



**EXECUTIVE COMMITTEE AND BOARD OF TRUSTEES MEETING
NOVEMBER 18-19, 2021**

MINUTES

A joint meeting of the Executive Committee of the Council (EC) and the Board of Trustees (BT) was held Thursday and Friday, November 18-19, 2021, at the AMS Headquarters in Providence, Rhode Island (some members attended virtually via Zoom).

All members of the EC were present: Ruth Charney, Henry Cohn (via Zoom), Boris Hasselblatt, Kasso Okoudjou, Jill Pipher, Gigliola Staffilani, and Francis Su. It is noted for the record that a quorum (four members) was present.

All members of the BT were present: Matthew Ando, Ralph Cohen (via Zoom), David Morrison (via Zoom), Zbigniew Nitecki, Joseph Silverman, Douglas Ulmer, and Judy Walker. It is noted for the record that a quorum (six members) was present.

Also present were the following AMS staff members: Doug Allen (Director of Development), Tom Blythe (Chief Information Officer), Ed Dunne (Executive Editor, Mathematical Reviews), Vanessa Goncalves (Assistant to Executive Director [and recording secretary of this meeting]), Robert Harington (Associate Executive Director for Publishing), Torina Lewis (Associate Executive Director for Meetings & Professional Services), Lucy Maddock (Chief Financial Officer and Associate Executive Director for Finance and Administration), Catherine Roberts (Executive Director), Karen Saxe (Associate Executive Director for Government Relations), Scott Turner (Director of Communications).

President Ruth Charney presided over the EC and ECBT portions of the meeting (items beginning with 0, 1, or 2). Board Chair Judy Walker presided over the BT portion of the meeting (items beginning with 3 and 4).

Items in these minutes occur in numerical order, which is not necessarily the order in which they were discussed at the meeting.

0 CALL TO ORDER AND ANNOUNCEMENTS

0.1 Opening of the Meeting and Introductions.

President Charney called the meeting to order and had participants introduce themselves.

0.2 AMS Policies Related to this Meeting.

Secretary Hasselblatt briefly reviewed the following AMS policies related to the conduct of this meeting.

0.2.1 Confidentiality Statement for ABC and ECBT Meetings.

The following policy was adopted by the May 2007 ECBT.

Details of items appearing in the ABC and ECBT agendas are confidential until they have been scheduled, at the ECBT meeting, to appear in open minutes. Then the actions taken become public, but not discussion. General issues of import to the mathematical community are not confidential.

0.2.2 Conflict of Interest Policy for Officers and Committee Members.

The following policy was adopted by the January 2007 Council.

A conflict of interest may exist when the personal interest (financial or other) or concerns of any committee member, or the member's immediate family, or any group or organization to which the member has an allegiance or duty, may be seen as competing or conflicting with the interests or concerns of the AMS.

When any such potential conflict of interest is relevant to a matter requiring participation by the member in any action by the AMS or the committee to which the member belongs, the interested party shall call it to the attention of the chair of the committee and such person shall not vote on the matter. Moreover, the person having a conflict shall retire from the room in which the committee is meeting (or from email or conference call) and shall not participate in the deliberation or decision regarding the matter under consideration.

The foregoing requirements shall not be construed as preventing the member from briefly stating his/her position in the matter, nor from answering pertinent questions of other members.

When there is a doubt as to whether a conflict of interest exists, and/or whether a member should refrain from voting, the matter shall be resolved by a vote of the committee, excluding the person concerning whose situation the doubt has arisen. Minutes of the

meeting of the committee shall reflect when the conflict of interest was disclosed and when the interested person did not vote.

The AMS is best served by its governance bodies if we avoid all possible appearance of conflicts of interest in our deliberations and decisions. Any steps to this end should ideally be undertaken well in advance of a meeting. Those reading an agenda in preparation for a meeting should consider whether their own or anyone else's participation in any part of the meeting could be perceived by a reasonable observer as creating a possible conflict of interest. The Secretary and Executive Director stand ready to consult on pertinent questions. The meeting itself is not the best venue for deciding such questions in a reasoned way.

In the unfortunate event that the question of possible appearances of a conflict of interest is only raised during a meeting, the Secretary and Executive Director recommend that the meeting participant or guest involved immediately recuse from the pertinent discussion or the remainder of the meeting, unless a secret ballot of voting members is unanimous that no reasonable observer could perceive any possible conflict of interest.

A few examples of fairly clear conflicts of interest.

- If you serve a sister society with a publishing program in a fiduciary capacity, then you should resign from (or not agree in the first place to serve on) any AMS governance body privy to information or discussion about the AMS publishing division that is not public.
- If you are a compensated volunteer, then you should recuse from any conversations pertinent to volunteer compensation, such as might take place, for instance, on the Board of Trustees.
- If you are involved in any AMS-funded program, then you should recuse from any discussion about budgets that include or possibly impinge on that program.

ECBT members are asked to alert the Secretary or the Executive Director to any agenda items with which they may have a conflict of interest, preferably well in advance of the meeting.

0.2.3 Policy on a Welcoming Environment.

The following policy was adopted by the January 2015 Council and modified by the January 2019 Council.

The AMS strives to ensure that participants in its activities enjoy a welcoming environment. In all its activities, the AMS seeks to foster an atmosphere that encourages the free expression and exchange of ideas. The AMS supports equality of opportunity and treatment for all participants, regardless of gender, gender identity or expression, race,

color, national or ethnic origin, religion or religious belief, age, marital status, sexual orientation, disabilities, veteran status, or immigration status.

Harassment is a form of misconduct that undermines the integrity of AMS activities and mission.

The AMS will make every effort to maintain an environment that is free of harassment, even though it does not control the behavior of third parties. A commitment to a welcoming environment is expected of all attendees at AMS activities, including mathematicians, students, guests, staff, contractors and exhibitors, and participants in scientific sessions and social events. To this end, the AMS will include a statement concerning its expectations towards maintaining a welcoming environment in registration materials for all its meetings, and has put in place a mechanism for reporting violations. Violations may be reported confidentially and anonymously to 855-282-5703 or at www.mathsociety.ethicspoint.com. The reporting mechanism ensures the respect of privacy while alerting the AMS to the situation.

For AMS policy statements concerning discrimination and harassment, see the AMS Anti-Harassment Policy www.ams.org/about-us/governance/policy-statements/anti-harassment-policy.

0.3 AMS Governance Structure.

Secretary Hasselblatt reviewed the AMS's overall governance structure, and how a particular body fits within that structure, at the beginning of each governance meeting.

The full charges to the members of the ECBT can be found [here](#) and [here](#).

Below is a summary related to the ECBT, which has been excerpted from www.ams.org/governance:

The American Mathematical Society has a bicameral governance structure consisting of the [Council](#) (created when the Society's constitution was ratified in December 1889) and the [Board of Trustees](#) (created when the Society was incorporated in May 1923). These bodies have the ultimate responsibility and authority for representing the AMS membership and the broader mathematical community, determining how the AMS can best serve their collective needs, and formulating and approving policies to address these needs. The governing bodies determine what the Society does and the general framework for how it utilizes its volunteer, staff, and financial resources.

The Governance Leadership consists of the [Officers](#) (President, President Elect or Immediate Past President, three Vice Presidents, Secretary, four Associate Secretaries, Treasurer, and Associate Treasurer), the [Council](#), [Executive Committee of the Council](#), and [Board of Trustees](#).

The [Council](#) formulates and administers the scientific policies of the Society and acts in an advisory capacity to the Board of Trustees. [Council Meetings](#) are held twice a year (January and the spring).

The Executive Committee is a subcommittee of the Council and is empowered to act for the Council on matters which have been delegated to the Executive Committee by the Council.

The [Board of Trustees](#) receives and administers the funds of the Society, has full legal control of its investments and properties, and conducts all business affairs of the Society. The Trustees meet jointly with the [Executive Committee of the Council](#) twice a year (May and November) at [ECBT Meetings](#).

The Council and Board of Trustees are advised by nearly 100 [Committees](#), including six Policy Committees ([Education](#); Equity, Diversity and Inclusion; [Meetings and Conferences](#); [Profession](#); [Publications](#); [Science Policy](#)) and over 20 [Editorial Committees](#) for the various [Journals](#) and [Books](#) it publishes.

The Council and Board of Trustees are also advised by the [Executive Director and the Executive Staff](#), who are responsible for seeing that governance decisions are implemented by the Society's approximately two hundred staff members.

0.4 2021 AMS Election Results.

Secretary Hasselblatt announced the following election results:

President

Bryna Kra, Northwestern University
President Elect (1 February 2022 - 31 January 2023)
President (1 February 2023 - 31 January 2025)
Immediate Past President (1 February 2025 - 31 January 2026)

Vice President

Jesús A. De Loera, University of California, Davis
Term is three years (1 February 2022 - 31 January 2025)

Trustee

Jennifer Taback, Bowdoin College
Term is five years (1 February 2022 - 31 January 2027)

Members at Large of the Council

Gunnar Carlsson, Stanford University
William Goldman, University of Maryland
Svetlana Jitomirskaya, University of California, Irvine
Lily S. Khadjavi, Loyola Marymount University
Gail Letzter, National Security Agency
Terms are three years (1 February 2022 - 31 January 2025)

Nominating Committee

Alejandro Adem, University of British Columbia
Sylvia T. Bozeman, Spelman College
Melody Chan, Brown University
Terms are three years (1 January 2022- 31 December 2024)

Editorial Boards Committee

Panagiota Daskalopoulos, Columbia University
Irene Fonseca, Carnegie Mellon University
Terms are three years (1 February 2022 - 31 January 2025)

0.5 Housekeeping Matters.

Executive Director Roberts reviewed some details about the schedule and arrangements for the events that took place during this meeting.

0.6 Additional Topics for Immediate or Future Consideration.

ECBT members had the opportunity to suggest any additional topics for immediate or future consideration.

**1I EXECUTIVE COMMITTEE
INFORMATION ITEMS**

1I.1 Secretariat Business by Mail. Att. #9

Minutes of Secretariat business by mail during the months May 2021 – September 2021 are in Att. #9.

1I.2 The Frank and Brennie Morgan Prize for Outstanding Research in Mathematics by an Undergraduate Student.

The 2022 Frank and Brennie Morgan Prize for Outstanding Research in Mathematics by an Undergraduate Student will be presented to Travis Dillon (Lawrence University). Two Honorable Mentions will be presented to Alexander Cohen (Massachusetts Institute of Technology) and Sophie Kriz (University of Michigan). This award is made jointly by AMS, MAA, and SIAM.

2 EXECUTIVE COMMITTEE AND BOARD OF TRUSTEES
ACTION/DISCUSSION ITEMS

2.1 Motions of Appreciation.

Secretary Hasselblatt and Executive Director Roberts made the following motions, which were approved by acclamation:

*The Executive Committee and Board of Trustees of the American Mathematical Society record their thanks to **Ralph L. Cohen** for his service to the Society as a member of the Board of Trustees during the past five years. The ECBT expresses its gratitude to Professor Cohen for his wisdom in contributing to the management of the Society and hopes to be able to draw upon his talents in the future.*

*The Executive Committee and Board of Trustees of the American Mathematical Society record their thanks to **Henry Cohn** for his service to the Society as a member of the Executive Committee during the past four years. The ECBT expresses its gratitude to Professor Cohn for his thoughtful participation and hopes that he will continue to be available to serve the Society in other ways.*

*The Executive Committee and Board of Trustees of the American Mathematical Society record their thanks to **Zbigniew H. Nitecki** for 10 years of devoted service to the Society as Associate Treasurer. In carrying out the responsibilities of his office, he has contributed much to the development of the Society, to the promotion of its financial security, and to the achievement of its mission. He has actively participated in the meetings of the Council, the Agenda and Budget Committee, the Audit and Risk Committee, the Investment Committee, the Mathematical Reviews Editorial Committee, the Retirement Plan Investment Committee, the Salary Committee, and the Board of Trustees. He faithfully served as Secretary of the Board of Trustees. The ECBT offers its special thanks to Professor Nitecki for his service and heartfelt good wishes for a happy and productive future.*

*The Executive Committee and Board of Trustees of the American Mathematical Society record their thanks to **Jill C. Pipher** for her four years of leadership on the EC as President-Elect, President, and Immediate Past President of the Society. The ECBT is grateful for Professor Pipher's thoughtful participation and hopes to be able to draw upon her talents in the future.*

2.2 Report from the President.

President Charney provided an oral report to the ECBT. Some highlights include:

- 12 partners are involved in the JMM reimagined.
- The Inaugural AMS Claytor-Gilmer Fellowship was awarded to Professor Mohamed Omar of Harvey Mudd College.
- The new open access journal, *Communications of the American Mathematical Society*, published their first paper.

- The extremely active Washington office is working hard to ensure the work for math research remains a priority.
- For the past year, President Charney worked with the National Awards Committee whose goal is to make sure mathematicians are nominated for national and international awards, and recently helped organize eight nominations.

2.3 Washington Update. Att. #10

The ECBT received a report on matters of interest in Washington, DC in Att. #10.

2.4 Report on Long Range Planning Committee (LRPC).

President Charney provided the ECBT with an oral report of the November 18, 2021 LRPC Meeting. The LRPC's most discussed topic was: Is the AMS doing enough to support researchers at the mid-career and senior levels? What else might we consider doing?

2.5 Update on AMS Spring Policy Committees.

2.5.1 Update on Committee on Meetings and Conferences (COMC). Att. #11

COMC met virtually on September 14, 2021, and the next COMC meeting is scheduled on February 26, 2022 in Providence, RI.

The COMC Chair for February 1, 2021 - January 31, 2022 is Martin J Bridgeman of Boston College. The staff liaison to the committee is Torina Lewis, Associate Executive Director for Meetings and Professional Services.

CoMC will sponsor a panel at the 2022 Joint Mathematics Meetings. Its title is "Holding AMS Sectional Meetings in Localities with Discriminatory Practices". Panelists include Juliette Bruce, National Science Foundation postdoctoral fellow at the University of California Berkley and postdoctoral fellow at the Mathematical Sciences Research Institute; Edray Goins, Professor of Mathematics, Pomona College; and Kasso Okoudjou, Professor of Mathematics, Tufts University.

Previous reports, the committee charge, and the current committee roster are available on the COMC webpage: www.ams.org/about-us/governance/committees/comc-home.

2.5.2 Update on Committee on Equity, Diversity, and Inclusion (CoEDI).

The next CoEDI meeting will be held on February 24-25, 2022 in Providence, RI.

The CoEDI chair for February 1, 2021 – January 31, 2022 is Ron Buckmire of Occidental College. The staff liaison to the committee is Catherine Roberts, Executive Director.

CoEDI will host an invitation-only breakfast and listening session at the Joint Mathematics Meetings on Wednesday, January 5, 2022. CoEDI will host an event titled *Transforming Higher Education to Achieve Equity* with Dr. Shirley Malcom (AAAS, Sea Change) and Michael Dorff (Brigham Young University, TPSE) on Wednesday, January 5, 2022.

Previous reports, the committee charge, and the current committee roster are available on the CoEDI webpage <http://www.ams.org/about-us/governance/committees/coedi-home>.

2.5.3 Update on Committee on Science Policy (CSP). Att. #12

The next CSP meeting will be held March 15-16, 2022 in Washington, DC.

The CSP Chair for February 1, 2021 – January 31, 2022 is Deborah Lockhart, formerly at the National Science Foundation. The staff liaison to the Committee on Education (COE) is Karen Saxe, Associate Executive Director of Government Relations.

CSP will host a panel discussion at the Joint Mathematics Meetings in January 2022 held in Seattle, WA. The title of the panel is “What’s after science policy? – *How getting involved in science policy enhances careers*” Panelists will be Carla Cotwright-Williams, U.S. Department of Defense and AMS Congressional Fellow; Catherine Paolucci, University of Florida and AMS Congressional Fellow; James Ricci, Schmidt Futures and AMS Congressional Fellow; Karoline Pershell, Service Robotics and Technologies; and Lloyd Douglas, independent consultant.

Previous reports, the committee charge, and the current committee roster are available on the CSP webpage (www.ams.org/about-us/governance/committees/csp-home).

2.6 Supporting the AMS Policy on a Welcoming Environment. Att. #13

The [AMS Policy on a Welcoming Environment](#) was adopted by the January 2015 AMS Council and revised in January 2019. It applies to all AMS activities, including committee meetings and conferences. This policy is supported in multiple ways. The ECBT received **Att. #13** which describes the infrastructure that supports this policy and describes a new addition called MathSafe. The Committee on Meetings and Conferences (COMC) will be evaluating MathSafe, and a report will be given to the April 2022 Council.

2.7 Discussion on Roles & Responsibilities. Att. #14

The Council, Board of Trustees, and Executive Director of the AMS have distinct roles and responsibilities in the running of the Society, and they work collaboratively to advance its mission. These roles and responsibilities, along with some background information, were provided to the ECBT in **Att. #14**.

2.8 Update on Task Force Report. Att. #15

The Task Force on Understanding and Documenting the Historical Role of the AMS in Racial Discrimination was established by the AMS Council in 2020. It's 68-page report, titled *Towards a Fully Inclusive Mathematics Profession*, was released on March 22, 2021. The executive summary is available [here](#) and the full report is available [here](#). Since its release, co-chairs Kasso Okoudjou (Tufts University) and Francis Su (Harvey Mudd College) have facilitated discussions with various AMS committees to help our volunteers process the report and begin to consider the ways in which the recommendations contained therein could be implemented. Ultimately, these discussions will engage the Council, the Board of Trustees, and each of the six policy committees. Moreover, the AMS Committee on Equity, Diversity, and Inclusion (CoEDI) has assumed responsibility to report to AMS Council each April on implementation progress from the prior year. This will be ongoing until the Council determines that this accountability measure is no longer necessary. The ECBT received a brief summary update of actions taken to date relative to the recommendations contained in the Task Force report in Att. #15.

**2I EXECUTIVE COMMITTEE AND BOARD OF TRUSTEES
INFORMATION ITEMS**

2I.1 Report from the Council.

The Council meeting was held virtually on January 4, 2022. Further information about Council meetings and minutes is available online: www.ams.org/about-us/governance/council-meetings/council-minutes.

Reports on recent activities of the Council's six policy committees are contained in the Council Minutes.

2I.2 Update on AMS Fall Policy Committees.

2I.2.1 Update on Committee on Education (COE).

The COE meeting and the Mini-conference were held on September 30-October 2, 2021.

The COE Chair for February 1, 2021 - January 31, 2024 is Malcolm Adams of University of Georgia. The staff liaison to the committee is Tyler Kloefkorn, Associate Director of Government Relations.

COE will host a panel discussion at the 2022 Joint Mathematics Meetings. The title of the panel is "Forming institutional collaborations to broaden student access" ... it will be a continuation of the discussion from this year's Mini-conference on Education. Panelists are to be determined.

Previous reports, the committee charge, and the current committee roster are available on the COE webpage <http://www.ams.org/about-us/governance/committees/coe-home>.

2I.2.2 Update on Committee on the Profession (CoProf).

CoProf met on September 25-26, 2021, and the next CoProf meeting is scheduled on September 17-18, 2022 at the AMS headquarters.

The CoProf Chair for February 1, 2021 - January 31, 2022 is Julie Mitchell of Oakridge National Laboratory. The staff liaison to the committee is Torina Lewis, Associate Executive Director, Meetings & Professional Services Division.

CoProf will sponsor a panel at the 2022 Joint Mathematics Meetings. Its title is "Long-term Impact of the Pandemic on the Profession." Panelists include Allison Henrich, Seattle University; Andrew Kobin, Emory University; Jill Pipher, Brown University; and Talitha Washington, Clark Atlanta University and Atlanta University Center.

Previous reports, the committee charge, and the current committee roster are available on the CoProf webpage: www.ams.org/about-us/governance/committees/cprof-home.

2I.2.3 Update on Committee on Publications (CPub).

CPub met on September 24-25, 2021 in Providence, RI.

The CPub Chair from February 1, 2021 - September 15, 2021 was Douglas Arnold of the University of Minnesota; the Chair from September 15 - January 31, 2022 is Steven Bradlow of the University of Illinois at Urbana-Champaign. The staff liaison to the committee is Robert Harington, Associate Executive Director, Publishing Division.

Previous reports, the committee charge, and the current committee roster are available on the CPub webpage: <https://www.ams.org/about-us/governance/committees/cpub-home>.

2I.3 2020-2021 Inaugural AMS Claytor-Gilmer Fellowship.

The 2021-2021 Inaugural AMS Claytor-Gilmer Fellowship was awarded to Mohamed Omar, an associate professor of mathematics and the Joseph B. Platt Chair in Effective Teaching at Harvey Mudd College. Applications for the 2022-2023 Claytor-Gilmer Fellowship will be open from October 4 through December 1, 2021.

2I.4 AMS Participation in AAAS Fellowship Programs.

2I.4.1 AMS Congressional Fellowship.

Dr. A. J. Stewart has been awarded the 2021-22 AMS Congressional Fellowship. Stewart earned his PhD in 2014 at the University of Oregon with a dissertation on algebraic geometry. Afterward, he participated in a Mathematics Research Community on algebraic statistics and began learning computational tools for data science. He is interested in applying mathematics to advance fairness and equality. A.J. will work the next year in the office of Senator Raphael Warnock (GA).

The AMS plans to again sponsor a Congressional Fellow in 2022-2023. The application portal is open until February 1, 2022. An announcement and information on the application process has been sent to mathematical sciences department chairs, in addition to being publicized in the *Notices*, on the AMS website, in newsletters and through AMS social media outlets.

2I.4.2 AMS Mass Media Fellowship.

The AMS sponsored Tamar Lichter Blanks for the AMS-AAAS Mass Media Fellowship this past summer. Tamar is a PhD student in mathematics at Rutgers University. She wrote and edited articles for *The Conversation*, a news organization that publishes articles penned

by academic experts and edited by journalists. *The Conversation's* pieces are distributed free to thousands of newsrooms every day.

The AMS plans to sponsor a Mass Media Fellow again in 2022. The deadline for receipt of applications for this fellowship is January 1, 2022. An announcement and information on the application process is being sent to graduate students in the mathematical sciences, in addition to being publicized in the Notices, on the AMS website, in newsletters and through AMS social media outlets.

2I.4.3 AMS CASE Fellowship.

The American Mathematical Society (AMS) sponsors two students each year to participate in the Catalyzing Advocacy in Science and Engineering (CASE) workshop in Washington, DC, organized by the AAAS. Due to the pandemic, the 2020 workshop was not held. Instead the workshop was delayed to September 23-24, 2021 – which was held virtually and free to students and postdocs.

The three-and-a-half day workshop is normally held in Washington, D.C., where students learn about the structure and organization of Congress, the federal budget and appropriations processes, and tools for effective science communication and civic engagement. The AMS will sponsor two fellows again in 2022.

2I.5 Dates of 2022 ABC and ECBT Meetings.

	Spring 2022	Fall 2022
ABC	April 7, 2022 (virtual)	October 7, 2022 (virtual)
ECBT	May 12-13, 2022 (Ann Arbor, MI)	November 17-18, 2022 (Providence, RI)

**3 BOARD OF TRUSTEES
ACTION/DISCUSSION ITEMS**

3.1 Financial Review.

3.1.1 Discussion of Fiscal Reports.

The BT discussed items 3.1.1 through 3.2.10 and then voted to approve the 2022 budget as presented, subject to the discussion of item 4.1.1 (Salary Increments for 2022) in closed executive session.

3.2 Spendable Income, Operations Support Fund and other Related Items.

The Society uses its long-term investments for several purposes, and for that reason it divides its investments into various funds. The following five standing items deal with those funds – additions, transfers and spending.

The description of the way in which the AMS uses its long-term investment portfolio is contained on pages D-5 to D-8 of the Fiscal Reports. A diagram summarizing this description, which has labels showing how the five parts of item 3.2 are connected to the process, is displayed on page D-8.

3.2.1 Allocation of Operations Support Fund (OSF) Spendable Income.

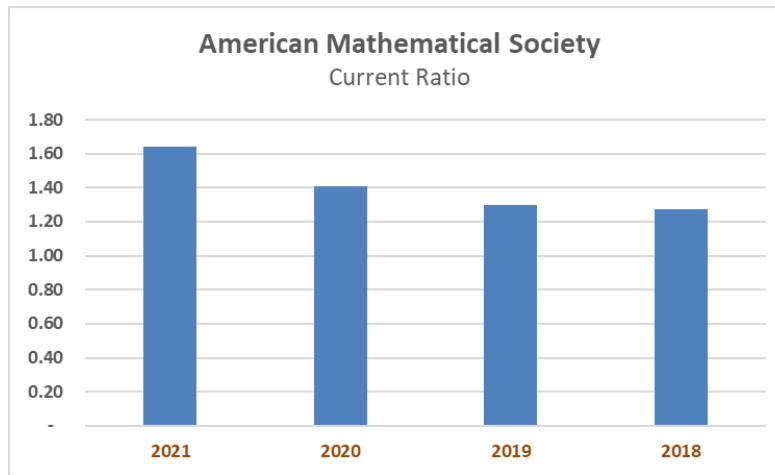
In the budget each year, income from reserves is allocated to service and outreach programs of the Society (without specifying exactly which programs). The total amount is approved by the ECBT each May.

The BT was informed that the income from the OSF for 2021 and 2022, determined according to the guidelines approved by the BT are \$4,430,000 and \$4,910,000, respectively. Both the 2021 and 2022 amounts have been previously approved.

3.2.2 Addition to Operations Support Fund.

The amount due operations from the long-term investment portfolio at the end of 2022 is estimated to be approximately \$7 million. Operations may not have a need for the entire amount due from the long-term investment portfolio, so any remaining funds should remain in the long-term portfolio, provided that there are enough undesignated, unrestricted net assets to make this move.

At September 30th, 2020, the Society's current assets totaled \$23,477,963 its current liabilities totaled \$14,315,795, resulting in a current ratio of 1.64 to 1. The Society strives to target a ratio of 1:1 or greater. A ratio of 1:64 to 1 is considered very healthy. The organization is able to meet its current obligations and is not conserving excess cash that should be invested elsewhere.



Each year, the operating portfolio, current ratio, and other factors are evaluated to determine if additions can be made to the OSF. The last addition, in the amount of \$2,000,000, was approved by the May 2011 ECBT.

The BT approved Chief Financial Officer Maddock's recommendation that the amount due operations from the long-term investment portfolio at 12/31/21 (estimated to be approximately \$7,000,000) be used first to fulfill any obligation to maintain the value of true endowment funds at their original gift amount, if needed. Any other funds remaining may be needed by operations, and will be maintained in the Society's invested operating funds at year end. After fulfilling the needs of the Society's operations, approximately \$2,000,000 should remain and be officially added to the OSF, provided that there are enough undesignated, unrestricted net assets available to accomplish this.

3.2.3 Rebalancing of Economic Stabilization and Operational Support Funds.

Under the policy adopted by the Board of Trustees at its May 2006 meeting, at the end of each fiscal year the allocated values of the Economic Stabilization Fund (ESF) and the Operations Support Fund (OSF) are rebalanced such that the ESF always equals the target.

ESF TARGET DEFINED: Under policies adopted by the BT at its May 2006 meeting, the ESF shall be maintained at a balance equal to the sum of 75% (changed to 50% as of May 2016) of a year's operating expenses plus 100% of the post-retirement benefit plan's accumulated plan benefit obligation (APBO). In November 2014, the BT voted to add \$1,700,000 in funds to the ESF for self-insuring against flood risk. This amount will be increased by 3% every year as an addition to the ESF.

Page D-4 of the Fiscal Reports contains a chart showing the increments and decrements in the OSF and ESF since their separation at 12/31/2000. The amount and direction of the rebalancing required at each year end is principally dependent upon the return on the long-term investment portfolio. At the present time, with current market conditions, it is

likely that the transfer will go from the ESF to OSF in 2021. Market volatility may impact that rebalancing.

3.2.4 Appropriation of Spendable Income from Unrestricted Endowment. Att. #36

The Society's endowment funds are divided into three parts. The Restricted Endowment funds were given for a specific purpose, such as for a prize or award. Income generated from the Restricted Endowment have legally binding restrictions on its use. The Unrestricted Endowment funds were given to the Society's endowment for more general, unspecified purposes. The Quasi-endowment funds were not specifically given to the endowment and are reserves of the Society segregated into accounts for special purposes, such as the Economic Stabilization Fund.

When funds are given to the Unrestricted Endowment, they are added to the Society's endowment and invested in perpetuity, with generated income used to support activities of the Society. Although it would be possible to apply this income to general operations, the May 2001 ECBT established that the spendable income would be allocated to specific projects falling under the general description of supporting mathematics. The May 2001 Board of Trustees approved the following (from item 2E.5 of the minutes of that meeting):

Each year, the budgeting process will include recommendations for allocating spendable income from the Unrestricted Endowment for particular budgeted projects. The allocated income will be treated as revenue for operations, offsetting (part of) the expenses. These recommendations will be brought to the Board for approval at its November meeting in the normal budgeting process. The goal will not be to use all the income from such funds each year, but rather to use some of the income every year for the support of mathematical research and scholarship. Using such income should be a regular part of our operations rather than an exceptional situation.

The 2022 revenue budget currently includes \$355,800 of spendable income from the Unrestricted Income Endowment fund. To assist with allocating this income, a list suggesting projects to receive this income is in Att. #36.

By virtue of the action on the 2022 budget recorded under item 3.1.1 above, the appropriations for 2022 as shown in Att. #36 were approved.

3.2.5 Report on Changes in Appropriated Spendable Income.

The Executive Director has the authority to transfer spendable income that will not be used on an approved project to another approved project, in case additional support is needed. Any such transfers are to be reported to the BT at their next meeting. The BT was informed that there are no reportable changes at this time.

3.2.6 Appropriating Income from the Board-Restricted Quasi-Endowment for Equity, Diversity and Inclusion.

From time-to-time, the BT establishes funds in the board-restricted quasi-endowment to support programs of the Society. In June 2020, AMS leadership established the 2020 Fund to support the scholarship of Black mathematicians. The 2020 Fund resides in the restricted endowment and is supported by donations to the Society. In November 2020, the Board voted to re-designate the Young Scholars Fund in the board-restricted quasi-endowment as the Diversity, Equity, and Inclusion Fund. The spendable income of this new fund supports the goals of the donor-supported 2020 Fund, as well as other activities supporting diversity, equity, and inclusion. The Council also approved a \$50,000 scholarship for Black Mathematicians beginning in 2021. Should there be a difference between the amount of money that the fund provides, the AMS will make up the balance from other funds.

At the end of 2020, the balance of the Equity, Diversity and Inclusion Fund was \$1,224,389. The Board-designated spending rate of 4% provided \$48,975 toward the \$50,000 inaugural scholarship for 2021. As of September 30, 2021 the balance of the Equity, Diversity and Inclusion Fund is \$1,329,593.

3.2.7 Diversity Action Pool. ROBERTS-MADDOCK. Att. #37

The Diversity Action Pool (DAP) will enable the AMS to provide impactful direct cash support and sponsorships for work being undertaken across our profession in support of the recommendations contained in *Towards a Fully Inclusive Mathematics Profession*, the March 22, 2021 report of the Task Force on Understanding and Documenting the Historical Role of the AMS in Racial Discrimination. This will dramatically increase our commitment to supporting the good work of others (e.g. EDI programs of NAM, EDGE, the Math Alliance, Mathematically Gifted and Black, Spectra, Indigenous Mathematicians, SACNAS, and others). Use of these funds will be overseen by the Director of EDI in consultation with the Executive Director, the Associate Executive Director of Meetings and Professional Services, and the chair of the Committee on Equity, Diversity, and Inclusion. Reports will be provided annually to the Board. Att. #37 elaborates on this request.

The BT approved the amended recommendation to establish an Inclusive Excellence in Mathematics Pool and fund it with \$150,000 for two years with a report on this at the November 2023 ECBT Meeting.

3.2.8 Appropriation of Excess Journal Archive Funds.

In 2017, the Board of Trustees decided to limit the Journal Archive Fund to \$1,000,000. Excess investment earnings have accumulated in the fund in the past couple of years. Ordinarily, these funds would be returned to the Operations Support Fund. The total balance on September 30 was \$2,254,055.

At the November 2020 ECBT meeting, the Board of Trustees voted to release \$350,000 to cover the cost of the first year's commissions of the new international sales agents retained to expand AMS coverage in Western Europe, Asia and South America. As of 9/30/2021, \$252,466 has been expended. We anticipate the year end figure to be \$290,000.

For 2022, Chief Financial Officer Maddock and Executive Director Roberts recommend that part of the excess Journal Archive funds be used to support:

- 1) The 2021 Publishing initiative to retain and grow the AMS subscriber base internationally. The international sales agents are paid commissions based on the revenues generated in their geographic territory. AMS is expected to benefit greatly from the work of these sales agents in future years, but in the first two years, there will be modest new revenues to offset the commissions.
- 2) New 2021-2022 Publishing initiatives to improve operational efficiency and sales channels. These require investments in technology to replace the outdated PUBL software and to create a new and improved AMS Bookstore.

Anticipated Costs:

- International Sales Agents Commissions: \$250,000
- eJournal Platform to replace PUBL: \$45,000 initial configuration and deployment costs, \$35,000 Year 1 processing costs
- A bookstore replacement may be handled in-house but result in a new software acquisition, which would incur one-time configuration and deployment costs (est. \$200,000)

The BT approved Chief Financial Officer Maddock's and Executive Director Roberts' recommendation that \$530,000 in excess funds from the Journal Archive Fund be released into operations and allocated to offset the 2022 budgeted costs of international sales agents, new software and associated technology to improve operations and sales.

3.2.9 Capital Expenditures – 2021 and 2022 Capital Purchase Plans. Att. #38

Detailed capital purchase plans are included in the operating plans of each planning unit. Page F1 of the Fiscal Reports is a summary of the expenditures by department, with prior years presented for comparison. The remaining pages of the F Section provide more detail for 2021 (actual to date, projections for the year and budget) and the 2022 budget.

This agenda item is reserved for requests for authorization to make capital purchases costing \$100,000 or more.

The BT approved the two following capital purchases:

- Data Room Conversion: \$178,000
- Mechanical Unit Replacement: \$135,000

3.2.10 Capitalized Assets Policy – Reviewing Capitalization Threshold. Att. #39 Att. #40

The capitalization policy should be reviewed from time to time to ensure that the Society is maintaining the correct balance between asset management and ledger maintenance. A capitalization policy is used to set a threshold, above which qualifying expenditures are recorded as fixed assets, and below which they are charged as expenses as incurred. In 2015 the Board of Trustees raised the threshold for capitalization of long-lived assets to \$5,000, with an exception of \$10,000 for bulk asset purchases, with an effective date of January 1, 2016. Nonprofits generally prefer a low capitalization limit so that they can keep close track of their assets. However, this must be balanced by the significant recordation requirements of maintaining fixed asset registers.

The AMS capitalization policy is still in alignment with current IRS recommendations for non-profit organizations. Chief Financial Officer Maddock does not recommend a change in policy at this time.

3.3 Investment Committee Report.

Investment Committee Chair Douglas Ulmer delivered a report on the September 24, 2021 Investment Committee meeting. Details of investment amounts, performance, and allocations are in Section I of the Fiscal Reports.

The BT approved the following recommendations:

- Increase the upper limit of the foreign equities in our asset allocation policy to a maximum of 30% of the total portfolio.
- Withdraw our investments from Fidelity and move them to Vanguard.

3.3.1 Authorities Related to Investment Accounts.

Forms required by the various mutual fund investments of the long-term and short-term portfolio that must be executed to effect any changes authorized by the Board at its November meeting should be attached to the ECBT agenda.

The BT approved the authorization of filling out the form and the opening of the brokerage account at Vanguard.

3.4 Audit and Risk Committee.

Audit and Risk Committee Chair Douglas Ulmer reported that the Committee met with representatives from the Society's auditing firm, Citrin Cooperman, on November 18, 2021 to discuss audit planning and any changes in accounting pronouncements affecting the AMS.

3.5 Trustees' Officers.

The Board elected **Matthew Ando** Chair of the Board for the term February 1, 2022– January 31, 2023.

The Board elected **Linda Chen** Secretary of the Board for the term February 1, 2022 – January 31, 2023.

3.6 Trustees' Committees, etc. Att. #41

The BT briefly reviewed a list of BT committees, as well as Trustee appointments to policy committees and Trustee liaison assignments to divisions of the Society's administrative offices is in Att. #41.

It is noted that the Chair of the Board will make the appointments (in consultation with the incoming Chair), and relay them to Secretary Hasselblatt to send the official appointment letters.

3.7 Update on Staffing. Att. #42

Given the particular challenges related to employment as the world begins to emerge from the COVID-19 pandemic, the BT reviewed Att. #42 which contains an update of how this has been impacting staffing at the AMS.

**3C BOARD OF TRUSTEES
CONSENT ITEMS**

3C.1 Recognition for Length of Service.

The BT approved the following proclamations for the employees noted.

20 years of service:

James Epperson
Lisa Nichols
Shannon Reall

The Board of Trustees takes great pride in recognizing <full name> for twenty years of faithful service. It is through the dedication and service of its employees that the Society is able to effectively serve its members and the greater mathematical community. The Trustees offer <first name> their special thanks and their best wishes.

25 years of service:

Nancy Rosas

The Board of Trustees takes great pride in recognizing <full name> who has devoted twenty-five years of service to the Society. The Board expresses its profound gratitude for this long record of faithful service. It is through the dedication and service of its employees that the Society is able to effectively serve its members and the greater mathematical community. The Trustees offer their special thanks and their best wishes to <first name> for being such a loyal employee and wish <him/her> well in the future.

30 years of service:

Paul Drummond
Lori Nero

The Board of Trustees takes great pride in recognizing <full name> for the outstanding distinction of serving the Society for thirty years. The Board expresses its profound gratitude for this long record of faithful service. It is through the dedication and service of its employees that the Society is able to effectively serve its members and the greater mathematical community. The Trustees offer their special thanks and their best wishes to <first name> for being such a loyal employee and wish him well in the future.

35 years of service:

Lori Melucci

The Board of Trustees takes great pride in recognizing <full name> for the outstanding distinction of serving the Society for thirty-five years. The Board expresses its profound gratitude for this long record of faithful service. It is through the dedication and service of its employees that the Society is able to effectively serve its members and the greater mathematical community. The Trustees offer their special thanks and their best wishes to <first name> for being such a loyal employee and wish him well in the future.

40 years of service:

Twila Price

The Board of Trustees takes great pride in recognizing <full name> who has devoted forty years of service to the Society. The Board expresses its profound gratitude for this outstanding distinction of faithful service. It is through the dedication and service of its employees that the Society is able to effectively serve its members and the greater mathematical community. The Trustees offer their special thanks and their best wishes to <first name> for being such a loyal employee and wish him well in the future.

3C.2 Resolutions for Retirees.

The BT approved the following proclamations for the employees noted.

Ann Arbor, MI:

James Epperson	20 Years
Guoying Jiang	18 Years

Providence:

Cheryl Norato	38 years
Daniel Pelton	23 Years

Be it resolved that the Trustees accept the retirement of [full name] with deep appreciation for their faithful service over a period of [x] years. The Board expresses its profound gratitude for this long record of faithful service. It is through the dedication and service of its employees that the Society is able to effectively serve its members and the greater mathematical community. The Trustees offer [first name] their special thanks and heartfelt good wishes for a happy and well-deserved retirement.

3I BOARD OF TRUSTEES
INFORMATION ITEMS

3I.1 Update on Relationship with AWM.

The AMS has been providing management services to the Association for Women in Mathematics (AWM) since January 1, 2018. Our current agreement covering the period January 1, 2020 – December 31, 2021 has been extended to June 30, 2022 in order to align it, as well as future contracts, with the AWM's fiscal calendar.

3I.2 Retirement Plan Investment Committee Report. Att. #43

The Retirement Plan Investment Committee's primary responsibility is to choose and monitor plan funding options (for AMS employees) in a prudent manner ensuring that the Society fulfills its Plan Sponsor responsibilities. As required by its [charge](#), an annual report of the Committee's activities is in [Att. #43](#).

Respectfully submitted,



*Boris Hasselblatt, Secretary
Medford, Massachusetts
February 3, 2022*



Boris Hasselblatt, Secretary
Department of Mathematics
Tufts University
Medford, MA 02155

ams_secretary@ams.org

**SECRETARIAT
BUSINESS BY MAIL
MINUTES
May 3, 2021
(from the Ballot dated April 1, 2021)**

Votes were cast by Georgia Benkart, Brian Boe, Boris Hasselblatt, Michel Lapidus, and Steven Weintraub. The following actions were taken:

1. Approved hosting the Fall 2024 Meeting of the Western Section at the University of California, Riverside, on October 12-13, 2024.
2. Approved hosting the Spring 2023 Meeting of the Eastern Section as a virtual meeting on April 1-2, 2023 as discussed at the March 5, 2021 Secretariat Meeting.
3. Approved electing to membership the individuals named on the list dated March 20, 2021.
4. Approved the Minutes of the Secretariat Business by Mail from the ballot dated March 3, 2021.

Boris Hasselblatt
Tufts University
Secretary of the AMS

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November 2021 AMS ECBT



Boris Hasselblatt, Secretary
Department of Mathematics
Tufts University
Medford, MA 02155

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SECRETARIAT
BUSINESS BY MAIL
MINUTES
June 2, 2021
(from the Ballot dated May 3, 2021)

Votes were cast by Georgia Benkart, Brian Boe, Boris Hasselblatt, Michel Lapidus, and Steven Weintraub. The following actions were taken:

1. Approved electing to membership the individuals named on the list dated April 20, 2021.
2. Approved the Minutes of the Secretariat Business by Mail from the ballot dated April 1, 2021.

Boris Hasselblatt
Tufts University
Secretary of the AMS



**Boris
Hasselblatt, Secretary**
*Department of Mathematics
Tufts University
Medford, MA 02155*

ams_secretary@ams.org

SECRETARIAT
BUSINESS BY MAIL
MINUTES
July 1, 2021
(from the Ballot dated June 2, 2021)

Votes were cast by Georgia Benkart, Brian Boe, Boris Hasselblatt, Michel Lapidus, and Steven Weintraub. The following actions were taken:

1. Approved electing to membership the individuals named on the list (attached) dated May 20, 2021.
2. Approved the Minutes of the Secretariat Business by Mail from the ballot dated May 3, 2021.

Boris Hasselblatt
Tufts University
Secretary of the AMS

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November 2021 AMS ECBT



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SECRETARIAT
BUSINESS BY MAIL
MINUTES
August 2, 2021
(from the Ballot dated July 1, 2021)

Votes were cast by Georgia Benkart, Brian Boe, Boris Hasselblatt, Michel Lapidus, and Steven Weintraub. The following actions were taken:

1. Approved electing to membership the individuals named on the list dated June 20, 2021.
2. Approved the Minutes of the Secretariat Business by Mail from the ballot dated June 2, 2021.

Boris Hasselblatt
Tufts University
Secretary of the AMS



Boris Hasselblatt, Secretary
Department of Mathematics
Tufts University
Medford, MA 02155

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SECRETARIAT
BUSINESS BY MAIL
MINUTES
August 3, 2021
(from the Ballot dated August 2, 2021)

Votes were cast by Georgia Benkart, Brian Boe, Boris Hasselblatt, Michel Lapidus, and Steven Weintraub. The following actions were taken:

1. Approved electing to membership the individuals named on the list dated July 20, 2021.
2. Approved the Minutes of the Secretariat Business by Mail from the ballot dated July 1, 2021.

Boris Hasselblatt
Tufts University
Secretary of the AMS



Boris Hasselblatt, Secretary
*Department of Mathematics
Tufts University
Medford, MA 02155*

ams_secretary@ams.org

SECRETARIAT
BUSINESS BY MAIL
MINUTES
September 1, 2021
(from the Ballot dated August 3, 2021)

Votes were cast by Georgia Benkart, Brian Boe, Boris Hasselblatt, Michel Lapidus, and Steven Weintraub. The following actions were taken:

1. Approved converting the Fall 2021 Fall Central Sectional Meeting currently scheduled to be held October 9-10, 2021 at Creighton University, Omaha, NE to a virtual meeting on the same dates.
2. Approved the Minutes of the Secretariat Business by Mail from the ballot dated August 2, 2021.

Boris Hasselblatt
Tufts University
Secretary of the AMS



Boris Hasselblatt, Secretary
Department of Mathematics
Tufts University
Medford, MA 02155

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SECRETARIAT
BUSINESS BY MAIL
MINUTES
September 21, 2021
(from the Ballot dated September 1, 2021)

Votes were cast by Georgia Benkart, Brian Boe, Boris Hasselblatt, Michel Lapidus, and Steven Weintraub. The following actions were taken:

1. Approved changing the Fall 2021 Southeastern Sectional Meeting currently scheduled to be held November 20-21, 2021 at the University of South Alabama, Mobile, AL to a virtual meeting.
2. Approved changing the dates for the Fall 2024 Meeting of the AMS Western Sectional from October 12-13, 2024 to October 26-27, 2024.
3. Approved hosting the Fall 2023 Meeting of the Central Section at Creighton University on October 7-8, 2023.
4. Approved electing to membership the individuals named on the list dated August 20, 2021.
5. Approved the Minutes of the Secretariat Business by Mail from the ballot dated August 3, 2021.

Boris Hasselblatt
Tufts University
Secretary of the AMS

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Item 11.1
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November 2021 AMS ECBT



Boris Hasselblatt, Secretary
Department of Mathematics
Tufts University
Medford, MA 02155

ams_secretary@ams.org

SECRETARIAT
BUSINESS BY MAIL
MINUTES
October 6, 2021
(from the Ballot dated September 21, 2021)

Votes were cast by Georgia Benkart, Brian Boe, Boris Hasselblatt, Michel Lapidus, and Steven Weintraub. The following actions were taken:

1. Approved changing the Spring 2022 Western Sectional Meeting currently scheduled to be held May 14-15, 2022 at the University of Denver, Denver, CO to a virtual meeting on the same dates.
2. Approved the Minutes of the Secretariat Business by Mail from the ballot dated September 1, 2021.

Boris Hasselblatt
Tufts University
Secretary of the AMS

Prepared by Boris Hasselblatt
Secretary of the AMS
October 13, 2021

Office of Government Relations Report: “Washington Update”

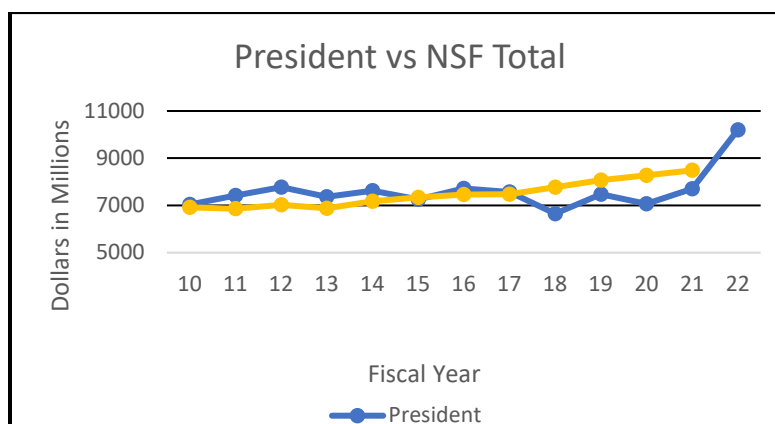
This is the next in a series of updates presented by the AMS Government Relations Director at each ECBT meeting.

The priority advocacy issues for the AMS are, currently,

- **urging increased and sustained federal funding for research and education in the mathematical sciences;**
- **cultivating talent by promoting programs that offer high-quality education in the mathematical sciences to all students;**
- **supporting the global mathematics community through appropriate immigration, visa, and travel policies.**

The NSF supports more basic research in mathematics—and done at colleges and universities—than any other federal agency. In FY2019, 65% of federal support for academic research in mathematics came from the NSF.¹ The Department of Defense contributed approximately 19%, and Health and Human Services 15%. Other agencies (including Department of Energy, USDA, NASA) contribute the remaining funds.

Because NSF is our critical source of federal support, we advocate for increased and reliable funding for the NSF. The blue line in the table below shows the final appropriations for NSF each year. As you can see, President Trump suggested huge cuts for the NSF, but Congress did not accept his suggestions. And, as you can see, President Biden has attempted to reverse this trend. His request is for \$10.2 billion for the NSF, an increase of 20% from the agency’s FY2021 budget. Though FY2021 ended on September 30, the FY2022 budget is not yet determined. On September 30, Congress approved a “continuing resolution.” As a result, Congress now has until that expires on December 3, to compete appropriations for FY2022.



¹ Table 59 at <https://nces.nsf.gov/pubs/nsf21329>

An unspecified amount of this \$10.2 billion would go to a new NSF research directorate (discussed further in later paragraphs) designed to “expedite technology development in emerging areas that are crucial for U.S. technological leadership, including artificial intelligence, high performance computing, disaster response and resilience, quantum information systems, robotics, advanced communications technologies, biotechnology, and cybersecurity.”

Congress now needs to come up with their own appropriations proposals. The House has suggested that NSF receive \$11 billion, \$7.6 billion of which is for new and existing research awards, scholarships, fellowships, and tech transfer. Some undefined portion of this would be devoted to the new directorate. \$700 million is carved out for research at minority-serving institutions (MSIs) including historically black colleges (HBCUs) and tribal colleges and universities (TCUs). Of NSF’s \$3.4 billion research infrastructure allocation, \$1 billion is set aside for university facilities modernization, including \$300 million for the modernization of academic research facilities at HBCUs, TCUs, and other MSIs. The Senate has not yet made public their appropriations suggestion for the NSF.

While final appropriations for FY2022 are not yet determined, the FY2023 budget discussions have begun. On August 27, the [White House issued its research and development priorities memo \(M-21-32\)](#). This is the Biden administration’s first such memo. It is, as is usual, signed by the heads of the White House Office of Science and Technology Policy and the Office of Management and Budget—Director Eric Lander and Acting Director Shalanda Young, respectively. These are put out annually and are the first step in the annual budget process. Simultaneously with appropriations, Congress is moving ahead with NSF reauthorization.

The funding for the NSF is tied to “authorization” legislation, which we are also following closely. Authorization laws establish what an agency such as the NSF can do with funds appropriated to them. Since its Senate introduction, the *Endless Frontier Act* has grown and transformed (with 616 amendments), and the bill that passed in the Senate on June 8, with a vote of 68-32, is now called the *United States Innovation and Competitiveness Act* (USICA). The *NSF for the Future Act* passed in the House on June 28, with a vote of 345-67. The differences in these House and Senate versions need to be worked out before President Biden will consider signing into law. The most significant change appearing in both authorization proposals is the move to establish a new directorate at the NSF. The last time the NSF added a new directorate was in 1991 when the Directorate for Social, Behavioral, and Economic Sciences was launched. The AMS has endorsed the *Supporting Early-Career Researchers Act*, which would give funds to the NSF to support 3200 new postdoctoral fellows over the next two years, to help bridge the gap for new PhDs during this terrible job market. This bill passed in the House and is now included in the USICA.

As the Senate title suggests, some members of Congress are concerned and even motivated by competition with China. Here are a few relevant data points for us to consider:

- From the [AMS Annual Survey](#):

- In 2017-18, PhDs were awarded (by U.S. universities) to 1,960 people, including 1,017 Non-U.S. citizens. These recipients represented at least 90 countries, with China accounting for 47% (470), followed by India with 5% (51).
- In 2018-19, PhDs were awarded to 1,911 people, including 851 Non-U.S. citizens. These recipients represented at least 83 countries, with individuals from China accounting for 42% (358), followed by India with 7% (57).
- Usage of *MathSciNet* in China has grown 25.7% in the last two years, far more than any other country. AMS AED [Ed Dunne's recent column in the Notices about geography](#) of *MathSciNet* includes more details. His chart on page 599 shows how quickly mathematical publication output from China has grown.
- [At the 2021 Mathematical Contest in Modeling/Interdisciplinary Contest in Modeling, China dominated](#). This contest takes place in February and is open to teams of undergraduate and high school students, with a maximum of three students per team. In 2021, there were approximately 26,000 Chinese teams, 400 from the United States, and 100 from other countries. Moreover, modeling has become firmly entrenched in the Chinese curricula at the tertiary level and has now moved into the secondary schools. The AMS has endorsed the [Mathematical and Statistical Modeling Education Act](#), introduced bipartisanly and bicamerally. This bill would improve education in this area in the United States.

The above discussion addresses the first two of our advocacy priorities.

In terms of our third priority, there is continued action.

The Biden administration withdrew a rule proposed by the Trump administration that would have required international students to reapply for student visas after fixed terms of up to four years.² The rule would have eliminated the long-standing “duration of status” policy, which allows international students to stay in the United States without reapplying for a visa as long as they remain enrolled in college. The proposed rule, which was never enacted, also would have limited the initial visa term for some students to just two years based on their country of origin. Students from Africa and parts of Asia would have been disproportionately affected if they came from countries with high visa overstay rates. AMS advocates (including many graduate students) were active in this successful effort.

In a July messaging effort, the U.S. Departments of Education and State issued a joint statement of principles articulating “a renewed U.S. commitment to international education.”³

Over the past few months, there has been tremendous effort and cooperation helping scientists out of Afghanistan. This effort is multi-society, and in coordination with and with support of the White House and the Department of State. We are active in weekly discussions and ongoing actions.

² <https://www.govinfo.gov/content/pkg/FR-2021-07-06/pdf/2021-13929.pdf>

³ https://www.insidehighered.com/news/2021/07/27/statement-expresses-%E2%80%98renewed%E2%80%99-us-commitment-international-ed?et_rid=247859382&et_cid=3870301

Those are the highlights over the past months on visas and immigration as they affect the mathematics community.

Finally, over the past year, we have seen changes in federal leadership of importance to the AMS.

- Mathematician Eric Lander was confirmed by the Senate on May 28 to serve as Director of The White House Office of Science and Technology Policy (OSTP).
- On September 20, President Biden announced the 30 members of his President's Council of Advisors on Science and Technology (PCAST). PCAST is the sole body of external advisors charged with making science, technology, and innovation policy recommendations to the President and the White House. This new Council includes Terence Tao, an AMS member and a member of the inaugural class of AMS Fellows.⁴
- Juan Meza, head of the NSF Division of Mathematical Sciences, will complete his term in early 2022. His replacement should be named soon.

*Prepared by Karen Saxe
Associate Executive Director, Government Relations
October 5, 2021*

⁴ https://www.ams.org/news?news_id=6816

2021 Annual Report
AMS Committee on Meetings and Conferences (CoMC)
Division of Meetings and Professional Services (MPS)

The Committee on Meetings and Conferences (COMC) met on March 6, 2021, by videoconference and was chaired by Martin Bridgeman of Boston College (term February 1, 2021 – January 31, 2022).

Much of the CoMC meeting was devoted to reporting changes of the reimagined 2022 Joint Mathematics Meetings (JMM) and brainstorming about the future of AMS meetings following reporting on the 2020 virtual Fall Sectional Meetings and the 2021 virtual JMM. Catherine Roberts, AMS executive director, reported that the Mathematical Association of Mathematics (MAA) decided to organize three events for the 2022 JMM, the Porter Lecture, Project NeXT activities, and the AMS MAA SIAM Hrabowski-Gates-Tapia-McBay (HGTM) Lecture. Committee members expressed concern about the MAA type programming following MAA's withdrawal from the JMM and provided ideas to attract more proposals from the mathematical community to diversify the JMM program. Boris Hasselblatt, AMS secretary, informed CoMC that the 2022 Erdős Lecture, traditionally scheduled as part of the sectional meetings, will be an expository lecture targeting undergraduates during the 2022 JMM. Committee members weaved lively dialogue about offering in-person, virtual, and/or hybrid modes for future meetings throughout the meeting.

Ruth Charney, AMS president, led a discussion about 2021 JMM events promoting equity, diversity, and inclusion to brainstorm policies and activities the AMS might adopt or implement to broaden participation at AMS meetings. She informed CoMC that increasing diversity in the AMS has been a top priority of the Society. She explained the task force's work which was constructed to study the history of the AMS and make recommendations to increase diversity and serve a broader community. Ruth Charney mentioned that meetings are an obvious point to draw more people into the AMS and invited the committee to think about actions the AMS could take to make meetings more attractive to a diverse group. The committee recommended the following:

- Ensure speakers who are invited to give talks represent the broader community.
- Make sure the activities offered at these events are appealing to a broader audience.
- Make events more accommodating to participants with time and financial constraints. Sectional meetings, by virtue of the regional locations and weekend schedule, have fewer of these constraints. Reenvision sectional meetings to have more activities to draw in a diverse audience.
- This committee seems homogenous; get mathematicians of color involved in the organization of the AMS. Welcome more diverse mathematicians into the organization and allow them an opportunity to build the organization. Reach out to active younger mathematicians on social media and bring them into the AMS with the idea that they have a stake in building the AMS.
- Actively invite mathematicians into the community, but do not ask them for proposals. Let them do whatever is best for their audience.
- Encourage organizers of special sessions to showcase diverse speakers within normal programming instead of having separate events.

- Publish proceedings of special sessions online. Participants should feel more included in social events.
Society for Industry and Applied Mathematics (SIAM) does a workshop, *Celebrating Diversity*, which encourages people to talk to people they do not know.
- AMS should also consider conducting a climate study.
- AMS should zoom in on efforts to include HBCU faculty and students.
- Solicit assistance from NAM and/or Mathematical Gifted and Black (MGB) involvement during sectional meetings. AMS could encourage organizers to choose speakers from the MGB list to give talks. Invite the speakers to take up space in this professional setting without constraints.

CoMC's annual review topic this period was studying and addressing issues surrounding #DisruptJMM organized by Piper H. The subcommittee discussed the call to action constructively by reaching out to members of the mathematical community to determine ways the JMM could be more welcoming. Stephan García reported ideas from the broader community, and CoMC members offered methods to address some of the community's concerns. These methods included: AMS should inform selection committees to be more diverse in their selection processes, having a larger venue at JMM to discuss issues impacting marginalized mathematicians, AMS being more open about serving a larger community, one year without inviting speakers from R1 institutions at JMM, and a high-profile panel discussion on the main stage. In addition, the subcommittee included a report on the hurt that resulted from the delay in naming the new Fellowship for a Black Mathematician.

In other business, CoMC created a subcommittee, Broadening and Diversifying AMS Programming at Meetings, and Virtual/In-person Meetings as the topic for its next annual review.

ECBT and Council Action:

The MAA SIAM AMS Hrabowski-Gates-Tapia-McBay (HGTM) Lecture was previously organized by MAA and co-sponsored by SIAM and AMS. MAA has decided to withdraw from the MAA AMS Invited Address. As a result, the MAA SIAM AMS Hrabowski-Gates-Tapia-McBay Lecture and panel event will be elevated to the main ballroom for the 2022 JMM and beyond. Catherine Roberts and Boris Hasselblatt presented a charge for the MAA SIAM AMS HGTM Lecture that is similar to the Porter Lecture. As a result of its discussion, COMC recommended that Council approves the proposed charge for the MAA SIAM AMS Hrabowski-Gates-Tapia-McBay (HGTM) Lecture recognizing it as a MAA, SIAM, and AMS joint lecture with shared responsibilities.

2021 Semi-annual Report AMS Committee on Meetings and Conferences (CoMC)

In its March 2021 annual meeting, CoMC voted to include a 2-hour semi-annual meeting to become nimbler and more effective, as well as provide the subcommittees an opportunity to give a mid-year report.

The Committee on Meetings and Conferences (COMC) held a semi-annual meeting on September 14, 2021, by videoconference chaired by Martin Bridgeman of Boston College (term February 1, 2021 – January 31, 2022).

Martin Bridgeman reported that in April 2021, CoMC conducted business by mail to approve organizing a CoMC panel at the 2022 Joint Mathematics Meeting (JMM). The panel, "Holding AMS Sectional Meetings in Localities with Discriminatory Practices," is scheduled for January 8, 2022, at 8:30 am. Boris Hasselblatt, AMS secretary, presented two discussion items. He explained MathSafe – a collaborative project with the Joint Policy Board for Mathematics (JPBM), initiated during Jill Pipher's presidency and motivated in large part by concerns about safety at the 2022 International Congress of Mathematicians (ICM) scheduled July 6 – 14, 2022 in Saint Petersburg, Russia. CoMC members were invited to participate in and review a MathSafe pilot program set for the 2022 JMM. Martin Bridgeman, Ruth Charney, AMS president, and Boris Hasselblatt volunteered to participate in the MathSafe training and review. In other business, CoMC discussed JMM plenary events, and decided to continue the discussion at the next CoMC meeting.

ECBT and Council Actions:

Modifying the structure of the JMM Program Committee. Since the MAA decided to no longer partner with AMS in organizing the JMM, the associate secretaries accepted sole responsibility for organizing the scientific portion of the JMM. For this reason, Council created two committees, the Committee on Special Sessions and Contributed Paper Sessions (CSSCPS) and the JMM Program Committee (JMMProg).

In order to give more representation to our level A partners (American Statistical Association (ASA), Association for Women in Mathematics (AWM), National Association of Mathematicians (NAM), Society for Industrial and Applied Mathematics (SIAM)) serving on the JMMProg Committee, the following change is recommended to the current committee member definition:

- Increase representation for each level A partner society from one member (current) to up to two members.

CoMC unanimously voted to recommend that Council approves the change to the JMM Program Committee charge.

AAAS AMS Invited Address. In its January 2021 meeting, the AMS Liaison Committee with the American Association for the Advancement of Science (AAAS – triple A, S) addressed

the idea of creating a AAAS presence at JMM beginning in 2022. The group approached the AMS Executive Director about hosting a AAAS AMS Invited Address with the premise that the invited address would be a more accessible talk than the typical experience from AMS Invited Addresses. A description of the AAAS AMS Invited Address was prepared by Ken Ono, AAAS Section A (Mathematics) Chair, and Boris Hasselblatt.

CoMC unanimously voted to recommend that Council approve the description of the AAAS-AMS Invited Address.

Statements to support in-person meetings. Judy Walker, Chair of the AMS Board of Trustees, referred to CoMC a request for the AMS to consider drafting language explaining the advantages of in-person meetings and conferences. Noting that mathematicians can provide language to administrators and supervisors to justify supporting their attendance for in-person conferences, especially if there is a virtual option. A motion was proposed to initiate drafting a statement in support of in-person meetings. The motion passed unanimously by the committee, and a subcommittee was formed including Ruth Charney, Stephan Garcia, Boris Hasselblatt, and Steven Weintraub. The subcommittee plans to complete their work in time to present a statement in support of in-person meetings at the January 2022 Council meeting.

The next annual CoMC meeting will be held on February 26, 2022, at the AMS headquarters in Providence, RI.

*Prepared by Torina Lewis
Associate Executive Director, MPS
October 2021*

Committee on Science Policy Meeting

The AMS Committee on Science Policy (CSP) met March 23-24, 2021. The meeting was held virtually, due to the COVID-19 pandemic.

Deborah Lockhart (retired) is chair of the committee in 2021.

Committee Actions:

1. A subcommittee was formed in 2018 to conduct a comprehensive review of the AMS National Policy Statement and to potentially draft a new statement for consideration by AMS Council. This effort is still underway and a new subcommittee was formed at this year's meeting to continue this work. As part of this work, CSP passed a motion recommending that Council strike the last section of the AMS National Policy Statement. This is the section titled "Toward the year 2000." This was presented to Council at its April 2021 meeting. Council accepted this recommendation. The statement is found here: <http://www.ams.org/about-us/governance/policy-statements/sec-nat-policy>
2. A subcommittee was created at the 2019 CSP meeting to review the AMS Public Policy Award to determine if the AMS should make these awards in the future. This award was established in 2007 on the recommendation of CoProf and approved by the Council, but has never been given for various reasons. The subcommittee proposed to abolish this award. Their motion failed at the 2020 CSP meeting. A new subcommittee was formed to continue the examination of the award and make a recommendation to CoProf. At the 2021 CSP meeting, it was decided that the CSP recommends that AMS decline to go forward with the Public Policy Award. CoProf was informed of this recommendation.
3. In spring 2019, a joint subcommittee between COMC and CSP formed to consider whether or not the AMS should revise policies having to do with selection of sites for Sectional meetings. In 2020, COMC met a few weeks before CSP and requested that the work for this subcommittee continue. CSP agreed to this, however the CSP member was not included in the conversations. At the 2021 CSP meeting, the committee discussed COMC recommendations, and has no formal input.
4. Each year the AMS sponsors a mathematician to serve as the AMS Congressional Fellow. A subcommittee was formed to help with the selection process for the 2022-2023 Fellow.
5. A subcommittee was formed to plan for the CSP panel at the JMM in Seattle, WA in 2022.
6. A subcommittee was formed to help recruit a diverse pool of applicants for the AMS Congressional Fellowship program.
7. At the 2021 CSP meeting, the committee heard from NSF Assistant Director Sean Jones. A very lively discussion followed. A subcommittee was formed to write a summary of CSP ideas, that AMS Government Relations Director Karen Saxe will deliver to Dr. Jones in a follow up meeting.

Previous reports, the committee charge, and the current committee roster are available on the CSP webpage: www.ams.org/about-us/governance/committees/csp-home

*Prepared by Karen Saxe
Associate Executive Director, Government Relations
October 15, 2021*

Supporting a Welcoming Environment at the AMS

The [AMS Policy on a Welcoming Environment](#) was adopted by the January 2015 AMS Council and revised in January 2019. It applies to all AMS activities, including committee meetings and conferences. This policy is supported in multiple ways. This report is intended to describe the infrastructure that supports this policy and to present a new addition called MathSafe.

The Welcoming Environment Policy reads as follows:

The AMS strives to ensure that participants in its activities enjoy a welcoming environment. In all its activities, the AMS seeks to foster an atmosphere that encourages the free expression and exchange of ideas. The AMS supports equality of opportunity and treatment for all participants, regardless of gender, gender identity or expression, race, color, national or ethnic origin, religion or religious belief, age, marital status, sexual orientation, disabilities, veteran status, or immigration status.

Harassment is a form of misconduct that undermines the integrity of AMS activities and mission.

The AMS will make every effort to maintain an environment that is free of harassment, even though it does not control the behavior of third parties. A commitment to a welcoming environment is expected of all attendees at AMS activities, including mathematicians, students, guests, staff, contractors and exhibitors, and participants in scientific sessions and social events. To this end, the AMS will include a statement concerning its expectations towards maintaining a welcoming environment in registration materials for all its meetings, and has put in place a mechanism for reporting violations. Violations may be reported confidentially and anonymously to 855-282-5703 or at www.mathsociety.ethicspoint.com. The reporting mechanism ensures the respect of privacy while alerting the AMS to the situation.

The Mission Statement of the AMS states that our publications, meetings, advocacy and other programs encourage and facilitate the full participation of all individuals. Stories have been shared of instances where members of the mathematics community did not feel welcome at conferences, and this is a concern we take seriously and would like to address.

Since 2015, the AMS has subscribed to the external service EthicsPoint to help us address any reported conduct violations experienced by members of our community. While reports remain anonymous, EthicsPoint allows for electronic correspondence between the submitter and the AMS. Cases involving AMS staff are handled by our director of human resource, while cases involving members of our community are overseen by the executive director. A basic report of EthicsPoint cases from the prior year is provided to the Board of Trustees each spring by the Executive Director. To date the AMS has addressed a total of thirteen cases, all involving bias or harassment.

AMS committee include the welcoming environment policy in each meeting agenda. Time is spent at the start of each committee meeting describing the essence of the policy, addressing any questions, and explaining how someone could proceed if they feel the policy is not being followed. In addition to speaking directly to the committee chair, AMS Secretary, or AMS Executive Director, a concerned person could choose to submit a concern through EthicsPoint.

At AMS conferences, the Welcoming Environment policy is included in the conference program, along with information about how to contact that conference's ombudsperson. A trained AMS staff member is designated as the onsite ombudsperson for each conference and is available to anyone who would like to discuss a matter of concern. Attendees can help direct an inquiry to the ombudsperson. The EthicsPoint portal is also available to anyone who would like to escalate their concern or make an anonymous report.

A new endeavor called [MathSafe](#) will provide an additional way to support the mathematics profession at meetings and conferences. MathSafe will be piloted at the 2022 Joint Mathematics Meetings in Seattle and will subsequently be reviewed and adapted for future adoption. Although the intent is for MathSafe to further support our own AMS conferences, it is actively being considered for adoption by other mathematics professional societies to support their code of conduct policies.

Briefly, MathSafe introduces a mechanism for trained volunteers to support the Welcoming Environment Policy during conferences. Volunteers wear a MathSafe button to indicate their willingness to assist anyone who feels they have witnessed or experienced an unwelcoming environment. It is important to emphasize that volunteers will *not* be actively enforcing codes of conduct, nor will they be settling any arguments. By wearing a MathSafe button, they are signaling their willingness to listen and help. If requested, the volunteers can connect those who experience harassment, bullying, or other unwelcome behavior with the conference ombudsperson, who can help them access support services and formal reporting channels. For a further description of MathSafe, including FAQs (frequently asked questions), please visit the website at <http://www.mathsafe.org>.

Where did the idea for MathSafe come from? The [National Academies of Sciences, Engineering, and Medicine](#) released a consensus [report](#) in 2018 titled Sexual Harassment of Women: Climate, Culture, and Consequences in Academic Sciences, Engineering, and Medicine. This report documented serious issues with harassment of women, with much of it occurring at professional conferences. Subsequently, the [Societies Consortium on Harassment in STEMM](#) was formed. The mathematics discipline is represented in this consortium by the AMS, [SIAM](#), [MAA](#), [ASA](#), and [AWM](#). They join with over 130 professional societies representing disciplines in science, technology, engineering, and medicine. At a Societies Consortium convening, members were introduced to [Safe AGU](#), a program of the [American Geophysical Union](#). This was held up as a model for consideration by other disciplines. The executive directors of these five mathematical societies recognized the potential to improve the climate for mathematics conference attendees. This was discussed at meetings of, for example, the Joint Policy Board of Mathematics ([JPBM](#)). We decided to work together to develop something similar to Safe AGU that could be shared for possible adoption at a range of mathematics conferences.

In January 2020, the presidents of the four member societies of the JPBM (AMS, SIAM, ASA, MAA) sent a letter to the Association for LGBTQ+ Mathematicians ([Spectra](#)) in response to Spectra leadership's expression of concern about climate and safety regarding the 2022 International Congress of Mathematics ([ICM](#)) being held in Russia. A copy of this letter was sent to the Local Organizing Committee ([LOC](#)) of the ICM. The letter included the following paragraph:

We are pleased to share that the AMS has offered to help ensure a welcoming environment with a program that this society will be launching at JMM2021. The program, modeled on that of another professional society, provides trained and easily identified on-site staff and volunteers who can effectively address issues related to climate and to the welcoming environment policies. For ICM, the AMS will work in partnership with the LOC to offer such a program.

The program this letter refers to had no name at the time, but was inspired by ongoing discussions to introduce something similar to Safe AGU at mathematics conferences. Consequently, the AMS took the lead in developing what is now known as MathSafe. This program will be piloted at the 2022 Joint Mathematics Meetings. The intention is to refine the program and offer another training in the spring of 2022 for volunteers planning to attend the ICM or other future conferences.

The first round of training was delivered by the same consulting firm that trains volunteers for the Safe AGU program, [SMARTS Consulting](#). Over 130 people signed up for the first MathSafe volunteer training on November 4, 2021. A second training for leaders involved in running the program was held on November 9, 2021. These trainings include representatives from the ICM LOC, as well as some JMM partner societies (AWM, SIAM, [COMAP](#), [ASL](#), [NAM](#)). From the AMS, all staff who attend AMS conferences are trained, although it is each individual's personal choice whether or not to volunteer. Several people from AMS governance, including some from the AMS Committee on Meetings and Conferences and the AMS Committee on Human Rights of Mathematicians, attended the trainings.

The training and JMM pilot will be reviewed by a subcommittee of the AMS Committee on Meetings and Conferences. We anticipate offering MathSafe at future AMS conferences and we expect that other professional societies may adopt MathSafe going forward. We imagine that we will continue to refine the program going forward, to ensure that it is supporting our Welcoming Environment Policy in the ways that we expect. If you are curious and want to attend a future MathSafe training, please visit the website to sign up.

*Prepared by Catherine A. Roberts
AMS Executive Director
November 1, 2021*

Roles and Responsibilities of AMS Governance and Staff

Officers

Overview of Officers as Outlined in the AMS Bylaws

Article I, Section 1. There shall be a president, a president elect (during the even-numbered years only), an immediate past president (during the odd-numbered years only), three vice presidents, a secretary, four associate secretaries, a treasurer, and an associate treasurer.

Board of Trustees

Role and Responsibilities as Outlined in the AMS Bylaws

Article II, Section 2. The function of the Board of Trustees shall be to receive and administer the funds of the Society, to have full legal control of its investments and properties, to make contracts, and, in general, to conduct all business affairs of the Society.

Article II, Section 3. The Board of Trustees shall have the power to appoint such assistants and agents as may be necessary or convenient to facilitate the conduct of the affairs of the Society and to fix the terms and conditions of their employment. The Board may delegate to the officers of the Society duties and powers normally inhering in their respective corporative offices, subject to supervision by the Board. The Board of Trustees may appoint committees to facilitate the conduct of the financial business of the Society and delegate to such committees such powers as may be necessary or convenient for the proper exercise of those powers. Agents appointed, or members of committees designated, by the Board of Trustees need not be members of the Board.

Nothing herein contained shall be construed to empower the Board of Trustees to divest itself of responsibility for, or legal control of, the investments, properties, and contracts of the Society.

Council

Role and Responsibilities as Outlined in the AMS Bylaws

Article IV, Section 2. The Council shall formulate and administer the scientific policies of the Society and shall act in an advisory capacity to the Board of Trustees.

Executive Committee

Article IV, Section 7. The Council may delegate to the Executive Committee certain of its duties and powers. Between meetings of the Council, the Executive Committee shall act for the Council on such matters and in such ways as the Council may specify. Nothing herein contained shall be construed as empowering the Council to divest itself of responsibility for formulating and administering the scientific policies of the Society.

Article V, Section 2. The Executive Committee of the Council shall be empowered to act for the Council on matters which have been delegated to the Executive Committee by the Council. If three members of the Executive Committee request that any matter be referred to the Council, the matter shall be so referred. The Executive Committee shall be responsible to the Council and shall

report its actions to the Council. It may consider the agenda for meetings of the Council and may make recommendations to the Council.

Executive Director

The mission of the Executive Director Division is to oversee the offices of the Society and to be responsible for the general administration of the affairs of the Society in accordance with policies set by the Board of Trustees and Council. The Executive Director is the chief executive officer of the AMS. The Executive Director Department manages and coordinates all AMS operations and serves as the primary liaison between staff and various volunteer bodies that govern the Society.

Source: AMS Operating Plan Mission Statement

Role and Responsibilities as outlined in the AMS Bylaws

Article VI, Section 1. There shall be an Executive Director who shall be a paid employee of the Society. The Executive Director shall have charge of the offices of the Society, except for the office of the secretary, and shall be responsible for the general administration of the affairs of the Society in accordance with the policies that are set by the Board of Trustees and by the Council.

Article VI, Section 2. The Executive Director shall be appointed by the Board of Trustees with the consent of the Council. The terms and conditions of employment shall be fixed by the Board of Trustees, and the performance of the Executive Director will be reviewed regularly by the Board of Trustees.

Article VI, Section 3. The Executive Director shall be responsible to and shall consult regularly with a liaison committee consisting of the president as chair, the secretary, the treasurer, and the chair of the Board of Trustees.

Article VI, Section 4. The Executive Director shall attend meetings of the Board of Trustees, the Council, and the Executive Committee, but shall not be a member of any of these bodies.

Creation of the Office of Executive Director

The Council of 16 April 1948 received a report from a Committee on Reorganization, with W.L. Ayres as chairman. Among the changes approved by the Council was one to divide the office of secretary into two offices, executive director and secretary. The former was to be a full-time paid employee of the society, "in charge of the central office of the Society and charged with the general administration of the affairs of the Society once policies have been set by the Council and its Executive Committee."

In creating the post of executive director and in dividing the duties, that committee made the following statement:

The secretary of the Society will continue to be the principal officer of the Society concerned with policy making. He will work with the president, the Council, and its committees in setting the policies of the Society. While the secretary and the executive director must cooperate closely in their work, the division of their functions can be described briefly in the two phrases "policy making" and "administration." Once the Council has set the policy of the Society it will be the duty of the executive director to carry out the administration.

Source: *Volume I: A History of the Second Fifty Years, American Mathematical Society, 1939 – 1988* by Everett Pitcher, pp. 247-248 (<http://www.ams.org/samplings/math-history/hmpitcher-directors.pdf>)

Best Practices for Navigating the Relationship between Governance and Staff

Governance focuses on:

- Making high-level strategic decisions
- Helping a nonprofit achieve its mission long-term by making sound, ethical, and legal governance and financial management policies
- Financial Responsibility

Executive Directors focus on:

- Managing the operational side of a nonprofit organization
- Handling the day-to-day initiatives of the organization
- Working directly with employees, volunteers, and other teams to fulfill the nonprofit's mission

Tools for successfully managing this collaborative relationship:

- Regularly occurring communications outside of meetings
- Including the Executive Director in board meetings
- Conducting an annual performance evaluation of the executive director and other key staff members

Sources: <https://boardable.com/blog/differences-board-chair-executive-director/> and <https://www.councilofnonprofits.org/tools-resources/board-roles-and-responsibilities>

*Prepared by Boris Hasselblatt
Secretary of the AMS
October 22, 2021*

November 2021 Progress Report

Recommendations from *Towards a Fully Inclusive Mathematics Profession*, the March 2021 report of the AMS Council's Task Force on Understanding and Documenting the Historical Role of the AMS in Racial Discrimination.

Governance-Related Recommendations

1. Establish a Vice President for Equity, Diversity, and Inclusion.

President will, at their discretion, assign portfolios to Vice Presidents based on AMS priorities.

2. Create a high-level staff position on Equity, Diversity, and Inclusion, with an Office/Division of Minority Affairs under its purview.

A Director of Equity, Diversity, and Inclusion, positioned in the Executive Director Division, will join the AMS in 2022.

3. Reform election procedures.

AMS Ballot prompts modified to allow for the inclusion of a broader range of professional activities.

4. Reform appointment procedures.

Focused on more broadly seeking candidates for committee appointments and roles in governance by working closely with and guiding the Committee on Committees and the Nominating Committee and promoting the call to self-nominate or nominate a colleague via Headlines and Deadlines, Notices, social media, and the AMS website.

Council will be asked in January 2022 to add a statement to the charges of Nominating Committee and Committee on Committees that says, "The AMS strives for diversity in gender, race, geography, and type of institution, for both its membership and leadership. This committee is expected to keep diversity in mind when selecting candidates." Moreover, these committees will be presented with a five-year history of prior nominations, along with the cumulative diversity statistics.

AMS committee members are actively encouraged to suggest names to our AMS committee nomination online form. Communication about opportunities to volunteer are being increased, with more ads in the Notices of the AMS and more social media reminders. The AMS Membership Department added a link for committee member suggestions to its AMS benefits page.

Program-Related Recommendations

5. Develop and implement an engagement plan to welcome the participation of Black mathematicians in the AMS.

AMS provides expertise to [AAAS](#) (American Association for the Advancement of Science) in developing departmental review guidelines for its [SEA Change](#) initiative, which is aimed at addressing climate for underrepresented students and faculty in academia. AMS engages with [TPSE](#) (Transforming Post-Secondary Education in Mathematics) on the implementation of this program in the mathematics discipline.

[National Association of Mathematicians](#) joins as a top-level partner in the [Joint Mathematics Meetings](#).

6. Create and support programs to further the career development of mathematicians of color.

Claytor-Gilmer Fellowship established in 2021 to support the research and scholarship of mid-career Black mathematicians. Inaugural award to Mohamed Omar (Harvey Mudd).

The AMS Programs that Make a Difference Award elevated from being a policy committee award to being an award of the society, to start in 2022. This award aims to bring more persons from underrepresented backgrounds into the mathematics profession.

7. Include equity, diversity, and inclusion in the AMS's professional development offerings.

Established an AMS [website](#) on Equity, Diversity, and Inclusion. This site describes free AMS resources, as well as professional development programs in EDI offered by the AMS. As one example of a professional development program, AMS supports a multi-year program called paraDIGMS: Diversity in Graduate Mathematical Sciences, which builds a community of practice among graduate program leaders, providing professional development to energize systemic change in graduate education.

8. Publicize the expertise of mathematicians of color.

News item: Rodrigo Banuelos receives 2022 Award for Distinguished Public Service.

News item: Remembering Gloria Ford Gilmer (1928-2021)

News item: Remembering Bob Moses (1935-2021)

Book: Testimonios: Stories of Latinx and Hispanic Mathematicians – anthology of 27 first-person narratives, free to AMS and MAA members, posting one chapter per month for free.

Posters: Living Proof, John Urschel, Latinos and Hispanics in the Mathematical Sciences, Historical Black Mathematicians (with NAM)

[Accountability-Related Recommendations](#)

9. Request that the AMS provide annual updates on the status of these report recommendations.

The AMS Committee on Equity, Diversity, and Inclusion will provide annual updates to Council beginning in April 2022.

10. Accept responsibility for not fulfilling the AMS's own commitment to increasing the participation of mathematicians of color in the profession, including Black mathematicians.

Committee on the Profession is actively working with the co-chairs of the Task Force Report to propose language for an AMS statement. Plans to present to Council in January 2022.

Prepared by
Boris Hasselblatt, Secretary
Catherine Roberts, Executive Director
November 1, 2021

2022 Appropriated Spendable Income

Each year, the Board determines the allocation of spendable income from the unrestricted endowment. For 2022, the available funding is \$355,800.

The allocation of spendable income is at the discretion of the Board. Since spendable income has typically been used to fund a variety of current AMS activities, brief descriptions of some existing programs are provided below. If the Board chooses to support this plan, \$355,800 of available spendable income would be allocated to these projects in 2021.

AMS FELLOWSHIPS

AMS Congressional Fellow (\$125,000)

For many years now the AMS has supported a congressional fellow. Fellows are placed in a congressional office (or equivalent) and spend a year serving that office. Fellows do not represent the AMS. They provide mathematical expertise, in addition to gaining government expertise. The goal is to build a cadre of knowledgeable mathematicians who can serve the interests of mathematics, either inside or outside government. The AAAS and other professional organizations also sponsor fellows. Interest by members of Congress to host fellows on their staff to advise them on science and education issues is growing. The annual stipend is now \$93,013 with allowances for relocation and professional travel plus a contribution toward health insurance.

Centennial Fellow (\$25,000)

The revenues from donations and the Centennial Fund endowment do not fully support the Centennial Fellowship. This appropriation will supplement funds from (i) 2022 spendable income from the Centennial Fund (~\$8,300) (ii) 2022 spendable income from the Kathleen Baxter Fund (~14,300) and 2022 direct donations (\$2,400). The Fellowship is expected to be \$50,000 in 2021.

AMS-AAAS Mass Media Fellow (\$11,000)

The AMS support one graduate student participant in this widely recognized summer program run by the American Association for the Advancement of Science. The student is placed in a media outlet to gain experience while providing scientific expertise. A former AMS-AAAS Mass Media Fellow was recently hired in the AMS Communications Department.

Birman Fellowship (\$2,500)

The revenue from the Birman Fund endowment is not yet adequate to fully support the Birman Fellowship. This appropriation will supplement funds from 2022 spendable income of \$47,500 from the Birman Fund. The Fellowship is expected to be \$50,000 in 2021.

Claytor-Gilmer Fellow (\$2,000)

This Fellowship is supported by the Board of Trustees Quasi-Endowment Equity, Diversity and Inclusion Fund. The amount available to support the fellowship in 2022 is \$46,000. Additional funding is also provided by the Green Fund for Equity and Diversity (\$1,000) and the 2020 Fund (\$1,000). The Fellowship is expected to be \$50,000 in 2022.

RESEARCH INITIATIVES

MathJax Development (\$20,000)

MathJax is server-based software for rendering LaTeX expressions into mathematical expressions that can be displayed by standard web browsers and by ebook applications. MathJax development is supported jointly by the AMS and SIAM, and managed by numFOCUS. Since its release in 2010, MathJax has gained a broad group of users and financial supporters.

Project NExT (\$15,000)

Project NExT is a professional development program of the MAA for new or recent PhDs in the mathematical sciences that addresses all aspects of an academic career. Each year the AMS sponsors six Project NExT Fellows who are affiliated with PhD-granting departments and/or show promise in mathematics research.

Childcare Grants (\$15,000)

The AMS provides childcare grants to JMM and AMS Sectional participants who need assistance with funding for childcare in order to fully participate in research related activities. Total grants distributed in 2020 amounted to \$16,000.

CBMS (\$8,200)

Conference Board of the Mathematical Sciences is an umbrella organization of 17 math societies. Its purpose is to promote understanding and cooperation among national organizations to promote research, improve education, and expand the uses of mathematics.

Ithaka Portico (\$7,750)

This is a service from a non-for-profit organization dedicated to helping the academic community use digital technologies to preserve scholarly research.

American Association for the Advancement of Science (\$7,500)

Since the late 1980's, the AMS has committed funds annually to support mathematics speakers at the annual meeting of the American Association for the Advancement of Science.

CHORUS (\$5,300)

An organization of publishers whose mission is to develop and promote provide access to scholarly articles on publicly funded research.

arXiv (\$5,000)

This is annual support to Cornell University for the arXiv, an essential open-access repository of e-prints of mathematics research.

Crossref (\$4,750)

Crossref supports mathematical research by making research outputs easy to find, cite, link, and assess using the Digital Object Identifier (DOI).

CLOCKSS (\$4,500)

Controlled Lots of Copies Keep Stuff Safe (CLOCKSS) is a joint venture between publishers & libraries to ensure the world's e-content is protected. This is an important component in mathematical research publishing.

Association for Women in Mathematics (\$4,500)

Support for the 2022 Association for Women in Mathematics Research Symposium. This includes travel support, preferably to those from the Americas who are not eligible for federal funding.

Distinguished Public Service Award (\$4,000)

The AMS Council established the Award for Distinguished Public Service in response to a recommendation from its Committee on Science Policy. The award recognizes a research mathematician who has made recent or sustained distinguished contributions to the mathematics profession through public service.

Golden Goose Award (\$2,500)

This sponsorship supports the Golden Goose Awards, which recognize STEM research that has led to major breakthroughs. At the award ceremony, members of Congress speak to the importance of federal funding of scientific research.

Association for College and Research Libraries Conference (\$2,500)

This is a division of the American Library Association that serves the higher education community. The AMS attends these meetings to maintain our strong relationships with the librarians who help support mathematical research.

EQUITY DIVERSITY AND INCLUSION INITIATIVES

ParaDIGMS (\$30,500)

Diversity in Graduate Mathematical Sciences initiatives are a collection of activities to help graduate program leaders connect with each other and to foster diversity in the mathematical sciences at the graduate level.

EDGE Foundation (\$18,000)

This sponsorship supports scholarships for the EDGE (Enhancing Diversity in Graduate Education) Program's summer bridge program for female graduate students in the mathematical sciences.

Societies Consortium on Sexual Harassment in STEMM (\$10,000)

To support academic and professional societies in fulfilling their missions as standard bearers for excellence in science, technology, engineering, mathematics, and medical (STEMM) fields, addressing sexual harassment in all of its forms and intersectionalities.

Society for the Advancement of Chicanos and Native Americans (\$7,500)

- (a) Sponsorship to support math speakers at the SACNAS meeting. The Society for the Advancement of Chicanos and Native Americans in Science is an organization that supports students who want to pursue graduate studies.
- (b) Sponsorship for the SACNAS reception at JMM 2022 in order to better foster involvement by Indigenous and Latin groups.

Center for National Math Sciences Alliance (\$5,000)

Participant level support for the Field of Dreams conference, to encourage and support under-represented students to pursue graduate studies in mathematics.

National Association of Mathematicians (\$5,000)

The National Association of Mathematicians (NAM) promotes excellence in mathematical sciences and promotes the mathematical development of all underrepresented minorities (African-Americans in particular). This is support for undergraduate participants to attend the NAM MathFest conference.

IMU Volunteer Lecturer Program (\$5,000)

In accordance with the previous approval by the ECBT, the AMS contributes \$5,000 each year to support the Volunteer Lecturer Program of the IMU's Commission for Developing Countries. The funds support expenses of the volunteer lecturer and participating students.

The recommendations above total \$353,000. A balance of \$2,800 remains to be used for research and EDI initiatives that further the mission of the AMS at the direction of the Executive Director.

*Prepared by
Catherine Roberts, Executive Director
Lucy Maddock, Chief Financial Officer
November 2021*

Diversity Action Pool

The Board of Trustees is asked to establish a new Diversity Action Pool (DAP) in the amount of \$150,000 for each of the next five years.

In March 2021, the report *Towards a Fully Inclusive Mathematics Profession*, was released by the Council’s Task Force on Understanding and Documenting the Historical Role of the AMS in Racial Discrimination. This report contains several recommendations, including many with financial implications. Establishing a Diversity Action Pool will enable nimble action to support activities at the AMS and in our wider community.

Access to DAP funds will accelerate the exploration of new ideas. We will be onboarding a Director of Equity, Diversity, and Inclusion in 2022, whose work will benefit from having access to funds. There are many ideas percolating across the AMS, such as hosting a meeting for mathematics department leaders from HBCUs in 2022. These funds will help the AMS engage with organizations such as TPSE (Transforming Post Secondary Education), AAAS Sea Change (a program to improve climate in graduate programs), and IGEN (Inclusive Graduate Education Network). The fund will permit consideration of requests to sponsor one-time events.

The table below shows the planned and budgeted 2022 AMS direct cash contributions to other organizations engaged in EDI work. With the DAP, the AMS could increase its financial support for effective programs such as these.

2021	2022	
\$10,000	\$10,000	Societies Consortium on Harassment in STEMM
\$6,000	\$18,000	Sylvia Bozeman and Rhonda Hughes EDGE (Enhancing Diversity in Graduate Education) Foundation
\$2,000	\$5,000	National Math Alliance Field of Dreams conference
\$5,150	\$5, 150	National Association of Mathematicians (NAM)
\$15,000		MSRI NAM Infinite Possibilities Conference on math & racial justice
\$10,750	\$30,500	paraDIGMS (Diversity in Graduate Mathematical Sciences)
TBD		Spectra (LGBTQ+ mathematicians) - AMS poster celebrating LGBTQ+ mathematicians
\$2,080		OURFA2M2 - Undergraduate resource fair for the advancement in academia of marginalized mathematicians
\$5,000		Mathematically Talented & Black
	\$7,500	SACNAS Society for the Advancement of Chicanos and Native Americans in Sciences
\$500	\$4,500	Association for Women in Mathematics - For corporate membership to sponsor their symposium

*Prepared by
Catherine Roberts, Executive Director
Lucy Maddock, Chief Financial Officer
November 2021*

2022 CAPITAL PLAN

	<u>Cost</u>	<u>Purchase Month</u>	<u>Life</u>	<u>Depr. Type</u>	<u>Months in Service</u>	<u>Annual Depre- ciation</u>	<u>Depr. In 2022 Budget</u>	
<u>INFORMATION TECHNOLOGY</u>								
22-1	Peripherals/Software/Unspecified	\$185,000	1	5	DB1/SL	11	\$9,250	\$8,479
		\$185,000					\$9,250	\$8,479
<u>PROVIDENCE BUILDING/LAND</u>								
22-2	Workstation Replacement	438,000	3	10	SLN	9	43,800	32,850
22-3	Data Room Conversion	178,800	3	10	SLN	9	17,880	13,410
22-4	Mechanical Unit Replacement	135,000	3	10	SLN	9	13,500	10,125
22-5	Door Controllers	20,000	3	5	SLN	9	4,000	3,000
		\$771,800					\$79,180	\$59,385
<u>FISCAL</u>								
22-6	Serenic Navigator Upgrade	\$53,000	1	5	DB1/SL	11	\$2,650	\$2,429
		\$53,000					\$2,650	\$2,429
	PROVIDENCE TOTAL	\$1,009,800					\$91,080	\$70,293
<u>MR INFORMATION TECHNOLOGY</u>								
22-7	Peripherals/Software/Unspecified	\$50,000	2	5	DB1/SL	10	\$2,500	\$2,083
		\$50,000					\$2,500	\$2,083
<u>MR PLANT</u>								
22-8	Misc Building Repairs - 2022	\$35,000	3	5	SLN	9	\$7,000	\$5,250
		\$35,000					\$7,000	\$5,250
	ANN ARBOR TOTAL	\$85,000					\$9,500	\$7,333
22-9	<u>UNSPECIFIED</u>	\$50,200	1	5	SLN	11	\$10,040	\$9,203
	GRAND TOTAL:	\$1,145,000					\$110,620	\$86,830

AMERICAN MATHEMATICAL SOCIETY

Topic: Policy on Budgeting and Authorizing Capital Expenditures

Date: Updated January 2016

This document describes the policies and procedures to be followed for budgeting and authorizing capital expenditures, including equipment, construction, purchased software, and software developed under contract.

It is a principle of operations at the AMS that budgetary approval and spending authorization are separate functions. For example, although we may budget specific a staff position for a budget year, we nevertheless go through a prudent review process prior to actually authorizing the filling of a position. This separation of budgeting and spending authorization recognizes that circumstances may change after a budget is approved and before spending occurs. This principle allows the BT to focus on large budgetary matters, leaving the authority to carry out plans and budgets in the hands of staff.

Capitalization Threshold – As of January 1, 2016, the Board of Trustees (BT) voted to raise the threshold for capitalization of long-lived assets to \$5,000, with an exception of \$10,000 for bulk asset purchases, and with an effective date of January 1, 2016. Long-lived assets at or above these thresholds must be capitalized, and the procedures in this policy must be followed to authorize and purchase the assets. An example of a bulk asset purchase would be a purchase of many desktop computers. While the cost to purchase one computer would be well below the capitalization threshold, the purchase of 20 computers would most likely be above the \$10,000 bulk purchase threshold and should be capitalized.

Authorization levels – All capital expenditures require approval of the applicable Associate Executive Director (AED) and the Chief Financial Officer (CFO). Expenditures of \$10,000 or more require Executive Director (ED) approval. Expenditures of \$100,000 or more require BT approval. All requests for computer-related expenditures require review by the Director of Information Technology.

These levels provide for authorization of most expenditures by the ED and the CFO, with only very large expenditures being authorized by the BT.

Capital Budget Presentations – The capital budget presentations to the BT should be based on operating plans prepared by AEDs. The total budgeted for the Society should be based on the sum of the totals of the individual plans, plus a contingency amount. The amount of the contingency portion of the capital budget should be based on historical patterns and management's best judgement at the time. The total capital budget should represent a spending ceiling which should not be exceeded without prior approval of the Treasurer (who may refer large overages to the BT for final approval). Although it is expected that division plans would be followed, strict adherence is not required. The justification documents required for a purchase outside of the plan may have to be more rigorous than the justification for an item in the operating plan.

Characteristics of capital expenditures.

Capital expenditures may be made for many reasons. Below are the reasons most common at the AMS, and the reason for the expenditure must be stated in the capital request.

1. It saves money. Such expenditures are designed to use labor or materials more efficiently, without any significant change in customers, products, and services. A cost/benefit analysis should be included with the request.
2. It makes money. Such expenditures are part of a plan to expand the customer base or provide new products or services. A cost/benefit analysis should be included. A business plan may also be appropriate.
3. It replaces an existing, essentially similar asset. Documentation should include an assessment of the continuing need for the asset type.
4. Business cannot be conducted without it.
5. It is necessary to carry out an action or policy required or approved by the ECBT, but which otherwise does not meet one of the above criteria. Reference should be made to the specific action.
6. It improves product quality or working conditions, but the financial and operational benefits are difficult or impossible to calculate. This type of purchase generally requires a good description of the non-quantifiable benefits.

In addition to the above, documentation may need to address licenses, training, support, maintenance, staffing requirements, effects on other aspects of the operation, use of space and utilities, need for supplies, vendor populations (are there enough reliable vendors for competitive bids?), alternatives for accomplishing the same thing without making this expenditure, etc. The extent of the documentation will depend on the nature of the item being purchased and the amount of the purchase.

All requests for authorization should be made using a uniform authorization form accompanied by appropriate supporting documentation. The form should bear the signatures of the requesting AED, the CFO, the ED (for requests of \$10,000 and above), and for computer-related items, the signature of the Director of Information Technology, attesting to consistency with Society computing policy. The form should indicate whether the expenditure is consistent with the division's capital expenditure plan.

Please note that capital purchases must still comply with procedures common to all purchases. A purchase requisition should be included with the capital request form. A purchase order will be prepared by the appropriate department in Providence or Ann Arbor.

Competitive bids should be sought where appropriate. If there are no competitive bids included with the capital request, a justification must be included with the documentation.

Reporting.

The Fiscal Reports presented to the BT should include summary information on capital purchase

plans and actual purchases.

Authorizations by the BT of Large Purchases.

The BT should authorize large, current year expenditures of \$100,000 or more based on the documentation described above and presented to them at one of their regular meetings. At those times when staff believe that a large purchase must be made between BT meetings and the appropriate documentation cannot be brought together in time for the BT meeting, authorization will be requested based on the best data available and with the understanding that the expenditure will not be made until the appropriate documentation is developed and approved by the BT through a meeting by technical means.

e-CFR data is current as of September 1, 2021

[Title 2](#) → [Subtitle A](#) → [Chapter II](#) → [Part 200](#) → [Subpart E](#) → [§200.439](#)

Title 2: Grants and Agreements

PART 200—UNIFORM ADMINISTRATIVE REQUIREMENTS, COST PRINCIPLES, AND AUDIT REQUIREMENTS FOR FEDERAL AWARDS

Subpart E—Cost Principles

§200.439 Equipment and other capital expenditures.

(a) See §200.1 for the definitions of *capital expenditures*, *equipment*, *special purpose equipment*, *general purpose equipment*, *acquisition cost*, and *capital assets*.

(b) The following rules of allowability must apply to equipment and other capital expenditures:

(1) Capital expenditures for general purpose equipment, buildings, and land are unallowable as direct charges, except with the prior written approval of the Federal awarding agency or pass-through entity.

(2) Capital expenditures for special purpose equipment are allowable as direct costs, provided that items with **a unit cost of \$5,000 or more** have the prior written approval of the Federal awarding agency or pass-through entity.

(3) Capital expenditures for improvements to land, buildings, or equipment which materially increase their value or useful life are unallowable as a direct cost except with the prior written approval of the Federal awarding agency, or pass-through entity. See §200.436, for rules on the allowability of depreciation on buildings, capital improvements, and equipment. See also §200.465.

(4) When approved as a direct charge pursuant to paragraphs (b)(1) through (3) of this section, capital expenditures will be charged in the period in which the expenditure is incurred, or as otherwise determined appropriate and negotiated with the Federal awarding agency.

(5) The unamortized portion of any equipment written off as a result of a change in capitalization levels may be recovered by continuing to claim the otherwise allowable depreciation on the equipment, or by amortizing the amount to be written off over a period of years negotiated with the Federal cognizant agency for indirect cost.

(6) Cost of equipment disposal. If the non-Federal entity is instructed by the Federal awarding agency to otherwise dispose of or transfer the equipment the costs of such disposal

or transfer are allowable.

(7) Equipment and other capital expenditures are unallowable as indirect costs. See §200.436.

[78 FR 78608, Dec. 26, 2013, as amended at 79 FR 75886, Dec. 19, 2014; 85 FR 49568, Aug. 13, 2020]

[Need assistance?](#)

**BOARD OF TRUSTEES
STANDING COMMITTEES**

AGENDA AND BUDGET COMMITTEE (charge)

(as of February 1, 2022)

Ruth Charney, Chair (ex officio - President)
Matthew Ando (ex officio - Chair of BT)
Douglas Ulmer (ex officio - Treasurer)
TBD (ex officio - Associate Treasurer)
Boris Hasselblatt (ex officio - Secretary)

AUDIT AND RISK COMMITTEE (charge)

(as of February 1, 2022)

Douglas Ulmer, Chair (ex officio - Treasurer)
Matthew Ando (ex officio - Chair of BT)
TBD (ex officio - Associate Treasurer)
Joseph Silverman (ex officio - third-year Trustee/incoming Chair of BT)

INVESTMENT COMMITTEE (charge)

(as of February 1, 2022)

Douglas Ulmer, Chair (ex officio - Treasurer)
Joseph Silverman (February 1, 2021 - January 31, 2024)
TBD (ex officio - Associate Treasurer)
TBD (February 1, 2022 - January 31, 2025)

LIAISON COMMITTEE (charge)

(NOT A BT COMMITTEE, BUT LISTED HERE FOR CONVENIENCE)

(as of February 1, 2022)

Ruth Charney, Chair (ex officio - President)
Matthew Ando (ex officio - Chair of BT)
Douglas Ulmer (ex officio - Treasurer)
Boris Hasselblatt (ex officio - Secretary)

RETIREMENT PLAN INVESTMENT COMMITTEE (charge)

(as of February 1, 2022)

Jill Connolly, Chair (ex officio - Director of Human Resources)
Sharon Hannaway (ex officio - Human Resources Benefit Specialist)
TBD (ex officio - Associate Treasurer)
Lucy Maddock (ex officio - Chief Financial Officer)

SALARY COMMITTEE (charge)

(as of February 1, 2022)

Douglas Ulmer, Chair (ex officio - Treasurer)
Matthew Ando (ex officio - Chair of BT)
TBD (ex officio - Associate Treasurer)

**EXECUTIVE COMMITTEE AND BOARD OF TRUSTEES
STANDING COMMITTEES**

DEVELOPMENT COMMITTEE (charge)

(as of February 1, 2022)

Judy Walker, Chair (ex officio – fifth-year Trustee)

Matthew Ando (ex officio - Chair of BT)

Douglas Ulmer (ex officio - Treasurer)

Ruth Charney (ex officio - President)

Catherine Roberts (ex officio - Executive Director)

Boris Hasselblatt (ex officio - Secretary)

LONG RANGE PLANNING COMMITTEE (charge)

(as of February 1, 2022)

Ruth Charney, Chair (ex officio - President)

Matthew Ando (ex officio – Chair of BT)

Kasso Okoudjou (ex officio – third-year member of EC)

Douglas Ulmer (ex officio - Treasurer)

Catherine Roberts (ex officio - Executive Director)

Boris Hasselblatt (ex officio - Secretary)

Francis Su (ex officio - second-year member of EC)

Joseph Silverman (ex officio – third-year Trustee/incoming Chair of BT)

ECBT NOMINATING COMMITTEE (charge)

(as of February 1, 2022)

Joseph Silverman, Chair (ex officio - third-year member of BT)

Kasso Okoudjou (ex officio - third-year member of EC)

Patricia Hersh (ex officio – Chair of Council Nominating Committee)

NOTE: When the position of Secretary is under consideration, the Treasurer is a member of this Committee. When the position of Treasurer is under consideration, the Secretary is a member of this Committee.

**TRUSTEE APPOINTMENTS TO POLICY COMMITTEES FOR 2022
(February 1, 2022 – January 31, 2023)¹**

COMMITTEE ON THE PROFESSION

TBD (first-year Trustee)

Next Meeting: September 17-18, 2022, Providence, RI

[Current Members/Committee Charge](#)

[Committee Web Page](#)

Staff Liaison: Torina Lewis (tdl@ams.org)

COMMITTEE ON MEETINGS AND CONFERENCES

David Morrison (second-year Trustee)

Next Meeting: February 26, 2022, Providence, RI

[Current Members/Committee Charge](#)

[Committee Web Page](#)

Staff Liaison: Torina Lewis (tdl@ams.org)

COMMITTEE ON EDUCATION

Joseph Silverman (third-year Trustee)

Next Meeting: September 22-24, 2022, Washington, DC

[Current Members/Committee Charge](#)

[Committee Web Page](#)

Staff Liaison: Tyler Kloefkorn (tjk@ams.org)

COMMITTEE ON PUBLICATIONS

Matthew Ando (fourth-year Trustee)

Next Meeting: September 16-17, 2022, Providence, RI

[Current Members/Committee Charge](#)

[Committee Web Page](#)

Staff Liaison: Robert Harington (rmh@ams.org)

COMMITTEE ON SCIENCE POLICY

Judy Walker (fifth-year Trustee)

Next Meeting: March 14-16, 2022, Washington, DC

[Current Members/Committee Charge](#)

[Committee Web Page](#)

Staff Liaison: Karen Saxe (kxs@ams.org)

COMMITTEE ON EQUITY, DIVERSITY & INCLUSION

Judy Walker (fifth-year Trustee)

Next Meeting: February 24-25, 2022, Providence, RI

[Current Members/Committee Charge](#)

[Committee Web Page](#)

Staff Liaison: Catherine Roberts (cnr@ams.org)

¹ Each Trustee serves a five-year term. During each year of the term, they serve as an ex officio member of one of the five policy committees, according to the following rotation: year 1: Profession, year 2: Meetings, year 3: Education, year 4: Publications, year 5: Science Policy and Equity, Diversity & Inclusion

TRUSTEE LIAISON ASSIGNMENTS TO DIVISIONS FOR 2022

Division (Director)	Board Liaisons
Executive Director (Catherine Roberts) Communications Development	Matthew Ando Judy Walker
Computer Services (Tom Blythe) Information Services Information Technology	TBD Joseph Silverman
Finance & Administration (Lucy Maddock) Facilities & Purchasing Printing & Distribution Fiscal Human Resources	TBD Doug Ulmer
Government Relations (Karen Saxe) Education	TBD Doug Ulmer
Mathematical Reviews (Edward Dunne) Administration Editorial Information Technology Production Acquisitions Cataloging Copy Editors Reviewer Data Services Slavic Languages	Matthew Ando David Morrison
Meetings & Professional Services (Torina Lewis) Meetings & Conferences Membership Professional Programs Public Awareness	David Morrison Judy Walker
Publishing (Robert Harington) Acquisitions Creative Services Editorial Electronic Prepress Sales & Customer Service Customer Service Marketing	TBD Joseph Silverman

Update on Staffing

The table below reports all AMS staff separations from 2016 to 2021. The AMS is experiencing an increase in retirements and voluntary separations. There are multiple factors at play. The rise in retirements was expected, given the age profile of our staff. In 2020, we offered a voluntary separation package. The AMS is not immune to the Great Resignation (Big Quit), an ongoing national trend of employees voluntarily leaving their positions, which started in spring 2021. Recent departures we characterize as part of the Great Resignation include:

- Director of Education
- Executive Administrative Assistant
- Math Reviews Editor
- 2 Math Reviews Copyeditors
- Senior Accountant
- Talent Acquisitions & Development Specialist
- Director of Human Resources
- Human Resources Info Systems Generalist
- Assistant Publications Technical Support Specialist
- Senior Systems Administrator
- Customer Service Agent
- Payroll Specialist

	Involuntary*	Assignment ended	Retired	Voluntary	No reason provided	TOTAL
2016	3	2	1	9	3	18
2017	2	0	4	6	3	15
2018	1	3	3	9	0	16
2019	2	5	10	16	0	33
2020	8	4	3	17	0	32
2021 (thru 11/4)	5	1	3	13		22
2021 (projection)	5	5	7	14		31

**includes layoff, death, transition to long term disability, termination for performance, etc.*

The AMS is known for its career employees, who work here for decades. There is a societal shift suggesting we'll see fewer career employees going forward. The U.S. Bureau of Labor Statistics state workers change jobs on average every 4.2 years. So, as our long-time employees retire, the new hires are unlikely to remain as long as their predecessors. Turnover is an opportunity to introduce new skills and modern sensibilities to our work, yet it also demands more time from managers to train new staff. The AMS must prioritize efforts to improve retention and job satisfaction. We must focus on salaries and benefits. We should offer our employees opportunities for advancement and professional training. Employees today expect more flexibility, including the ability to work remotely.

*Prepared by
Catherine Roberts, Executive Director
Lucy Maddock, Chief Financial Officer
November 2021*

Report of the American Mathematical Society (AMS) Retirement Plan Investment Committee (the Committee)

This document provides a summary report of the 2021 activities of the Committee. The Committee is a standing committee created by action of the Board in May 2011. The Committee consists of four members: Director of Human Resources (Chair), Chief Financial Officer, the Human Resources Benefit Specialist, and the Associate Treasurer. In November 2011 the Committee was charged with the primary responsibility for choosing and monitoring plan funding options in a prudent manner insuring that the Society fulfills its Plan Sponsor responsibilities and with making reports to the Board concerning its activities at least annually.

For the 2021 calendar year the following individuals served on the Committee: Jill Connolly (Chair), Lucy Maddock (elected Secretary), Chelsie McMann (2020) /Sharon Hannaway (2021) and Zbigniew Nitecki.

In 2021, the Committee met remotely with activities summarized as follows:

December 10, 2020

Vin Smith of Fiducient Advisors (FA), the third-party investment advisor assisting AMS with its fiduciary responsibilities, presented the 2020 Third Quarter Investment Review of the economy, the market, as well as the performance and expenses associated with the various investment menu offerings. Other items reviewed were: plan design and features; survey results on actions taken regarding employer contributions to retirement plans and educational resources made available to participants in light of the COVID-19 pandemic; and information related to Secure Act 2.0 update regarding lifetime income disclosures on participant statement.

A review of the Plan assets and the allocation of assets as of 9/30/2020 indicated that overall, assets remain well diversified across both plans. As of 9/30/20, all investment menu options were assigned a "Maintain" status via FA's Manager Research Group and Investment Committee with the exception of CREF Stock which has been assigned a "Watch" status. MFS Value was removed from "Watch" and placed on "Maintain". TIAA Stable Value was added to the 403(a) Plan as an alternative to CREF Money Market. The committee reviewed the Revenue Credit Account (RCA) balances in both plans and agreed to disburse a portion (\$15,133.40) of the 403(a) RCA to the plan participants in the form of a revenue service credit in January 2021, and reserve the remaining balances in both the 403(a) and 403(b) plans to pay upcoming plan expenses.

February 18, 2021

The Committee reviewed the Fiduciary Governance Report and 2020 Fourth Quarter Investment Review presented by Vin Smith of Fiducient Advisors, including a discussion on the history of the Plans' governance process and modifications, Governance Calendar, investment menu, fees and plan design. The group agreed the Plans have made material improvement over the past few years for the benefit of the participants. Also reviewed were: newly published DOL regulations covering ESG investing, proxy voting, and prohibited transactions; provisions under the proposed Secure Act 2.0; current litigation

landscape; and current fiduciary best practices. A review of the Plan assets and the allocation of assets as of 12/31/2020 indicated that overall, assets remain well diversified across both plans. As of 12/31/2020, all investment menu options have been assigned a "Maintain" status, with the exception of CREF Stock, which remains on a "Watch" status, by FA's Manager Research Group and Investment Committee.

June 24, 2021

Vin Smith of Fiducient Advisors reviewed the Fiduciary Governance Calendar with the Committee and presented the 2021 First Quarter Investment Review. Other items reviewed were: fee analysis and benchmarking information; trends and considerations related to retirement plan pricing; and marketplace trends. Discussions led to the agreement that the Plan's fees are reasonable and that the Committee's Governance process has led to multiple administrative fee requirement reductions over the past few years. A review of the Plan assets and the allocation of assets as of 3/31/2021 indicated that overall, assets remain well diversified across both plans. As of 3/31/2021, all investment menu options were assigned a "Maintain" status, with the exceptions of CREF Stock which has been assigned a "Watch" status and T. Rowe Price Blue Chip Growth which has been assigned a "Discuss" status by FA's Manager Research Group and Investment Committee. Information on the expenses applied to the Revenue Credit Account was requested to determine future needs of the Plan.

*Report prepared by Jill Connolly, Director of Human Resources and
Chair of the AMS Retirement Plan Investment Committee
September 2, 2021*