positive Actions to Recruit and Retain Women Faculty in the Mathematical and Physical Sciences"*.

Project Catalyst at the University of Alberta has a mandate to take action to increase the numbers of women faculty in math and science departments. The representation of women in undergraduate and graduate programs has increased dramatically over the past 20 years but the percentage of women faculty in mathematical sciences has stalled at about 6% in PhD granting institutions in North America. As the first incumbent of a new position, Associate Dean of Science, Diversity, I am implementing practices that are designed to counter the factors which cause the continuation of low numbers of women faculty in the sciences. Initiatives to date have included discussion sessions with Department Chairs and with all hiring committees, finding ways of identifying potential female candidates and inviting them to apply, implementing an effective mentoring program for new faculty, and lobbying for adequate high quality day care spaces on or near campus. Longer term strategies are being developed. It is also necessary to create a welcoming and supportive Departmental environment so that the women are more likely to stay and have successful careers in the academy. (Received September 18, 2007)