



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 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://cwstat.org/>

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VOLUME 46, ISSUE 1

Spring 2016

LETTER FROM THE PRESIDENT—BY Jiayang Sun



Dear Caucus members,
Greetings. Welcome to our Spring 2016 newsletter. The Caucus officers have been working hard since the beginning of the year. Much has changed and much to announce and celebrate. We also welcome input and contribution to make the Caucus for Women in Statistics (CWS) a better place for all of us.

New Officers and Alliance: We welcome our new officers: Nusrat Jahan and Kristen Broms to the Program Committee, Julia Gel as our liaison from the Statistical Society of Canada (SSC), Linda Zhao as our liaison from Institute of Mathematical Statistics (IMS), and Donna LaDonde as our American Statistical Association (ASA) liaison. The ASA has been our longest partner. Last but not least, congratulations to Elena Rantou as she assumes the position as the Chair of Communications committee.

New Webmaster and Webpage: We have also recruited the IMS webmaster, Laila Hakim, to design, build and update our new webpage. She has been with the IMS for more than 10 years. She has not only superb technical skills, but also valuable institutional and professional experience. She is absolutely wonderful to work with. It is exciting to announce our new website:

<http://cwstat.org>.

WELCOME
TO OUR
SPRING 2016
NEWSLETTER

Please visit our site and let us know what you think. We welcome comments, input and new ideas. If you have some relevant pictures and news to share, please also let us know. To submit your comments, go to <http://cwstat.org/contact/> and email with a Subject of "Web" if your comments are about the CWS webpage. We thank all members of the **Ad hoc Webpage committee:** Elena Rantou (Chair of Communications Committee), Jessica Kohlschmidt (Secretary), Elizabeth Margosches (Web Consultant), Ji-Hyun Lee (President Elect), Laila Hakim (Web Master) and Jiayang Sun (President), for their wisdom, knowledge and tremendous time they devoted to the development of cwstat.org.

New Functionality: In the new website we have updated our options for renewing membership and links for 'Members Only' through a membership corner (which will be continuously updated). Now, you can pay membership dues or make a donation using a credit card with or without a Paypal account at our website at <http://cwstat.org/membership/available-memberships/>.

All members are encouraged to register for your membership and select your own login name and password. Once you have registered you will be able to get into the membership corner. There will be a separate email to those who recently signed up on the Google survey.

(continued on page 3)

MAILBAG/NEWSBRIEFS—BY JILL MONTAQUILA

About This Column

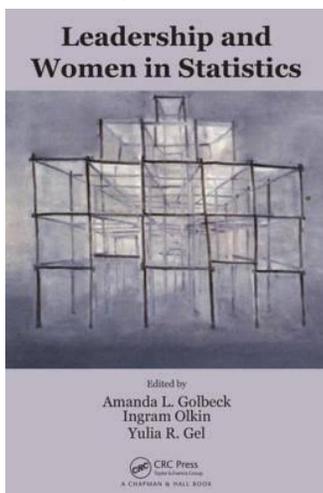
The Mailbag/Newsbriefs Column provides a means of sharing news items with Caucus members. Mailbag items are generally personal news items—updates on members who have recently taken new jobs, received promotions, published articles or books, etc.

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 jilldematteis@westat.com.

**Past Caucus President Amanda Golbeck Selected To Be a Fulbright Specialist**

University of Montana Professor and former Caucus President Amanda Golbeck was selected as a Fulbright Specialist, offering her the opportunity to work as part of the Fulbright Award program with faculty from the University of Latvia. She will spend two weeks in May conducting lectures and seminars and sharing her recommendations regarding research methods for specific public health research projects. More information is available at <http://bit.ly/1RmqA2a>.

Leadership and Women in Statistics

The book *Leadership and Women in Statistics*, edited by Amanda Golbeck, Ingram Olkin, and Yulia Gel, was released in August 2015, and recently received its first review, in the *Journal of Biopharmaceutical Statistics*.

The reviewer, Ellen Snyder, Ph.D., noted that the book “is an important and timely contribution to the statistical profession, and will be of interest to male and female statisticians alike, at any point in their careers, whether they work in academia, government, industry or private consulting.”

The book was published by Chapman and Hall/CRC, and is available at <https://www.crcpress.com/Leadership-and-Women-in-Statistics/Golbeck-Olkin-Gel/9781482236446>.

**Women in the Workplace**

The article “Mothers’ long-run career patterns after first birth” (Frühwirth-Schnatter, S., Pamminger, C., Weber, A., and Winter-Ebmer, *Journal of the Royal Statistical Society, Series A*, first published online Dec. 17, 2015) examines career trajectories of women after the birth of their first child. In their analysis, the authors identified five clusters of women based on their long-run career outcomes—a low-wage cluster, a late return cluster, an out-of-labor force cluster, a high-wage cluster, and a mobile cluster. They also found, among other things, that “for most groups the steady state is reached within 5 years after birth” and that “giving birth late in life may be associated with very diverse outcomes.”

LETTER FROM THE PRESIDENT (cont.)

With our new system we will now be able to automatically remind **registered** members prior to your membership's expiring. This system should help our members be better connected with the Caucus of Women in Statistics.

New, Awards Nomination Committee: See the website (cwstat.org) for more information on this new Committee for its charges and list of committee members. Thank you, for serving CWS.

Constitution Update: The Executive Committee and Governing Council are once again working on updating our Constitution. The updates are necessary, to (1) fix things that we missed in the first round and some inconsistencies, and (2) to revise the roles of the officers to more accurately reflect what those individuals contribute to the Caucus, as the CWS modernizes and automates communication and interactions among CWS members and with other professional societies.

Social Media: Please check out our social media pages when you visit our new website. You can also go there directly:

<https://www.facebook.com/womenstatisticians/>
<https://twitter.com/cwstat/>
<https://www.linkedin.com/groups/7052092>
<https://www.instagram.com/cwstat/>

We would like you to follow and/or friend us. If you have interest in helping us with our social media and keeping it dynamic, especially, the Instagram, please let us know by going to cwstat.org/contact and email, with a specification "Volunteering" and the Subject "Instagram". We'd love to 'recruit' a great photographer/visionary to take charge of our Instagram, which is for the young generation.

JSM 2016: Call for Volunteers to

be table leaders at the First Timers Reception (**Noon on Sunday, July 31**), or manage/sit by the CWS tables (throughout **Sunday-Wed**), or lead the roundtable breakfast (**7 am on Monday, August 1**) at the JSM.

For the First Timers Reception, free lunch is provided. As a table leader, you will lead as a host, answer questions and give advice on things to see and do at JSM for first time attendees, or just have a good discussion with whoever is at the table. The First Timers often value their discussions with their table leaders.

Once again, you can specify your volunteering interests in your member registration or email at cwstat.org/contact with a specification of "Volunteering" for either JSM activities, or social media etc.

Reception and Business Meeting is planned Sunday, July 31st at 7:30 pm. Please come join us. There will be fabulous door prizes including a trip on the Google dinner cruise on Tuesday and we are planning to take a group picture so please attend. We would like to update pictures on our website and social media sites.

Special Sessions. We are also the main sponsor and organizer of the following fabulous invited session at JSM: "Extraordinary Impact of Statistics", 4pm, 7/31/2016. See the June issue of Amstat News about this extraordinary session!

See page 5 for other sessions that we are jointly sponsoring.

Enjoy the beautiful Spring,
 Jiayang Sun, President
 Caucus for Women in Statistics (CWS)
cwstat.org

FYI-IMPORTANT DATES AND UPCOMING EVENTS—BY ELENA RANTOU


**CALL FOR NOMINATIONS
THE FIFTEENTH ANNUAL JANET L. NORWOOD AWARD**

For Outstanding Achievement By A Woman In The Statistical Sciences

The Department of Biostatistics and the School of Public Health, University of Alabama at Birmingham (UAB) is pleased to request nominations for the Fourteenth Annual Janet L. Norwood Award for Outstanding Achievement by a Woman in the Statistical Sciences. The award will be conferred on Wed 9/14/2016. The award recipient will be invited to deliver a lecture at the UAB award ceremony, and will receive all expenses, the award, and a \$5,000 prize. Acceptance of the award is conditional on delivering the lecture at UAB on 9/14/2016.

Eligible individuals are women who have completed their terminal degree, have made extraordinary contributions and have an outstanding record of service to the statistical sciences, with an emphasis on both their own scholarship and on teaching and leadership of the field in general and of women in particular and who, if selected, are willing to deliver a lecture at the award ceremony. For additional details about the award, please visit our website at <http://www.soph.uab.edu/awards/norwoodaward>.

How to nominate: Please send a full curriculum vitae accompanied by a letter of not more than two pages in length describing the nature of the candidate's contributions. Contributions may be in the area of development and evaluation of statistical methods, teaching of statistics, application of statistics, or any other activity that can arguably be said to have advanced the field of statistical science. Self-nominations are acceptable.

Please send nominations to:

David B. Allison, Ph.D.

Distinguished Professor, Quetelet Endowed Professor of Public Health, Associate Dean for Science; dallison@uab.edu. Deadline for receipt of nominations is Fri 6/24/2016. Electronic submissions of nominations are encouraged.


Morton named Dean of the College of Science at VA tTech

Congratulations to Sally C. Morton on her appointment as dean of the College of Science at Virginia Tech. Read the full story at:

<http://vtnews.vt.edu/articles/2016/03/science-newdeansallymorton.html>

WE WOULD LIKE TO HEAR FROM YOU!!!

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

***elena.rantou@fda.hhs.gov
(cc: jsun@case.edu)***

Or directly at cwstat.org/contact/

Job notices must be submitted to Sorina Eftim by July 7, 2016 for inclusion in the Summer 2016 Newsletter. The fee for publishing a job notice of ≤12 lines is \$50, a ½ 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

FYI-IMPORTANT DATES AND UPCOMING EVENTS—BY ELENA RANTOU
CWIS-sponsored activities at JSM 2016 in Chicago, IL

Reception and Business Meeting, Sunday July 31st at 7:30 pm. Details to follow.

The Caucus annual breakfast event is scheduled for Monday 8/1/2016 at 7 am. Table leaders needed. Let Jessica Kohlschmidt (kohlschmidt.1@osu.edu) know if you can help.

We are the main sponsor of Session 56: "Extraordinary Impact of Statistics", 7/31/2016 @ 4 pm

We are cosponsoring the following sessions:

Session CE_45p—"Career Development: Power Careers in Statistics"

Session 57—"The Extraordinary Impact of Janet Norwood on the Federal Statistical System and the Statistical Profession"

Session 64—"The World of Statistical Analysis Professionals"

Session 230—"Effective Self-Promotion to Advance Your Career in Statistics"

Session 285—"Women in Statistics: Past, Present, Future"

Session 477—"Extraordinary Power of Remote Collaboration and Team Science"

Session 475—"Reproducibility in Statistics and Data Science"

Session 624— COPSS Award and Fisher Lecture, "Personalizing Disease Prevention: Statistical Challenges"

In memory of Ingram Olkin

Ingram Olkin was born in 1924. It would be great to have known his mother, because she raised a most superior advocate and mentor of women. Ingram has been a member of the Caucus of Women in Statistics as long as I can remember, maybe from its formation in the early seventies, sometimes our only male member. He is the only male winner of the Elizabeth Scott Award.

Julia Olkin, Ingram's second child and Professor of Mathematics at California State University – East Bay, wrote "My father, Ingram Olkin, died peacefully on Thursday evening, April 28, with his daughter Rhoda and wife Anita by his side.

He had absolutely no regrets...both personally and professionally, and led a full, wonderful life. He valued all his friendships with everyone. Thank you for being a part of his life..."

Ingram's academic accomplishments are legendary. But for all his prowess, he valued his many friendships. Each and every one got his complete attention when it mattered. His help, his encouragement and his friendship has fostered our growth, as individuals and as an organization.

The links below are provided in remembrance:

<http://magazine.amstat.org/blog/2015/01/01/ingram-olkin-mentor-to-many/>

<http://arxiv.org/pdf/0802.0557.pdf>

May We All Share Warm Memories,

Nancy Flournoy

Past-past president

Caucus for Women in Statistics

INTERVIEW: MARY GRAY A DISCUSSION ABOUT WOMEN'S SALARIES AND HUMAN RIGHTS

BY NAWAR SHARA

1. Please tell us a bit about your early days. Where did you grow up? Where was your schooling? What did your parents do?
2. Why did you choose to study statistics? What experiences in school or university, if any, influenced you to pursue this career?

I grew up in Hastings, Nebraska, a small town-but large for Nebraska- having population of about 25,000. I went to school there through high school and to a local college called Hastings College.

My father died when I was a senior in high school. He graduated from high school but didn't go college. He had had a varied career through the depression, he was a policeman for a couple of years, he was an auto mechanic, he drove trucks, and at the time he died he was a traffic manager for a small freight company that carried freight between Omaha and Denver. My mother trained to be an elementary school teacher. She had taught school before she was married in a rural school in western Nebraska, where the local American Indians would come in and camp around the school, so it was a one room school, where she taught grades one through eight, and then she didn't work outside the home until the end of World War II. During World War II she and my aunt set up essentially a boarding house for people who worked in a local ammunitions factory. When the war was over, she didn't work outside again until after my father died. Then she became the cafeteria manager in the college where I was



going to school.

Well, I didn't decide to study statistics, I originally studied mathematics. I was good at math at high school and when I was in college I majored in math and physics and took a lot of other courses because, unlike what some Universities do, my college allowed me to take as many hours as I wanted, and I had a scholarship that covered all of them.

I then went to study in Germany on a Fulbright for a year. Again I studied mathematics -not statistics- and then I came back to go to graduate school at the University of Kansas and well, I had some statistics, but it was primarily math that I studied. It was abstract mathematics, and in particular, ring theory.

After I graduated, I taught in California, at Cal State - Hayward, which is now called Cal State East Bay, and then, I came to American University in 1968. I got involved in doing statis-

I met her (Elizabeth Scott) working on the issue of salary discrimination in universities and we wrote a paper together. She was one of the first people working in this field and I always admired her work and her career, so probably if anybody was inspirational to me, it was she.

tics, because people asked for some help on cases involving what they thought was discrimination. And, so I essentially taught myself a lot more statistics that I ever had in graduate school and that's how I decided to study statistics.

3. Are there any teachers/professors/ prominent statisticians, worldwide, who stood out in your mind as inspiration for you to explore a career in statistics?

I had a very good professor in undergraduate school who encouraged me to go on to graduate school in math, but for the prominent statistician it was probably Betty Scott. I met her working on the issue of salary discrimination in universities and we wrote a paper together. She was one of the first people working in this field and I always admired her work and her career, so probably if anybody was inspirational to me, it was she.

**INTERVIEW: MARY GRAY (continued)
A DISCUSSION ABOUT WOMEN'S SALARIES AND HUMAN RIGHTS**

BY NAWAR SHARA

4. Would you like to briefly tell us about your current job and your career path?

I decided to learn some statistics, because it seemed to be a way that you could help people, better than by doing abstract mathematics. I discovered that the pension plan that the university had, was discriminatory on the basis of sex. In working on that it seemed that the lawyers who were handling it really didn't know very much about the issue. I therefore decided to get a law degree and then we won the case, which eventually went to the Supreme Court; that convinced me to head to another career of being a lawyer as well, which I mainly use in conjunction with statistics. Also back then, we had a PhD Program in Mathematics here at AU, and we had some students who had come on a fellowship program from the Ford Foundation and who taught at Historically Black colleges. The PhD program was not really very useful for them because the idea was that they would be better trained in math and then go back and teach in the historically black colleges, but they were never going to do any research back there, as there was no support, so it was it was really a waste of time for them to pursue purely abstract research. I therefore switched the program to a Mathematics Education program, so that they would take the course work for PhDs and then do the research that somehow involved education, so there was something that would be useful for everyone. So I've gone through being a mathematician and statistician and a lawyer and mathematics educator. However, I ended up teaching a lot of statistics classes. I also do a substantial amount of *pro bono* work for various kinds of organizations. So that's what I do now.

5. What keeps you motivated in your work?

Well, you can see that there is some progress, or a change and you feel that you have contributed to that change. The first time I sensed the change was during my involvement with the discriminatory pension plan project. Throughout the years, I have had the same feeling several times; with my work in developing countries like the Myanmar school improvement project, the aged refugees and many others. What I really am enjoying, most recently? Writing a column for *Chance* magazine on statistics in law. It's a challenge and it's a lot of fun; it's just something different! Recently I also went Finland, where there was an

There is no doubt about it, there is pay discrimination. It's a lot different than it used to be, but there is still a lot that needs to be done.

opera about, an eighteenth century mathematician. Apart from the opera, there was a conference where I talked about her contributions in mathematics and physics.

6. What are the challenges you face in your everyday life as a female statistician and university faculty?

Well, it never ends; it's been difficult, as there is always a new challenge. I'm wearing a pin at the moment, which is three quarters of a EURO. This was given to me by a feminist group in Finland, showing that women's average salaries are only 74% of men's. A friend of mine saw this and is now making a pin representing an American dollar. There is no doubt about it, there is pay discrimination. It's a lot different than it used to be, but there is still a lot that needs to be done.

7. Your work focuses on human rights, economic equity and education. What has changed during the past decades? How can the society as a whole benefit from the contributions of a statistician?

With education there is a huge difference. When I got a PhD in Mathematics, 6% percent of the PhDs in Mathematics went to women. This is now around 25% to 30% and if you include statisticians as part of the evidence, it is much higher because the percentage of PhDs in statistics that go to women is about 40%. So there is big improvement in getting people in school and getting first jobs. Any woman with a PhD in statistics can get a first job; it may not be exactly the job she wants, but they are still good jobs, generally paying the same as for men, so entry-level jobs are good.

Moving up the scale is still difficult; there is still a glass ceiling; there are still women having trouble getting promoted; they have trouble getting better jobs, etc., so problems haven't been solved, but there is no doubt, it's a lot better than it used to be. On the other hand, blue collar job discrimination hasn't really improved much. This is still a problem and there is much room for improvement.

**INTERVIEW: MARY GRAY (continued)
A DISCUSSION ABOUT WOMEN'S SALARIES AND HUMAN RIGHTS**

BY NAWAR SHARA

In regards to human rights; there are differences in different countries. I got introduced to human rights issues in Latin America, and now Latin America is reasonably free of abuses. There are a lot of women, even older than I, who taught in colleges and universities for years at lower salaries, because they couldn't usually get jobs at large universities. Then their pensions were also discriminatory, that is, 15% less than those of men with similar experience. Now, their pensions are equal after a number of years when some retired women could never afford to eat meat or fish or pay for telephones. It is little things, such as the increase in their pensions that make a big difference.

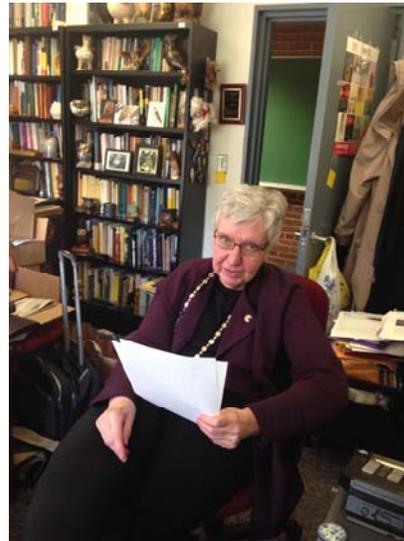
...balancing of various demands is hard, but you need to be very responsible, and try cut out a niche where you are the best person in that field, so that you can feel a sense of accomplishment.

8. What is your advice to a young female statistician who wants to shape her future with a career in Statistics?

I think that a young female statistician will have to first decide what she is going to focus on. Young women need to realize that it takes a lot more effort than they think to handle both a family and the job responsibilities. As you know, balancing of various demands is hard, but, basically, you need to be very responsible, and you need to try to cut out a niche where you are the best person in that field, or that narrow field, so that you can feel a sense of accomplishment. I also advise young people to do some *pro bono* work. Everybody has had help with their education, and people need to give back, so that's actually my advice, you need to give back.

9. Where do you see the field heading and if you would make recommendations to future statisticians what tops that list?

What I tell our graduate students, right now, is that they should be spending more time learning coding. With all the excitement about big data, it's mainly a concept, it's always been with us and there is not all that's new about it. Things come and go, but I do think that when you have some additional skills like coding, this is going to help you out starting your career. I also urge undergraduate students to



pursue the kind of internships that are related to achieving computational skills.

10. Finally, if you were to choose another profession what would that be?

Well, If I had a talent for it, I might choose opera, but as long as I don't have the talent for it, the only other thing I would do, would be

being a lawyer. In fact, when I was an undergraduate student the question was whether to go to graduate school or go to law school. My father had died back then and we didn't have a lot of money for me to pay for law school. At that time, there were plenty of opportunities to study mathematics and to get a fellowship that would pay for your education. It was later on in life that I decided I wanted to go to law school, although I never intended to be a lawyer throughout my career.



Dr. Gray is a Lawyer and a Professor of Mathematics and Statistics at American University, Washington , DC.

Dr. Shara is Director, Dept. of Biostatistics and Bioinformatics and Associate Professor of Medicine, Georgetown University and Director DBPS-CTSA (Georgetown-Howard) MedStar Health Research Institute.

VOLUME 46, ISSUE 1

**CAUCUS FOR WOMEN IN STATISTICS
2016 MEMBERSHIP/RENEWAL/CONTRIBUTIONS FORM**

This form is to be used for the 2016 membership year (1/1/2016 to 12/31/2016). For renewals, only changes need to be indicated.

Name: _____

Work Phone: _____

Home Phone: _____

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).

NEWSLETTER, SPRING 2016

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*or email at cwstat.org/contact to contact these officers. With an appropriate specification and subject, your email will be directed to appropriate officers/committees.