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Winter 2017

LETTER FROM THE 2016 PRESIDENT—BY Jiayang Sun

cwstat.org

ADVERTISING POLICY

The Caucus welcomes two types of advertisement for the newsletter:

1. General commercial ads, for which the charges are \$100, full page; \$55, half page; \$30, quarter page, for which advertising@cwstat.org should be contacted.
2. Job ads, for which advertising@cwstat.org should be contacted. See <http://cwstat.org/publications/advertising/> for deadlines and charges. These ads (and only these) will be posted on our website, <http://cwstat.org/>

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Warmest Greetings for a Happy Holiday and a Great New Year!

2016 has been a historical year for many individuals, the CWS and the US.

Thank You! It has been an honor to serve as President of the Caucus for 2016. Thanks to Jessica Kohlschmidt, CWS long-time Secretary; Anna Nevius, our dedicated Treasurer; Ji-Hyun Lee, 2017 President; Paula Roberson, Past-President; Nancy Flournoy, Past-Past President; the CWS Governing Council; standing and new committees; our webmaster, Laila Hakim, and volunteers for CWS at the JSM and Women in Statistics and Data Science (WSDS) conference, as well as our members. CWS thrives because of many volunteers like you. Together with you, CWS has grown and gone through a successful modernization and formalization with new online offerings, social media presence, updated Constitution, and new programs such as awards. We expect to have two new awards announced soon, due to a generous donation pledged by two CWS members. I have met many new people and learned much from CWS officers, friends and members. Many of you are my heroes.



Embrace Opportunities. You can get more involved with CWS, by becoming a CWS Promoter or a Local Leader. See <http://cwstat.org/get-involved>. Also, as a Past-President, I will chair the Nominations Committee for candidates to be placed on the 2017 ballot. Please submit your nominations (including self-nominations) for the President-elect, Treasurer or Program Committee (2 members):

<https://goo.gl/forms/Ky8Bik1BNhWZdN7J2>

by **Feb 15, 2017**. For questions, email nominations@cwstat.org. To volunteer for other events, please email to an appropriate link at <http://cwstat.org/contact/>

WELCOME TO OUR
WINTER 2017
NEWSLETTER

Celebrate Kindness and Work for a Better Society and our Future Generation. No matter whether we liked the US election result or not, we can always celebrate kindness, rethink our roles as a statistician or data scientist, as Jessica Utts reflected on the U.S. election:

<http://magazine.amstat.org/blog/2016/12/01/presidential-transitions/>

We can contribute to a better society and play a positive role for our next generation, no matter how small or big, during this historical turn of the U.S. government.

Pass the torch to the Incoming President, Ji-Hyun Lee. I have had the pleasure to work with our incoming president, Ji-Hyun Lee, in the past year. She is dedicated and has a wonderful plan for CWS in 2017. Let's work with and welcome her as she leads CWS in broadening our horizon.

A special welcome to Shili Lin, our new President-Elect, as she begins her new leadership role in CWS.

Best wishes to you and your family,
Jiayang Sun
CWS President 2016



LETTER FROM THE 2017 PRESIDENT — BY Ji-Hyun Lee

Happy New Year to all!

It is a great honor to serve the Caucus for Women in Statistics (CWS) as President for 2017. First of all, please join me in congratulating Jiayang for a successful presidency, highlighted by the following remarkable milestones achieved last year: the newly developed CWS website, significantly updated Constitution, and several new programs including the Award Nomination Committee. The momentum she has created has resulted in a significant and clear increase in excitement from the CWS members. Jiayang looks so soft and quiet, but she is one of those strong and assertive women who sets goals and moves forward to achieve them by tackling challenges in a very effective way. Her leadership, along with the Executive officer members, has grown and reshaped my perspectives on the statistical community, society, and world. It is my privilege to learn how to represent the CWS as President and continually succeed and expand the previous milestones.



In this greeting newsletter, I would like to share the two strategic plans for the CWS during my presidency: (1) implementing a mentoring program and (2) increasing funding for young members. Last year we held a few brainstorming sessions and several ideas have been put on the table. As noted in the previous email sent to you, the mentoring program committee has been formed (<http://cwstat.org/mentorship/>). Nancy Flournoy took the responsibility of the committee chair, and with the help of the other committee members they have been building a protocol. Some additional questions also have been discussed: Are the target mentees going to be junior members only or include middle-level career members as well? Could a funding model by which both the mentee/mentor have a one-day meeting prior to JSM be a good way to foster the program? We still need a lot of work, but I hope you will take advantage of this opportunity by becoming a mentee or mentor, as well as providing ideas to the committee.

**WELCOME TO OUR
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The second goal is to increase the CWS funding. Google has been a long time significant donor for the CWS. Last year some CWS members contributed funds as well. Those funds were used towards business costs and a wonderful reception at the JSM, a travel award, and several promotion kits (yellow ribbon, pin, and poster etc.). We need more, and it looks like we are already moving in that direction. For example, two big awards (\$1000 each) were pledged and a continuing travel award (\$500) was promised. It is uncomfortable for most of us to ask for funding contributions. But let me re-state the CWS mission and vision: *“The Caucus for Women in Statistics fosters opportunities for the education, employment and advancement of women in statistics. It also promotes the increased participation of women in professional meetings and on governing boards and committees of statistical societies. CWS stimulates professional and social contact among its members and encourages members to discuss issues concerning women in the profession of statistics.”*

To achieve our mission and thrive, a solid financial base is a necessary and effective means, therefore we have to find ways to achieve this. I need your ideas and help.

In closing this first greeting message as the President, I wish you all a beautiful New Year ahead!

Ji-Hyun Lee

CWS President 2017

MAILBAG/NEWSBRIEFS—BY JILL DEMATTEIS

About This Column

The Mailbag/Newsbriefs Column provides a means of sharing news items with Caucus members. Mailbag items are generally personal news items—updates on members who have recently taken new jobs, received promotions, published articles or books, etc. Newsbriefs are brief summaries of noteworthy news items from newspapers, magazines, or websites.

As Features Editor, I collect both types of items and prepare them for the Caucus newsletter. If you have good news to share, or come across an article or website that you think would be of interest to the Caucus membership, please email these submissions to me at features@cwstat.org.

**Women in Statistics and Data Science Conference Held**

The 2016 Women in Statistics and Data Science (WSDS) Conference was held October 20-22, 2016, in Charlotte, NC. The conference brought together people at all levels from academia, government, and industry settings to discuss various aspects of women's roles and work in the areas of statistics and data science. The 2017 WSDS Conference will be held in La Jolla, CA, October 19-21, 2017; for more information, see <http://ww2.amstat.org/meetings/wds/2017/>.

Professor Alicia Carriquiry Elected to the National Academy of Medicine

Congratulations to Caucus member Alicia Carriquiry on her election to the National Academy of Medicine! Dr. Carriquiry, an Iowa State University Distinguished Professor of Statistics, was recognized for her development of statistical methods for nutrition and dietary assessment. Details of the award as well as Professor Carriquiry's work are available at <http://www.news.iastate.edu/news/2016/10/17/namcarriquiry>.

Inaugural International Prize in Statistics Awarded to Sir David Cox

In a remarkable occasion for our field, Sir David Cox was awarded the first International Prize in Statistics for his work in developing the proportional hazards model used in the analysis of survival data. The press release, available at <http://statprize.org/pdfs/Press-Release-International-Prize-Winner.pdf>, notes, "Like the acclaimed Fields Medal, Abel Prize, Turing Award and Nobel Prize, the International Prize in Statistics is considered the highest honor in its field."

Newsletter Editor Elena Rantou Appointed to Deming Lectureship Committee

Caucus Communications Chair and Newsletter Editor Elena Rantou has been appointed as a government member of the American Statistical Association's Deming Lectureship Committee. Her term runs from January 1, 2017 through December 31, 2019. Elena welcomes Caucus members' suggestions for nominations for the Deming Lectureship; information about this award is available at <http://www.amstat.org/ASA/Your-Career/Awards/Deming-Lecturer-Award.aspx>.

NPR Examines Women in the U.S. Workforce

The NPR story "In Celebration of Labor Day, a Look at Women in the U.S. Workforce" (by Ashley Young, Sept. 5, 2016, available at <http://www.npr.org/2016/09/05/491548857/in-celebration-of-labor-day-a-look-at-women-in-the-u-s-workforce>) reported on the state of women's participation in elected office and in the workforce. Among other things, the story discusses progress in women's involvement in STEM fields, funding initiatives for STEM education, and gender pay differentials in STEM fields.

WSJ Report on Women in the Workplace

The *Wall Street Journal's* special report on women in the workplace (<http://www.wsj.com/specialcoverage/women-in-the-workplace>, September 2016) contains a series of articles on various topics, including how men and women view the workplace differently, the benefits of a parental leave prep course, day care at the office, tips on how to be heard at the office as a woman, and a special feature by Cheryl Sandberg entitled "Women Are Leaning In—but They Face Pushback."

INTERVIEW: CHRISTY CHUANG-STEIN*A conversation about a professional journey and precious life moments***BY ELENA RANTOU****Please tell us a bit about your background and early days, for example, your years of growing up, schooling, and family influences.**

I grew up in a small town on the eastern shore of Taiwan. Both of my parents were educators, in particular, high school teachers. They moved into administration later in their careers. Because they were teachers, they valued education greatly. I remember doing math lessons with my mother, and practicing speech with my father. Both of them had a huge influence on me. Growing up, I always thought that I would be a teacher one day just like my parents. My father didn't think I had enough patience to be a high school teacher. He thought I would be better off as a college professor. It would be much easier, he said. That helped set my earlier career goal.

Please let us know about your career path in the pharmaceutical industry, highlighting the most important moments:

I joined the pharmaceutical industry in 1985. I was a project statistician initially, designing and analyzing clinical trials. I joined management in 1995. After 1995, I did not design and analyze any specific trial, but rather I helped other statisticians and their teams design and analyze their trials. When I joined the Statistical Research and Consulting Center at Pfizer in 2003, I consulted with clinical and non-clinical teams on how to use statistics to build models and make evidence-based decisions. In terms of proud moments, with which I was very

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Would you like to tell us about your most recent, be-**fore-retirement professional experience?**

Yes, I was the head of statistical research and consulting center advisor at Pfizer. I had a small group of statisticians who served as consultants for other teams. All my members were very senior statisticians, with many years of experience, either in pharmaceutical industry, or in industry in general, so we consulted extensively within the organization. Overall, we were involved with consulting, research, influencing and education within the organization.

What do you do now?

I retired from Pfizer on July 1 2015. I started a one-person consulting firm shortly after my retirement. Currently, I consult with several companies including a startup company funded by venture capitalists. The work is quite interesting. An ex-colleague and I are finishing up a book on "Quantitative Decisions in Drug Development" which I hope will be published in the first quarter of 2017. I continue to volunteer on several committees and keep in touch with many statistician friends. I travel quite a lot for pleasure and am doing an excellent job maintaining a nice work-life balance (I think). By the way, I learned and started to play duplicate bridge with my husband since April 2016. And I am hooked on the game!

Why did you choose statistics or biostatistics and what experiences or role models motivated and inspired you to pursue this career?

My mother taught math. I was good at math and always thought I would major in math. When I was in college, I realized that math was getting too abstract for me. I wanted something more applied. I wanted to see how math could be applied to solve real world problems. At that time, I could choose to go into computer science or statistics. I thought statistics would likely get me closer to the human side of applied math, so I went into statistics. My graduate training was quite theoretical. I didn't have much exposure to clinical trials. My first job after graduate school was a joint appointment at the University of Rochester in Rochester, NY. Half of my time was spent at the University's Cancer Center and half was devoted to teaching. It was there that I was exposed to clinical trials and learned about biomedical research. I

was also involved in several consulting projects. It didn't take me long to realize that I didn't want to teach (probably a huge disappointment to my parents). I wanted to be involved with biomedical research 100% of my time. That's why I made the move and joined the pharmaceutical industry.

Were there any role models that motivated or inspired you besides your mother, like someone from school or someone else?

My parents were the most influential role models for me when I grew up. I had several excellent high-school teachers who had a huge impact on me and my classmates. Early in my pharmaceutical industry career, I was very fortunate to have three role models who inspired and supported me. They were all wonderful and caring statesmen in statistics. They were all in management. One was my direct supervisor, one was my supervisor's supervisor, and the third one was my supervisor's supervisor's supervisor. They taught me a lot about drug development and they gave me time to research on subjects that interested me. They read my papers and gave me very constructive comments. Most of all they showed me by setting examples on the importance of professional identity and the need to be part of something bigger than ourselves. As I grew in my pharmaceutical career, I continued to have supervisors who were excellent role models. In this sense, I was truly lucky and well looked after throughout my career.

Besides your job as a pharmaceutical statistician, you are an active ASA member and you stand out for your service to the statistical community. What keeps you motivated and who are the main beneficiaries of this service?

Early on in my career, getting involved externally was a great way to get to know other statisticians. I remember organizing sessions at professional meetings and inviting speakers whom I really wanted to know. I did get to know some of them well. I started volunteering for small tasks such as refereeing for journals and serving on committees initially. Eventually, small tasks grew to big tasks. I began to chair committees and help co-found the journal *Pharmaceutical Statistics*. I think throughout all the volunteering activities, the part that I enjoyed the most was the networking, getting to know other statisticians, and learning from leaders whom I respected. By observing how leaders managed their career, how they interacted and influenced others, I learned a lot from them. Yes, I may have helped some statisticians in their careers, but I'd say that I was probably the one who benefited the most from my service to the statistical community.

How does your typical day in the pharma-industry look like and how was it divided between consulting, research, and volunteer work?

Between 2007 and 2015, I worked remotely. I was the head for the Statistical Research and Consulting Center (SRCC) at Pfizer. There were four major components of an SRCC member's daily activities. They were consulting, researching, educating, and influencing. On any particular day, I might spend different percentages of my time on those four activities. There were days when I spent the entire days attending meetings. Over the long run, I probably spent 45% of my time on consulting, 15% on research (including writing papers and developing new methodology), 10% on educating, and 30% on influencing (both internally as well as externally). My work on committees or ASA work belonged to the influencing bucket. Educating activities included preparing training materials for other statisticians and the Pfizer community in general. As for which activity I enjoyed the most, I had to say that I enjoyed all of them.

The diversity of the activities was what made my job so interesting and rewarding.

The diversity of the activities was what made my job so interesting and rewarding. You may have experienced this yourself - sometimes when the research is not going well, spending time on other activities such as educating and committee work could be a nice diversion. It's like our diet. Rather than having beef or chicken all the time, I had choices for my meals on most days. I enjoyed that very much.

What are the challenges you face in your profession as a female statistician and have you ever experienced any biased behavior in the workplace and how did you handle said situations?

One particular challenge for us, as female professionals, as well as a foreigner in this country, is that we are propelled to relentlessly go the extra mile and work the extra hour to prove ourselves capable and competent. I don't know about you. You share those two characteristics as well.

I do.

Another thing about being a female is that we have a constant urge wanting to make other people like us. So sometimes we may bend backwards to please others. In terms of whether I experienced bias in my career, I have to say I had been very lucky within the pharmaceutical industry. As I mentioned earlier, I was blessed with supporting supervisors who were also my role models. Throughout my industry career, I never had to ask for promotions. The promo-

tions would come my way and, sometimes, would surprise me. In that sense, I was very fortunate. I didn't have to deal with bias or racial tension.

How many years did you work at Pfizer?

I was working in Pharmacia in 2003 when Pfizer acquired the company. Pharmacia itself was the result of a couple of mergers. Counting the years at the legacy companies and at Pfizer, my total service year was 30 in the pharmaceutical industry when I retired from Pfizer in July of 2015. I often joked back then that I never changed companies, but the companies changed on me.

How do you balance between your professional and personal life and how do you handle all the stress around you all the ups and downs in your life and career?

That's a challenging question. First, I am the silver-lining-rulebook kind of person. I tend to look at the positive side of things. Rather than looking at the glass as being half-empty, I like to focus on the glass being half-full. That being said, I need to give a lot of credit to my husband. I have a very supporting spouse. Even though he has much more academic training than I do (a pharmacy degree, a PhD and a JD, all from U of Wisconsin in Madison), he didn't treat his career as seriously as I did. To him, a job is something one wants to do well, but with an enjoyable work and life balance. I, on the other hand, tended to take my job too seriously. My husband did more than 50% of his share in raising our son. He organized our son's extracurricular activities (including competitive sports in golf, tennis and skiing) and took him to local and national competitions. He also took care of all bookkeeping in the house, paying the bills and looking after all household repairs. That allowed me up to spend more time on my career and with our son. My husband also made sure that we had family vacations so he would plan the vacations. He frequently reminded me that I needed to set aside some time for myself. As a result, we had vacations in many places around the world. Even so, work-life balance was a constant struggle for me when I was working full-time. Because of this, it is not hard to imagine that my husband was rather instrumental in my plan to retire. After my retirement, I was finally able to achieve a nice work-life balance I never thought was possible. So, yes, I have a wonderful and supportive husband who has been like a rock in my personal and professional life.

Your research covers a broad section of aspects, regarding clinical trials from multiple endpoints and adaptive design to pre-marketing, safety, and confidentiality issues. What are the latest trends in pharmaceutical research and where

has the biopharmaceutical community turned its attention during the past few years?

I would say tapping into the rich real-world data will be a major area of focus in the future. Real-world data include electronic health records and data contained in the claims database. We used to do more studies in the past, comparing one drug against another in safety or effectiveness. We are doing fewer such studies now, but relying on the real-world data to perform such comparisons. We can also use real-world data to help us understand how patients adhered to their treatments and how they switched from one treatment to the other. Learning the demographics of the population who take drugs for a particular disorder is another potential use of the real-world data. Another area of interest is the development of drugs for rare diseases. Even though the population is small, a niche drug is likely to have greater efficacy for patients with the rare disorder. Moving forward, I believe drug development will become more agile with a greater focus on personalized medicine. There will be a continuing need for statisticians to develop innovative methodology to support the agility and sub-population identification.

Through your work, you have expressed a strong interest in the development of pharmaceutical statisticians and the statistical profession in general. Where do you see the future of the field?

I continue to believe that pharmaceutical industry is a great place for statisticians to seek a career. While the field of clinical trials has become more mature over the past few decades, there remain many unresolved problems. Yes, we have made a great stride in advancing the design and implementation of adaptive designs, but we could do more.

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Other interesting questions include how we balance the benefit/risk of a pharmaceutical product and how we help make drug development decisions more quantitative. How do we use a patient's baseline information to determine whether they are likely to respond to a particular treatment? Many pharmaceutical companies are doing this internally by building predictive models for patient response for their products. Besides these, there are opportunities on the secondary use of the real-world data as we discussed earlier. Some companies have an entire group dedicated to accessing and evaluating real-world data. So, I believe the pharmaceutical industry will continue to offer interesting

employment opportunities for quantitative scientists like statisticians. I expect the tasks we focus on to change over time, though.

What is your advice to a young female statistician who wants a safer future with a career in statistics?

While everybody's situation is different, there are some basic personal traits which, I think, could help a person to be successful. Some examples are: collaborative, determined, passionate about the statistics profession, opportunistic, willing to take a risk. Concerning the last trait, if a nice job opportunity comes up, rather than worrying excessively if we are 100% ready for the job, I would encourage an individual to take a chance and look for new experience. Having a supporting significant other is also important, especially for female statisticians. Other important traits include seeing the big picture and

Career is a marathon, not a sprint. We have to be in it for a long time. We need to take care of ourselves first in the process. We need to find time to smell the roses.

knowing our priorities. Instead of worrying about pleasing others, it is important to have a set of principles and boundaries. I want to mention two other things. First is – do not hesitate to ask for help. Sometimes we don't ask for help because we are afraid that asking may be regarded as a sign of weakness. On the contrary, I think asking for help is a sign of strength. The other one is - don't try to be a Super Woman.



Precious moments with family (clockwise from top):

South Africa with husband and son, Nov 2016
Hawaii with husband, Oct 2015
Taiwan with daughter and grandson, Oct 2016

MEMBERS SHARING THOUGHTS AND EXPERIENCE

THE THRILL OF NEGOTIATING

By Monica Johnston

As a member of a national women's organization, I am aware of the impact of negotiating salary on my career and on my lifetime earnings. Negotiating involves various levels of risk-taking and opportunities to use several soft skills—listening, speaking, thinking strategically, recognizing non-verbal cues, and being resourceful. I don't always fully succeed at negotiating, but I get a thrill by trying.

I interviewed for a part-time employee position as an Instructor for a non-profit after years of doing only contract work. The director asked for salary requirements, and I refused to specify. After my (deliberate) awkward silence, she specified an hourly rate for the position; I countered with a rate that was 50% higher. A day or two later, I received a job offer at a rate that was halfway between her offer and mine. By phone, I tried to split the difference between the current offer and my initial counter. She said that she could not pay me more than similar employees with seniority. I needed the job and did not negotiate further. In retrospect, I could have asked to discuss the offer in person. Alternatively, I could have replied, "The ad says 'pay depending on experience'. Do others have 20 plus years of applicable experience?" or "I can accept your offer if we can re-negotiate the rate in December."

I've been on the job for 5 weeks. Within two weeks, it was clear that I had more relevant experience than my peers. When a new client wanted to part from the non-profit, I offered a solution that my supervisor overlooked. I am underpaid, but the job has atypical perks that were not evident during negotiations. Furthermore, I am learning a new software that will make me more marketable as a statistician. Best of all, now that I am an employee (i.e., not a contractor), I'm in a much stronger position to negotiate on my next job offer. And, I'm already looking. *Can't wait to negotiate!*

IS SEXUAL HARASSMENT A PROBLEM TODAY?

By Nancy Flournoy

Attendees at the Women in Statistics and Data Science Conference (October 20-22, 2016, Charlotte, NC) were asking this question. They asked CWS to conduct a quick survey, not to nail down estimates, but to get a fast idea as to whether harassment was problem needing further attention. The result was a survey of CWS members to which 18 responded.

12/18 responders were in academia, 2 students, 1 industry, 1 retired, 2 other.

7/18 responders were senior, 6 mid-level, 3 junior, 2 students.

The good news is that the majority of responders have not been personally harassed. However, harassment occurred at all career levels and some experienced harassment multiple levels.

Responders suggested several actions that CWS could take including encouraging professional societies to have a code of conduct pertaining to their meetings, providing a list of

resources, spreading awareness and supporting other women.

The question now is what, if anything, CWS will do? Four responders indicated a willingness to serve on a CWS committee to propose actions that CWS might take to address sexual harassment – but only one actually emailed me. So, because the survey was confidential, I don't know who the others are. I am willing to facilitate the formation of a committee to work on this if there is sufficient interest. If you wish to volunteer email me at flournoyn@missouri.edu.

Please look over on the next page for the table with the short-survey results.

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Responses (%)	No	Maybe	Yes
Have you personally experienced sexual harassment in your workplace?	61.1	5.6	33.3
Have you observed anyone else being sexually harassed in a work environment?	55.6	11.1	33.3
Has anyone confided to you that s(he) has experienced sexual harassment in a work environment?	38.9	0.0	61.1
Have you personally experienced sexual harassment at a professional workshop, conference or related social event (such as dinner with colleagues)?	61.1	5.6	33.3
Have you observed someone else experiencing sexual harassment at a professional workshop, conference or related social event (such as dinner with colleagues)?	55.6	11.1	33.3
Has anyone confided to you that s(he) has experienced sexual harassment at a professional workshop, conference or related social event (such as dinner with colleagues)?	44.4	5.6	50.0

WE WOULD LIKE TO HEAR FROM YOU!!!!

Please send us your professional news, announcements, ads, thoughts and experiences or any other contributions to:

newsletter@cwstat.org

JOB NOTICES

UNIVERSITY OF CALIFORNIA, DAVIS SCHOOL OF MEDICINE
DEPARTMENT OF PUBLIC HEALTH SCIENCES, DIVISION OF
BIOSTATISTICS

The University of California, Davis, School of Medicine, Department of Public Health Sciences is seeking to fill one or two faculty positions at the Assistant or Associate Regular or In Residence series.

As an Assistant/Associate Regular/Assistant/Associate In Residence, the appointee chosen for this position will be responsible for collaborative research, independent research, teaching, and mentoring. Applicants must possess a doctoral degree (PhD) in biostatistics or statistics and have experience in teaching biostatistics or statistics to non-specialist audiences. An established record of collaborative and independent methodological research is required, including recent peer-reviewed publications; demonstrated experience with the design, analysis, and reporting of epidemiologic and/or medical studies; and experience in obtaining grant funding. The fields of specialization are open, but particular consideration will be given to candidates with experience and/or interests in collaborative biomedical research, and with focus in one or more of the following areas:

- Health services or outcomes research
- Comparative effectiveness research
- Patient-centered outcomes research
- Dementia and other chronic diseases of aging
- Clinical trials
- Cancer

Candidates with experience in other areas of research including genomics and imaging research will also be considered. Preference will be given to candidates with strong written and verbal communication abilities. Candidates must have the ability to work cooperatively and collegially within a diverse environment.

The Department of Public Health Sciences is a major research and teaching Department in the School of Medicine, with 31 full-time faculty members. In addition to epidemiologic research within the Department, Department faculty have active collaboration with many faculty in other departments and centers. Areas of active research in the Department include occupational/environmental health, cancer, reproductive and women's health, aging, nutrition, infectious and pulmonary disease and injuries/accidents.

Application Procedure and Deadline:

Applications will be accepted until the position is filled through November 30, 2016. However, for full consideration, please go to <https://recruit.ucdavis.edu/apply/JPF01153> to submit your cover letter, CV, statement of research, and names of three references by October 31, 2016. If you have any questions please contact Mrs. Valerie M. Anderson by email (vmaanderson@ucdavis.edu) or phone (530-752-3627).

For more information regarding the UC Davis Department of Public Health Sciences, please visit the website at: <http://www.phs.ucdavis.edu>

UC Davis is an affirmative action/equal opportunity employer with a strong institutional commitment to the achievement of diversity among its faculty, staff, and students.

JOB NOTICES

VIRGINIA TECH—FACULTY POSITIONS IN STATISTICS

Virginia Tech (www.vt.edu) has multiple faculty openings (from 2 up to 4) in the Department of Statistics (www.stat.vt.edu) to start Fall 2017 at our Blacksburg, VA campus. Appointment at the rank of collegiate assistant professor is preferred, but the associate level will be considered for exceptional candidates. These are full-time multi-year appointments (three years for assistant professors and five years for associate professors) with multi-year renewal upon successful review.

We seek candidates who are passionate about teaching statistics to undergraduate and graduate students. Responsibilities include teaching three courses per semester, where successful candidates will:

- make significant contributions to our instruction in statistics, which includes modern computationally-intensive and massive data methods, as well as data science and analytics more broadly;
- coordinate introductory and service courses, engage in a variety of significantly growing statistics curricula across the university, and lead efforts in curriculum enhancements and innovative pedagogy;
- continue to develop professional capabilities and participate in scholarly activities, including travel to and participation in professional conferences and societies; and,
- participate in department, college, and university service and governance, as well as professional service.

Applicants must have a Ph.D. in Statistics, Biostatistics, or a related field, including Education and Educational Psychology doctorates with a strong statistical emphasis, and have broad intellectual interests in statistics and statistics education along with a strong promise for being a leader in the instructional mission of the department. Desirable characteristics include a record of pedagogical achievement and vision, creativity, and leadership skills relevant to instruction. Submit a cover letter, curriculum vitae, and a teaching statement that specifically addresses your teaching experience and passion for communicating statistics and statistical methods to <http://www.jobs.vt.edu> (posting # TR0160135). Applications will be accepted until the position is filled, but all applications received by February 1, 2017, will be guaranteed full consideration.

These positions are part of a major emphasis on statistics, including computational modeling, data science and analytics, and empirical decision making at Virginia Tech. Successful applicants will have the opportunity to be key players in the creation of the university's "Data Analytics and Decision Sciences" destination area and to teach in the Computational Modeling and Data Analytics program (www.science.vt.edu/ais/cmda/) within the College of Science's Academy of Integrated Science as well as the School of Neuroscience (www.neuroscience.vt.edu/index.html).

Virginia Tech is committed to a culturally and ethnically diverse campus environment and to principles that promote inclusive practices. Candidates are encouraged to address in their cover letters how their research, teaching, or service has prepared them to contribute to our commitment to diversity and inclusion in higher education. More information is available at <http://www.inclusive.vt.edu/index.html>.

Questions regarding the position can be directed to Dr. Pang Du, Chair, Faculty Search Committee, Hutcheson Hall, 250 Drillfield Dr., Virginia Tech, Blacksburg, VA 24061, Tel: (540) 231-5198, Email: vtstat_search2017@vt.edu. Applications must be submitted online at <http://www.jobs.vt.edu> (posting # TR0160135). The application should include a cover letter, CV, and a statement of teaching interests as previously described. Please include names, addresses, telephone numbers, and e-mail addresses for three or more references in the cover letter.

As part of the hiring process, the successful applicant must pass a criminal background check.

Virginia Tech is an EO/AA university, and offers a wide range of networking and development opportunities to women and minorities in science and engineering. The university recognizes that meeting the needs of today's professional couples is a key factor in recruiting and retaining new faculty and has established a dual career office to facilitate our commitment (http://www.hr.vt.edu/jobs/job_seeker/dualcareers/). The Department of Statistics offers a supportive environment, including a mentoring program, to its junior faculty. Individuals with disabilities desiring accommodations in the application process should notify Ms. Betty Higginbotham, Department of Statistics, Tel: (540) 231-5657, Email: higgvt@vt.edu.

NEWSLETTER, WINTER 2017

JOB NOTICES

DEPARTMENT OF STATISTICS & ACTUARIAL SCIENCE
UNIVERSITY OF WATERLOO

Three Lecturer Positions in Statistics and Actuarial Science

The Department of Statistics and Actuarial Science in the Faculty of Mathematics at the University of Waterloo invites applications for three definite-term lecturer positions. These appointments have an initial term of three years (possibly renewable) with an expected start date of September 1, 2017. Candidates must possess a graduate degree in an area of actuarial or statistical sciences. Professional actuarial qualifications and experience would be a distinct asset. Applicants must have excellent communication skills, a strong commitment to undergraduate education, and ideally at least one year of teaching experience in statistics or actuarial science. Duties will include teaching six courses per year and service/administrative work within the University.

The University of Waterloo is one of Canada's leading universities with more than 30,000 full and part-time students in undergraduate and graduate programs. The Department of Statistics and Actuarial Science is one of the top academic units for the statistical and actuarial sciences in the world and is home to more than 40 research active full-time faculty.

It offers a vibrant research environment for a wide range of areas and benefits from close relationships with several research groups on campus. The Department is also home to about 900 undergraduate students and over 150 graduate students in programs including Actuarial Science, Statistics and Biostatistics.

Interested individuals should apply using MathJobs (www.mathjobs.org/jobs). Applications should include a cover letter, a curriculum vitae, a teaching statement and teaching evaluation summaries (if available). In addition, applicants should arrange to have at least three reference letters submitted on their behalf. Completed applications will be reviewed on an ongoing basis. Applications will be accepted until the positions are filled, with applications received by March 1, 2017 receiving full consideration. The salary offered will be commensurate with qualifications and experience. The salary range for this position is \$70,000 to \$100,000. Negotiations beyond this salary range will be considered for exceptionally qualified candidates.

Inquiries may be addressed to
Stefan Steiner, Chair
Department of Statistics and Actuarial Science
University of Waterloo
200 University Avenue West
Waterloo ON N2L 3G1, CANADA
sas-chair@uwaterloo.ca

The University of Waterloo respects, appreciates and encourages diversity. We welcome applications from all qualified individuals, including women, members of visible minorities, Aboriginal peoples and persons with disabilities. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority.

Three reasons to apply: <http://uwaterloo.ca/fauw/why>

COLORADO STATE UNIVERSITY

The Department of Statistics at Colorado State University invites applications for a tenure track position in statistics. The appointment will be at the Assistant Professor level with duties commencing August 2017. A Ph.D. in statistics or a related field and a commitment to high-quality research in statistics and excellence in teaching are required. The search is open to all areas of statistics related to data science. Strong potential to contribute to the department's tradition in interdisciplinary research and education is preferred. More details on preferred qualifications can be found at <http://jobs.colostate.edu/postings/18280>.

An application includes a cover letter, complete CV, graduate transcripts, teaching and research statements, and three letters of reference. The CV must address teaching experience. Application material can be uploaded at <http://jobs.colostate.edu/postings/37923>. Complete application instructions are available at this site. Applications completed by November 15, 2016 will receive full consideration, but applications will be accepted after this date until the position is filled.

The Department of Statistics is committed to diversity and inclusion and expects candidates to have the ability to advance the department's efforts in these areas.

CSU is an EO/EA/AA employer and conducts background checks on all final candidates.

JOB NOTICES

University of Pittsburgh
Dietrich School of Arts and Sciences
Department of Statistics

The University of Pittsburgh's Dietrich School of Arts and Science is seeking applications for Chair of the Department of Statistics beginning January 2018. The appointment would be as a tenured full professor. Candidates should have achieved outstanding research recognition in modern areas of statistics, established interests in interdisciplinary research, relevant administrative experience and a thoughtful vision of the future of statistics in the "big data" environment. An exceptional candidate will provide leadership for the department in achieving its research and educational strategic goals, mentoring junior faculty and adeptly representing the department throughout the university. The department has nine tenure-stream faculty, two senior lecturers and is recruiting for two more lecturers. There are over thirty graduate students and very active undergraduate majors and minors programs. The department has close ties to the Department of Biostatistics in the Graduate School of Public Health, the Department of Psychiatry in the School of Medicine, and a number of departments within Arts and Sciences. The University of Pittsburgh has made a strategic commitment to furthering its research infrastructure for data science and also fostering its instructional programs in data science. The newly restructured School of Computing and Information and the Department of Statistics are collaborating in these developments. The University of Pittsburgh is ranked nationally as 9th in science and engineering research funding and 5th in NIH funding.

Qualifications:

Candidates must have a Ph.D. in statistics, biostatistics, or related field and a demonstrated record of scholarship, funded research, teach and service commensurate with a tenured appointment at the University of Pittsburgh.

Application Instructions:

Additional information about the department can be found at <http://www.stat.pitt.edu/>. Informal inquiries may be directed to Professor Allan Sampson, Interim Chair at asampson@pitt.edu. Applicants should submit a detailed cover letter, a curriculum vitae, and names and contacts of four references. The material should be sent to StatChair-Search@pitt.edu. Review of applications will begin January 6, 2017 and continue until the position is filled.

The University of Pittsburgh is an Affirmative Action/Equal Opportunity Employer and values equality of opportunity, human dignity and diversity.

UNIVERSITY OF WISCONSIN—MADISON

The UW-Madison Department of Biostatistics and Medical Informatics is seeking a Researcher with a passion for data science, a Masters' degree in Statistics, Biostatistics, Biometry, or a similar field, and a proficiency in SAS, R, and/or Stata. Previous experience in the application of statistics to biological or biomedical research, clinical trials or other clinical research, health services research, and/or population health is highly desirable. Ability to work in teams with other statisticians and biomedical specialists and to communicate statistical ideas to non-specialists required. New graduates are encouraged to apply! For more information or link to application, visit the UW website at: <http://jobs.hr.wisc.edu/cw/en-us/job/493628/biostatistician>.

NEWSLETTER, WINTER 2017

JOB NOTICES

DEPARTMENT OF STATISTICS
COLUMBIA UNIVERSITY
FACULTY POSITIONS STARTING FALL 2017

The Department of Statistics invites applications for a faculty position in applied/interdisciplinary statistics to begin July 1, 2017. The position may be filled at any rank from tenure-track assistant professor through full professor with tenure. A Ph.D. in statistics or a related field and commitment to high quality research and teaching in statistics and/or probability are required. Candidate will be expected to sustain an active research and publication agenda and to teach in the departmental undergraduate and graduate programs. Candidate interested in an affiliation with the Data Science Institute are strongly encouraged to apply.

The Department currently consists of 30 faculty members, 50 PhD students, and over 300 MA students. The Department has been expanding rapidly and, like the University itself, is an extraordinarily vibrant academic community. For further information about the Department and our activities, centers, research areas, and curricular programs, please go to our webpage at: <http://www.stat.columbia.edu>

For information about the Data Science Institute, please see web page at: <http://datascience.columbia.edu>

Applicants at all ranks are required to create an applicant profile and upload a CV through Columbia's online Recruitment of Academic Personnel System (RAPS). To begin the application process, please go to: <https://academicjobs.columbia.edu/applicants/Central?quickFind=63544>

Inquiries may be made to dk@stat.columbia.edu

Review of applications begins on December 2, 2016, and will continue until the position is filled.

Columbia University is an Equal Opportunity/Affirmative Action employer.

PURDUE UNIVERSITY

The Department of Statistics, Purdue University invites applications for a tenured faculty position beginning August 2017 at the rank of Professor in the area bioinformatics that is broadly defined as statistical applications to biological studies.

The Department of Statistics offers a stimulating and nurturing academic environment with research programs in a broad-range of areas which include, among others, bioinformatics, computational statistics, computational finance, mathematical statistics, probability, and spatial statistics. The recent investment by Purdue University in pillars of excellence in life sciences provides additional excellent opportunities in bioinformatics. Further information about the department is available at <http://www.stat.purdue.edu> and about the pillars of excellence in life sciences at <https://www.purdue.edu/discoverypark/pillars/>.

All applicants should hold a Ph.D. in Statistics or a related field, and have demonstrated excellence in research and teaching. An established funding history and the ability to lead interdisciplinary research projects are strongly preferred. Salary and benefits are highly competitive. To ap-

ply, please visit <http://www.stat.purdue.edu/hiring/>.

Review of applications will begin on December 1, 2016 and will continue until the position is filled. Purdue University is an EOE/AA employer. All individuals, including minorities, women, individuals, with disabilities, and veterans are encouraged to apply.

A background check will be required for employment in this position.

JOB NOTICES

UNIVERSITY OF NEW MEXICO

The University of New Mexico NCI-Designated Comprehensive Cancer Center (UNMCCC) and the Department of Internal Medicine at the UNM School of Medicine invite applications from Ph.D. Biostatisticians to join an outstanding team of faculty in biostatistics who are engaged in statistical methodology relevant to cancer and in biostatistical applications integrated with basic, translational, clinical, and population science research. The UNMCCC Ph.D. and Masters Biostatistics team are also highly engaged in the Center's Multidisciplinary Clinical Working Groups focused on the development and prioritization of cancer clinical trials and correlative studies and in the cancer clinical trials infrastructure and regulatory committees (Clinical Protocol and Data Management, Data Safety & Monitoring, Protocol Review and Monitoring System, and Early Phase Clinical Research Support). Candidates with expertise in cancer genomics, genetics, epigenetics, statistical modeling of large data sets, and algorithm development are particularly encouraged to apply for this tenure track Assistant Professor Position. Successful candidates will have a faculty appointment in the UNM School of Medicine and membership in the UNMCCC. Salary will be commensurate with experience and education. Significant resources, including excellent salaries and comprehensive start-up packages are available.

Minimum Qualifications: 1) PhD in biostatistics/statistics emphasizing statistical computation for high-throughput data or a related field; and 2) Must be eligible to work in the U.S. Desirable Qualifications: 1) Expertise in genomics data preprocessing, analysis, interpretation and data integration; 2) Demonstrated ability to develop collaborations with investigators from multiple disciplines in areas of oncology research emphasis; 3) High impact methodological orientation; 4) Strong potential for funded independent research program; and 5) Ability to provide leadership and direction to staff scientists in the UNMCCC Biostatistics Shared Resource.

The University of New Mexico Comprehensive Cancer Center (UNMCCC) is the Official Cancer Center of State of New Mexico and the only National Cancer Institute (NCI)-Designated Cancer Center within a 500-mile radius. The UNMCCC has undergone a decade of remarkable growth and development and is now home to the Southwest's largest team of cancer physicians and scientists. One of 49 premier Comprehensive Cancer Centers nationwide, the UNMCCC has 130 board-certified oncology physicians and surgeons who care for over 60 percent of New Mexicans diagnosed with cancer. Through its statewide cancer clinical trials network, considered an "exemplary national model for cancer clinical trials and health care delivery research," the UNMCCC offers access to over 200 clinical trials. The UNMCCC has 134 research-intensive faculty engaged in 4 NCI Research Programs: Cancer Control; Cancer Genetics, Epigenetics and Genomics; Translational Cancer Cell Biology and Signaling; and Cancer Therapeutics (<http://cancer.unm.edu/research/programs/>). The UNMCCC also has outstanding shared research resources including state of the art genomics and next generation sequencing platforms, bioinformatics, computational biology, biostatistics, tissue banking and analysis, advanced microscopy and cell imaging, and animal modeling and imaging (<http://cancer.unm.edu/research/shared-resources/>) Through its formal NCI consortium partners (Los Alamos and Sandia National Laboratories, Lovelace Respiratory Research Institute), the UNMCCC integrates advanced computational, imaging, radioisotope, nanotechnology, and drug discovery capabilities into its innovative and rich scientific environment. Unique national centers and programs at UNMCCC include: The Molecular Discovery and High Throughput Target Screening Center (nmmlsc.health.unm.edu); one of 6 of the nation's Chemical Biology Consortium in The NCI NExT Program; and The New Mexico Center for the Spatiotemporal Modeling of Cell Signaling (stmc.health.unm.edu), one of 13 NIH-funded National Centers for Systems Biology. The UNMCCC is also a member of the ORIEN National Network of NCI Cancer Centers engaged in precision oncology, data sharing, cancer clinical trials and collaborative research (<http://orienccancer.org>) Focused on discovering the causes and the cures for cancers disproportionately affecting the multi-ethnic peoples of the American Southwest, the UNMCCC has developed new diagnostics and treatments for leukemia, and cancers of the breast, lung, ovary, prostate, liver, pancreas, brain, and melanoma. Learn more at www.cancer.unm.edu.

To apply and view the complete description, please access Posting #0836525 at: <https://unmjobs.unm.edu/>. Complete applications will include a cover letter, curriculum vitae, and the names of three references with mailing address, phone numbers and email address.

This position may be subject to criminal records screening in accordance with New Mexico law. UNM's confidential policy (Disclosure of Information about Candidates for Employment, UNM Board of Regents Policy Manual 6.7), which includes information about public disclosure of documents submitted by applicants, is located at <https://policy.unm.edu/regents-policies/section-6/6-7.html>.

The University of New Mexico is an Equal Employment Opportunity/Affirmative Action Employer and Educator

JOB NOTICES

NORTHERN ILLINOIS UNIVERSITY

The Division of Statistics at Northern Illinois University invites applications for an anticipated tenured Associate or Full Professor position as the Director of the Division of Statistics starting July 1, 2017. Candidates with administrative experience are encouraged to apply. The appointee will be expected to provide leadership as the Division, currently part of the Department of Mathematical Sciences, makes an anticipated transition to become a separate department that offers undergraduate degrees in Statistics and Actuarial Science, an M.S. degree in Statistics, and a Ph.D. degree in Mathematical Sciences in joint cooperation with the Department of Mathematical Sciences. The appointee will also be expected to provide leadership in maintaining an active research program, student advisement, and provide innovative and excellent instruction for an active group of statisticians and actuaries with ample consulting opportunities on and off campus. The appointee is expected to have a demonstrated ability to serve a diverse student population. We offer a competitive salary and start-up package, an active graduate program with institutional support for students, and highly interactive faculty.

NORTHERN ILLINOIS UNIVERSITY

Located in one of the most dynamic regions of the country, NIU is a comprehensive teaching and research institution with a diverse and international student body of around 20,000. Chartered in 1895, NIU first opened its doors in 1899 as the Northern Illinois State Normal School solely to prepare college-educated teachers. The university has since grown into a world class institution of higher learning.

REQUIRED SKILLS

A doctorate in statistics, biostatistics, actuarial science, or a related field. Applicant should hold a tenured position with a rank of associate or full professor, and should have demonstrated experience in administration, teaching, and research.

PREFERRED SKILLS

Applicants from all areas of statistics and actuarial science are encouraged to apply. Preferred areas of interest include, but are not limited to, statistical methods that are related to large and complex or massive data sets, and actuarial science. Applicants are expected to have excellent communication skills and experience serving diverse student populations.

MATERIALS

Preference will be given to applications received by January 15, 2017; however, applications will continue to be accepted until the position is filled. Applicants must email a cover letter, a curriculum vitae, a teaching statement that includes evidence of an ability to serve a diverse student population, and a research statement to STAT_Director@niu.edu. All correspondence should be addressed to the Statistics Search Com-

mittee. The applicant should provide the contact information for three individuals to serve as references.

In compliance with the Illinois Campus Security Act, before an offer of employment is made, the university will conduct a pre-employment background investigation, which includes a criminal background check.

In accordance with applicable statutes and regulations, NIU is an equal opportunity employer and does not discriminate on the basis of race, color, national origin, ancestry, sex, religion, age, physical and mental disability, marital status, veteran status, sexual orientation, gender identity, gender expression, political affiliation, or any other factor unrelated to professional qualifications, and will comply with all applicable federal and state statutes, regulations and orders pertaining to non-discrimination, equal opportunity and affirmative action. NIU recognizes Dual Career issues.

In compliance with federal law, all persons hired will be required to verify identity and eligibility to work in the United States and to complete the required employment eligibility verification document form upon hire.

JOB NOTICES

UNIVERSITY OF TORONTO

The Department of Statistical Sciences, University of Toronto, invites applications for a tenure-stream appointment in Statistical Science. The appointment is at the rank of Assistant Professor and will commence July 1, 2017.

We are interested in candidates from all areas of the statistical sciences that touch upon spatial-temporal modeling. We are particularly interested in exceptional candidates who transcend traditional statistical research topics, who complement our existing strengths, and who are working on non-traditional areas at the cutting edge of the statistical sciences.

Applicants must have a PhD in Statistics, Biostatistics or a closely related field by the time of appointment or shortly thereafter, and must demonstrate excellence in teaching and research. Evidence in research excellence will be demonstrated by publications in top ranked and field-relevant academic journals, presentations at top conferences, research awards and accolades, and strong endorsements by referees of top international stature. A dossier containing a strong statement of teaching philosophy, teaching accomplishments and evaluations will demonstrate teaching excellence, as well as strong letters of reference..

The University of Toronto is an international leader in statistical science research and education. Successful candidates are expected to pursue independent, innovative research at the highest international level; to establish a strong externally funded independent research program; to have a strong commitment to undergraduate and graduate teaching, and to contribute to the enrichment of all aspects of the Department.

Salary and rank will be commensurate with qualifications and experience.

Applicants should apply online at AcademicJobsOnline, <https://academicjobsonline.org/ajo/jobs/8319>, and include a curriculum vitae, a list of publications, research and teaching statements, as well as a teaching dossier. Applicants should also arrange to have at least three letters of reference (on letterhead and signed) uploaded through AcademicJobsOnline directly by the writers. Questions about this position may be addressed to christine@utstat.utoronto.ca.

To receive full consideration, application material should be received by the closing date of December 15, 2016.

For more information about the Department of Statistical Sciences, please see <http://www.utstat.toronto.edu/>.

The University of Toronto offers the opportunity to teach, conduct research, and live in one of the most diverse metropolitan areas in the world.

The University of Toronto is strongly committed to diversity within its community and especially welcomes applications from racialized persons / persons of color, women, Indigenous / Aboriginal People of North America, persons with disabilities, LGBTQ persons, and others who may contribute to the further diversification of ideas.

All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

Job notices must be submitted to advertising@cwstat.org by April 15, 2017 for inclusion in the Summer 2017 Newsletter. The fee for publishing a job notice of ≤ 12 lines is \$50, a $\frac{1}{2}$ page is \$100. Longer ads are \$125 per page. Jobs will be posted on the website periodically as received and published in the next edition. Credit card payments can be made on the Caucus website, or a check payable to The Caucus for Women in Statistics will be accepted. Phone or email inquiries are welcomed. All positions advertised in this newsletter are EO/AA.

JOB NOTICES

UNIVERSITY OF TORONTO

The Faculty of Arts and Science at the University of Toronto invites applications for up to two joint tenure- stream appointments in the Department of Computer Science (51%) and the Department of Statistical Sciences (49%) in Data Visualization and Analytics. The appointment(s) will be at the rank of Assistant Professor and will begin on July 1, 2017.

We are interested in candidates in all areas of computer science and statistical sciences that touch upon data visualization and analytics in the broadest possible sense. We are especially interested in exceptional candidates who transcend traditional computing and statistics research topics and complement our existing strengths.

Candidates must have a Ph.D. in computer science or statistical sciences or a related field by the date of appointment or shortly thereafter.

Evidence of excellence in research and teaching at the highest international levels is required. Excellence in research will be evidenced primarily by publications in top ranked field relevant journals and conferences, awards and accolades, presentations at significant conferences and strong reference letters by referees of top international stature. Teaching excellence will be demonstrated by awards and accolades, teaching accomplishments, as well as strong endorsements from referees.

The University of Toronto is an international leader in computer science and statistical sciences research and education, and the two departments have a long history of joint faculty appointments and collaborations spanning several decades. Successful candidates are expected to pursue innovative research at the highest international level; to establish a strong, externally funded independent research program; to have a strong commitment to undergraduate and graduate teaching; and to contribute to the enrichment of both undergraduate and graduate programs in the two departments.

Salaries will be commensurate with qualifications and experience, and is competitive with our North American peers.

Applicants should apply online through AcademicJobsOnline, <https://academicjobsonline.org/ajo/jobs/8473>, and include a curriculum vitae, a list of publications, and research and

teaching statements. Applicants should also arrange to have at least three letters of reference (on letterhead and signed) uploaded through AcademicJobsOnline directly by the writers.

Review of applications will begin after December 5, 2016 but the position will remain open until filled.

For more information about the Department of Computer Science see our website at www.cs.toronto.edu or contact Sara Burns at recruit@cs.toronto.edu. For more information about the Department of Statistical Sciences see our website at www.utstat.utoronto.ca or contact Christine Bulguryemez at christine@utstat.toronto.edu

The University of Toronto is strongly committed to diversity within its community and especially welcomes applications from racialized persons / persons of color, women, Indigenous / Aboriginal People of North America, persons with disabilities, LGBTQ persons, and others who may contribute to the further diversification of ideas.

All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

JOB NOTICES

UNIVERSITY OF TORONTO

The Faculty of Arts and Science at the University of Toronto invites applications for a joint tenure-stream appointment in the Department of Computer Science (51%) and the Department of Statistical Sciences (49%) in Machine Learning. The appointment will be at the rank of Assistant Professor and will begin on July 1, 2017.

We are interested in candidates in all areas of computer science and statistical sciences that touch upon machine learning in the broadest possible sense. We are especially interested in exceptional candidates who transcend traditional computing and statistics research topics and complement our existing strengths.

Candidates must have a Ph.D. in computer science or statistical sciences or a related field by the date of appointment or shortly thereafter.

Evidence of excellence in research and teaching at the highest international levels is required. Excellence in research will be evidenced primarily by publications in top ranked field relevant journals, awards and accolades, presentations at significant conferences, and strong reference letters by referees of top international stature. Teaching excellence will be demonstrated by awards and accolades, teaching accomplishments as well as strong endorsements by referees.

The University of Toronto is an international leader in computer science and statistical sciences research and education, and the two departments have a long history of joint faculty appointments and collaborations spanning several decades. Successful candidates are expected to pursue innovative research at the highest international level; to establish a strong, externally funded independent research program; to have a strong commitment to undergraduate and graduate teaching; and to contribute to the enrichment of both undergraduate and graduate programs in the two departments.

Salaries will be commensurate with qualifications and experience, and is competitive with our North American peers. Applicants should apply online through AcademicJobsOnline, <https://academicjobsonline.org/ajo/jobs/8472>, and include a curriculum vitae, a list of publications, and research and teaching statements. Applicants should also arrange to have at least three letters of reference (on letterhead and signed) uploaded through AcademicJobsOnline directly by the writers.

Review of applications will begin after December 5, 2016 but the position will remain open until filled.

For more information about the Department of Computer Science see our website at www.cs.toronto.edu or contact Sara Burns at recruit@cs.toronto.edu. For more information about the Department of Statistical Sciences see our website at www.utstat.utoronto.ca or contact Christine Bulguryemez at christine@utstat.toronto.edu.

The University of Toronto is strongly committed to diversity within its community and especially welcomes applications from racialized persons / persons of color, women, Indigenous / Aboriginal People of North America, persons with disabilities, LGBTQ persons, and others who may contribute to the further diversification of ideas.

All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

JOB NOTICES

TENURE-TRACK ASSISTANT PROFESSOR POSITION IN
STATISTICS
UTAH STATE UNIVERSITY

The Department of Mathematics and Statistics invites applications for a tenure-track Assistant Professor position in statistics, to begin August 2017. The position involves teaching graduate and undergraduate classes, advising and mentoring graduate and undergraduate students, and academic research. Candidates must have a Ph.D. in statistics, data science, biostatistics, or a closely related field and must demonstrate strong potential for excellence in both research and teaching. We are particularly interested in candidates with research interests in data science, machine learning; the analysis of massive, high dimensional and functional data; predictive analytics; data mining; data technologies and data munging; and with collaborative research experience in business; public health and biomedical informatics; genomics and bioinformatics; environmental and ecological sciences. Preferred qualifications include significant experience in multiple computer and statistical analysis languages R, Python, C++ or C#, SAS, SQL, JavaScript; cluster computing (e.g., Spark and Hadoop); and cloud computing platforms (Amazon Web Services, Google Cloud, and Microsoft Azure). Other qualified candidates who can contribute to existing strengths (including biostatistics, bioinformatics, and statistics education) and who can collaborate with USU faculty are also strongly encouraged to apply.

USU has 9 faculty members in statistics and offers both Master's and Doctoral degrees. Present faculty have research interests in bioinformatics, EDA/ESDA, genetic epidemiology, machine learning, medical statistics, time series, visualization, and web-based statistical teaching. In collaboration with the Jon M. Huntsman School of Business and other units at USU, the Department of Mathematics and Statistics is creating Data Science programs at the B.S. and M.S. levels. Research opportunities are enhanced by USU's Center for Integrated BioSystems (www.biosystems.usu.edu), the Center for Epidemiologic Studies (www.usu.edu/epicenter), and the Center for Atmospheric and Space Sciences (www.usu.edu/cass). Utah State University is classified by the Carnegie Foundation as a research institution with high research activity, and USU researchers have been awarded more than \$200 million in extramural funding during 2015. USU's Research

Office makes significant investments in faculty development, including startup packages, faculty seed grants, and proposal development assistance.

The USU campus is nestled in a mountain valley 80 miles north of Salt Lake City. Opportunities for a wide range of outdoor activities are plentiful. Housing is at or below national average costs, and Cache Valley provides a supportive environment for families. USU offers competitive salaries and outstanding medical, retirement and professional benefits: www.usu.edu/hr.

Women, minorities, veterans and candidates with disabilities are encouraged to apply. AA/EOE. Qualified dual career couples should note that the Department of Mathematics and Statistics at Utah State University is currently conducting tenure track searches in applied mathematics and pure mathematics, and also for a lecturer in statistics.

Applicants must submit a letter of application, curriculum vitae, academic transcripts, research goals statement, and summary of teaching experience and teaching evaluations through the following: <http://usu.hiretouch.com/job-details?jobid=2003> or <https://jobs.usu.edu> (Req ID F1600218). Three letters of recommendation are required. The references listed on your application will be sent an email from USU, asking them to upload a letter of recommendation on your behalf.

Review of applications begins on January 16, 2017, with the position open until filled. Email inquiries should be directed to Richard.Cutler@usu.edu

JOB NOTICES

UTAH STATE UNIVERSITY
Lecturer in Statistics

Utah State University, Logan Campus The Department of Mathematics and Statistics, in the College of Science at Utah State University, invites applications for a Lecturer position at the Logan campus of Utah State University with a start date of August 2017. The major responsibilities of the position are the teaching of lower division courses in statistics. The majority of the teaching load will involve large-lecture sections of introductory statistics courses, particularly classes for undergraduate majors in the liberal arts and social sciences. Relevant duties will include mentoring and supervising recitation leaders. This position will also require supervision of concurrent enrollment statistics instruction in high schools within the service area of Utah State University. The position is an academic year (nine-month) non-tenure track appointment with the possibility of summer teaching for additional compensation. Outstanding performance in the position can lead to promotion to Senior Lecturer and to Principal Lecturer. Minimum qualifications include a Master's degree in Statistics or in Statistics Education with at least 18 semester hours of graduate level statistics content and a record of excellence in teaching Statistics. Experience in broadcast teaching is desirable but not required. Please note that this is a lecturer position and the role statement associated with this position does not include any research requirements. Candidates, especially dual-career couples, should note that we are also hiring tenure track faculty in

Mathematics, Applied Mathematics and Data Science/Statistics-Utah State University.

Utah State University was founded in 1888 as a land-grant institution. Today, USU is designated a Carnegie Foundation Doctoral Research Extensive University, with distinguished faculty from around the world. The University welcomes more than 28,000 students annually to its main campus in Logan and to its Regional Campus and Partnership Campus locations. With the support of the 2007 Utah Legislature, USU was provided resources to support the delivery of several new baccalaureate and graduate programs across the USU Regional Campus system.

Utah State University offers competitive salaries and outstanding medical, retirement, and professional benefits. Women, minority, and veteran candidates as well as candidates with disabilities are encouraged to apply. An affirmative action/equal opportunity employer, USU is sensitive to the needs of dual-career couples.

The Department of Mathematics and Statistics

The Department of Mathematics and Statistics is committed to delivering advanced quantitative and analytic skills for professionals in education, industry, and knowledge discovery through classroom instruction, and through practical and research experiences. The department is one of the largest departments in the College of Science and one of its members was named Utah's 2011 Carnegie Professor of the year.

Candidates should submit a cover letter, three letters of recommendation, and

curriculum vitae on USU's employment website (<https://jobs.usu.edu>). At least two of the letters should address teaching qualifications. Full position and application details appear on the USU employment website and on the Department of Mathematics and Statistics website (<http://www.math.usu.edu/employment/>).

Utah State University is an AA/EO employer. USU offers competitive salaries with outstanding medical, retirement and professional benefits (for details visit <https://hr.usu.edu/benefits/index>). Applicants should apply at <http://usu.hiretouch.com/job-details?jobid=2009> or <https://jobs.usu.edu> (Req. ID F1600219). Details about requirements for the application process are explained on this site. Review of applications begins 15 December, 2016, with the position open until filled. Email inquiries should be directed to the chair of the search committee, Dr. Adele Cutler (adele.cutler@usu.edu).

Job notices must be submitted to advertising@cwstat.org by April 15, 2017 for inclusion in the Summer 2017 Newsletter. The fee for publishing a job notice of ≤ 12 lines is \$50, a $\frac{1}{2}$ page is \$100. Longer ads are \$125 per page. Jobs will be posted on the website periodically as received and published in the next edition. Credit card payments can be made on the Caucus website, or a check payable to The Caucus for Women in Statistics will be accepted. Phone or email inquiries are welcomed. All positions advertised in this newsletter are EO/AA.

NEWSLETTER, WINTER 2017

**CAUCUS FOR WOMEN IN STATISTICS
MEMBERSHIP/RENEWAL/CONTRIBUTIONS FORM**

Go to our website: <http://cwstat.org/membership/available-memberships/> or complete this form and mail it, along with a check made out to the *Caucus for Women in Statistics*, to: Anna Nevius, Treasurer, 7732 Rydal Terrace, Rockville, MD 20855-2057

Name: _____
Address: _____

Phone: _____
Email Address: _____

Would you like your contact information to be included in the Caucus email distribution list?
Yes _____ No _____

Do you wish to receive CWS emails?
Yes _____ No _____

Highest Degree: _____ Year Received: _____
Institution: _____

EMPLOYMENT SETTING (check all that apply):

Government Industry Academia
 Self-employed
 Other: _____

AREA OF STATISTICS: (Please check all that apply)

Biostatistics
 Computing and Graphics
 Econometrics
 Education
 Environment
 Genetics
 Methods Development/Theory
 Psychometrics
 Other: _____

CURRENT MEMBERSHIPS IN AFFILIATED SOCIETIES AND THEIR COMMITTEES (Please check all the apply):

American Statistical Association
 Biometric Society—Eastern North American Region
 Biometric Society—Western North American Region
 Biometric Society—Other Region or At Large
 International Statistical Institute
 Statistical Society of Canada
 Population Association of America
 Institute of Mathematical Statistics

(continued next column)

ASA Committee on Women
 Association for Women in Mathematics
 Women in Probability
 The ISI Women's Group

To volunteer go to <http://cwstat.org/get-involved> or check below

Serve as an officer
 Serve on Awards/Fellows Nomination Committee
 Be a mentor
 Assist with fundraising
 Modernize the CWS through Web and SNS
 Newsletter
 Submit regular column
 Write article
 At JSM/Other Conferences:
 Organize a session
 Lead Round Table discussion
 Sit at Hospitality Table
 Other: _____

Dues for each Membership Category:

New Member—Student free	\$0
New Member	\$10.00
Associate (student, retired, unemployed)	\$10.00
Regular Individual	\$30.00
Regular Couple	\$35.00
Individual, 5 years	\$145.00
Couple, 5 years	\$170.00

Membership Dues \$ _____

Please also contribute to our Funds:

Caucus General Fund	\$ _____
Cox Scholarship Fund	\$ _____
FN David Award Fund	\$ _____
Caucus Travel Fund	\$ _____

Total (Dues and Contributions) \$ _____

The Caucus is a 501(c)(3) organization 93-07474853. All contributions are tax deductible in the US.

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