



Upcoming Events

STATFEST

2022

Virtual

Sept. 17, 2022

Women in Stat & Data Science Conference

St. Louis, MO

Oct., 6-8, 2022

2022 Field of Dreams Conference

Minneapolis, MN

Nov. 4- 6, 2022

[Register here](#)

Thoughts from the Director...



David Goldberg
Executive
Director of the
Math Alliance

August just flew right by, and the semester is in full swing for many. For those lucky enough to have a few more days before school starts, I hope you are enjoying this time. I feel invigorated by the summer's activities, including several in-person conferences, like Latinx in Mathematics, MAA Mathfest and the Joint Statistics Meetings. Now we are looking forward to the return of the Field of Dreams Conference as an in-person event, and each day it seems the anticipation and momentum grows. I am hopeful that what we've learned from our colleagues and other conferences is going to allow us to hold the event successfully and safely.

I want to thank the Mentors who have nominated students for [F-GAP](#). Remember, any accepted F-GAP Scholar who is active in the program, will be invited to attend the Field of Dreams Conference. We have seen **over 100** nominations, about 50 students have been matched with doctoral faculty facilitators, and we expect this will be over 75 soon. We hope all these F-GAP students will be able to attend the conference. This is great news for graduate

programs who are planning to attend the conference and are looking to meet and recruit Math Alliance Scholars. It looks like we'll have our "usual" complement of 50-70 graduate programs participating, and we're on our way to having about 100 student conference participants. **There is still time to [nominate additional students for F-GAP](#) and to [nominate other students for the Field of Dreams Conference](#).**

I'll remind you that this year's Field of Dreams plenary speakers will be Michael Young (Math Sciences Lecture), Kimberly Sellers (Kathryn Chaloner Memorial Lecture on Statistical Sciences and their Applications), and Federico Ardila (Keynote). We thank our friends at IMA for all their support and organizational help with the conference, and thanks to our Agenda Committee for their hard work in designing the program. For faculty, doctoral students and other non-student attendees, the [registration site](#) is now open! We are hoping to see many of you in Minneapolis November 4-6. I, for one, can't wait!

There is a lot of other exciting news and I'll mention just a few items. The AMS elections are under way until November, and you'll see many folks from our community on the ballot. Please be sure to vote and consider supporting some of our Math Alliance mentors who are running for AMS offices. We'll have more details on the elections in a later newsletter article. Also, we want to congratulate Atlanta University Center Data Science Initiative, and Math Alliance Mentor Talitha Washington, on recently being awarded a [\\$10 Million NSF INCLUDES grant](#) to establish a National Data Science Alliance, which will elevate data sciences at HBCUs. This is a great development and will have tremendous impact on our communities, the profession, and our nation. We'll be featuring an article about this project in the next newsletter, but for now we just want to say congratulations Professor Washington!

2022 Field of Dreams Conference

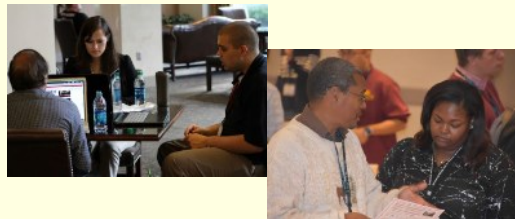
The [2022 Field of Dreams Conference](#) will be in-person and will be hosted by [The University of Minnesota](#) and [The Institute for Mathematics and Its Applications](#). The conference will be held the weekend of November 4-6, 2022 at The Graduate Hotel, Minneapolis, MN. We have a discounted nightly rate, at this hotel during the conference. To book the discounted rate, please use this [link](#).

To register for the conference, please use the registration [website](#). If you have any questions, please contact Rebecca Lank at lankr@purdue.edu. We are excited to see everyone in November!

Accepting 2022 Student Conference Nominations!

We are now accepting student nominations for the 2022 Field of Dreams Conference. This year's conference will be held in Minneapolis, MN on November 4th -6th. The conference is being hosted by the IMA and the University of Minnesota. If you have a student that is interested in Graduate School, then please nominate them here: <https://www.mathprograms.org/db/programs/1326>.

Invited students attend the FOD Conference, free of charge. If a student is selected to attend the conference, the Math Alliance will pay for your travel, registration and hotel.



Time is Running Out to Nominate Students For F-GAP!



The Facilitated Graduate Applications Process (F-GAP) is an Alliance program that provides undergraduate Juniors and Master's students with the advice and assistance needed to begin the application process as they apply to graduate programs.

F-GAP will help students choose departments that are most appropriate to their goals and aspirations. The Math Alliance Community will work with the student as they prepare their applications to graduate programs and will assist in tracking the progress of their applications through the admissions process. The Math Alliance Community will assist in maximizing the chances that Math Alliance Scholars will be admitted, with support, to a department or program where they will thrive. We will pair each eligible student with one of our Doctoral Alliance Mentors who will work with the students local mentor to create a mentoring team that will aid in the application process.

If you know of a Juniors or Master's student who will be applying to graduate programs for Fall 2023 please submit student nominations here:

We have a page on our website that has [Selection Criteria](#) for you to reference before you nominate your student.



[Nominate a Student Now](#)

North Carolina State's Visit NC State Day

The logo for North Carolina State University, featuring the words "NC STATE" and "UNIVERSITY" in white, bold, sans-serif capital letters stacked vertically on a red rectangular background.

North Carolina State University is pleased to announce that The Graduate School will host its annual [Visit NC State Program](#) from **November 20-22, 2022**.

The purpose of this program is to increase diversity in our graduate programs at NC State. Prospective graduate students will visit their programs of interest and also learn more generally about the graduate educational environment at NC State. Please encourage eligible students to complete an [application](#) to participate by the **October 4, 2022** deadline. Applicants must be US citizens or permanent residents. Travel expenses are covered for all visitors.

2023-24 IAS School of Mathematics Applications Now Open!

**IAS School of Mathematics
2023-2024 Applications Now Open
Deadline for submission is December 1, 2022**

With generous support from the National Science Foundation, the IAS School of Mathematics selects approximately 85 Members per year. The School welcomes applications from mathematicians and theoretical computer scientists at all career levels, and strongly encourages applications from underrepresented groups and mid-career scientists (6-15 years from Ph.D.). Competitive salaries, on campus housing, and other resources are available for researchers in all mathematical subject areas.

Most positions are for one or two terms, but for applicants who cannot leave their jobs or families for an entire term, the School now offers a special two-month membership option.

In 2023–2024, there will be a special-year program, p-Adic Arithmetic Geometry, organized by Jacob Lurie and Bhargav Bhatt; however, membership will not be limited to mathematicians in this field.

More information can be found here: <https://www.ias.edu/math/apply/membership>.

NSF Graduate Research Fellowship Program (GRFP)

The NSF Graduate Research Fellowship Program (GRFP). Is accepting applications. Interested students should begin at the applicant information page <http://www.nsfgrfp.org>. The GRFP supports outstanding graduate students in NSF-supported science, technology, engineering, and mathematics disciplines who are pursuing research-based master's and doctoral degrees at accredited United States institutions. The program provides up to three years of graduate education support, including an **annual \$37,000 stipend**.

Applications for Mathematical Sciences topics are **due October 21, 2022**.

US citizens and permanent residents who are planning to enter graduate school in fall 2023 are eligible (as are those in the first two years of such a graduate program, or who are returning to graduate school after being out for two or more years). The program solicitation NSF 22-614 (http://www.nsf.gov/funding/pgm_summ.jsp?pims_id=6201) contains full details. See also the GRFP FAQ document NSF 21-109 (<https://www.nsf.gov/pubs/2021/nsf21109/nsf21109.pdf>).

The GRFP awards more than 1,500 new fellowships each year. In the years 2013 through 2022, GRFP awards in the mathematical sciences have been given to more than 850 students who earned baccalaureate degrees from approximately 200 colleges and universities throughout the US. The number of baccalaureate institutions has been growing through the years.

The GRFP also needs qualified faculty reviewers. Review panels are conducted by videoconference. Please see the reviewer information page (<https://www.nsfgrfp.org/reviewers>) and consider registering as a prospective reviewer (<https://nsfgrfpreviewers.org/newUser.jsp>).

SUBgroups Registration is Open!

Announcing this fall's edition of SUBgroups, an online peer group program for first-year math grad students. Registration is now open. We hope that you might spread the word about SUBgroups to new graduate students that the Math Alliance has supported as they start their graduate school journeys.

We place students into groups according to the preference that they state, and this often means we are able to connect students who are minoritized in mathematics with others who share their identities. In the past this has included minoritized gender, racial, and sexuality identities. We hope that this feature of SUBgroups can help to further support your Math Alliance Scholars as they begin graduate careers.

Lots more details and the registration form for the program can be found here: <http://gradsubgroups.org>

Over the past three years we've had over 450 first-year students participate in SUBgroups from a wide array of programs around the country. Here are just a few quotes from participants about their experiences:

"I felt like I was able to learn a lot about other people's experiences and that helped make me feel that I was not alone."

"It was actually comforting to hear that others were somewhat struggling, like I am, with their first semester, especially with the added difficulties of the pandemic."

"I liked getting the opportunity to discuss starting graduate school with a group of women. Some of them also are the only women in their cohorts, so I am glad for them that they have this as a resource."

If you have any questions about SUBgroups or could use any additional information, please contact them at:
SUBgroups team gradsubgroups@gmail.com

MSRI- 2023 SRiM Program Announcement

MSRI invites applications for the **2023 Summer Research in Mathematics (SRiM)** program. This program provides space, funding, and the opportunity for in-person collaboration to small groups of mathematicians, especially women and gender-expansive individuals, whose ongoing research may have been disproportionately affected by various obstacles including family obligations, professional isolation, or access to funding. Through this effort, MSRI aims to mitigate the obstacles faced by these groups, improve the odds of research project completion, and deepen their research experience.

The ultimate goal of this program is to enhance the mathematical sciences as a whole by positively affecting the research and careers of all of its participants and assisting their efforts to maintain involvement in the research community.

Program Eligibility

- Groups of two to six mathematicians with partial results on an established project may submit an application to the program.
- Each member of the group must have a Ph.D. in mathematics or advanced graduate standing, and at least one team member must be U.S. based.
- Each group may apply to be in residence at MSRI for a minimum of two weeks, though longer visits are possible. All members of the group must be in residence for the full duration of the visit.
- Applicants may only apply as a member of one research group.
- Participants are provided with lodging, all meals, and reimbursement of travel expenses. MSRI also has access to private sources of funding for researchers with children under age 17 to fully participate in its scientific activities.

For full program details, visit the website: www.msri.org/summer

Applications will be made through MathPrograms beginning **August 1, 2022** and require a Project Description and bio-sketch of each group member, as well as additional information (see program website for details). Applicants may only apply as a member of one research group.

- Lodging at UC Berkeley, meals and reimbursement of travel expenses will be provided.
- For participants with children, MSRI will provide funding that makes it possible for the member to fully take part in the program. This may be in the form of lodging and reimbursement of travel expenses for children who accompany the member to Berkeley, plus lodging and travel expenses for a caregiver. It may also take the form of reimbursement of additional expenses incurred if the children stay home, thus allowing the member to attend the program.

The deadline for application will be November 1, 2022. Decisions will be announced in **mid-December 2022.**

Support for this program is provided by the National Science Foundation (NSF), the National Security Agency (NSA), Johnson Cha, Priscilla Chou, and Kristin Lauter. MSRI has been supported from its origins by the National Science Foundation, now joined by over 100 Academic Sponsor departments, by a range of private foundations, and by generous and farsighted individuals.

Fall 2022 Scientific Workshops at MSRI

The Mathematical Sciences Research Institute in Berkeley, California welcomes registrations for our Fall 2022 workshops, listed below. MSRI workshops are free of charge to attend, thanks to the generous support of our funders, including the National Science Foundation.

(Please check www.msri.org/workshops for full details, as some workshop dates or details may be subject to change. An updated schedule of all talks will be posted by organizers in advance of each event.)

September 8-9, 2022- Connections Workshop: Floer Homotopy Theory

Organizers: Teena Gerhardt (Michigan State Univ.), Kristen Hendricks (Rutgers Univ.), Ailsa Keating (Univ. of Cambridge)*

September 12-16, 2022- Introductory Workshop: Floer Homotopy Theory

Organizers: Sheel Ganatra (University of Southern California), Tyler Lawson (University of Minnesota Twin Cities), Robert Lipshitz (University of Oregon), Nathalie Wahl (University of Copenhagen)*

October 24-28, 2022- New Four-Dimensional Gauge Theories

Organizers: Andriy Haydys (Université Libre de Bruxelles), Lotte Hollands (Heriot-Watt University, Riccarton Campus), Eleny-Nicoleta Ionel (Stanford University), Richard Thomas (Imperial College, London), Thomas Walpuski (Humboldt-Universität)*

November 14-18, 2022- Floer Homotopical Methods in Low Dimensional and Symplectic Topology

Organizers: Mohammed Abouzaid (Columbia Univ.), Andrew Blumberg (Columbia Univ.), Jennifer Hom (Georgia Institute of Technology), Emmy Murphy (Northwestern Univ.), Sucharit Sarkar (Univ. of California, Los Angeles)*

** indicates lead organizers.*

Workshop Funding: Established researchers, postdoctoral fellows, and graduate students are invited to apply for funding. Funding awards are typically made eight weeks before the workshop begins. Requests received after the funding deadlines are considered only if additional funds become available. MSRI is pleased to be able to offer a private room for nursing mothers.

Resources for Workshop Attendees: MSRI is pleased to be able to offer a private room for nursing parents. To allow visitors to fully participate in its scientific activities, MSRI is pleased to be able to offer childcare grants to researchers with children under the age of 17. One of the objectives of MSRI's family support program is to contribute toward MSRI's goal of enabling the participation of women and members of other historically underrepresented groups in its programs, workshops, and summer graduate schools.

These flexible grants may be used for reimbursement of childcare expenses incurred in Berkeley, or at home, including airfare for children and support for companion caregivers or hired childcare providers in Berkeley or to cover the costs of such help at home. Please note that, because these funds are taxable, they are available only to US Citizens and Permanent Residents, and foreign visitors with a visa status that allows for compensation, such as a J1. We are deeply grateful to our Family Support donors for their generosity.

MSRI is committed to the principles of Equal Opportunity and Affirmative Action. Students, recent PhDs, women, and minorities are particularly encouraged to apply.

MSRI has been supported from its origins by the National Science Foundation, now joined by the National Security Agency, over 100 Academic Sponsor Institutions, by a range of private foundations, and by generous and farsighted individuals.

Spring 2023 Scientific Workshops at MSRI / SLMath

The Mathematical Sciences Research Institute (MSRI) in Berkeley, California, now becoming the Simons Laufer Mathematical Sciences Institute (SLMath) in 2022-23, welcomes registrations for our upcoming Spring 2023 workshops, listed below. SLMath workshops are free of charge to attend, thanks to the generous support of our funders, including the National Science Foundation.

(Please check www.msri.org/workshops for full details, as some workshop dates or details may be subject to change. An updated schedule of all talks will be posted by organizers in advance of each event.)

- January 19-20, 2023: **Connections Workshop: Algebraic Cycles, L-Values, and Euler Systems**
Organizers: Henri Darmon (McGill University), Ellen Eischen (University of Oregon), Benjamin Howard (Boston College), Elena Mantovan (California Institute of Technology)*
- January 23- 27, 2023: **Introductory Workshop: Algebraic Cycles, L-Values, and Euler Systems**
Organizers: Henri Darmon (McGill University), Ellen Eischen (University of Oregon), Benjamin Howard (Boston College), Elena Mantovan (California Institute of Technology)*
- February 2-3, 2023: **Connections Workshop: Diophantine Geometry**
Organizers: Jennifer Balakrishnan (Boston University), Yunqing Tang (University of California, Berkeley)*
- February 6-10, 2023: **Introductory Workshop: Diophantine Geometry**
Organizers: Hector Pasten (Pontificia Universidad Católica de Chile), Yunqing Tang (University of California, Berkeley), Shou-Wu Zhang (Princeton University)*
- March 13-17, 2023: **Shimura Varieties and L-functions**
Organizers: Michael Harris (Columbia University), David Loeffler (University of Warwick), Elena Mantovan (California Institute of Technology), Christopher Skinner (Princeton University), Sarah Zerbes (ETH Zürich), Wei Zhang (Massachusetts Institute of Technology)*
- March 22-24, 2023: **Critical Issues in Mathematics Education 2023: Mentoring for Equity**
Organizers: Pamela Harris (University of Wisconsin-Milwaukee), Abbe Herzig (AHH Consulting), Aris Winger (Georgia Gwinnett College), Michael Young (Carnegie Mellon University)
- April 17-21, 2023: **Degeneracy of Algebraic Points**
Organizers: Jennifer Balakrishnan (Boston University), Mirela Ciperiani (University of Texas, Austin), Philipp Habegger (University of Basel), Wei Ho (University of Michigan), Hector Pasten (Pontificia Universidad Católica de Chile), Yunqing Tang (University of California, Berkeley), Shou-Wu Zhang (Princeton University)*
- April 15-19, 2024: **Recent Developments in Commutative Algebra**
Organizers: Daniel Erman (University of Wisconsin-Madison), Linquan Ma (Purdue University), Karl Schwede (University of Utah), Karen Smith (University of Michigan), Andrew Snowden (University of Michigan), Irena Swanson (Purdue University)* indicates lead organizers.*

Workshop Funding: Established researchers, postdoctoral fellows, and graduate students are invited to apply for funding. Funding awards are typically made eight weeks before the workshop begins. Requests received after the funding deadlines are considered only if additional funds become available.

Resources for Workshop Attendees: To allow visitors to fully participate in its scientific activities, SLMath is pleased to be able to offer 1) a private room for nursing parents and 2) childcare grants to researchers with children under the age of 17. One of the objectives of SLMath's family support program is to contribute toward our goal of enabling the participation of women and members of other historically underrepresented groups in its programs, workshops, and summer graduate schools.

These flexible grants may be used for reimbursement of child care expenses incurred in Berkeley, or at home, including airfare for children and support for companion caregivers or hired childcare providers in Berkeley or to cover the costs of such help at home. Please note that, because these funds are taxable, they are available only to US Citizens and Permanent Residents, and foreign visitors with a visa status that allows for compensation, such as a J1. We are deeply grateful to our Family Support donors for their generosity.

SLMath is committed to the principles of Equal Opportunity and Affirmative Action. Students, recent PhDs, women, and minorities are particularly encouraged to apply.

MSRI / SLMath has been supported from its origins by the National Science Foundation, now joined by the National Security Agency, over 100 Academic Sponsor Institutions, by a range of private foundations, and by generous and farsighted individuals.

Call for Applications: 2023 ADJOINT Workshop

The Mathematical Sciences Research Institute (MSRI), now becoming the Simons Laufer Mathematical Sciences Institute (SLMath) in 2022-23, invites applications for its **2023 African Diaspora Joint Mathematics Workshop (ADJOINT)**, taking place June 19-30, 2023 in Berkeley, California.

ADJOINT is a two-week summer activity designed for researchers with a Ph.D. degree in the mathematical sciences who are interested in conducting research in a collegial environment.

The main objective of ADJOINT is to provide opportunities for in-person research collaboration to U.S. mathematicians, especially those from the African Diaspora, who will work in small groups with research leaders on various research projects.

PROGRAM ACTIVITY AND SUPPORT

During the workshop, each participant will conduct research at MSRI within a group of four to five mathematical and statistical scientists under the direction of one of the research leaders. Professional enhancement activities will be provided by the onsite ADJOINT Director. All participants will receive funding for two weeks of lodging, meals and incidentals, and one round-trip travel to Berkeley, CA. For details of 2023 research topics and leaders, visit msri.org/adjoint.

After the two-week workshop, each participant will have the opportunity to further their research project with the team members including the research leader; have access to funding to attend conference(s) or to meet with other team members to pursue the research project, or to present results; and will become part of a network of research and career mentors.

ELIGIBILITY

Applicants must be a U.S. citizen or permanent resident, possess a Ph.D. in the mathematical sciences, and be employed at a U.S. institution.

SELECTION PROCESS

The guiding principle in selecting participants and establishing the groups is the creation of diverse teams whose members come from a variety of institutional types and career stages. The degree of potential positive impact on the careers of African-Americans in the mathematical and statistical sciences will be an important factor in the final decisions.

HOW TO APPLY

For a list of application materials and the link to apply via [MathPrograms](https://mathprograms.org), visit msri.org/adjoint. Full details will be available in Fall 2022. Applications received by December 1, 2022 will receive full consideration. We expect to begin making offers for participation in mid-February 2023.

MSRI / SLMATH has been supported from its origins by the National Science Foundation, now joined by the National Security Agency, over 100 Academic Sponsor departments, by a range of private foundations, and by generous and farsighted individuals. ADJOINT 2023 receives additional support from the Alfred P. Sloan Foundation.

Call for Membership for MSRI / SLMath 2023-24 Programs

The Mathematical Sciences Research Institute (MSRI) in Berkeley, California, now becoming the Simons Laufer Mathematical Sciences Institute (SLMath) in 2022-23, invites applications for our upcoming 2023-24 scientific research programs:

- **Algorithms, Fairness, and Equity** (August 21 - December 20, 2023)
- **Mathematics and Computer Science of Market and Mechanism Design** (August 21 - December 20, 2022)
- **Commutative Algebra** (January 16 - May 24, 2024)
- **Noncommutative-Algebraic Geometry** (January 16 - May 24, 2024).

The following positions are available:

- **Research Professorships** are intended for senior researchers who will be making key contributions to a program, including the mentoring of postdoctoral fellows, and who will be in residence for three or more months.
- **Research Memberships** are intended for researchers who will be making contributions to a program and who will be in residence for one or more months.
- **Postdoctoral Fellowships** are intended for recent PhDs.

MSRI / SLMath uses MathJobs to process applications. Application information can be found at www.msri.org/application. Interested candidates must apply online beginning August 15, 2022 for RP/RM positions and October 1, 2022 for PD positions.

To receive full consideration, applications must be complete, including all letters of support, by the following deadlines:

- Research Professorships: October 1, 2022
- Research Memberships: December 1, 2022
- Postdoctoral Fellowships: December 1, 2022

It is the policy of SLMath actively to seek to achieve diversity in its programs and workshops. Thus, a strong effort is made to remove barriers that hinder equal opportunity, particularly for those groups that have been historically underrepresented in the mathematical sciences.

MSRI / SLMath has been supported from its origins by the National Science Foundation, now joined by the National Security Agency, over 100 Academic Sponsor departments, by a range of private foundations, and by generous and farsighted individuals.

MSRI / SLMath Call for Proposals

The Mathematical Sciences Research Institute (MSRI), now becoming the Simons Laufer Mathematical Sciences Institute (SLMath) in 2022-23, invites the submission of proposals for full- or half-year programs to be held at MSRI. Planning of such programs is generally done about three years ahead. Except in extraordinary cases, a subject is the focus of a program not more than once in ten years.

A scientific program at SLMath generally consists of up to nine months of concentrated activity in a specific area of current research interest in the mathematical sciences. SLMath usually runs two programs simultaneously, each with about forty mathematicians in residence at any given time. The most common program length is four months (typically in the form of a Fall or Spring semester program). Each program begins with a Connections workshop and an Introductory workshop, the purpose of which are to introduce the subject to the broader mathematical community and connect early-career researchers, especially women, gender-expansive individuals, and minorities to senior mentors in the field. The programs receive administrative and financial support from the Institute, allowing organizers to focus on the scientific aspects of the activities.

The Scientific Advisory Committee (SAC) of the Institute meets in January, May and November each year to consider proposals for programs.

The deadlines to submit proposals of any kind for review by the SAC are March 1, October 1 and December 1.

Please see our website for specific proposal requirements and further information:
www.msri.org/proposal.

SLMath also invites the submission of proposals for **Hot Topics workshops** and **Summer Graduate Schools**.

MSRI / SLMath has been supported from its origins by the National Science Foundation, now joined by the National Security Agency, over 100 Academic Sponsor departments, by a range of private foundations, and by generous and farsighted individuals.

STAT FEST Flyer

UCSAS UCONN Flyer



MATH ALLIANCE MEMBER INSTITUTION

The Department of Statistics at the University of Michigan Announce 2 Openings



The Department of Statistics at the University of Michigan, Ann Arbor, invites applications for two opportunities beginning August 28, 2023. One is a tenure-track assistant professor position, although exceptional candidates at higher ranks may be considered subject to additional approval from the administration. This is a university year (nine months) appointment. A Ph.D. in statistics or a related field is required. Applicants in all areas of statistics and data science who have demonstrated outstanding research potential, excellence in teaching and commitment to diversity are encouraged to apply. Apply on mathjobs.org <https://www.mathjobs.org/jobs/list/20292> and submit your curriculum vitae, academic transcript if less than three years post PhD, a statement of current and future research plans, a statement of teaching philosophy and experience, evidence of teaching excellence, a statement demonstrating your commitment to diversity, equity, and inclusion, up to three selected publications, and arrange for three recommendation letters to be uploaded to mathjobs. Review of applications will begin on November 1, 2022 and continue until the position is filled; apply by November 1 to ensure full consideration. For more information about the department, visit <http://www.lsa.umich.edu/stats/>.

The second opportunity is through the LSA Collegiate Fellows (LCF) program. This program recruits early career scholars whose research, and/or teaching, and/or service will contribute to diversity, equity, and inclusion in higher education. The program is open to all persons who meet the eligibility criteria, without regard to race, gender, ethnicity, or other identity characteristics. This faculty hiring initiative provides either one-two years of postdoctoral fellowship support in preparation for tenure track appointments or immediate tenure track appointments in LSA departments. . **The deadline to apply is November 1, 2022.** For more information and to apply, visit <https://lsa.umich.edu/ncid/fellowships-awards/lsa-collegiate-postdoctoral-fellowship.html>.

We strongly encourage women and minorities to apply. The University of Michigan is supportive of the needs of dual career couples and is an equal opportunity/affirmative action employer. Offers for this appointment are contingent on successful completion of a background screening.

This offer is contingent upon reporting your COVID19 proof of vaccinations no later than one week before your appointment start date. You may request a medical or religious exemption; however, successful completion of the exemption process must occur prior to your start date. If you will not be up to date on your vaccinations at the time of hire (defined as receiving all recommended doses in the primary vaccine series and one booster when eligible), you may request an exemption. A temporary postponement may be requested if you are unable to receive the primary series or booster in your country of origin or current location. More information on this policy is available on the Campus Blueprint website. <https://campusblueprint.umich.edu/>.



MATH ALLIANCE MEMBER INSTITUTION

Open Rank Faculty Position Announced at North Carolina State University

The logo for North Carolina State University, consisting of the words "NC STATE UNIVERSITY" in white, bold, sans-serif capital letters on a red rectangular background.

**NC STATE
UNIVERSITY**

Assistant/Associate/Full Professor (Open Rank) position in Statistics at NC State

The [Department of Statistics](#) at North Carolina State University seeks to hire multiple tenured/ tenure-track faculty for an August 2023 start, and all ranks will be considered. Responsibilities for this position include teaching graduate and undergraduate courses, research, advising students, doctoral student research supervision and contributing to program development and scholarly activities in the department. Service to the Department, College, University, and profession are also a requirement.

The expectation is also to achieve outstanding research, teaching, mentoring, and collaborations on campus and world-wide, within a cohesive and diverse department, where all students, faculty, and staff receive fair and equitable treatment. Applicants with interests and expertise in theoretical or methodological research in any area of statistics or biostatistics will be considered. Candidates with interests in data science, machine learning, and modern methods of data analysis more generally are encouraged to apply.

For more details and to apply, check out: <https://jobs.ncsu.edu/postings/169840> and for any inquiry about the position, please contact by sending email to group-stats-search@ncsu.edu and for more about the department check out the webpage: <https://statistics.sciences.ncsu.edu/>



MATH ALLIANCE MEMBER INSTITUTION

Three Positions Announced at Indiana University School of Public Health, Bloomington



IU School of Public Health—Bloomington is Hiring!

Indiana University School of Public Health—Bloomington is hiring for three positions. These jobs include a post-doctoral fellow, a research associate—biostatistician and a research associate-data manager. Click on the links below for more information.

Post-Doctoral Fellow Position

Qualified candidate are invited to apply for a post-doctoral fellow with strong data analytic and collaborative skills to join a team of researchers focused on rigor, reproducibility, and transparency and/or statistical and data analytic research in the obesity, nutrition, or aging research domains. The expected start date is Oct. 1, 2022. Applications will be accepted until the position is filled.

[Read More](#)

Research Associate—Biostatistician

An immediate opening exists for a Research Associate – Biostatistician position in the Biostatistics Consulting Center in the Department of Epidemiology and Biostatistics within the School of Public Health. The Biostatistician will work under the supervision of the Executive Director of the center while working directly with faculty Principal Investigators on their respective grants and projects. Review of applications will begin immediately and continue until the position is filled.

[Read More](#)

Research Associate—Data Manager

An immediate opening exists for a Research Associate – Data Manager position in the Biostatistics Consulting Center in the Department of Epidemiology and Biostatistics within the School of Public Health. The Data Manager will work under the supervision of the Executive Director of the center while working directly with faculty Principal Investigators on their respective grants and projects. Review of applications will begin immediately and continue until the position is filled.

[Read More](#)



MATH ALLIANCE MEMBER INSTITUTION

Postdoctoral Fellowship in Mathematics Position Announced at Baylor University



Baylor University seeks a **postdoctoral fellow in Mathematics** to start in August 2023. Details for this position can be found at:

https://ejof.fa.us2.oraclecloud.com/hcmUI/CandidateExperience/en/sites/CX/job/13193/?utm_medium=jobshare

Applications received by **November 1, 2022**, will receive full consideration.

This position is on a renewable twelve-month contract potentially leading to a maximum appointment of three years. Special consideration will be given to applicants with interests aligned with areas of research in the department that include algebra, analysis, applied/computational mathematics, differential equations, mathematical physics, numerical analysis, representation theory, and topology, with potential interdisciplinary applications.

Located in [Waco, Texas](#), Baylor University is the oldest college in Texas. With a population of around 21,000 students, Baylor is one of the top universities in the nation, having just been named an R1 institution by the Carnegie Classification in 2022. Baylor is also on the honor roll of the “Great Colleges to Work For” from The Chronicle of Higher Education, Baylor offers competitive salaries and [benefits](#) while giving faculty and staff the chance to live in one of the fastest-growing parts of the state. Our strategic plan, [Illuminate](#), guides the University as we continue to live up to Baylor’s [mission](#) of educating men and women for worldwide leadership and service by integrating academic excellence and Christian commitment within a caring community.

Baylor University is a private not-for-profit university affiliated with the Baptist General Convention of Texas. As an Affirmative Action/Equal Opportunity employer, Baylor is committed to compliance with all applicable anti-discrimination laws, including those regarding age, race, color, sex, national origin, pregnancy status, military service, genetic information, and disability. As a religious educational institution, Baylor is lawfully permitted to consider an applicant’s religion as a selection criterion. Baylor encourages women, minorities, veterans, and individuals with disabilities to apply.



MATH ALLIANCE MEMBER INSTITUTION

Tenure-Track Asst./Assoc. Professor Position Announced in Data Science at Baylor University



Baylor University

Baylor University seeks to fill a tenured/tenure-track position at either the associate or assistant rank, depending on experience, in the Department of Statistical Science within the College of Arts and Sciences to start in the Fall 2023 semester. Details for this position can be found at <http://apply.interfolio.com/107729>.

Applications will be reviewed as they are submitted and will be accepted until the position is filled. To ensure full consideration, complete **applications must be submitted by October 31, 2022.**

The successful applicant will join a dynamic faculty in advancing our core mission to provide quality statistics instruction at all levels; to make significant contributions to the discovery and dissemination of statistical knowledge; and to develop, within a Christian environment, ethical scholars, skilled professionals, and educated leaders who are sensitive to the needs of society. The department faculty participate in a wide variety of applications, including pharmaceuticals, public health, biostatistics, environmental science, engineering, and sports analytics. The position includes a competitive salary and benefits, commensurate with experience and qualifications. The successful candidate will be expected to establish and maintain a rigorous externally funded research program.

The position is open to all qualified applicants with an earned doctorate in an appropriate field of study at the time of appointment. The Department particularly encourages candidates with demonstrated interest in developing a research program in data science, modern statistical computing, or statistical technologies and methodologies. Example areas of interest include but are not limited to big data, machine learning, and R package/Python library development. Located in Waco, Texas, Baylor University is the oldest college in Texas. With a population of around 21,000 students, Baylor is one of the top universities in the nation, having just been named an R1 institution by the Carnegie Classification in 2022. Baylor is also on the honor roll of the "Great Colleges to Work For" from The Chronicle of Higher Education. Baylor offers competitive salaries and benefits while giving faculty and staff the chance to live in one of the fastest-growing parts of the state. Our strategic plan, Illuminate, guides the University as we continue to live up to Baylor's mission of educating men and women for worldwide leadership and service by integrating academic excellence and Christian commitment within a caring community.

Baylor University is a private not-for-profit university affiliated with the Baptist General Convention of Texas. As an Affirmative Action/Equal Opportunity employer, Baylor is committed to compliance with all applicable anti-discrimination laws, including those regarding age, race, color, sex, national origin, pregnancy status, military service, genetic information, and disability. As a religious educational institution, Baylor is lawfully permitted to consider an applicant's religion as a selection criterion. Baylor encourages women, minorities, veterans, and individuals with disabilities to apply.

Assistant Professor of Mathematics Position Announced at Bryn Mawr College

The Department of Mathematics at Bryn Mawr College invites applications for a full-time, tenure-track Assistant Professor position to begin August 1, 2023 in Algebra (broadly construed to include algebra, pure and applied, and allied fields such as algebraic geometry, representation theory, algebraic number theory, and algebraic combinatorics). In exceptional circumstances, candidates at a higher rank will be considered. The successful candidate will be expected to be part of developing and teaching a diverse and inclusive curriculum, including interdisciplinary programs and other college-wide initiatives such as the 360 Program and the Emily Balch Seminars.

Candidates must have completed all Ph.D. requirements by the start date. Postdoctoral research experience is desirable. Candidates must show demonstrated promise in research and a serious commitment to undergraduate and graduate teaching. The faculty member filling this position will teach courses at all levels in our mathematics curriculum (from introductory and elective courses to core and graduate sequences in algebra), supervise senior theses, and lead the algebra component of our graduate program. We are looking for candidates excited to contribute to the department's nationally recognized success in supporting women and students from underrepresented groups in mathematics.

To apply for this position, candidates must submit a cover letter, curriculum vitae, teaching philosophy, research statement, and a statement of demonstrated commitment to diversity and inclusion to the Department of Mathematics Search Committee via Interfolio at: <http://apply.interfolio.com/110288>. In addition, candidates should arrange for three letters of recommendation to be submitted via Interfolio to the Mathematics Department Search Committee.

Applications received by **October 17, 2022** will receive full consideration. Applications will continue to be reviewed until the position is filled.

The College will be as flexible as possible in determining the nature of any interviews or meetings (virtual/remote and/or in-person interaction) that are conducted for this search.

Bryn Mawr College is a distinguished liberal arts college for women with a vibrant faculty of scholar-teachers, a talented staff and intellectually curious students eager to make a difference in the world. The College is committed to increasing the diversity of its students, faculty, staff, and curricular offerings with a particular focus on enhancing ethnic and racial diversity and advancing social justice and inclusion. We believe diversity strengthens our community and enriches the education of our students. We have a student body of 1,421 undergraduates (32 percent are U.S. students of color and 15 percent are international students). There are 353 graduate students in coeducational graduate programs in social work, humanities and science. Bryn Mawr College is located in metropolitan Philadelphia and enjoys strong consortial relationships with Haverford College, Swarthmore College, and the University of Pennsylvania.

Bryn Mawr College is an equal-opportunity employer; candidates from underrepresented groups and women are especially encouraged to apply.

Assistant Professor of Statistical, Mathematical, and Data Sciences Position Announced at Smith College

The Program in Statistical & Data Sciences (SDS) and the Department of Mathematical Sciences (MTH) at Smith College invite applications for a joint tenure-track position at the rank of Assistant Professor, to begin July 1, 2023. We seek candidates with a strong commitment to research, teaching and inclusion, in an undergraduate liberal arts context. Ph.D. in Statistics or a closely-related discipline is expected by the time of appointment. Candidates from groups underrepresented in STEM are strongly encouraged to apply. The new hire will join an interdisciplinary cohort of five recently hired tenure-track faculty in applied mathematics, statistics, and data science. SDS and MTH have recently created a new major in Mathematical Statistics, situated between the two departments and including courses from both, that is designed, in particular, to prepare students for graduate studies in statistics and related disciplines. The successful candidate will be expected to play, after a few years, a leadership role in this major, and articulate and execute a vision for curricular and co-curricular developments.

The position has a teaching load of two courses per semester, with repeat preparations being common. Successful candidates will have an active research agenda and should be prepared to engage a diverse group of students in their program of research. Typical teaching responsibilities for this position would regularly include core courses in the MST major offered by both departments. Other courses may be taught depending upon the candidate's field of specialization. Candidates should have a strong foundation in both mathematics and statistics. Candidates with experience in Bayesian statistics, high-dimensional data analysis, and machine learning are particularly encouraged to apply.

Located in Northampton, in the vibrant Pioneer Valley of Western Massachusetts, Smith College is the largest women's college in the country and is dedicated to excellence in teaching and research across the liberal arts. A faculty of outstanding scholars interact with students in small classes, as advisors, and through student-faculty research projects. Smith College offers opportunities to foster faculty success at every career stage, such as those listed here: <https://www.smith.edu/about-smith/provost/faculty-development>. The College is a member of the Five College Consortium with Amherst, Hampshire and Mt. Holyoke Colleges, and the University of Massachusetts Amherst. Students cross-enroll and faculty cross-teach across the Five Colleges. Details about the Program in Statistical & Data Sciences may be found at <https://www.smith.edu/academics/statistics> and details about the Department of Mathematical Sciences may be found at <https://www.smith.edu/academics/mathematics-statistics>.

Submit application at <http://apply.interfolio.com/110881> with a cover letter, curriculum vitae, a statement of teaching philosophy, a research statement, and a diversity/inclusion statement. The cover letter should specifically address the candidate's experiences with statistics and their ability to steer the major in Mathematical Statistics. Applications must include three letters of recommendation, at least one of which must discuss teaching. Semi-finalists will be asked for a written statement on data ethics. **Review of applications will begin on October 1st, 2022.**

Diversity and a culture of equity and inclusion among students, staff, faculty, and administration are crucial to the mission and values of Smith College. We are an Affirmative Action/Equal Opportunity employer and do not discriminate on the basis of race, gender, age, color, religion, national origin, disability, sexual orientation, gender identity and expression or veteran status in the recruitment and employment of faculty and staff, and the operation of any of its programs and activities, as specified by all applicable laws and regulations. Women, historically underrepresented minorities, veterans, and individuals with disabilities are particularly encouraged to apply.

Tenure-track Assistant Professor in Number Theory Announced at Boston University

The Department of Mathematics and Statistics at Boston University invites applications for a tenure-track Assistant Professor position in number theory. A Ph.D. is required. All areas of number theory will be considered, with some preference given to automorphic representation theory and arithmetic geometry. Our Department is committed to building a diverse community of scholars and invites applicants not only to share their thoughts on teaching and research but also to indicate ways in which they may be able to contribute to the creation of an equitable and inclusive community in the Department.

Submit cover letter, CV, research statement, and teaching statement online to <https://www.mathjobs.org/jobs/list/20425>, and arrange for the online submission to the same address of four recommendation letters, one of which addresses teaching.

Application deadline: December 1, 2022. Pending final administrative and budgetary approval, the appointment will start on July 1, 2023.

We welcome applications from all eligible candidates without regard to race, color, religion, sex, sexual orientation, gender identity, national origin, disability status, protected veteran status, or any other characteristic protected by law. Boston University is an equal opportunity employer and a VEVRAA Federal Contractor.

Tenure-Track Assistant Professor in Analysis Position Announced at St. Olaf College

The Department of Mathematics, Statistics, and Computer Science at St. Olaf College invites applications for a full-time, tenure track position in mathematics with an emphasis in analysis at the Assistant Professor level to begin August 2023. Responsibilities include teaching a variety of undergraduate mathematics courses, and developing and maintaining an active research program that also contributes meaningfully to the department's strong commitment to undergraduate research supervision.

A Ph.D. in mathematics is strongly preferred by the date of appointment. Applicants should have expertise in mathematical analysis. Applicants must demonstrate potential for successful teaching in an undergraduate setting; those applicants who have had full responsibility for teaching courses will be given higher consideration.

Applicants must submit materials online at <https://www.mathjobs.org/jobs/list/20100>. **Review of applications will begin on October 14, 2022** and will continue until the position is filled. Applications received by that date will receive fullest consideration. Finalist interviews are expected in December, 2022.

One of the nation's leading liberal arts colleges, St. Olaf College has 3,000 students and ranks #1 among U.S. colleges for the number of students studying abroad. We are located 45 minutes from the Twin Cities, known for their food, cultural events, and outdoor activities. Our mathematics program is among the largest and most successful in American undergraduate institutions, and we are among the nation's top undergraduate origins of PhDs in the mathematical sciences. Our faculty members maintain active research programs that also contribute meaningfully to the department's strong commitment to undergraduate research supervision.

We are particularly interested in applicants who will contribute to the department's commitment to increasing access and opportunities for populations that are currently underrepresented in the area of mathematics.

Questions about the position, department, or College may be directed to Prof. Ryota Matsuura, Search Committee Chair, at tt2023math@stolaf.edu. Applicants who need assistance with the online application process should call 507-786-3356.

Tenure-Track Assistant Professor in Analysis Position Announced at St. Olaf College

The Department of Mathematics, Statistics, and Computer Science at St. Olaf College invites applications for a full-time, tenure track position in mathematics with an emphasis in analysis at the Assistant Professor level to begin August 2023. Responsibilities include teaching a variety of undergraduate mathematics courses, and developing and maintaining an active research program that also contributes meaningfully to the department's strong commitment to undergraduate research supervision.

A Ph.D. in mathematics is strongly preferred by the date of appointment. Applicants should have expertise in mathematical analysis. Applicants must demonstrate potential for successful teaching in an undergraduate setting; those applicants who have had full responsibility for teaching courses will be given higher consideration.

Applicants must submit materials online at <https://www.mathjobs.org/jobs/list/20100>. **Review of applications will begin on October 14, 2022** and will continue until the position is filled. Applications received by that date will receive fullest consideration. Finalist interviews are expected in December, 2022.

One of the nation's leading liberal arts colleges, St. Olaf College has 3,000 students and ranks #1 among U.S. colleges for the number of students studying abroad. We are located 45 minutes from the Twin Cities, known for their food, cultural events, and outdoor activities. Our mathematics program is among the largest and most successful in American undergraduate institutions, and we are among the nation's top undergraduate origins of PhDs in the mathematical sciences. Our faculty members maintain active research programs that also contribute meaningfully to the department's strong commitment to undergraduate research supervision.

We are particularly interested in applicants who will contribute to the department's commitment to increasing access and opportunities for populations that are currently underrepresented in the area of mathematics.

Questions about the position, department, or College may be directed to Prof. Ryota Matsuura, Search Committee Chair, at tt2023math@stolaf.edu. Applicants who need assistance with the online application process should call 507-786-3356.

RTG Postdoc Scholar Position Announced at Portland State University

Portland State University is seeking postdoctoral candidates interested in research within a new NSF-funded Research and Training Group (RTG) in Computation- And Data-Enabled Science (CADES). This RTG will produce unique workforce additions possessing deep knowledge in specific areas of computational mathematics and statistics, as well as a broad understanding of current issues in data-driven science. The CADES group effort is divided into three areas:

Area I. Numerical techniques for partial differential operators

Area II. Data-intensive statistical learning

Area III. Optimization methods for data science

In addition to foundational issues in computational mathematics, examples of applied research directions being pursued in the RTG include light propagation through optical devices, forecasting of weather, air quality, and drought, understanding progression of diseases like cancer and dementia, and multifacility location problems for warehouse and wireless services. All projects involve high performance computing and open-source scientific software products. The postdoc will be assigned two faculty mentors from the RTG team (Dacian Daescu, Jay Gopalakrishnan, Bruno Jedynek, Bin Jiang, Mau Nam Nguyen, Jeffrey Owall, Daniel Taylor Rodriguez, Panayot Vassilevski).

Candidates whose doctoral research experience intersects with at least one of Areas I, II, III, and who are desirous of acquiring skills in the remaining areas, are particularly welcome. We are Oregon's most diverse, innovative, and affordable research university. To further our leadership in advancing diversity, equity and inclusion, we especially welcome candidates who can serve as role models and mentors for our diverse student body.

The position is restricted to US citizens, nationals, or permanent residents, and is for two years (including two summers), extendable for up to an additional nine academic months, subject to performance. The candidate is free to choose a joining date from 12/16/22, 3/16/23, or 9/16/23. The pay is set at the NIH-standardized pay scale. The package includes generous benefits and an annual travel budget of \$6000.

This RTG offers growth opportunities in a nurturing atmosphere where faculty are invested in collaborative group building and mentoring. We are housed in a newly renovated LEED-certified modern facility in downtown Portland, well-connected by rail, streetcar, and bus lines. The Portland area, home to numerous software and hardware companies in the high-tech sector, offers a thriving, progressive, urban scene, close to stunning nature.

Apply at <https://jobs.hrc.pdx.edu/postings/39288>.

Inquiries may be directed to Professor Jay Gopalakrishnan (RTG Director) at gjay@pdx.edu.

Assistant Professor of Applied Statistics Position Announced at the United States Air Force Academy

The United States Air Force Academy Department of Mathematical Sciences invites applications for a full-time Assistant Professor position with an emphasis in applied statistics and data science, beginning June 2023. We seek an energetic passionate data professional with a desire to educate and develop future decision makers. Come join our team and work with talented students and collaborative colleagues as we expand our nationally recognized analytics programs to incorporate data science. We want an individual who possesses or can develop the skills to assume a significant leadership role in our data science program.

Duties will include teaching undergraduate statistics, data science, and mathematics courses, working with students on group and individual research projects, curriculum and program development related to statistics and data science, committee work, and various other administrative tasks associated with being a faculty member. Applicants will be assessed based on their teaching ability and experience, record or potential for scholarship, commitment to service, and the breadth and relevance of their educational background and life experiences.

The chosen candidate will join eight other full-time civilian professors in a dynamic department which includes approximately thirty-five military faculty members. Our faculty members work closely with each other in a collegial, collaborative, and mentoring environment. The chosen applicant will be a person who understands the dual academic and military mission of the Academy and who recognizes the remarkable opportunities and sometimes demanding responsibilities inherent in this position. The academic mission of the Air Force Academy focuses on active student learning and personal development; we desire applicants who understand and appreciate the educational challenges and the technological culture of the current generation of college students.

All faculty members are expected to contribute to the Academy's primary mission of developing leaders of character through exceptional teaching, scholarship, and service. The successful candidate will be expected to teach a broad array of statistics, data science, and mathematics courses, engage students in undergraduate research, and serve as a mentor to cadets.

The USAF Academy does not offer tenure. Initial faculty appointments are for 3 years. At the end of the second year, the original appointment may be extended for an additional 3 years (6 years total) with the possibility of successive extensions. This appointment system provides long-term employment stability for reappointment-eligible faculty with extensions occurring with at least 3 years remaining on a current appointment. Extensions are based on an assessment of performance, Air Force and departmental needs, and financial constraints. Historically, 95% of eligible faculty are extended, and the average length of time on faculty for those currently serving in this system exceeds 12 years.

Faculty members are assigned duties and paid over a full 12-month calendar year and earn about 30 days of paid leave per year. Additional holidays bring the total paid time off per year to five to six weeks. In addition, there are opportunities for summer academic research absences and sabbaticals every 7th year. Career progression proceeds through the traditional academic ranks of assistant, associate, and full professor.

The Air Force Academy is committed to building a culturally diverse educational environment. Applicants are requested to include information about how they will further this goal, as well as directly addressing the required and desired qualifications in their cover letter.

REQUIRED QUALIFICATIONS: An earned Doctoral degree (must be completed by employment start date) in statistics, data science, mathematics, applied mathematics, or closely related field. Demonstrated expertise in statistics or data science is required for applicants whose doctoral degree is in another field. Excellent oral and written communication skills are essential. Every faculty member must have the personal attributes of integrity, cooperation, and initiative.

DESIRED QUALIFICATIONS: A strong preference will be given to applicants whose education and experiences indicate the ability to engage in our statistics and data science program, with the potential to assume a leadership role in the development and management of the program. Applicants should have experience or have demonstrated commitment to teaching and mentoring underrepresented students. In addition, a strong record or potential for research involving undergraduates is highly valued.

USAFA is dedicated to the goal of building a pluralistic faculty committed to a multicultural environment that enriches the educational experience of our students. Hence, we are especially interested in candidates whose teaching, life experience and/or research interests contribute to a climate that values and uses diversity in all its forms.

The salary shown, \$107,406, is the minimum (Annual) amount to be paid and may be set higher commensurate with individual's qualifications and experience. U.S. Citizenship is required.

To Apply: For more information on the position, or to apply, visit <https://www.usajobs.gov/job/666887300>.

Applications must be received by 30 September, 2022.

The mission of the United States Air Force Academy is to educate, train, and inspire men and women to become leaders of character, motivated to lead the United States Air Force in service to our nation.

USAFA, located just north of Colorado Springs, Colorado, is an undergraduate institution that awards the Bachelor of Science degree. The student body consists of approximately 4,000 students representing every state and several foreign countries. USAFA faculty is an integrated group of military and civilian educators. The curriculum includes core academic and professional courses, and 27 disciplinary and interdisciplinary majors.

EEO Policy: The United States government does not discriminate in employment on the basis of race, color, religion, sex (including pregnancy and gender identity), national origin, political affiliation, sexual orientation, marital status, disability, genetic information, age, membership in an employee organization, retaliation, parental status, military service or other non-merit factor.