

**2021 Annual Report**  
**AMS Committee on the Profession (CoProf)**  
**Division of Meetings and Professional Services (MPS)**

The Committee on the Profession (CoProf) held its annual meeting on September 25-26, 2021, at the AMS Headquarters in Providence, Rhode Island with a virtual option. Julie Mitchell of Oak Ridge National Laboratory chaired the meeting.

The agenda spanned a broad scope of proposals for consideration. An overview of the 2021 Task Force report was led by Kasso Okoudjou. He discussed that it might be tempting to shift work to the Committee on Equity, Diversity, and Inclusion, and reminded CoProf of their responsibility to ensure the AMS is inclusive for all and explained that the 1996 Task Force report had good ideas but minimal progress has been made over many years. Kasso suggested that AMS take leadership on making suggestions and developing policies for departments that could have a national impact on the profession. Members of CoProf participated in the discussion by providing the following comments, thoughts, and suggestions:

- Staff operating plans speak to their thinking about the task force recommendation in a holistic approach.
- Actions taken at the staff level should transfer to governance.
- Increase participation in a substantial manner by reaching out to institutions that have been involved in the work.
- Speak with historically black colleges and universities (HBCUs) to build connections, partnerships, and programs.
- Host sectional meetings in a manner to get more HBCUs involved in AMS meetings.
- Collaborate with the National Alliance for Doctoral Studies in the Mathematical Sciences.
- Determine an institutional award for programs that graduate the most black mathematicians.
- Give attention to institutions that have a teaching focus.
- Continue the design of a structure for departmental reviews.
- Create a fellowship for early career mathematicians to shadow faculty with research experiences for undergraduates.
- Review the [American Institute of Physics task force report](#).
- Ensure that equity, diversity, and inclusion conversations occur broadly across the Society.

In 2019, the Committee on Publications (CPub) asked CoProf to consider adding a few sentences to the statement *on Citation and Impact in Mathematical Publications* 2009 listed Annual Review Information Statements on the Culture of Research and Scholarship in Mathematics. CoProf reviewed the supplemental language and with a small amendment approved CPub's recommendation.

*When evaluating a particular researcher, the use of an individual's citation data, h-index, or other citation metrics is best avoided when making decisions regarding hiring, tenure, promotion and performance evaluation. The widely varying criteria used in producing such citation metrics generally do not correspond with what mathematicians consider important.*

In other business, CoProf reviewed a proposal to streamline the dues rate categories for AMS memberships by eliminating the minimally used categories, redesigning other categories, and introducing categories that will make membership opportunities accessible for a broader community of mathematicians (reducing the total rates categories from 22 to 17). CoProf discussed the possible impact of eliminating some categories but had no recommendations for edits.

CoProf appointed three subcommittees, the Joint Mathematics Meeting Panel Supporting Faculty in Mentoring Students for Jobs Outside of Academia: Making Non-academics feel welcome in AMS, Review of the Task Force Report, and Committee on Professional Ethics Report Review, replaced members on the Members and Member Benefits standing committee, and selected to review the AMS Human Rights Activities/Membership in the Science and Human Rights Coalition for the American Association for the Advancement of Science (AAAS). CoProf also agreed to review a policy statement to support in-person meetings prepared by CoMC.

*Agenda items that were endorsed by CoProf and will be forwarded to Council for consideration:*

- **John Forbes Nash Jr. Prize in Game Theory:** At the request of the Development Committee, CoProf reviewed the prize description of the John Forbes Nash Jr. Prize in Game Theory and recommended this item for approval to the Council.
- **Proposed changes to the AMS Bylaws:** CoProf reviewed proposed changes to membership-related bylaws and policies submitted by the Membership Director in consultation with the AMS Secretary.
- **Discontinuation of the AMS Public Policy Award:** CoProf recommended that the AMS Public Policy Award be discontinued.
- **Dissolution of the AMS-MAA Committee on Teaching Assistants & Part Time Instructors:** CoProf recommended that the AMS-MAA Committee on Teaching Assistants & Part Time Instructors be dissolved since CoE has Appointed a standing subcommittee to handle the Responsibilities of the joint committee.
- **Dissolution of the AMS-MAA Committee on Cooperation:** CoProf recommended that the AMS-MAA Committee on Cooperation be dissolved.
- **Career Teaching Faculty in Research Departments:** CoProf reviewed a draft policy statement in support of Career Teaching Faculty and recommended this item to be adopted by Council.
- **CoProf review of the Committee on Professional Ethics (COPE) Report Changes:** CoProf recommended changes to the AMS Ethical Guidelines for approval.

CoProf will hold its next meeting on September 17-18, 2022 at AMS Headquarters in Providence, Rhode Island.

*Prepared by Torina Lewis  
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