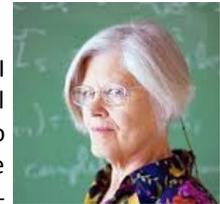


LETTER FROM THE PRESIDENT—BY NANCY FLOURNOY

Dear Caucus Members,

My time as your president is drawing quickly to a close. So I must tell you how proud I am to serve you. I am very grateful to have been given such a wonderful platform from which to speak for all the wonderful women now coming up through the ranks of their chosen careers. I have tried to seize opportunities that presented themselves. I firmly believe that we must be vocal when faced with inequities. I never saw advances come in the presence of silence. However, speaking out can be dangerous to one's career, very dangerous. So it is not always good to speak out immediately when faced with injustice. It is important to survive to speak another day. Successful activism requires attention to timing and to one's own vulnerabilities. It is better if more senior women are the voice of those more junior.



Thus I objected to the lack of named women lecturer at JSM 2013. I followed up with the Caucus leadership and the ASA Committee on Women in Statistics, proposing a new named lecture. After endless responses to requests to revise, this request is still under consideration – I never expected it to get so far. You can read my latest response to queries from the presidents of the Committee of Presidents of Statistical Societies (in whose hands the fate of the proposal now rests) on page 8 and 9 of this newsletter. Even if this proposal fails, I feel successful in raising awareness of current inequities. I hope others do likewise when given the opportunity. The need for conscious raising persists.

**WELCOME
TO OUR
FALL 2014
NEWSLETTER**

On behalf of the Caucus, I recognize the decades of service provided by Cathy Furlong as our Membership Chair. We wish her the very best as she now leads Statistics Without Borders. This is an enormously important position and one with great opportunities for global service and impact.

We are grateful to Julia Norton for taking on the Membership Chair. Please help her out in getting organized – if you see errors in our records or your name is misspelled, send her email. If you know someone who joined but who didn't get this newsletter, do let us know. With everyone's vigilance, this transition will be smooth as glass.

Information about Caucus activities can be found throughout the articles of this newsletter. If you wish to take on a project with Caucus support, contact me and/or Paula Roberson, who follows me as president in January 2015.

Sincerely,
Nancy Flournoy

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 Elena Rantou (elena.rantou@fda.hhs.gov) should be contacted.
2. Job ads, for which Sorina Eftim (seftim@icfi.com) should be contacted. See Job Notices for deadlines and charges. These ads (and only these) will be posted on our website, <http://caucusforwomeninstatistics.wordpress.com>

Newsletter Deadlines:

Winter 2015:

December 15

Spring 2015: March 15

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FYI-IMPORTANT DATES AND UPCOMING EVENTS—BY ELENA RANTOU



- ◇ JSM 2015 - September 30, 2014 - October 23, 2014 Online submission of invited session abstracts open
- ◇ JSM 2015—December 02, 2014 - February 02, 2015 Online submission of abstracts, invited posters, introductory overview lectures, topic contributed, and contributed abstracts open
- ◇ The panel session: *"Implicit Bias: What Statisticians Need to Know and Do"*, organized by Amanda Golbeck and Julia Gel (Associate Professor, Univ. of Waterloo-Univ. of Texas), was recently accepted for JSM 2015 invited program.

Chair/Moderator: Amanda L. Golbeck (Professor, University of Montana)

Panel Discussion, Panelists:

Arlene Ash, Division Chief, Biostatistics and Health Services Research, University of Massachusetts, USA

Charmaine Dean, Dean of Science, University of Western Ontario, Canada

Mary Gray, Professor and Past Chair, Department of Mathematics and Statistics, American University, USA

Marcia Gumpertz, Assistant Vice Provost for Faculty Diversity, North Carolina State University, USA

Nicholas P. Jewel, Head, Division of Biostatistics and Formerly Vice Provost University of California-Berkeley, USA

Jon Kettenring, RISE Director, Drew University, USA and formerly Executive Director, Bellcore and Telcordia Technologies, USA

Judith D. Singer, Senior Vice Provost for Faculty Development and Diversity, Harvard University, USA

- ◇ Yulia R. Gel and Amanda L. Golbeck co-organized an invited panel session for the 2015 60th International Statistical Institute World Statistics Congress in Rio de Janeiro, Brazil. Title: Maximizing the Likelihood of Diverse Leadership in Statistical Sciences

Chair/Moderator: Amanda L. Golbeck (Professor, University of Montana)

Panel Discussion, Panelists:

Ksenija Dumicic; (Professor, University of Croatia)

Ejaz Ahmed (Professor and Dean, Brock University, Canada)

Ola Awad (President, Palestinian Central Bureau of Statistics)

Bronwyn Harsch (Professor and Assistant Dean, Queensland University of Technology, Australia)

Roy Welsch (Professor, MIT)

Nozer Singpurwalla (Professor, City University of Hong Kong)

Exciting news about women statisticians:

- ◇ <http://bulletin.imstat.org/2014/09/women-faculty-in-us-statbiostat-departments/>
- ◇ <http://www.theguardian.com/science/2014/aug/13/fields-medal-mathematics-pr>
- ◇ http://www.cnn.com/2014/10/14/opinion/pease-campell-nadella-women-karma/index.html?hpt=hp_t3

Acknowledgment:

Google® sponsored our CWIS business meeting and dinner at JSM 2015. During the meeting, the Caucus members had a chance to hear about some exciting career opportunities for statisticians at Google®.

A NOTE FROM OUR PRESIDENT-ELECT — BY PAULA K. ROBERSON

It was wonderful to have an opportunity to visit with many of you this year at the Celebrating Women in Statistics conference in May and at JSM in August. Such gatherings provide a terrific opportunity for us to share ideas and support each other. Wouldn't it be great to be able to draw on the wealth of knowledge and experience within the Caucus throughout the year, and not just for a few days? Many of you over the past year have expressed a desire to have the Caucus facilitate a mentoring program. I believe that is an excellent idea, and announced during JSM that the Caucus will be developing an initiative in this area during the coming year.

This endeavor will require considerable volunteer effort to plan, launch, and sustain, so I need your help. If you would like to join me in a task force to brain storm and initiate this effort, please email me at RobersonPaulaK@uams.edu and include 'Caucus Mentoring' in the subject line. I

look forward to hearing from you.

Paula Roberson

President-Elect CWIS, 2015



**INVITED PANEL SESSION SPONSORED
BY THE CAUCUS, JSM 2014 -
BY JI-HYUN LEE**

At the JSM 2014 Meeting in Boston we sponsored an invited panel session organized by Ji-Hyun Lee. The session entitled "Analytical Challenges and Statistical Thinking in Analyzing High-throughput 'Omics' Data" invited four outstanding speakers in high throughput data research area. The session showcased four presentations that discussed challenges involved in valid interpretation of genomics, proteomics and transcriptomics datasets and provided statistical solutions to deal with the current challenges. The speakers were (1) Sunduz Keles, Professor, Departments of Statistics and Biostatistics & Medical Informatics, University of Wisconsin-Madison; (2) Christina Kendzioriski, Professor, Department of Biostatistics & Medical Informatics, University of Wisconsin-Madison; (3) Susmita Datta, Professor, Graduate Director and University Scholar, Department of Bioinformatics and Biostatistics, University of Louisville; and (4) Xihong Lin, Professor Department of Biostatistics, Harvard School of Public Health. The invited session draw a considerable attention with about 75-100 attendees during the session.

MAILBAG/NEWSBRIEFS — BY JILL MONTAQUILA

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

jillmontaquila@westat.com

Jill Montaquila

Features Editor

jillmontaquila@westat.com.

MAILBAG/NEWSBRIEFS — BY JILL MONTAQUILA

Congratulations!

We extend congratulations to the following Caucus members and prominent women statisticians:

- To Shili Lin, for having been recognized as an Elected Member of the International Statistical Institute (ISI) in 2014!
- To Sharon Lohr, for having been selected as the Deming Lecturer (<http://www.amstat.org/awards/deminglectureraward.cfm>) at the Joint Statistical Meetings (the first woman to have ever been selected for this)!
- To Grace Wahba, for having been selected as the Fisher Lecturer ([http://en.wikipedia.org/wiki/R. A. Fisher Lecture](http://en.wikipedia.org/wiki/R._A._Fisher_Lecture)) at the Joint Statistical Meetings!
- To Jackie-Hughes Oliver at North Carolina State University on winning the 2014 Blackwell-Tapia award!
- To Kathryn Chaloner, University of Iowa, on winning the Elizabeth Scott award!

**Keeping Recognition of Women's Achievements on Our Collective Radar**

In many ways, 2014 was a landmark year for women in statistics. While great strides have been made, there are still occasional reminders of the work yet to be done. There were no women in this year's class of Fellows of the Institute of Mathematical Sciences (IMS).

Nancy Flournoy is chair of the 2015 IMS Fellows Nominations Committee. Information on IMS Fellows is available at <http://www.imstat.org/awards/fellows.htm>.

News from the National Institute of Statistical Sciences (NISS)**Mary Batcher Becomes Chair of NISS Board of Trustees (June 3, 2014, Research Triangle Park, NC)**

The National Institute of Statistical Sciences is pleased to announce that Mary Batcher of Ernst and Young has become chair of the NISS Board of Trustees on July 1, 2014. Robert Rodriguez of SAS Institute, Cary, NC, has been named as vice chair. Also serving on the executive committee will be Christy Chuang-Stein (Pfizer), Rebecca Doerge (Purdue), Susan Ellenberg (U. of Pennsylvania), Roger Hoerl (Union College) and Fritz Scheuren (NORC at U. Chicago).

Ellenberg and Soper Win 2014 NISS Distinguished Service Awards (August 25, 2014, Research Triangle Park, NC)

Susan Ellenberg and Keith Soper have received the 2014 Distinguished Service Awards from the National Institute of Statistical Sciences (NISS). Alan Karr, Director of NISS, presented the awards on August 4, 2014 at the NISS/SAMSI (Statistical and Applied Mathematical Sciences Institute) reception, held at the 2014 Joint Statistical Meetings in Boston, Massachusetts. The NISS Distinguished Service Awards were established by the Board of Trustees in 2005 to recognize individuals who have given extraordinary service that significantly advances NISS and its mission. Karr states, "These individuals didn't have to do what they did, but they did it because they believe in NISS and its role in the statistics community."

Janet L. Norwood Award Ceremony Held Honors Judith D. Singer

The Thirteenth Annual Janet L. Norwood Award For Outstanding Achievement by a Woman in the Statistical Sciences (<http://www.soph.uab.edu/awards/norwoodaward>) was presented Wednesday, September 10, 2014, to Judith D. Singer, Ph.D. Dr. Singer is Senior Vice Provost, Faculty Development & Diversity and James Bryant Conant Professor of Education, Harvard University.

NOTES FROM OUR PAST PRESIDENT—BY SUSMITA DATTA



Dear CWIS members,

As a Past-President of CWIS (2013) I would like to thank all of you for letting me serve you all these three years. One of the most significant work that I have done during my time in CWIS is to represent you, as

being one of the executive committee members of the first-ever conference for Women in Statistics (May 15 -17, 2014). It was held at the Embassy Suites in Cary, NC. The conference was attended by about three hundred women statisticians from academia, government and industry and a handful of men statisticians as well. It was a unique conference, which included important and interesting topics such as work-life balance, leadership style, career choice and development, grant writing and transforming health care through data. Many women presidents of the American Statistical Association were present. In addition to these, there were networking breakfast and lunch sessions which were very well attended. We were also able to attract students and junior women researchers for a very exiting poster session. We provided fifty of them

with travel support from the conference grant R13 GM109727-01 (PI Susmita Datta) from National Institute of General Medical Sciences (NIGMS) of the National Institutes of Health (NIH). Many other major and minor corporate funding was also available. Overall, the conference was really enticing, elevating and empowering for women in statistics. We are hopeful that once again the Committee of Women in Statistics (COWIS) and CWIS will work closely and will make it happen again in 2016. I encourage all of you to stay connected and we will meet again in 2016.

Sincerely,
Susmita Datta
Past President CWIS, 2013
Susmita.datta@louisville.edu



REPORT FROM JSM 2014— BY AMANDA GOLBECK

The “Breaking the Glass Ceiling Roundtables” that the Caucus sponsored at the JSM were a huge success. By my informal count, 42 people assembled around the three tables. Conference catering is very expensive, and inevitably the Caucus subsidizes this kind of event out of member dues. This year we asked people to decide how much to pay for their breakfast based on their level of comfort (\$10 seeker, \$20 collaborator and \$30 champion), and people were very generous, which minimized the Caucus’ subsidy. Many really good ideas for career development were shared at the roundtables. Thanks to all who attended, with a special thanks to the three amazing women statisticians who led the discussions: Mary Gray, Christi Chuang-Stein, and Yulia Gel. We hope to see you at the Caucus-sponsored roundtables next year. We are considering organizing a lunch rather than a breakfast, so please stay tuned.

Amanda Golbeck

A NOTE FROM THE NEW CAUCUS MEMBERSHIP CHAIR—JULIA NORTON



I am happy to be taking up this new position as I begin my first full year of retirement from California State University, East Bay. I served the Department of Statistics as Chair from 1995 until 2005. Since about 1975 when Minja Paik left with her husband to move to the east coast, I was the only female tenure track faculty member until I became Chair in 1995—to be fair, I was also the last person hired on the tenure track since 1974.

Once I became chair, I worked really hard with the other faculty and the chair who followed me to build up the Department of Statistics so that beginning in 1997, we hired seven new tenure track faculty, four of them women. I am especially anxious that we as female statisticians encourage not only young women

to continue to PhDs, but also to the Master's Degree in Statistics and Biostatistics. Seeing women as successful statisticians at all levels in industry and government will create role models for young women all over the world.

If you see anything that I can do to assist the Caucus in enlisting women at all levels into the arms of our supporting members, let me know and I will give it a try.

Thanks for entrusting me with this responsible position.

Julia Norton
Department of Statistics and Biostatistics
California State University, East Bay
Hayward, California



CAUCUS BUSINESS MEETING MINUTES — BY NANCY FLOURNOY

Caucus Business Meeting Minutes Tuesday August 5, 2014 at JSM

The meeting was called to order by President Nancy Flournoy at 6:30 p.m. on August 5, 2014 at JSM in Boston.

1. Nancy began the meeting by introducing Professor Jane Pendergast from the University of Iowa and Chair of the Committee of Presidents of Statistical Societies. Jane reported on the COPSS discussion earlier that Tuesday morning concerning the Caucus proposal for expanding the F.N. David Award to have an accompanying named lecture yearly at JSM.

The ASA Committee on Meetings has approved a time slot for this new lecture; the five participating societies have approved needed changes in their JSM contracts. Jane reported that COPSS presidents raised the following questions:

Should the new annual JSM lectureship be open to men and women? Will it be a second-class lecture?

Should the new lecture be named for *F. N. David* or another?

What should be the criteria for recipients of the new named lecture and how does it differ from the Fisher lecture?

Note: these questions were addressed in a letter to COPSS presidents on August 18, 2014. It can be read on pages 8-9 of this 2014 Fall Newsletter.

2. Professor Amanda Golbeck, from the University of Montana, gave us an excellent slideshow on Elizabeth Scott.
Note: The Elizabeth Scott COPSS Award was subsequently awarded to.

CAUCUS BUSINESS MEETING MINUTES (CONT)

3. Professor Nancy Flournoy, from the University of Missouri, congratulated the Caucus' newly elected and re-elected officers:
 - Professor Jiayang Sun, Case University – President elect-elect
 - Dr. Anna Nevius, FDA – Treasurer
 - New Program Committee Members (formerly Representatives at Large) – Staci White, doctoral student, The Ohio State University and Professor Hao Helen Zhang, University of Arizona
4. Nancy congratulated Dr. Sharon Lohr, a Westat Vice President, who is the first and only women to give the Deming Lecture, and Professor Grace Wahba from the University of Wisconsin, who is the second woman to give the Fisher Lecture. Grace was in attendance and spoke to us briefly about the benefits of recognizing good men and enlisting their help.
5. Nancy reported on Caucus lunch at IMS-Asia and Pacific Rim meeting in Taipei; and encouraged other Caucus members to host engagements at other society meetings.
6. Drs. Marianna Dizik and Madeleine Cule, from Google Inc. told us about opportunities at Google.
7. Caucus Past-President Susmita Datta, from the University of Louisville, reported on the 2014 Women in Statistics Conference and told us about conference plans for 2016. Watch <https://women-in-stats.org> for additional information.
8. Caucus President-elect Paula Roberson, from the University of Arkansas for Medical Sciences, reported on ongoing mentoring efforts (see accompanying article in this newsletter for details).

Nancy Flournoy adjourned the meeting, and we continued to socialize. We are most grateful to  for its support of our JSM 2014 reception!

LET'S TALK: CWIS UPDATES—BY TENA KATSAOUNIS***Reminder:***

Social media—The Caucus for Women in Statistics is now on LinkedIn. I created a "closed" group named "Caucus for Women in Statistics", which means you need to "request to join" and I will accept your request.

Hope to see you in LinkedIn soon! Don't forget to "like" our Facebook page:

<https://www.facebook.com/Caucusforwomeninstatistics>, follow "WomenInStats" on twitter or follow our webpage.

<http://caucusforwomeninstatistics.wordpress.com/>. If you have any questions please contact me.

Thank you, Tena Katsaounis
Media and Communications Chair
katsaounis.1@osu.edu

**RESPONSE TO COPSS DISCUSSION OF CAUCUS PROPOSAL ON AUGUST 5, 2014
BY NANCY FLOURNOY**

Date: August 18, 2014
 To: Chair and Presidents in COPSS
 From: Nancy Flournoy, President of the Caucus for Women in Statistics
 cc: Caucus Executive Committee Members:
 Past-president Susmita Datta, President-Elect Paula Roberson, President-Elect-Elect Jiayang Sun, Treasurer Anna Nevius and Secretary Jessica Kohlschmidt;
 ASA Committee on Women Chair Dalene Stangl
 ASA Executive Director Ron Wasserstein
 COPSS Awards Committee Chair Kelly Zou

Subject: Response COPSS discussion of Caucus proposal on August 5, 2014

I am responding to the report that Jane Pendergast presented at the Business Meeting of the Caucus for Women in Statistics on August 5, 2014 at JSM in Boston. I and other members of the Caucus are pleased that there was general agreement at the COPSS meeting on the principle of having a new lectureship at JSM named for a woman. This is a major step for women in statistics.

However, I understand that several concerns were posed, and I am sorry that I was not present at your meeting to answer your concerns. I will try to answer these and trust that we can then move ahead with your approval to implement the new annual JSM lectureship.

1. Should the new annual JSM lectureship be open to men and women? Will it be a second class lecture?

None of the prior recipients of the F.N. David award were embarrassed to receive a *women-only* award. They respect their predecessors. The awardees are:

2001 Nan Laird, Harvard University
 2003 Juliet Popper Shaffer, University of California at Berkeley
 2005 Alice Whittemore, Stanford University (Member of the National Institute of Medicine)
 2007 Nancy Flournoy, University of Missouri
 2009 Nancy Reid, University of Toronto, (former President of IMS)
 2011 Marie Davidian, North Carolina State University (former President of ASA)
 2013 Lynne Billard, University of Georgia (former President of ASA and IBS)

This is a list of accomplished women who would have been able to give excellent long talks. Indeed, we can't imagine a woman who would be unhappy to have the opportunity to talk for an hour about her work.

We propose that the award initially be given only to women. Although it was gratifying to see an increase in women giving prominent long lectures at JSM 2014, we don't know if this marks a permanent trend or is just a short lived reaction to the terrible situation that precedes it. The historical lack of visible, honored women role models is easy to document, and it needs to be addressed to inspire this generation of new female graduate students and researchers.

The gender restriction can be reviewed at any time in the future if the situation shows sustained improvement. However, the target "situation" goes beyond the visibility and honor of women at JSM. It involves the inclusion of women in all aspects of professional life. So rather than looking myopically at the numbers of visible honored women at JSM, we need a broader assessment. This would include, for example, the number of tenured women in high ranked academic departments. Since this might be the most difficult to influence, it provides a useful surrogate measure of the status of women in the profession.

We propose to resolve the gender issue by having a reevaluation after 6 years, and if it is deemed that a sufficient number of female role models are well recognized in the profession, then the award could become gender neutral. The details of how an assessment is conducted are not important now. However, we would be pleased to have the Caucus leadership participate in a reevaluation when there is one.

RESPONSE TO COPSS DISCUSSION OF CAUCUS PROPOSAL ON AUGUST 5, 2014 (CONT)

2. Should the new lecture be named for *F. N. David* or another?

We support leaving the *F. N. David* award in place and honoring another woman with the new named lecture.

Because we maintain that a most pressing need is for the profession to hear from accomplished women about their research, the ideal name is *Grace Wahba*, who is the first of two female statisticians elected to the National Academy of Sciences (Bin Yu was elected this year). We know of no rule that says a lecture cannot be named for someone yet living. So we propose the new lecture be awarded in her name.

3. What should be the criteria for recipients of the *F.N. David* award and the new *Wahba* lecture?

To avoid confusion, we propose leaving the current criteria for the *F. N. David* award in place; they can be revised at a later date. However, we do want to point out that the current *David* award criteria are the most comprehensive of any existing or proposed awards. The *David* award recipient requires excellence in ALL of the following:

- As a role model to women
- Statistical research
- Leadership of multidisciplinary collaborative groups
- Statistics education
- Service to the profession

Indeed *F. N. David* was accomplished in all these areas; and it has not been uncommon for women to excel broadly.

The *Fisher* lecture criterion “is excellence in contributing statistical methods for scientific investigations broadly based on and emphasizing aspects of statistics and probability that are closely related to scientific collection and interpretation of data, the areas in which *Fisher* made his outstanding contributions.”

We take the criteria for the new lecture from *Grace Wahba*’s contribution to the COPSS anniversary volume in which she talks about the “*Ah ha*” moment. The proposed criterion is

For the development of statistical methods, especially those that arise from ‘*ah ha*’ moments, those moments that *Grace Wahba* defines as “when the main idea just pops up instantaneously, sparking sequences of future research activity. Almost all of these moments crucially involve discussions/interactions with others.”

A citation to her article in the COPSS volume could be added as a footnote or incorporated into the text.

Implementation:

The five societies need to appoint a member to the nominations committee, as is done with other awards and lectures. Consider starting the new lectures at JSM 2016, rather than at JSM 2015. The point in waiting until 2016 is that it provides more time to build notice and anticipation in the community. However, I note that there currently are good nominees. I served on the 2013 *F. N. David* award committee and, agreeing with *Nancy Reid*, I assure you that there are amazing women now in the pool, some who would be excellent choices for this lecture.

Finances:

The Caucus for Women in Statistics will provide \$1000 for each of the first three lectures, and if desired by COPSS, the Caucus will fundraise for an endowment.

Where are we at this point?

The ASA Committee on Meetings has approved an annual time slot for a new named lecture in the JSM meetings. The five societies of COPSS have approved changing their contracts to permit this lecture to occur. Financial support is guaranteed.

COPSS remains in charge and can make changes in the future as changing conditions warrant. All that remains is for the five member societies in COPSS to vote their approval of this proposal. We look forward to your favorable vote so we can move ahead to begin implementation.



JOB NOTICES - BY SORINA EFTIM

Job notices must be submitted to Sorina Eftim by December 7, 2014 for inclusion in the Winter 2014 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 e-mail inquiries are welcomed. All positions advertised in this newsletter are EO/AA.

UNIVERSITY OF CALIFORNIA, DAVIS - DEPARTMENT OF STATISTICS

The Department of Statistics at UC Davis invites applications for multiple tenure-track Assistant Professor, tenured Associate and Full Professor positions from qualified individuals with a Ph.D. in Statistics or a related field. Applicants are expected to have active research interests in statistical methods that are related to large and complex or massive data sets. Special consideration will be given to candidates with demonstrated interests in machine learning, geometrical and nonlinear methods in statistics, including the analysis of spatio-temporal, functional-longitudinal, shapes, networks and other object data, deep/innovative scientific applications in various fields such as biological sciences and imaging, and big data-computing intensive methods. Candidates must possess a strong commitment to providing service to the department, university and statistics community. An outstanding record of research, professional activity and teaching are required for appointment with tenure, and demonstrated interest and the potential to achieve such a record are required for a tenure-track appointment. The position will begin 07/01/2015. Application review begins 11/01/2014 until positions are filled. The positions will begin 07/01/2015. For more information see <http://www.stat.ucdavis.edu/employment/academic/>. To apply, go to <https://recruit.ucdavis.edu/apply/JPF00329>

UC Davis offers a broad range of opportunities for collaborations involving large/massive and complex data, including a Medical School, a Veterinary School, a Neuroimaging Center, and programs in Atmospheric Sciences, Cosmology, Genetics/Bioinformatics, Neuroscience, Computer Science, Geology and Psychology. The Department hosts graduate programs in Statistics and in Biostatistics (for further information see <http://www.stat.ucdavis.edu>). UC Davis is an affirmative action/equal employment opportunity employer and is dedicated to recruiting a diverse faculty community. We welcome all qualified applicants to apply, including women, minorities, individuals with disabilities and veterans.

CARNEGIE MELLON UNIVERSITY—PITTSBURG, PA - TENURE-TRACK/VISITING POSITION

Possible tenure-track and visiting positions. Collegial environment emphasizing disciplinary and cross-disciplinary research and teaching. All statistics areas welcome. Joint appointments possible with other units in Pittsburgh area. See <http://www.stat.cmu.edu/faculty-search>. Apply on-line at: <https://webapps.cs.cmu.edu/FacultyApplication/Statistics>. Application screening begins immediately, continues until positions close. Women and minorities encouraged to apply. AA/EOE.

Assistant/Associate Teaching Professor

Department of Statistics, Carnegie Mellon University, Pittsburgh, PA. Teaching Professor, rank (Assistant, Associate or Full) to be determined. This position emphasizes teaching, student advising, curriculum development, and supervising collaborative research projects. PhD in statistics, biostatistics or related area required. See <http://www.stat.cmu.edu/faculty-search> for more details. Apply on-line at <https://webapps.cs.cmu.edu/FacultyApplication/Statistics>. Application screening begins immediately, continues until positions close. Women and minorities are encouraged to apply. AA/EOE.

JOB NOTICES - BY SORINA EFTIM

DEPARTMENT OF STATISTICS & ACTUARIAL SCIENCE - UNIVERSITY OF WATERLOO TWO LECTURER POSITIONS IN STATISTICS AND ACTUARIAL SCIENCE

The Department of Statistics and Actuarial Science at the University of Waterloo invites applications for two definite-term lecturer positions in Statistics and in Actuarial Science, for a term of less than two years.

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. Preference will be given to candidates who can teach both actuarial science and statistics courses. 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.

Applications will be accepted until the two positions are filled, with all applications received by November 15, 2014 being fully considered. Completed applications will be reviewed on an ongoing basis before this

deadline. The positions will start January 2, 2015 or later. The salary range is \$60-90k and will be commensurate with qualifications and experience. Please submit a detailed cover letter, a *curriculum vitae*, and arrange for at least three letters of reference to be sent directly to:

Professor 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

These appointments are subject to the availability of funds. All qualified candidates are encouraged to apply; however Canadians and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, members of visible minorities, native peoples, and persons with disabilities.

Three reasons to apply: <https://uwaterloo.ca/watport/why-waterloo>.

JOB NOTICES - BY SORINA EFTIM**DEPARTMENT HEAD—DEPARTMENT OF STATISTICS
FRANKLIN COLLEGE OF ARTS & SCIENCES
UNIVERSITY OF GEORGIA**

The University of Georgia invites applications and nominations for the position of Head of the Department of Statistics. The department was founded in 1964, and offers bachelors, master's, and doctoral degrees in Statistics. Our faculty members' research covers a broad range of topics in Statistics and its applications. Many opportunities for collaborative work exist at UGA, and our faculty members collaborate with colleagues from diverse fields such as biology, psychology, education, geography, and forestry. The department currently has 22 full-time faculty members, five of whom are non-tenure track. For more information about the Department, please visit <http://www.stat.uga.edu>.

The Department seeks an outstanding individual with a dynamic and internationally recognized research program, a sincere commitment to undergraduate and graduate education, and proven leadership skills. The Head will provide intellectual and administrative leadership, and will be expected to promote a creative environment that fosters excellence in research and educational programs. The department is poised for substantial growth, and the Head will play a central role in shaping its future.

Candidates must demonstrate a vision for supporting, directing, and enhancing the goals of the department. A Ph.D. or equivalent in Statistics or related field is required, along with the qualifications to be appointed as a Full Professor with tenure. In addition, candidates must have an outstanding record of academic accomplishments and funding, proven leadership and administrative skills, and a vision for future development of the department.

To apply for the position, candidates should submit a cover letter summarizing their qualifications and vision for leadership, together with a complete curriculum vita that includes names and contact details of at least four individuals willing to provide letters of reference. Please submit these documents as a single pdf at: <http://recruitment.franklin.uga.edu/statistics>. Confidential and informal inquiries can be addressed to Dr. Bernd Schuttler, head of the search committee (hbs@physast.uga.edu). The committee will begin reviewing applications on November 15, 2014, and continue until the position has been filled. The tentative start date for the position is August 14, 2015.

The Franklin College of Arts and Sciences, its many units, and the University of Georgia are committed to increasing the diversity of its faculty and students, and sustaining a work and learning environment that is inclusive. Women, minorities and people with disabilities are encouraged to apply. The University is an EEO/AA institution. All qualified applicants will receive consideration for employment without regard to race, color, religion, sex, national origin, disability, or protected veteran status. Georgia is well-known for its quality of life in regard to both outdoor and urban activities. The University of Georgia, the oldest state-chartered university in the United States, is a land/sea grant institution located in the city of Athens, 70 miles northeast of Atlanta. For more information on Athens please visit <http://www.visitathensga.com>; for more information on Georgia, visit <http://www.exploregeorgia.org>.

**CAUCUS FOR WOMEN IN STATISTICS
2015 MEMBERSHIP/RENEWAL/CONTRIBUTIONS FORM**

This form is to be used for the 2015 membership year (1/1/2015 to 12/31/2015. For renewals, only changes need to be indicated.

Name: _____

Work Phone: _____

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Mailing Address: _____

Email Address: _____

Would you like your contact information to be included in the
Caucus email distribution list?

Yes _____ No _____

Highest Degree: _____ Year Received: _____

Field/Major: _____

Thesis Topic/Current Interest: _____

Advisor: _____

Institution: _____

Current Employer: _____

Job Title: _____

CURRENT MEMBERSHIPS IN AFFILIATED SOCIETIES
(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

I would like to volunteer to (please, check):

_____ Serve as an officer

_____ Serve on Awards/Fellows Nomination Committee

_____ Be a mentor

_____ Assist with fundraising

_____ Communications work

_____ Write an article for the newsletter

_____ Contribute through our website (as well as
Twitter, Facebook, LinkedIn)

_____ Other ideas: _____

_____ At JSM, ENAR, or involve the Caucus with other
conferences:

_____ Organize a session

_____ Lead Round Table discussion

_____ Sit at Hospitality Table

_____ General/Other

_____ Other: _____

Dues for each Membership Category:

New Member \$5.00

Associate (student, retired, unemployed) \$5.00

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 \$ _____

Total (Dues and Contributions) \$ _____

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

Two options for paying membership dues:

1. Mail this form and a check for the **TOTAL** amount made out to the Caucus for Women in Statistics to:

Anna Nevius, Treasurer

7732 Rydal Terrace

Rockville, MD 20855-2057.

2. Pay on PayPal at <http://caucusforwomeninstatistics.wordpress.com/join/> and email this filled out form to Anna Nevius (nevius@comcast.net).

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