November 2025 • Issue #581

AMSTATNEWS

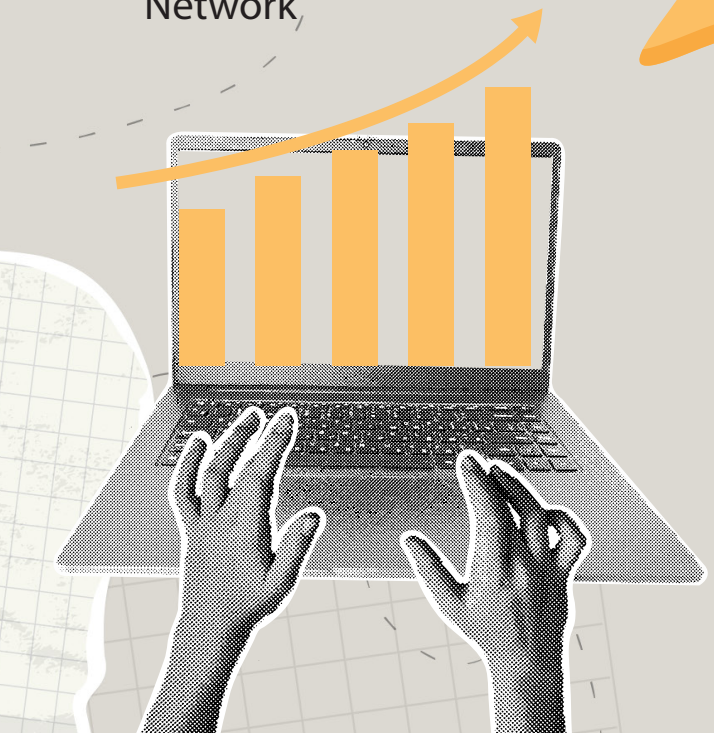
The Membership Magazine of the American Statistical Association • *https://magazine.amstat.org*

It Is Never Too Early to Think About **Statistical Leadership**

ALSO:

Q&A with ASA Founder Jeff Witmer

Introducing the Quantitative Staff Network



JSM 2026

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PARTICIPATE

November 13 – December 10, 2025
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January 15, 2026
Computer Technology Workshop Proposal Deadline

January 22 – April 2, 2026
Meeting and Event Request Submission

April 15, 2026
Late-Breaking Session Proposal Deadline

May 31, 2026
Draft Manuscript Deadline

ATTEND

May 1 (11:00 am ET)
Registration and Housing Open

June 2
Early Registration Deadline

June 3 – 30
Regular Registration

July 1 – August 6
Late Registration

July 2
Housing Deadline

ww2.amstat.org/meetings/JSM/2026/submissions

Joint Statistical Meetings
BOSTON, MA • AUGUST 1–6
ww2.amstat.org/meetings/JSM2026

AMSTATNEWS

NOVEMBER 2025 • ISSUE #581

Amstat News welcomes news items and letters from readers on matters of interest to the association and the profession. Address correspondence to Managing Editor, *Amstat News,* American Statistical Association, 732 North Washington Street, Alexandria VA 22314-1943 USA, or email *amstat@amstat.org*. Items must be received by the first day of the preceding month to ensure appearance in the next issue (for example, June 1 for the July issue). Material can be sent as a Microsoft Word document, PDF, or within an email. Articles will be edited for space. Accompanying artwork will be accepted in graphics file formats only (.jpg, etc.), minimum 300 dpi.

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The American Statistical Association is the world's largest community of statisticians. The ASA supports excellence in the development, application, and dissemination of statistical science through meetings, publications, membership services, education, accreditation, and advocacy. Our members serve in industry, government, and academia in more than 90 countries, advancing research and promoting sound statistical practice to inform public policy and improve human welfare.

features

columns

STAT*tr@k* is a column in *Amstat News* and a website geared toward people who are in a statistics program, recently graduated from a statistics program, or recently entered the job world. To read more articles like this one, visit the website at *http://stattrak.amstat.org*. If you have suggestions for future articles, or would like to submit an article, please email Megan Murphy, *Amstat News* managing editor, at *megan@amstat.org*.

This column is written for those interested in learning about the world of Data for Good, where statistical analysis is dedicated to good causes that benefit our lives, our communities, and our world. If you would like to know more or have ideas for articles, contact David Corliss at *davidjcorliss@peace-work.org*.

Honor a Colleague with a Fellow Nomination
Anyone can nominate an ASA member for the Fellow Award but may only directly participate in two candidates' nominations per year. Direct participation includes serving as nominator or writing a letter of support. The deadline to submit nominations is March 1. Details are on the ASA website at *https://tinyurl.com/3b4c9f3e*.

For additional awards, visit *https://tinyurl.com/44ynjpvv*.

The National Institute of Statistical Sciences is hosting a two-day, in-person Statistics Serving Society Forum titled "Challenges in Modeling and Analyzing Maternal Health Data." The forum will take place May 14–15 and bring together statisticians, data scientists, public health researchers, and clinicians to explore pressing issues in maternal health through the lens of statistical modeling and data analysis. Visit the website for details: *https://tinyurl.com/yx4rtwyb*.

A Case Study in Publication Practices: Full House Modeling
In the September issue, David Banks asks whether our journals still serve the statistics profession. This month, Daniel J. Eck responds by sharing his experience with Full House Modeling and explains why our publications must evolve. Read "A Case Study in Publication Practices: Full House Modeling" at *https://magazine.amstat.org*.

Communications from the Executive Director
Did you know ASA Executive Director Ron Wasserstein regularly shares news and updates on social media and the ASA's website? He also responds to recent policy decisions affecting the statistical community. To view his posts, visit the Communications from the Executive Director page at *https://tinyurl.com/ywamtw4j*.

CORRECTION
In the September issue, Anna Kuduma Gumbie and Rukia Nuermaimaiti were misidentified as students; they are international organizers. We apologize for the error.

departments

member news

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With Gratitude: Recognizing Our Community

November always invites us to pause and give thanks. In the US, it's the month of Thanksgiving, and, by tradition, this column has been a time for ASA presidents to express gratitude for our members, board, staff, and partners who make everything we do possible.

I want to continue that spirit, but in a slightly different way. This year, I'd like to turn the spotlight on those who rarely stand in it, our "hidden gems."

By hidden gems, I mean statisticians and data scientists whose contributions often go unseen. They are the ones who quietly and steadily advance science, strengthen communities, support education, and protect public health without expecting recognition. To honor them, I invited members to submit names, affiliations, and a few words about why these individuals inspire them. I'm proud to use this column to lift up their work.

This idea echoes a theme I've returned to throughout the year—in my JSM President's Address and in talks titled "Everyday Statistician's Impact" or "How Statisticians Make a Difference in Science and the Community." Behind the breakthroughs and headlines, it's the steady, everyday work of colleagues like these that keeps our field moving forward.

Before I turn the spotlight on them, I want first to express my gratitude to the many others who keep the ASA thriving.

First, you. You are the ASA. You are one of the owners of this professional home we share, and your contributions, made in various ways, form its foundation.

To our volunteers in sections, chapters, committees, and interest groups: Thank you for the energy and heart you bring! To those leading presidential initiatives such as the Clinical Trials Certificate Program (Amarjot Kaur, Antje Hoering, Donna LaLonde, Lisa LaVange, and Nolan Wages) and *Nature Medicine* Statistical Advisory Panel chiefs (Judy Zhong, Natalie Dean, Michele Guindani), as well as the 45 SAP members—your dedication has been extraordinary. Additionally, we have begun preparing a grant proposal to a philanthropy group, aiming to enhance clinical evidence generation to inform policy and practice, with Ruixiao Lu and LaLonde leading the effort. The volunteers who power the StatsForward program, aimed at helping early-career professionals develop as leaders, also deserve our recognition.

Under this year's theme of building strong and sustainable bridges beyond the ASA, we've developed new memorandums of understanding, including with *Nature Medicine* and the American Evaluation Association. Their openness and enthusiasm for collaboration remind me that our profession's reach and relevance continue to grow.

And, of course, I cannot imagine my presidency without the steady guidance of the ASA Board of Directors, ASA staff, and the leadership of Ron Wasserstein and LaLonde. In a year when the scientific and funding landscape under the new administration has often felt chaotic, they have been the backbone of everything we've accomplished together.

Now, let's turn to those hidden gems, the colleagues whose quiet impact we should never overlook.

Mina Peyton wrote this about her colleague Jingwen Gu:

> Jingwen is a remarkable statistician. She serves as a statistician within the Office of Cyber Infrastructure and Computational Biology at NIAID and exemplifies all the above—steadfastly advance sciences through all the research collaborations she supports, serves NIAID and the broader NIH communities, supports education through providing statistical seminars, and protects the public health through implementing rigorous statistical data analysis. She is a delightful colleague to work with—gracious, kind, and deeply dedicated—whose work ethic and integrity continually inspire me and those around her to strive for excellence.

Ann Brearley shared this about her colleague Laura Le:

> I am grateful to have had the opportunity to work closely with Dr. Laura Le for the last 12 years. She is well on her way to being a great biostatistics educator and leader. She inspires and draws out the best from her students; her co-instructors and teaching assistants; other faculty; and her collaborators locally, nationally, and internationally. Her creativity, high standards, dedication to her students, deep knowledge of statistics education theory and approaches, and boundless energy and enthusiasm have a positive effect on everyone around her and have deeply impacted my own teaching and scholarship. I consider it an honor to be her colleague!

Ji-Hyun Lee

MORE ONLINE
Check out additional photos of some of these featured colleagues in the online version of this article at *https://magazine.amstat.org.*

Alexandra Hanlon is inspired by Wenyan Ji:

> Wenyan inspires me because she quietly does the hard work behind the scenes with no fanfare and no expectation of recognition. She brings a strong statistical voice, fearless honesty, and unwavering dedication, and she always gets the job done—often faster and more rigorously than seems possible. She truly embodies what it means to be a hidden gem.

Mithat Gonen and Deb Schrag nominated their colleague Katherine Panageas:

> Kathy is a true hidden gem because her most impactful contributions are the ones that are often unquantified and unseen. While her statistical expertise is excellent, her profound effect comes from being an outstanding mentor and communicator who quietly elevates everyone around her. She consistently focuses on lifting her team and colleagues up, improving their work and confidence little by little, every single day. Because she pours her energy into making others better, her immense value—the very foundation of her team's daily success—is easily missed by formal metrics and systems that fail to capture this essential, pervasive support. She's the indispensable rising tide that gets no credit for the ships it floats.

Staci Hepler shared this about her colleague Emily Huang:

> Emily is an amazing professor who is extraordinarily dedicated to her students. She frequently mentors undergraduate and graduate students in research, and in doing so helps prepare the next generation of statisticians, biostatisticians, and data scientists. She selflessly serves the department and has a huge positive impact on the culture and day-to-day functionality. The department of statistical sciences at Wake Forest University is lucky to have Emily Huang!

Margo Anderson nominated Dan Cork and shared this:

> Daniel Cork joined the Massive Data Institute and the McCourt School of Public Policy as a senior fellow in April 2025, bringing nearly 25 years of experience from the Committee on National Statistics at the National Academies of Sciences, Engineering, and Medicine. He began his tenure at CNSTAT in the summer of 2000, initially supporting the panel to review the 2000 Census. Over the next two decades, he played a leading role in virtually every CNSTAT study related to the US decennial census and the American Community Survey through 2024. [From Massive Data Institute website]

Jun Yan's hidden gem is Glen Colopy:

> Glen Wright Colopy is a true hidden gem in our community. He has served the ASA Section on Statistical Learning and Data Science with dedication, first as webmaster and later as program chair, and was rightly recognized with a service award. Beyond formal roles, Glen has poured energy into promoting the field through his widely followed YouTube and podcast interviews, where he brings statisticians and data scientists to broader audiences with clarity and enthusiasm. He has also organized webinars that deliver practical data science skills to those who most need them, such as laboratory scientists who benefit from direct, hands-on guidance. In addition, Glen has supported the *Journal of Data Science* by leading the Philosophies of Data Science section, curating exemplary commentaries that emphasize the role of critical scientific reasoning in our discipline. His multifaceted contributions exemplify the quiet, steadfast work that sustains and inspires our profession.

Jonathan Auerbach is inspired by Chris Moriarity:

> Chris Moriarity is the webmaster for the Washington Statistical Society, the largest chapter of the American Statistical Association. Chris has worked very hard for many years to keep the website updated and disseminate scientific information like the Hansen and Cox lectures to 700+ members and the public. Our community is much stronger because of his work.

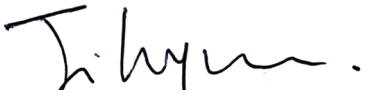
Caleb King nominated Ryan Lekivetz:

> Ryan has made it his life's work to improve the state of software testing and validation through the use of design of experiment methodology. He has tirelessly worked to promote DOE methods in this area for well over a decade now. Furthermore, he has been and continues to be a source of encouragement for young statisticians, helping to promote their work and engagement in the broader statistics community.

Ayaz Khan shared this about Christian Pascual:

> Christian is the founder of the YouTube channel "Very Normal," with over 100k+ subscribers covering statistical concepts at a beginner to advanced level. Christian is at the forefront of statistical and data science learning and is emerging to be a creator inspiring other people to take up statistics.

I've highlighted just a few of our hidden gems, but they make up only a fraction of the countless individuals who deserve recognition. Every success we celebrate rests on many acts of generosity, the colleague who stayed late to help troubleshoot a problem, the community member who shared their expertise, the teammate who offered a word of encouragement when things got tough. As we look ahead, let's pause and acknowledge those around us who make our work meaningful and our communities stronger. Gratitude isn't reserved for formal occasions or grand gestures; it thrives in the everyday moments when we take time to truly see and appreciate one another. I am grateful to be part of the amazing ASA community.



ASA Discoveries
A Journal Bridging Statistics, Data Science, and AI

The open-access journal *ASA Discoveries*, launched in August, is dedicated to fostering interdisciplinary collaboration and shaping the future of statistics. The editor-in-chief is Bo Li, an American Statistical Association Fellow who has served on the editorial boards of several journals, including the *Journal of the American Statistical Association* and *Environmetrics*. We wanted to know more about Li's plans for this new journal, so we asked her to answer the following questions.

Bo Li

View *ASA Discoveries* at *http://bit.ly/4oaSFMC*.

As the inaugural editor of *ASA Discoveries*, what excites you most?

The flourishing of modern statistical research calls for a new outlet that serves both statistics-focused and interdisciplinary work. Disseminating such research is essential to ensuring statistics remains central to discovery-driven science. *ASA Discoveries* is uniquely positioned as an open-access journal that unites statistics, data science, and AI; embraces diverse research types; and promotes fairness, transparency, and accessibility in our field.

As statisticians, we all share the responsibility to support our community, and I find it deeply rewarding to help shape a venue for impactful contributions that will leave a lasting mark on our discipline.

You've assembled an editorial board with a wide range of expertise, from computation to biostatistics. How will this diversity shape the journal's content?

Our co-editors represent diverse domains and methodological perspectives, and this breadth will allow us to cover the full spectrum of modern statistics and data science. From theory and methods to applications and computation, the board's collective expertise will guide the journal in publishing innovative work that bridges disciplines and reflects the wide-ranging impact of statistics across science and society.

How do you hope *ASA Discoveries* affects research?

I hope the journal will lower barriers to dissemination and accelerate the exchange of ideas by being fully open access and publishing on a continual basis. By emphasizing innovation in emerging research fields while upholding rigor, reproducibility, and ethical standards, *ASA Discoveries* aims to serve as a trusted home for cutting-edge research and related contributions that inspire new methodologies, strengthen applications, and foster global collaboration.

You mentioned in a *Practical Significance* podcast episode that you would like to keep statistics pivotal in emerging research fields. Can you share examples of the kinds of articles you hope to see?

I hope to see work that demonstrates how statistical thinking drives innovation in areas such as AI, climate science, health data, and social networks. This includes methodological advances such as new models or algorithms, but also applications in which statistics enables meaningful insights from complex, high-dimensional, or real-time data.

I am also enthusiastic about review articles with an educational focus, which can provide broad overviews, offer deep insights, and guide the next generation of statisticians and data scientists.

In addition, I welcome contributions that introduce new data to spark further research and rapid communications that highlight timely breakthroughs in our field.

If you could summarize the vision for *ASA Discoveries* in just a few words, what would they be?

Innovation, emerging, accessibility, and impact. ■

ASA Raises Concerns About USDA's Proposed Relocation of Key Statistical Agencies

Michelle O. Crosby, ASA Science Policy Fellow, and Steve Pierson, ASA Director of Science Policy

As part of its longstanding commitment to safeguarding the integrity and objectivity of government statistics, the ASA formally submitted comments on the US Department of Agriculture's reorganization plan, which includes the proposed relocation of the National Agricultural Statistics Service and Economic Research Service, in August. The comments were developed with significant input from statistical experts in agriculture.

The ASA's submission raises concerns about the USDA's proposed relocation of NASS and ERS, emphasizing its potential effect on the agencies' operations and the integrity of federal statistics. The comments highlight that this move could disrupt the production of vital agricultural data and compromise the effectiveness of both agencies, ultimately affecting those who use the data, including America's farmers, ranchers, those living in rural communities, and policymakers.

Concerns About Operational Disruption

The comments note that the proposed relocation could lead to significant disruptions, including product delays and suspensions, and a potential loss of timely data for policymakers, farmers, and ranchers. Both agencies have recently experienced a loss of nearly a third of their staff this year, which has led to scaling back some NASS products. The ASA points to the 2019 relocation of ERS as a cautionary example, which resulted in approximately 75% of staff leaving and a temporary decline in productivity. Although staffing levels eventually recovered, the agencies experienced a loss of critical institutional knowledge due to the departure of experienced employees. The comments emphasize a similar outcome from the current proposed relocation could affect critical data products, such as the 2027 Census of Agriculture.

The Importance of Proximity and Collaboration

The ASA highlights that geographic co-location of NASS and ERS with other federal agencies in the Washington, DC, area is essential for their effectiveness. Proximity facilitates the diffusion of tacit knowledge, which is best transferred through in-person interactions. The comments highlight several crucial collaborations that depend on this co-location, including world agricultural supply and demand estimates, for which NASS and ERS collaborate with the World Agriculture Outlook Board in a secure, in-person setting to produce monthly forecasts.

World Agricultural Supply and Demand Estimates and NASS's crop production reports are among the principal federal economic indicators of the United States. In fact, NASS produces six of the eight USDA principal federal economic indicators. ERS also uses data from NASS and other agencies to produce

US farm income and wealth estimates, which are vital for understanding the financial health of the US agricultural economy. Additionally, the agencies have collaborated with other federal statistical agencies to develop new techniques and create rapid-response surveys to address crises, such as the 2022 infant formula supply chain crisis.

The comments note that relocating NASS and ERS from the nation's capital could detach them from key partners such as the Census Bureau and Bureau of Economic Analysis. This separation could hinder collaboration, potentially leading to inefficiencies and making it more difficult for the USDA to respond to crises. The proposed relocation could also alter the credibility and integrity of federal statistics by affecting their independence from political influence and public trust.

ASA's Recommendations

Distinguishing between minimizing disruption and ensuring continued integrity, the comments include the following recommendations: Retain ERS and NASS headquarters staff in the national capital region, as the least disruptive option would be to keep the agencies in their current locations. If relocation is necessary, moving them to another site within the Washington, DC, metropolitan area would help retain their expert workforce and preserve critical collaborations. The comments also recommend that any relocation be conducted in a phased manner to minimize disruption, protect data quality, and give staff the time and resources needed for relocation, potentially helping to retain skilled employees. Finally, the ASA encourages the USDA to release a full, detailed plan for public comment outlining the costs, benefits, and mitigation strategies for the proposed relocation. This plan should include an analysis of projected staff attrition, the impact on key data products, and the costs of securing new office and computing space. The plan should also be subject to a public comment period and congressional input.

The comments emphasize that the focus should be on prioritizing the continuity of products on which farmers, ranchers, and others rely and on considering the potential effects on the nation's data infrastructure.

The ASA shared its comments with key congressional committee staff members and met with several to discuss these concerns. Congressional staff appeared to share the ASA's concerns about the potential effects of the relocation.

To learn more, read the ASA's comments on the USDA reorganization plan at *http://bit.ly/3WA3USO*. ■

ASA Sections Announce Joint Student Paper Competition

The Social Statistics Section, Government Statistics Section, and Survey Research Methods Section of the American Statistical Association offer a competition for student and post-graduate papers.

Competition winners will present their papers at a topic-contributed session during the Joint Statistical Meetings on August 1–6, 2026, in Boston, Massachusetts.

Competition winners will also be highlighted during each section's business meetings at the JSM. A subsidy of up to $1,000 is provided to each winner to cover travel expenses, and five awards will be granted. We ask faculty members as well as supervisors and mentors of recently hired graduates to encourage students and mentees to apply for these awards.

Applications are due at 11:59 p.m. EST on November 15, 2025, and winners are notified by January 15, 2026.

Submission and competition information may be found at *https://tinyurl.com/er3f3w98*.

2024 Audit Report for the American Statistical Association

MORE ONLINE
PDFs of the 2024 Audit Report are available at *https://magazine.amstat.org.*

RSM

RSM US LLP

Independent Auditor's Report

Board of Directors
American Statistical Association

Opinion
We have audited the financial statements of American Statistical Association (the Association), which comprise the statements of financial position as of December 31, 2024 and 2023, the related statements of activities and cash flows for the years then ended, and the related notes to the financial statements.

In our opinion, the accompanying financial statements present fairly, in all material respects, the financial position of the Association as of December 31, 2024 and 2023, and the changes in its net assets and its cash flows for the years then ended in accordance with accounting principles generally accepted in the United States of America.

Basis for Opinion
We conducted our audits in accordance with auditing standards generally accepted in the United States of America (GAAS). Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Statements section of our report. We are required to be independent of the Association and to meet our other ethical responsibilities, in accordance with the relevant ethical requirements relating to our audits. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

Responsibilities of Management for the Financial Statements
Management is responsible for the preparation and fair presentation of the financial statements in accordance with accounting principles generally accepted in the United States of America, and for the design, implementation and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, management is required to evaluate whether there are conditions or events, considered in the aggregate, that raise substantial doubt about the Association's ability to continue as a going concern within one year after the date that the financial statements are issued or available to be issued.

Auditor's Responsibilities for the Audit of the Financial Statements
Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not absolute assurance and therefore is not a guarantee that an audit conducted in accordance with GAAS will always detect a material misstatement when it exists. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control. Misstatements are considered material if there is a substantial likelihood that, individually or in the aggregate, they would influence the judgment made by a reasonable user based on the financial statements.

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In performing an audit in accordance with GAAS, we:

- Exercise professional judgment and maintain professional skepticism throughout the audit.
- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, and design and perform audit procedures responsive to those risks. Such procedures include examining, on a test basis, evidence regarding the amounts and disclosures in the financial statements.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Association's internal control. Accordingly, no such opinion is expressed.
- Evaluate the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluate the overall presentation of the financial statements.
- Conclude whether, in our judgment, there are conditions or events, considered in the aggregate, that raise substantial doubt about the Association's ability to continue as a going concern for a reasonable period of time.

We are required to communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit, significant audit findings, and certain internal control-related matters that we identified during the audit.

RSM US LLP

McLean, Virginia
August 7, 2025

American Statistical Association

Statements of Financial Position
December 31, 2024 and 2023

	2024	2023
Assets		
Cash and cash equivalents	$ 578,361	$ 199,926
Investments	17,530,103	17,366,047
Accounts receivable, net of allowance for credit losses of 2024—$8,598; 2023—$8,598	1,232,608	931,007
Grants receivable	95,994	34,143
Prepaid expenses	311,770	366,308
Equity in joint venture	257,911	194,347
Property and equipment, net	4,246,597	4,606,264
Investments restricted for endowment	1,861,836	1,682,100
Total assets	$ 26,115,180	$ 25,380,142
Liabilities and Net Assets		
Liabilities:		
Accounts payable and accrued expenses	$ 981,884	$ 1,150,388
Due to joint venture	444,870	268,236
Deferred revenue and refundable advances	2,072,914	2,047,444
Bonds payable, net	1,442,075	1,828,697
Total liabilities	4,941,743	5,294,765
Commitments and contingencies (Note 11)		
Net assets:		
Without donor restrictions	18,432,434	17,611,620
With donor restrictions	2,741,003	2,473,757
Total net assets	21,173,437	20,085,377
Total liabilities and net assets	$ 26,115,180	$ 25,380,142

See notes to financial statements.

Statements of Activities
Years Ended December 31, 2024 and 2023

	2024			2023		
	Without Donor Restrictions	With Donor Restrictions	Total	Without Donor Restrictions	With Donor Restrictions	Total
Revenue and support:						
Meeting registration and exhibits	$ 3,944,463	$ -	$ 3,944,463	$ 3,701,992	$ -	$ 3,701,992
Royalties	2,630,647	-	2,630,647	1,603,139	-	1,603,139
Membership dues	1,982,659	-	1,982,659	1,949,694	-	1,949,694
Federal and private grants	909,647	-	909,647	778,643	-	778,643
Contributions and sponsorships	743,034	102,632	845,666	587,805	91,613	679,418
Advertising	458,313	-	458,313	576,430	-	576,430
Sales	165,506	-	165,506	177,218	-	177,218
Maintenance fees and sections	84,564	-	84,564	9,496	-	9,496
Subscriptions	85,273	-	85,273	90,635	-	90,635
Accreditation	26,212	-	26,212	18,484	-	18,484
Miscellaneous	16,891	-	16,891	151,283	-	151,283
Page charges	8,816	-	8,816	2,700	-	2,700
Net assets released from restrictions	74,932	(74,932)	-	47,121	(47,121)	-
Total revenue and support	11,130,957	27,700	11,158,657	9,694,640	44,492	9,739,132
Expenses:						
Program services:						
Meetings	3,067,849	-	3,067,849	2,921,047	-	2,921,047
Programs	1,685,690	-	1,685,690	2,301,959	-	2,301,959
Publications	1,175,630	-	1,175,630	1,237,410	-	1,237,410
Grants and awards	904,681	-	904,681	793,212	-	793,212
Sections	577,985	-	577,985	664,378	-	664,378
Education	415,882	-	415,882	440,891	-	440,891
Total program services	7,827,717	-	7,827,717	8,358,897	-	8,358,897
Supporting services:						
Management and general	3,050,081	-	3,050,081	2,224,167	-	2,224,167
Membership development	912,859	-	912,859	1,017,959	-	1,017,959
Fundraising	223,732	-	223,732	221,293	-	221,293
Total supporting services	4,186,672	-	4,186,672	3,463,419	-	3,463,419
Total expenses	12,014,389	-	12,014,389	11,822,316	-	11,822,316
Change in net assets before other income	(883,432)	27,700	(855,732)	(2,127,676)	44,492	(2,083,184)
Investment income, net of fees	1,704,246	239,546	1,943,792	2,489,598	328,836	2,818,434
Change in net assets	820,814	267,246	1,088,060	361,922	373,328	735,250
Net assets:						
Beginning	17,611,620	2,473,757	20,085,377	17,249,698	2,100,429	19,350,127
Ending	$ 18,432,434	$ 2,741,003	$ 21,173,437	$ 17,611,620	$ 2,473,757	$ 20,085,377

See notes to financial statements.

American Statistical Association

Statements of Cash Flows
Years Ended December 31, 2024 and 2023

	2024	2023
Cash flows from operating activities:		
Change in net assets	$ 1,088,060	$ 735,250
Adjustments to reconcile change in net assets to net cash used in operating activities:		
Depreciation	359,667	358,316
Amortization of bond issuance costs	6,638	6,637
Equity in earnings from joint venture	(63,564)	(47,190)
Contributions restricted for investment in perpetuity	(43,404)	(22,398)
Unrealized and realized gain on investments	(1,706,701)	(2,262,444)
Changes in assets and liabilities:		
(Increase) decrease in:		
Accounts receivable	(301,601)	(25,007)
Grants receivable	(61,851)	(34,143)
Prepaid expenses	54,538	(27,514)
Increase (decrease) in:		
Accounts payable and accrued expenses	(168,504)	215,142
Due to joint venture	176,634	65,729
Deferred revenue and refundable advances	25,470	(57,027)
Net cash used in operating activities	(634,618)	(1,094,649)
Cash flows from investing activities:		
Purchases of investments	(286,812)	(604,048)
Proceeds from sale of investments	1,649,721	2,048,077
Purchases of property and equipment	-	(36,409)
Net cash provided by investing activities	1,362,909	1,407,620
Cash flows from financing activities:		
Principal payment on bonds payable	(393,260)	(382,533)
Contributions restricted for investment in perpetuity	43,404	22,398
Net cash used in financing activities	(349,856)	(360,135)
Net increase (decrease) in cash and cash equivalents	378,435	(47,164)
Cash and cash equivalents:		
Beginning	199,926	247,090
Ending	$ 578,361	$ 199,926
Supplemental disclosures of cash flow information:		
Income taxes paid	$ 94,600	$ 101,870
Interest paid	$ 57,043	$ 70,007

MCP2025 Marks Successful Gathering in Philadelphia

Dror Rom, Wenjin Wang, and Jie Chen, MCP2025 Organizing Committee Co-Chairs

The 13th International Conference on Multiple Comparison Procedures took place August 12–15 at Temple University in Philadelphia. Commemorating three decades since the seminal work of Yoav Benjamini and Yosef Hochberg introduced the false discovery rate, referred to here as FDR, the conference brought together more than 120 statisticians and research scientists from around the world.

Sanat Sarkar gives introductory remarks.

Mark van der Laan gives a keynote speech.

The program opened with welcome remarks by Sunil Wattal, associate dean of research and doctoral programs at the Fox School of Business. Sanat Sarkar then offered brief remarks before introducing Yoav Benjamini of Tel Aviv University, who delivered the opening keynote address.

In his lecture, Benjamini reflected on the emergence of FDR and its impact on medical research, highlighted how major scientific advances have shaped both past and present developments in FDR methodology, and shared his perspective on future challenges—particularly those posed by big data and generative AI—that call for continued refinement of FDR concepts and methods.

On Day 2, Mark J. van der Laan of the University of California, Berkeley, delivered the second keynote speech. He traced the development of targeted learning and demonstrated its application to multiple testing in causal inference with real-world evidence.

Day 3 brought Florian Klinglmueller, head of the Expert Group Statistics at the Austrian Agency for Health and Food Safety in Vienna, who gave the third keynote speech about current regulatory challenges and methodological perspectives on multiplicity in confirmatory clinical trials.

Yoav Benjamini gives a keynote speech.

Florian Klinglmueller gives a keynote speech.

Preceding the main conference, three short courses were offered. The scientific program also featured 24 parallel sessions with more than 90 speakers presenting on a wide range of topics in multiple comparisons and multiple testing, including the following:

- FDR control
- Familywise error rate control
- Causal inference with real-world data
- Regulatory perspectives on multiplicity
- Graphical approaches
- Group sequential designs
- Platform trials
- Conformal inference
- E-values
- Online inference
- Ranking and selection methods

For a detailed look at the conference, visit the MCPM website at *https://isbiostat.org/mcp2025*. ■

Written by Witten: To Err, and to Edit-Err, Is Human (Part 2 of 2)

Daniela Witten

Daniela Witten wrote this article for the August issue of the Institute of Mathematical Statistics newsletter. We have reprinted it with permission. In the first part of this piece, she shares her thoughts about the editorial process and offers advice for associate editors and reviewers. The first part can be read at *https://tinyurl.com/6pkknv8e.*

Sometimes Papers Are (Desk) Rejected: Don't Take It Personally

At the *Journal of the Royal Statistical Society, Series B*, a substantial portion of papers are desk rejected (i.e., rejected without being sent out for review). Occasionally, this is because *JRSSB* is clearly not a good fit (for instance, a paper that presents a routine data analysis for some scientific problem but does not propose new statistical methodology). More often, though, desk rejections are a judgment call: perhaps the editor feels there have been too many recent submissions on this particular topic, or the AE [assistant editor] with relevant expertise is totally swamped, or it just subjectively seems the submission is unlikely to survive the peer review process. The latter is particularly important since there simply are not enough qualified reviewers to review all the papers that get submitted; the system would break if there were no desk rejections.

Before I became joint editor at *JRSSB*, when one of my papers was (occasionally) desk rejected, I thought this was an unspeakably terrible outcome that certainly had never happened to even a single one of my colleagues in the history of time. Now I know the truth: Desk rejections happen to everyone for a variety of reasons.

If your paper has been desk rejected, then you should see whether the editor gave you constructive feedback you can use to improve your submission. If so, incorporate it into your paper … and then move on to another journal.

What might constructive feedback look like for a desk rejection? It might not be detailed or technical, since the paper has not been reviewed by experts in the subject area. But if the editor says, for instance, your paper lacks novelty, or the contribution is unclear, or you seem to have missed key references, then that could be a sign you should edit your paper—exposition and/or content—before submitting it elsewhere.

And a desk rejection can even be a small mercy. It's better to receive a desk rejection after two weeks than a (non-desk) rejection nine months later. I speak from experience!

Finally, remember that a rejection (either a desk rejection or a rejection after review) typically does not mean your paper is technically unsound or fatally flawed. More often than not, it just means it is not a match for this journal at this time. For instance, at *JRSSB*, one of the primary publication criteria is methodological novelty, so technically sound papers that are just not that novel (in the very subjective eyes of an editor, AE, and reviewers) are rejected.

Most Papers Get in 'by the Skin of Their Teeth'

At *JRSSB*, I have never seen a paper that was uniformly beloved by all readers (editor, associate editor, and reviewers) in the first round of review. More often than not, papers go through at least two rounds of review, and only after painstaking revisions by the authors, are all readers (the editor, AE, and reviewers) eventually satisfied—or at least, *satisfied enough*—that the paper can be accepted. ("Satisfied enough" is important here: Perfection is both unnecessary and unachievable.)

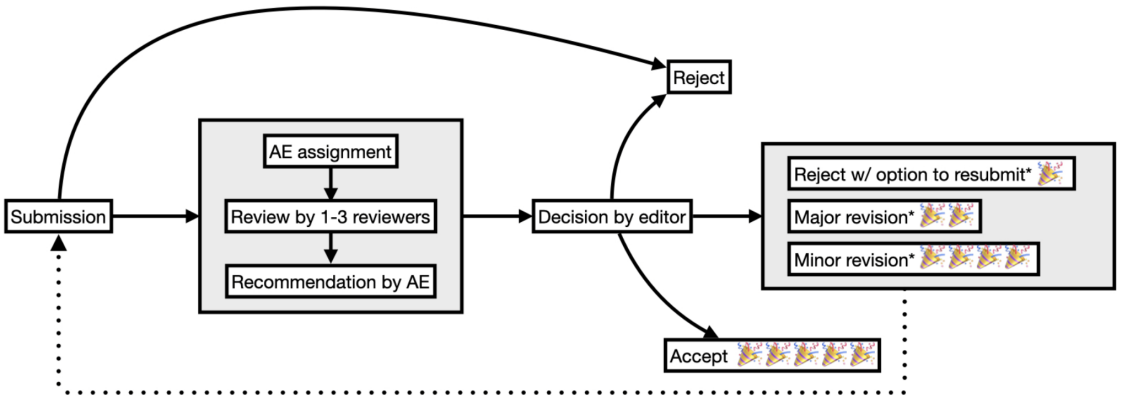
So, any published paper is imperfect; it almost certainly could have been further improved by another round of review (or six). And, actually, a particular paper might be far from perfect; it might have just barely been accepted by the journal.

Furthermore, any published paper may have benefited from an element of luck in the review process (e.g., a reviewer ran out of time to prepare a review and signed off on the paper without careful scrutiny). What does this mean for you? Hoping for good luck is not a viable statistical strategy and, therefore, you should expect that to publish in a given journal, your paper will have to be *better than the majority of papers published in that journal.*

But, hey … I am certainly rooting for your paper to be a lucky one!

It's Party Time

In Figure 1, four of the editorial decisions (accept, rejection with option to resubmit, major revision, minor revision) are marked by confetti poppers 🎉). These are the editorial decisions for which



A schematic of a single "round of review" in the field of statistics. An initial submission might be immediately rejected by the editor: this is called a "desk rejection." If not, it is assigned to an associate editor (AE), whose identity is unknown to the author. The AE sends it to between one and three anonymous reviewers, whose reports form the basis for the AE's recommendation. Then, the editor makes a decision. If the paper is accepted, that is the end of the story (but papers are almost never accepted in the 'first round'). And if the paper is rejected, that is the end of the story at that journal. For all other decisions, the authors have the opportunity to re-submit the paper to the same journal, and the process starts again with another round of review (see dotted line). Unless there is a desk rejection, a round of review typically takes at least three to four months. Confetti poppers indicate editorial decisions for which you should throw a party (units of celebration are at your discretion).

you should throw a party. **Your paper was not rejected!!! Hooray!!!!!** Please honor this fantastic news. If your paper goes through several rounds of review before eventual publication, you can have several parties! The number of confetti poppers (e.g., 🎉 vs. 🎉🎉🎉🎉) associated with the editorial decision provides a shorthand for how hard you should celebrate. (It is up to you how to determine the units [i.e., the extent of celebration associated with each confetti popper.])

Some people ask whether it is really appropriate to throw a party for a rejection with the option to resubmit ("R&R"). The answer to this question is an unequivocal *yes*. Anything that is not a full rejection deserves a party. (Life is short, etc.) Also, in most cases, an editor will only invite a resubmission if they see a path forward for the paper in that journal.

After the party is complete, it is time to get to work addressing any comments from the editor, AE, and reviewers (unless your paper was accepted, in which case you should still be celebrating). I suggest you prioritize the revision above all other tasks. If you can get your paper back to the journal while it is still fresh in everybody's mind, the remainder of the review process is more likely to run smoothly. Also, this is not a time to argue; this is a time to do what you were asked to do if it is possible and, if not possible, to clearly explain the reasons why. By doing what is asked, you make it easy for the editor to accept your paper.

Rejections Happen

What if your paper was rejected? You will likely feel sad, and that is okay. It is important to feel your feelings. However, don't let it wreck you. We all get papers rejected at times. If one of the reviews is factually wrong, you could consider contacting the editor (although this is almost never met with success). Generalized complaints to the editor are equally unlikely to be fruitful. Instead, read the reviews and decision letter and think about whether you can use them to improve your work. If you can, then do so. If not, pick yourself up and try again.

Occasionally, people get mad about rejections and blame the editor or AE or reviewers for not understanding the paper or not being sufficiently knowledgeable about the topic, etc. To this, I say, "It is your job, as an author, to write a paper in a way that enables the editor, AE, and reviewer to appreciate your work." Can you re-write your paper so it fares better next time?

Edit, Edit, and Edit Again

And that brings me to my last suggestion for authors: *edit your manuscript*. Almost never is the first set of words you put on a page the best way to communicate an idea. In fact, for me personally, the 189th set of words is usually also not the best way to communicate the idea. I could write a whole column about this, but instead I will point you to an editorial in the March 2025 issue of *Nature Biotechnology* that expresses this beautifully: *http://bit.ly/47jD5bP.*

Once you have found the most effective way to communicate your ideas, here is a helpful pre-submission checklist by Jacob Bien: *http://bit.ly/47ncVVE*.

I believe the most highly cited papers in statistics are not necessarily the most technically challenging, or even (Dare I say it?!) the most innovative. The most highly cited papers are the best-written papers, because when a paper is well-written, people understand what it's about and why it's useful. Write your paper well and it will pay off not just in a smoother publication process, but also in future recognition. ■

Sports Analytics Symposium Highlights Student Engagement, Industry Collaboration

Brian Macdonald and Jun Yan

The 6th Connecticut Sports Analytics Symposium, formerly known as the UConn Sports Analytics Symposium, was held April 11–12 at Yale University, drawing about 150 registrants. Co-organized by the Yale Institute for Foundations of Data Science and the Connecticut Statistical Data Science Lab, the rebranded symposium expanded its reach beyond the University of Connecticut while maintaining its mission of engaging students from high school to graduate school in sports analytics and data science. With an emphasis on accessibility, the event offered a program designed to showcase the interdisciplinary effect of sports analytics while fostering collaboration between students, academia, and the sports industry.

Keynotes and Panel Discussion

The symposium opened with a one-on-one keynote conversation with Theo Epstein, senior adviser for Fenway Sports Group and three-time World Series champion baseball executive. Epstein shared his career path from Yale graduate to general manager of the Boston Red Sox and president of baseball operations for the Chicago Cubs, describing how data influenced him at each stage and how his approach to data-informed decision-making evolved over time.

The afternoon keynote was delivered by Lauren Poe, sports analytics engineer at ESPN, in a presentation titled "A Journey in Sports Analytics." Poe described her career path, the nuances of multi-sport analytics roles at ESPN, and how sports data is used for both fan-facing and behind-the-scenes applications.

The final keynote featured Cade Massey, practice professor at the Wharton School, who gave a talk titled "Analyst as Difference-Maker: Lessons from Firefighting in the American West." Massey used the example of wildland firefighting analytics to illustrate the gap between building great models and influencing organizational decisions, drawing lessons directly applicable to sports analytics.

The panel discussion, "Communicating Advanced Analytics in Real Time," brought together Epstein; Brian Burke, sports data scientist at ESPN; and John Parolin, research producer for *Monday Night Football* at ESPN, with Seth Walder, ESPN sports analytics writer, as moderator. The conversation focused on strategies for making complex analytics accessible and actionable in live broadcasts and other real-time contexts, highlighting emerging trends and audience-specific tailoring.

Invited Sessions

The program featured two invited sessions. Sports Economics included Lee Kennedy-Shaffer of Yale University on evaluating rule changes using quasi-experimental designs; Hashan Peiris of Simon Fraser University on modeling player injuries as compound risks; Shane Sanders, Alivia Uribe, and Justin Ehrlich of Syracuse University on behavioral considerations in penalty-kick location optimization; and Toby Moskowitz of Yale University on disentangling skill and luck in tennis.

Advancements in Sports Analytics and Education included Ben Baumer of Smith College on definitions of fairness in sports analytics; Owen Fiore of the University of Connecticut on reaction time thresholds in track and field; Ron Yurko of Carnegie Mellon University on Bayesian hierarchical modeling of tackling ability in football; Elizabeth Upton of Williams College on hypergraph-based adjusted plus-minus in basketball; and Keith D'Amelio of Heretic Performance on factors shaping game demands in elite basketball.

Data Challenge and Poster Session

The 2025 data challenge centered on analyzing newly released Major League Baseball data on bat speed and swing length to study pitcher–batter interactions. In the high school/undergraduate division, Team Yonsei Blues (Juwon Lee, Jiyong Lee, and Yugyung Kim) from Yonsei University in Korea won with "Optimizing Batting Orders: Monte Carlo Game Simulation Based on Batter Swing Clustering." In the graduate division, Reese Mullen from Boston University won with "The Effect of Injuries on Bat Speed."

The poster session featured a wide range of topics spanning baseball, basketball, hockey, soccer, motorsports, combat sports, and beyond. The Student Poster Award winners were Eugene Han of Yale University (first place) for his work on leveraging alternative data for MMA betting markets, Jacqueline Wang of Yale University (second place) for her research on pseudo-Bayesian regularized adjusted plus-minus in hockey, and Abhi Nagireddygari of Bowdoin College (third place) for his squash match analysis using low-cost computer vision.

Hands-On Training Workshops

The symposium's first day was devoted to hands-on workshops organized into parallel tracks for introductory, intermediate, and advanced audiences, with an additional track for educators. Introductory sessions included Introduction to R led by Lucy Liu, Introduction to Python led by Charitarth Chugh, and Data Visualization led by Rahul Manna. Intermediate sessions featured Web Scraping for Sports Analytics led by Melanie Desroches, Tennis Analytics led by Jaden Astle, and Basketball Analytics led by Addison McGhee. Advanced sessions included Causal Inference in Sports Analytics led by Shinpei Nakamura-Sakai, Player Tracking led by Quang Nguyen, and Leveraging Docker for Building Data Pipelines led by Zuri Hunter. Rachel Gidaro and Michael Shuckers led the educators track with How to Create a Module for SCORE. Most of the instructors were students, and the training materials are available at *https://bit.ly/3W0c7Qd*.

Committees and Sponsors

The symposium was led by co-chairs Brian Macdonald of Yale University and Jun Yan of the University of Connecticut, with support from the organizing, program, judging, workshop, local, fundraising, and web support committees and drawing members from academia, professional sports organizations, and industry. Emily Hau, associate director of the Yale Institute for Foundations of Data Science, co-chaired the local committee with Macdonald and played a central role in coordinating the onsite organization. Sponsors included Ceros Financial Services, Connecticut Sun, ESPN Analytics, The Red Sox Foundation, the Connecticut Statistical Data Science Lab, the National Science Foundation, the UConn Data Science Club, the UConn Department of Statistics, the UConn Joint Statistical Club, and the Yale Institute for Foundations of Data Science.

Looking Ahead to 2026

The 2026 Connecticut Sports Analytics Symposium will be held April 10–11. The data challenge will feature curling, a winter Olympic sport that combines strategy, precision, and teamwork. Statistics and data science instructors are encouraged to incorporate the challenge into student projects. Look for more information and updates at *https://statds.org/events/csas2026*. ■

Student Paper Competition Submissions Due November 15

The winners of best paper competitions earn travel awards to ASA-sponsored conferences. The following general policies and procedures apply to all ASA section competitions.

Sections must receive all materials by November 15. Some sections have earlier deadlines, so check each section's website for dates.

Winners will be notified by January 15.

For Joint Statistical Meetings awards, winners must submit abstracts through the JSM abstract submission system and register by the JSM deadlines.

Students may submit papers to no more than two sections and may accept only one section's award. Students must inform both sections applied to when he or she wins and accepts an award, thereby removing them from the award competition for the second section.

Students planning to participate in section competitions must adhere to the eligibility, paper format, submission process, and other requirements of the sections to which they are applying.

Visit individual sections for further instructions at *http://bit.ly/4nHYSjc*.

NOVEMBER

Time Series

This Month in Statistics History

Penny S. Reynolds

BIRTHDAYS

1839 Happy 186th birthday to the American Statistical Association! Founded on November 27, 1839, it managed to outlast all the competition. Between 1836 and 1851, five statistical societies started up in the USA but four never got off the ground or changed focus. Edward Jarvis, ASA president for 31 years, deserves the credit for keeping the ASA going in the early years.

NORTH

1848 Simon Newton Dexter North (6th ASA President, 1910; inaugural ASA Fellow, 1914) was chief statistician of the 1900 census and second director of the US Census Bureau 1903–1909. He promoted the use of Hollerith's electromechanical tabulating machine for later censuses, but mostly for its application in support of white supremacist ideology.

1851 Jacques Bertillon (Chief Statistician of Paris; Fellow, Royal Statistical Society; brother of criminologist Alphonse, creator of the Bertillon biometric method and inventor of the mugshot). Best known for his work on disease classification, he led the charge in promoting the combined application of statistics and advanced data visualization methods for medicine, social sciences, and demography.

1878 Sedley Antony Cudmore, professor of political economy 1908–1919 at the University of Toronto, he was chief of general statistics at the Dominion Bureau of Statistics; editor of the *Canada Year Book*, 1920–1935; and Canada's second dominion statistician, 1942–1945.

1885 Joseph S. Davis (31st ASA president 1936) was director of Stanford's Food Research Institute 1937–1952, president of the American Economic Association 1944, and member of the Council of Economic Advisers to President Eisenhower.

RICE

1889 Stuart A. Rice (ASA Fellow, 1933; 28th ASA President, 1933; ISI President, 1947–1953) Assistant director of the Census Bureau, 1933; chair of the Central Statistical Board, 1936; assistant director for statistical standards in the Budget Bureau; one of the developers of the UN Statistical Office; and first chair of the UN Statistical Commission.

1898 John Wishart (ASA Fellow, 1951) worked under Ronald Fisher at Rothamsted Experimental Station and was first director of the statistical laboratory at Cambridge in 1953. A generalization of the gamma distribution is named for him. He also made numerous contributions to the design and analysis of agricultural experiments.

1904 Ida Craven Merriam (ASA Fellow, 1965) was director of research and assistant commissioner of the Office of Research and Statistics for the Social Security Administration.

1912 W. Allen Wallis (ASA Fellow, 1948; ASA President, 1965), although best known as codeveloper of the Kruskal-Wallis nonparametric test, he was economics adviser to four US presidents and dean and administrator at The University of Chicago and Rochester. During WWII, he headed the Statistical Research Group at Columbia University, which made major breakthroughs in sequential analysis and statistical quality control methods.

1926 Shirley Kallek (ASA Fellow, 1972; President of the Caucus for Women in Statistics, 1980; President of the Washington Statistical Society, 1981–1982) was associate director for economic program at the US Census Bureau. She was recognized internationally for developing on-time and cost-effective statistical programs for economic information.


KALLEK

1937 Joseph L. Fleiss (ASA Fellow, 1973; President of the Eastern North American Region of the International Biometric Society, 1986) is best known for work on mental health statistics and developing the weighted kappa as a measure of reliability and agreement for categorical data. His books, Statistical Methods for Rates and Proportions and Design and Analysis of Clinical Experiments, are classics.

1942 Stephen Fienberg (ASA Fellow, 1972; Institute for Mathematical Statistics President, 1999; COPSS Award, 1982; Wilks Award, 2002; Statistical Society of Canada Lise Manchester Award, 2008; Zellner Medal, 2016) made major contributions to a variety of statistical areas, including log-linear modeling of categorical data, causal inference, forensic science, law, survey and federal statistics, machine learning, and Bayesian analysis. He also founded *CHANCE* magazine in 1988 and was the first editor of Annals of Applied Statistics in 2007.


FIENBERG

1951 Peter Gavin Hall (ASA Fellow, 1996; IMS Fellow, 1984; COPSS Award, 1989; Wilks Award, 2012; Guy Medal Silver, 2011; Officer of the Order of Australia, 2013) made major contributions to nonparametric statistics, bootstrap resampling, limit theory, spatial processes, and stochastic geometry. the Statistics Trifecta: the R. A. Fisher Lectureship (now COPSS award) 1997, Deming Lectureship 2004, and Wilks Memorial Award 2007.

EVENTS

1726 On November 3, James Stirling (1692–1770) was elected Fellow of the Royal Society. Three years later in 1729, he made his most significant contribution to probability, Simpson's formula, an asymptotic approximation for estimating factorials ($n!$) of large numbers. In 1721, Abraham de Moivre had already derived a similar, but according to Stirling, less accurate formula.

1731 On November 25, in a letter to Christian Goldbach (1690–1764), Leonhard Euler used e to denote the base of natural logarithms 2.71828… He first used it in a 1728 paper, "Meditation on Experiments Made Recently on the Firing of Cannon." Why did he choose e? Nobody really knows, but it may be because a, b, c, and d were already in common use and e was the next letter.

1804 On November 21, Sophie Germain, under the pseudonym Monsieur A-A Le Blanc, begins corresponding with Gauss. She was forced to conduct her mathematics studies in secret because of parental disapproval, the fear of ridicule from male mathematicians, and the ban of women from institutes of higher learning. In 1807 when her cover was blown, Gauss commented on her "most noble courage, extraordinary talent, and superior genius."


GERMAIN

1924 Beginning in November, a series of studies on the effect of lighting on worker productivity was performed at the Western Electric Hawthorn Plant in Cicero Illinois. The results were the basis for the Hawthorne Effect, which describes the phenomenon of subjects changing their behavior in response to being under observation rather than to the manipulation itself. Reanalysis of the original data suggests the evidence was surprisingly weak and ambiguous. ■

MORE ONLINE
Download the references at *http://bit.ly/477O2Mn* for more information.

Applications of NLP, Generative AI in Statistical Modeling and Decision-Making

Anand Chinnakannan, a technology leader with 16+ years of IT experience, including his current role at Walmart, specializes in data science, machine learning, generative AI, and cloud innovation. Holding an MBA and MS from the Birla Institute of Technology and Science in India and a BE in computer science, he drives digital transformation, serves as technical adviser for mentors' startups, and judges tech competitions with strategic and technical excellence.

For statisticians, traditional methods such as data mining, hypothesis testing, and inference have long been the backbone of analysis. These approaches remain powerful, but new tools—especially natural language processing and generative AI—make it easier to uncover insights, automate text-heavy tasks, and support decision-making at scale.

This shift brings both opportunity and responsibility. These technologies can speed up work and highlight patterns we might otherwise miss, but they also raise important questions about accuracy, fairness, and governance.

Text as Data: New Opportunities

Traditionally, statistics has dealt with numbers—counts, categories, or time series. But in many industries, the richest data is text: doctor's notes in health care; customer reviews in retail; maintenance logs in manufacturing; or policy documents in government.

NLP makes this unstructured text analyzable. Early tools such as tokenization, stemming, or term frequency–inverse document frequency turned words into numbers. Today, embeddings—dense vectors that capture meaning—allow words, sentences, or documents to be represented in ways that can be used directly in models.

Example: Retail Forecasting

Traditional demand forecasts use sales history, price, and seasonality. By adding text—such as supplier updates, customer reviews, or shipping news—models can pick up early warning signs.

For instance, a retailer selling holiday toys may see social media posts and reviews mentioning shortages weeks before sales data reflects it. By including this text, the model can alert managers early, giving them time to reroute inventory or speed up deliveries before shelves go empty.

Generative AI: Moving Beyond Text Mining

While NLP helps us analyze text, generative AI can create new text. Large language models trained on huge data sets can produce code, summaries, or explanations in plain language. For statisticians, this unlocks the following applications:

- **Text-to-Code Workflows.** Instead of writing scripts from scratch, a statistician can describe the task ("fit a logistic regression with age, BMI, and smoking status using cross-validation"), and an LLM can generate starter code in R or Python. The expert still reviews it, but the process is faster.
- **Data Documentation and Cleaning.** Generative AI can write data set summaries, variable descriptions, or workflow notes. It can also standardize messy text (such as survey responses or clinical notes) and flag unusual values.
- **Automated Reporting.** After running an analysis, statisticians often prepare reports for technical and nontechnical audiences. LLMs can draft plain-language summaries or executive briefs, saving time and improving communication.

Helping with Uncertainty

Statistical decisions often involve incomplete or messy data. Generative AI does not replace statistical methods, but it can help summarize and structure information more quickly, such as in the following examples:

- **Safety Monitoring.** In clinical trials, adverse events are often described in long notes. NLP can extract key terms ("nausea," "shortness of breath"), and generative AI can group and summarize them. Statisticians then apply

formal analysis, but the preparation work is faster.

- **Policy Analysis.** Regulators may receive thousands of public comments on a rule. NLP can classify and cluster these, and an LLM can summarize key themes. This allows statisticians and policymakers to focus on the main issues instead of the volume.

Things to Watch Out For

These tools are powerful, but they require care because of the following:

- **Accuracy Isn't Enough.** LLMs can generate convincing but wrong text. Statisticians should also check calibration (Are probabilities reliable?), coverage (Is the whole picture captured?), and stability (Are results consistent?).
- **Bias and Fairness.** Models learn from data, which may include stereotypes or unfair patterns. Checks and mitigation strategies are essential.
- **Human-in-the-Loop.** AI outputs should be reviewed by statisticians. These tools assist, but they do not replace expert judgment.
- **Reproducibility and Governance.** LLMs may give different answers to the same prompt. Good practice includes saving prompts, logging results, and using version control. Ethical reviews and audit trails also help maintain trust.

Looking Ahead

We are still in the early days of bringing NLP and generative AI into statistics. As organizations produce more text-heavy data, statisticians who can use these tools responsibly will be in high demand.

These technologies will not replace statistical expertise; they amplify it. Statisticians' core strengths—rigor, critical thinking, and theory—remain vital.

NLP and generative AI are reshaping statistical work. They help mine text for insights, automate routine tasks, and communicate results more effectively. But they also raise challenges around bias, reproducibility, and governance that require statisticians' attention.

Toolkit

Statisticians who want to try these tools can start small by combining open-source NLP with generative AI.

- NLP libraries: spaCy, NLTK, HuggingFace Transformers
- Integration with statistics: Use embeddings as predictors in regression or tree-based models
- Generative AI tools: ChatGPT, Claude, Gemini, or domain-specific models
- Evaluation: holdout validation, calibration plots, robustness checks

A simple workflow might be the following:

- Collect product reviews.
- Turn them into embeddings.
- Fit a regression model to predict satisfaction.
- Use an LLM to draft a plain-language summary of the results.

This pairs traditional statistical rigor with modern AI support.

The takeaway is simple: Use these tools as complements, not substitutes. With responsible use, they expand what is possible in modeling and decision-making while keeping rigor and trust at the center.

Editor's Note: AI was used to improve this article. ■

Editor Seeks Submissions About Spatial Statistics in Imaging

The editor of the ASA's journal *Statistics and Data Science in Imaging* invites submissions for a special issue on spatial statistics in imaging with the support of the ASA Statistics and the Environment and Statistics in Epidemiology sections.

The special issue aims to highlight recent advances in statistical methodology and computation in spatial statistics and spatial modeling of image data that arise in agriculture, climate science, remote sensing, neuroimaging, genomics, and other scientific fields requiring advanced spatial statistical methods.

Both methodological innovations and applied work demonstrating the impact of spatial statistical thinking are encouraged.

Visit the journal's website for details: *http://bit.ly/3J5llrh.*

Welcome TO OUR NEWEST MEMBERS

Mawutor Kwasi Agbenor-Efunam
Olatoye Kabiru Agboola
Lucas Allen
Manal Hamadi Alloqmani
Maalee Almheidat
Daniel Amede
Nick Anastasi
Alaric Anderson
Jacob Andros
Avanti Athreya
Tony Au
Jared R. Avers
Asma T. Awan
J. Jobu Babin
Inyoung Baek
Jianmei Bai
Matthew Austin Baker
Jennifer Barnes
Rebecca A. Betensky
Ayoushman Bhattacharya
Andrea Biel
Tripp Rucker Bishop
Raphael Lev Bivas
Mario Borha
Austin Bouyamourn
Austin D. Brown
Amanda Ruth Brucker
Kari Buys
Angie Chen
Iris Chen
Kai Chen
Michelle Chen
Nan Chen
Bong-Jin Choi
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Chris Chung
Claudia Jane Clinchard
Jared Collins
Jay Collins
Sean Collins
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Javier A. Cuevas
Chengyu Cui
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Saleh Dadjouy
Malhar Dave
Kathleen N. Deering
Xuan Deng
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Bryan Dodson
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Georg Matthias Goerg
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Sonish Lamsal
Heng Lan
Lang Lang
Gary Langer
Sukurat Lasisi
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Xingyan LI
Yanran Li
Jianxin Lin
Qianying Lin
Henry Linder
Jiachang Liu
Jianing Liu
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Wei-En Lu
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Philip Mensah
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Dylan Thomas Moore
Mickey Acot Morandante
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Yogendra Yogendra Singh
Singh Cornell Smith
Lei Song
Dirk Stengel
Shannon Stock
Thea Sukianto
Brendan Sullivan
Steven Sun
Nikola Surjanovic
Angela Ting
Sushil Tiwari

Meilin Tong
Quang Minh Trinh
Shivani Tripathi
Tina Trosclair
Siyabulela Tyaliti
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Kaylee Vo
Julia Walchessen
Chase M. Walton
Qichang Wan
John Hong Wang
Rena Wang
Tao Wang
Xiaopu Wang
Eric Warren
Yipeng Wei
Paul Whitney
Manel Wijesinha
Joy Wu
Yao Xie
Ruoxuan Xiong
Jie Xu
Liheng Xu
Yijia Xu
Zhichen Xu
Jiaqi Yang
Jonathan Yang
Yuchen Yao
Hongyang Ryan Zhang
Jinfeng Zhang
Ying Zhang
Yutao Zhang
Jay Zhao
Ruochen Zhao
Wei Zhao
Xin Zhao
Cheng Zheng ■

New Member Spotlight: ELENA PAYNE

This month, we spotlight new member and undergraduate statistics major Elena Payne, who answered the following questions so we could get to know her better:

How did you become interested in statistics and/or data science?

I'd been working in health care for the better part of a decade when, one day, an industry representative came into the orthopedic clinic where I worked, promoting a new hip prosthesis with a ~10% lower complication rate than the one our surgeons were using. The physician I worked under was skeptical. She pulled up the clinical trial article for the prosthesis and showed me that the confidence interval for complications rates was quite wide. She explained to me that, after taking a stats course in med school, she always checked the numbers when a claim felt too good to be true. "The numbers don't lie," she said.

That moment really stuck with me. I became increasingly interested in academic articles on clinical trials and methodologies. Two years later, I went back to school and, during my Intro to Statistics course that first semester, I was completely sold.

What do you consider your dream job?

While I'm just an undergraduate going into my senior year and dreams are subject to change, I'd like to follow in the footsteps of my professors at this point. I've been able to get involved in biostatistics research—statistical genomics with a mental health focus—and serving as a teacher's assistant for Intro to Stats this last year. I love both and would feel lucky to get to keep working in research and helping others learn as my career progresses.

What do you hope understanding statistics and/or data science helps you accomplish?

At risk of sounding pedantic, what does understanding statistics not help you accomplish? Science, the world, life in general, are so uncertain. Stats feels as close as you can get to understanding, to saying something could be true.

Is there a particular group of statisticians you would like to reach out to you?

I think I'd like to connect with members of the Mental Health Statistics Interest Group, Caucus for Women in Statistics and Data Science, and any groups that support undergraduate or early-career students (my university is small and does not have an ASA student chapter). I'm also definitely interested in hearing from statisticians working in genomics and health research.

To read more about Payne and view the complete list of new ASA members, visit https://magazine.amstat.org. *If you are a new member interested in being featured, email ASA Communications Manager Megan Murphy at* megan@amstat.org.

Building Community for Quantitative Staff: Introducing the Quantitative Staff Network

Alexandra Hanlon, Shokoufeh Khalatbari, Joycelynne Palmer, Allison Furgal, Mary Sammel, Sandra Taylor, Jane Bugden, and Margaret Stedman

In the rapidly evolving world of data-driven research, quantitative scientists—biostatisticians, data scientists, informaticians, analysts, programmers, and epidemiologists—are doing vital work behind the scenes. But for many of us, especially those in staff roles, it is easy to feel isolated from the broader scientific community. The Quantitative Staff Network was launched to bridge that gap and build a stronger, more connected community of quantitative professionals.

Why QSN?

The QSN, sponsored by the University of Michigan Institute for Clinical & Health Research, was founded in early 2023 by a group of volunteers from the Association for Clinical and Translational Science Biostatistics, Epidemiology, and Research Design Special Interest Group. These volunteers recognized that while faculty often have access to structured career development, mentorship, and professional networks, quantitative staff typically have fewer opportunities to grow, connect, and lead within the current academic and research infrastructure. Further, staff have unique development needs and interests that present opportunities for more tailored support.

What started as a few Zoom meetings quickly blossomed into something much more powerful: a national, multidisciplinary network committed to professional development, mentorship, and advocacy for quantitative staff at all career stages.

As of mid-2025, QSN boasts more than 325 members from 44 institutions and continues to grow monthly. Membership is free, making professional development opportunities accessible to all.

Mission and Vision

At its core, QSN is about creating spaces for learning, leadership, and belonging. Its mission is to foster a supportive, collaborative environment that values continuous learning, leadership development, and meaningful contributions. Members of the network do this by the following:

- Providing professional development opportunities tailored to quantitative staff
- Facilitating national networking and cross-institutional connections
- Creating sustainable platforms for mentorship and collaboration
- Advocating for the unique role of staff scientists in research

This is a community in which members don't just attend webinars—they organize and lead them. It's a space in which mentoring spans institutions and career stages and a new job opportunity might surface during a Q&A at a virtual seminar.

Leadership Team

Chair: Margaret Stedman, Stanford University

Co-Chair: Joycelynne Palmer, City of Hope

Administrative Chair: Allison Furgal, University of Michigan

Founding and Advisory Board Members:

- Sandra Taylor, University of California-Davis
- Shokoufeh Khalatbari, University of Michigan
- Mary Sammel, Colorado University
- Alexandra Hanlon, Virginia Tech

Structure, Leadership, and Sponsorship

QSN is volunteer run and community governed. Its leadership structure includes a chair, co-chair, administrative chair, and vice administrative chair, supported by an advisory board of senior leaders in the field.

QSN's core planning committee consists of 9–12 volunteers and guides the network's activities through five subcommittees: membership; mentoring; education and training; communications; and website. Each is led by a team working on initiatives such as podcasts, newsletters, technical workshops, and informal discussion forums.

Highlighted Accomplishments to Date

In just over two years, the network has accomplished the following:

- Hosted multiple all-member webinars with panels, breakouts, and skill-building sessions
- Launched a new website with a membership directory and curated professional resources
- Created a quarterly newsletter to share member updates, job opportunities, and upcoming events
- Conducted membership drives and outreach through the Association of Clinical and Translational Statisticians and the Translational Science conference
- Piloted special interest groups and planned a mentorship needs assessment

Education is central to QSN's model. The education and training subcommittee balances technical sessions with sessions focused on leadership, communication, and collaborative skills—areas in which many staff scientists don't get formal training. Similarly, the mentoring subcommittee organizes both structured and informal mentoring events, recognizing that many staff never receive or have access to dedicated mentorship after graduate school.

A Network with Heart

While QSN continues to strengthen its organizational infrastructure, it is fostering community. For some members, QSN might represent the first time they have felt fully recognized and supported in their professional roles. Whether someone is a mid-career analyst exploring leadership opportunities, a new staff member seeking a sense of belonging, or a faculty member hoping to better support their team—QSN offers a safe, meaningful space to connect, contribute, and grow.

This spirit of connection extends beyond virtual engagement. At the 2025 Joint Statistical Meetings in Nashville, QSN members gathered informally over coffee—many meeting in person for the first time after months of virtual collaboration. Moments like these underscore the value of building a network that is both professionally enriching and personally meaningful.

Some of the most well-received QSN events have been informal virtual meetups, during which members shared their motivations for entering the field and the experiences that keep them engaged. In one breakout session, participants were invited to share an "interesting fact" about themselves.

Looking Ahead

As QSN continues to grow, it's leadership is exploring ways to collaborate with the American Statistical Association. They see opportunity to tap into the ASA's platforms, resources, and national reach—while still preserving the accessibility and close-knit feel that have made QSN so successful.

Any future partnership with the ASA will be built around shared strengths and values, ensuring QSN continues to thrive as an open and inclusive community. Its focus will continue to remain on supporting staff roles across academic, government, and industry settings while expanding its reach to welcome more members, especially those beyond traditional biostatistics, epidemiology, and research design structures and those from underrepresented institutions and sectors.

Get Involved

Joining QSN is free. Visit *www.quantitativestaffnetwork.org* to learn more and complete the membership form. New members will gain access to events, newsletters, and a nationwide network of peers who understand the unique rewards and challenges of being a quantitative staff professional. QSN also welcomes volunteers to lead and participate in its subcommittees. ■

It Is Never Too Early to Think About Statistical Leadership

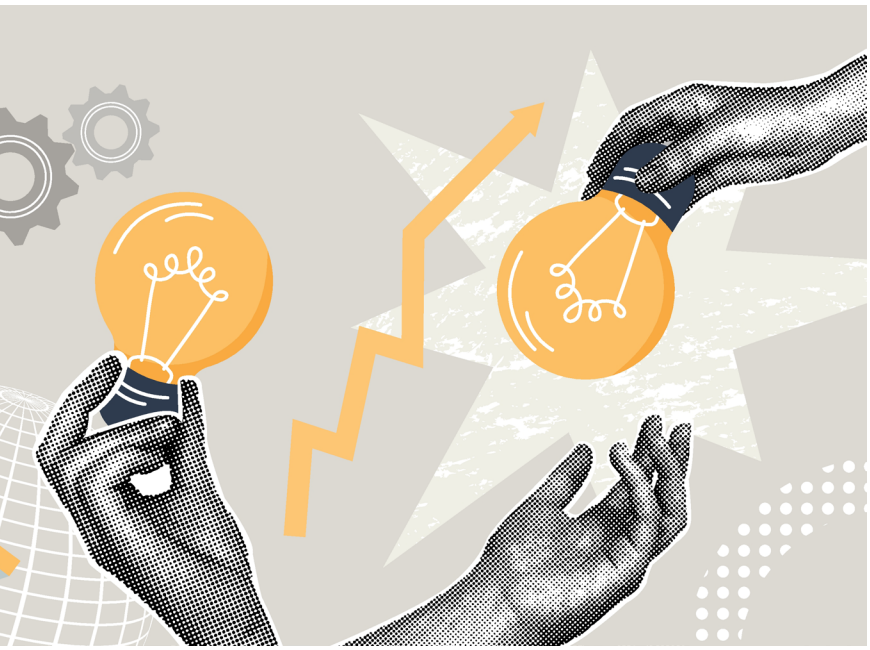
Richard C. Zink, Principal Research Fellow, JMP Statistical Discovery

Zink

Author's Note: Meijing Wu kindly asked me to draft this article shortly before her passing; it is dedicated in her memory.

Statisticians and data scientists occupy a unique space on a multidisciplinary team. So much so that it may often feel like a salmon swimming upstream against the current produced by everyone else. Teams want to move fast and meet deadlines, but we know firsthand that every decision—even seemingly innocuous ones—can have major implications and consequences for all downstream activities.

This is especially true for clinical trials—large, exceptionally expensive experiments involving human beings that often take several months or years to complete and include the following: developing the protocol; designing and testing the database; conducting the study; collecting the data; producing the final analysis; and authoring the final study report. The team does their utmost to produce the best possible product at each stage but, without fail, multiple changes often occur over the course of a study.



While changes can create headaches for individual groups, statisticians need to be aware of the entirety of the process, since changes can—and likely will—affect the final analysis.

In the worst-case scenario, a modified protocol triggers modifications to an electronic data capture system and the underlying raw data, which triggers modifications to symbol digit modalities test programs, which triggers modifications to analysis data model programs, which triggers modifications to programs for tables, figures, and listings. That is a lot of places in need of revision and plenty of opportunity for things to go wrong.

Every passing day is one fewer day prior to database lock to get things in their proper place, so there is little time for rethinking, revising, and revalidating the analysis. It is no wonder standard operating procedures and process improvement are so important in medical product development; it is extraordinarily complex, and there is so much at stake.

I have often read a protocol and thought to myself, "There is *no way* a statistician has reviewed this"? Even sections such as inclusion and exclusion criteria, study endpoints, and study conduct can be written in a manner so vague or inconsistent that it is unsurprising when protocols are often in need of amendments. When asked to provide the statistics section to protocols, I start at Page 1, add comments throughout, and—more often than not—find major issues that require discussion by the team before I can even begin to write text describing an appropriate statistical methodology and the accompanying summary tables.

When team members grow frustrated with my changes and suggestions, especially since they believe they are near the end of protocol development, my response is to include me earlier in the process. It does not take long for this to start happening, and it results in fewer hiccups down the road.

The take-home message is this: Though the analysis comes at the end of the process, the team cannot leave the statistician out of protocol development until the last minute. Unfortunately, it is often up to the statistician to communicate this message.

I am also a big believer in finalizing the statistical analysis plan, known as SAP, as early as possible. I often have a draft available while the database is being produced and strive to get it signed off on as early as possible. Why go to such extraordinary lengths? Because of the following:

- It gets everyone thinking about the analysis early, especially while the protocol is fresh in their minds.
- It ensures the data required to perform the final analysis is collected in an appropriate manner in the study database.
- It makes the rest of the study team less likely to change the analysis since the SAP has already been signed off on.

Sometimes, individuals dither finalizing the SAP. Many people make the claim that the SAP needs to be signed prior to database lock and will delay in finalizing the document. While this is true, it represents the worst-case scenario. If the methodology, analyses, and assumptions are changing up until a few weeks before database lock, the quality of the analysis suffers, the team producing the analysis suffers, and the timelines often suffer.

Like the example above in which I can predict with near certainty whether a statistician was involved in writing the protocol, it is just as easy to predict those instances in which the SAP was finalized just prior to database lock. In these instances, finalizing the database will be chaos, producing initial results will be chaos, and the statisticians and statistical programmers will be miserable.

The take-home message is this: SAPs need to be finalized sooner. If the argument against finalizing a SAP early is that the protocol is constantly changing through amendments, this can be addressed through improving the quality of the original protocol (Hint: Include a statistician from the start.). Otherwise, the statistician needs to adjust the team's expectations, given the disruption of downstream processes.

Hopefully these two examples highlight a crucial point: Statisticians need to be leaders because of the following:

- Nonstatisticians may not recognize the importance of our unique skill set, even when it comes to the seemingly nonstatistical aspects of multidisciplinary work.
- Nonstatisticians may not recognize the huge implications minor decisions may have on the final analysis.
- Nonstatisticians may not know what data is needed to conduct an appropriate analysis.

So again, statisticians need to be leaders. They need to communicate. They need to build trust through developing and nurturing relationships with key members of the team. Then, and only then, will statisticians be able to influence others and the direction of their collaborations. Unfortunately, much of statisticians' education and training focuses on technical prowess, and less so on leadership, communication, and other interpersonal skills.

The good news is anyone at any level can be a leader. It can be as easy as moving from the corner of the room to the conference table and being actively engaged in the discussion. Or by raising a hand when someone asks for a volunteer.

Or by looking for opportunities to simply make things better. Consider the following important skills statisticians generally already possess:

- Organized
- Methodical
- Thoughtful
- Precise
- Forward-thinking, with plans for contingencies
- Philomathic
- Data-driven

These are critical skills for any leader to be effective.

Leadership begins with small steps. For example, sharing knowledge and expertise through presentations at conferences, workshops, or webinars or drafting scientific articles, book chapters, or software. Consider opportunities to engage with nonstatistical members of the team by helping them understand statistical concepts (using everyday language) or using your unique blend of skills. Developing or chairing sessions, serving as a referee for a scientific journal, or volunteering for American Statistical Association section or chapter activities are excellent ways to build a network and develop an intuition for how to get things done.

These small opportunities will inevitably lead to larger opportunities such as leading major ASA initiatives; serving as a chapter, section, or board officer; teaching short courses at major conferences; leading scientific working groups; chairing conferences; serving as an editor for a scientific journal; or leading biometrics departments. Statisticians who have no interest in pursuing major leadership activities will benefit from leadership skills in their day-to-day work as part of a multidisciplinary team. Statisticians represent a unique and distinct point of view, so they need to make themselves heard.

One does not wake up a leader. And attending a single course or reading a single book will not make one a leader, either. Like any other set of skills, leadership takes time and practice to grow and develop. Following are some things to consider:

- Get involved with the ASA to develop leadership skills, broaden your network, and support the statistics discipline.
- Exhibiting leadership before having the title makes it possible to get the title. And it's okay to not have interest in the title; leadership skills are useful at any level.
- Being able to effectively communicate ideas and convince others to consider implementing them makes good use of knowledge and technical expertise.
- Identify a mentor or peer group to discuss professional challenges and identify potential solutions.
- Become more comfortable with the uncomfortable by stretching boundaries. Take risks, and do not become stagnant because of the fear of making mistakes.

So, hop to it! It is never too early to think about statistical leadership.

Editor's Note: This article originally appeared in the Biopharmaceutical Section's spring report, available at https://tinyurl.com/35m576ha. ■

Q&A with ASA Founder Jeff Witmer

Witmer

Jeff Witmer has dedicated decades to advancing statistics education. A professor at Oberlin College, he is recognized for his leadership in education, including coauthoring both college-level *Guidelines for Assessment and Instruction in Statistics Education (GAISE)* reports. In addition to his leadership in education, he has devoted 34 years of service to the American Statistical Association's Isolated Statisticians group. Witmer has also held leadership roles within the ASA's Section on Statistics and Data Science Education and was named an ASA Founder this year in recognition of his significant contributions to the field and the ASA. We spoke with Witmer about his career, his service to the profession, and the impact of his work.

Background

Where did you grow up?

I spent my childhood in Wisconsin, first on a farm five miles west of Madison, then in the city of Middleton (right next to Madison), then in La Crosse, where I attended high school and college.

What or who influenced you to become a statistician and a professor, and why Oberlin College?

I was a mathematics major as an undergraduate, and I liked the probability and statistics courses I took among 17 total courses that were part of my major. I sampled a lot of mathematics and statistics, and I liked the statistics courses best. My father was an academic, the assistant chancellor of the University of Wisconsin-La Crosse, when I was a student there, and I always liked teaching and explaining things to people.

After graduate school, I took a tenure-track job at the University of Florida, but my wife didn't like the heat and humidity, plus we were far from family—although we had a lot of visitors during winter months. On top of that, my salary was rather low, so we considered moving. We looked at several Big Ten schools plus Oberlin College, which we only considered because it is in my wife's home state of Ohio. When I interviewed at Oberlin, I fell in love with the place, the people, the history, the commitment to social justice. I knew right away that Oberlin would be a great school for me.

Isolated Statistician

According to the history of the Isolated Statisticians group, you and Don Bentley from Pomona College posted a note on a bulletin board at JSM 1991 in Atlanta inviting statisticians teaching at small schools to a meeting and 14 people showed up. How did you and Don come up with the idea for the Isolated Statisticians group?

Don and I were at a meeting of the Statistics in the Liberal Arts Workshop, talking with a few other liberal arts college statisticians about the plight of working within a mathematics department as the only statistician, often misunderstood by others in the department. We thought it would be good to get some people together for a wider conversation—and commiseration—about being isolated. The Joint Statistical Meetings was just a few weeks away and we hastily made plans for that first meeting, including reserving a room after JSM sessions had ended for the day. We didn't know what to expect and were happy that as many as 14 of us showed up, given that there had been almost no time to advertise.

How has the group grown since those early days? Does it still have a listserv or other way to communicate throughout the group, and are you still actively involved?

The listserv is the main feature of IsoStat. We have an in-person meeting at JSM each year, but mostly we share ideas via the listserv. I have been running the listserv since the beginning, which mostly means collecting email addresses and dealing with the occasional technical problem. We passed 200 members in 2006, 400 members in 2017, and 600 members in 2024. Today, we have 656 members, almost all of whom are ASA members, but we are open to non-ASA members, as well.

I might mention that most of us are academics, but a handful of our members are statisticians who value education and perhaps teach others about statistics as part of the consulting work they do but do not hold faculty positions.

ASA President Ji-Hyun Lee recognizes Witmer with the Founder's Award during the 2025 Joint Statistical Meetings in Nashville, Tennessee.
Photo by Eric Sampson/ASA

What challenges do statisticians at small or isolated institutions face? How does the group help address these?

We define "isolated" quite loosely, and many of our members today have one or two or more departmental colleagues, so, strictly speaking, they are not isolated. But we don't speak strictly when welcoming new members. Even when there are multiple statisticians on a campus, the chances are they are housed in a department dominated by mathematicians, and those two groups see the world differently.

This is partly captured in the realization that, to a mathematician, what matters is finding an exact solution to a problem, even if the problem being solved is not the original problem of interest. In contrast, a statistician needs to address a client's question as best they can. We can't say to the client, "I can't solve your problem, but I have a great solution to a related question (that I wish you had asked)." In statistics, an approximate answer to an exact question is much more valuable than an exact answer to an approximate question.

When I'm teaching or consulting, I like to be able to get ideas and help from others, and the IsoStat listserv provides a forum for that to happen. Someone will post a question to the list and, within a couple of hours, there will be two or three or more thoughtful responses from others who have wrestled with the same problem. Or someone will come across an interesting article in the popular press or a great new data set to illustrate an idea, or they will share an activity that worked well with their students. The rest of us benefit from reading about what others have done and from knowing we have colleagues scattered across the map who are like-minded and friendly.

Statisticians, by their nature, are helpful people, since helping others is at the heart of statistical consulting. It is no surprise, then, that the statistics and data science education community is overflowing with the most generous, creative, and supportive people you could ever hope to meet. It has been a true blessing to be part of this community for so many years and to have had a chance to nurture the development of one part of the community.

Have you noticed any surprising benefits or outcomes from the community you helped build?

If you are teaching statistics among mathematicians, they might not understand what you are teaching or why you do things the way you do, and they may not care (much as they may not care how physics is taught, or economics, or chemistry). Sometimes this is OK, but sometimes it is not. Elie Wiesel famously said, "The opposite of love is not hate, it's indifference." Statisticians teaching in isolation and evaluated by nonstatisticians at tenure and promotion time sometimes experience indifference, often borne of ignorance among those who have never studied statistics. The IsoStat community tries to support its members in those times, partly by lending a sympathetic ear, partly by sharing resources and ideas.

That really isn't surprising, given what I said before. But one thing we didn't anticipate in the early days of IsoStat is having the listserv, plus the annual meeting, means we can advertise jobs. I only found out about the statistics position at Oberlin back in 1986 because I happened to see a letter that had been mailed from Oberlin to many PhD-granting departments. Today, one might learn of a teaching-oriented position via the IsoStat listserv.

How can statisticians at small institutions gain visibility and recognition in the broader statistics community? Do you have any practical tips to offer?

The ASA Section on Statistics and Data Science Education is very much open to contributions from statisticians at small institutions. But the main practical tip is to just raise your hand and volunteer.

Career and Impact

You served as a coauthor on both editions of the college-level *GAISE* report, first published in 2005 and updated to keep pace with changes in statistics and education. How did you become involved with the *GAISE* writing team?

I have known Joan Garfield and Chris Franklin for many years, and I'm thinking they are probably to blame for my involvement. There was discussion of

creating a pair of documents about teaching statistics—one for college and one for K–12—and I had been involved in stat ed activities for many years, so I was invited to work on the college-level team.

By the way, I am kind of proud that I came up with the acronym *GAISE*. I don't remember what other names were being considered, but we were going to "gaze into the future" and push for changes we had in mind, so I came up with *GAISE*. If we hadn't cared about assessment or the K–12 community, we might have called the report *GUISE* (*Goals for Undergraduate Instruction in Statistics Education*), but *GAISE* is a catchier name.

What do you think are the most important aspects of the *GAISE* report? Have you seen its influence in your students' learning and engagement with statistics?

That is hard to say, but I'll point to "use real data" and "foster active learning." There was already a lot of movement in both those areas before the first *GAISE* report came out, so the *GAISE* committee didn't promote new thinking so much as it added the imprimatur of the ASA to what more and more people were doing. Just today, a student, out of the blue, commented on how much she enjoyed reading about some interesting real data sets in a course she took last year, and I've seen lots of energy in the classroom when we use activities.

The *GAISE* 2016 report added that students should gain experience with multivariable thinking. Again, this was not novel, but I think having this in the report pushed some of us to think seriously about what we could do in that area. I know I expanded that aspect of my introductory course following the *GAISE* recommendation.

What are some of the biggest changes you've seen in statistics education over your career?

The field of statistics has changed a lot over the decades of my career, with much of this due to changes in technology allowing us to do things that could only be dreamed about earlier. I sometimes wonder how statistics would have evolved if R. A. Fisher and others had had access to the computing power of today. Would there even be such a thing as a *t*-test if randomization testing had always been possible? How would regression modeling have developed?

But among the biggest changes are the use of activities—often driven by technology—and real data, as mentioned above. Statistics education has moved away from mathematics and toward applications. When I started out, the intro course was called Introduction to Probability and Statistics because we spent a lot of time teaching students about elementary probability, including counting rules for permutations and combinations—a nice part of mathematics but not something many students find terribly useful. Today, we deal with real data and real-world problems. We make and use much better graphics than in the past.

Part of being less mathematical and more practical, today we talk about the conditions that underlie statistical methods, whereas, in the past, we used the word "assumptions"—as if one could just assume a random sample from a normal population.

Moreover, some of us are pushing for the replacement of the horribly misleading words "statistically significant" with the more accurate words "statistically discernible."

Beyond the introductory level, we use MCMC (Markov Chain Monte Carlo) to implement Bayesian models, and we now teach some of that to undergraduates.

Can you share a memorable moment or achievement from your teaching or mentoring experiences?

There are many from which to choose, but I'll pick this one: Many years ago, when the Quantitative Literacy project was just getting going, I learned about a QL activity in which we build a confidence interval for a proportion by first generating sampling distributions of sample proportions and then asking, "What population proportions are consistent with the sample we obtained?" (i.e., for what values of p is our p-hat within the middle 90%, say, of the sampling distribution). Using that to construct a confidence interval is conceptually quite different from using the standard CI formula. I remember being excited to share this activity with a group of statistics educator friends, as it was an important part of my journey from mathematics-based traditional thinking to a more open, richer, and deeper understanding of what the practice of statistics can and should be.

Fun

We hear you're not only a statistician but also a singer, piano player, and writer of parody songs! How did you get started with music? Do you play any other instruments?

I don't play piano, or anything else (I put away my guitar long before becoming proficient), but I do like to sing. I've been singing all my life—not terribly well, mind you, but well enough to be part of a choir.

Do you incorporate your parody songs into your teaching? If so, how do your students respond?

I sometimes sing in class, if there is a song that helps students understand a statistical concept. (See *https://tinyurl.com/5ftz9797* for ideas.) For example, I often sing Larry Lesser's song, "What *P*-Value Means," and I get the students to sing along, which they seem to enjoy.

What inspires your parody songs, and do you have a favorite?

I like singing, and I like parody, although I don't write songs very often. I suppose my favorite is "Statistician" (to the tune of "Desperado" by The Eagles), which some of us sang at the US Conference on Teaching Statistics one year.

Advice/Reflection

What advice would you give to new statistics educators starting out today?

Get involved, which is easier than you might think. Try out new activities or data sets, share your experiences, and volunteer to help with projects. I like the saying, "Find your comfort zone and leave it," even if I have spent much of my career being overly comfortable and not challenging myself as much as I might have. The best things in my career were due to me trying something different, rather than accepting the status quo.

Looking back, is there anything you would do differently in your career?

There are a million things I wish I had done differently. For one thing, I sometimes feel I should send a letter of apology to students who were in my classes in the early part of my career when I wasted time on probability rules, for example, but didn't teach them the concept of effect size (which is still absent from too many introductory statistics textbooks).

What future projects or goals are you most excited about?

I plan to continue to push for "statistically discernible" to replace "statistically significant" and for the teaching of causal inference with observational data. At one point, I considered writing a textbook that incorporates my thinking, so maybe I'll do that in retirement. Or maybe I'll just retire and cheer on younger people who have better understandings of where statistics is and where it should be headed than I do. ■

Practical Significance, Take II: Strategic Alliances for Success: Inside the ASA's Partner Program

The ASA's Partner Program—a strategic initiative designed to build year-round, mutually beneficial relationships between the ASA and its corporate and institutional supporters—launched last year, and building partnerships was at the heart of a recent episode of *Practical Significance*. Cohosts Donna LaLonde and Ron Wasserstein talked with American Statistical Association Director of Development Amanda Malloy and Director of Membership Development and Marketing Amy Farris to explore the vision and impact of the program. Here is what they had to say.

Donna LaLonde: Amanda and Amy, tell us about your day jobs.

Amanda Malloy: My name is Amanda Malloy, and, as director of development, I lead the ASA's fundraising activities that support the important programs advancing the ASA's mission. I basically connect donors with opportunities to make a meaningful impact.

Donna LaLonde: And Amy, tell us what you do.

Amy Farris: I'm Amy Farris and I'm the director of membership development and marketing. I'm responsible for campaigns, emails—everything you see from a membership perspective. I oversee the ASA Community and, more related to this podcast, I work across our meetings—JSM [Joint Statistical Meetings] and many of our smaller meetings—on sponsorship and career service programs.

That's the bulk of what I do. But anything you see with an ASA brand on it usually comes from my department, and it's definitely not just me. I'm lucky to work with great colleagues, Kim

and Christina, who contribute a lot. You'll see their names often in our work.

Ron Wasserstein: Amanda, what inspired the creation of the ASA Partner Program?

Amanda Malloy: The ASA has long had strong relationships with companies and institutions that sponsor our meetings. They've supported programs such as DataFest, StatFest, and many others. Historically, recognition was tied to a specific meeting or event.

With the launch of the Partner Program, we wanted to do two key things: provide broader, year-round recognition that helps create mutually beneficial relationships with our partners and raise awareness of the full range of ASA programs and how they align with partners' goals.

These programs offer valuable opportunities for engagement. While financial support is important, we also value the expertise partners bring. Their involvement strengthens our programs and our community.

Ron Wasserstein: Amy, what aspects of the ASA Partner Program are you most excited about?

Amy Farris: The ability to take existing relationships and grow them. I've worked with many companies for decades, and offering something that provides year-round recognition for what some already do—while increasing their visibility and ability to engage beyond traditional meetings—is wonderful.

Letting partners assemble a program that fits their goals—pick and choose while still achieving overall impact—appeals to my sense of order and connectivity. I love connecting with them. I've seen them for years at JSM or other conferences, but the year-round impact goes deeper than a single sponsorship.

Donna LaLonde: I'd like both of you to dive deeper into the types of projects and initiatives partners might support. Tell us one or two you're most excited to see come to life.

Amy Farris: One great outcome of the Partner Program is this podcast. We've established a way for corporate sponsors to affiliate with it and gain broader reach on topics that matter to them and our members.

I also love the smaller meetings. They're a great way to get involved without being drowned out by the bigger JSM experience.

Partner engagement at smaller meetings is wonderful because I constantly hear, "I met so many people. I engaged with organizations I wouldn't normally connect with, one-on-one."

Another priority for me is supporting emerging statisticians, students, and early-career folks through travel grants, mentorship programs, and new initiatives that meet real needs.

Amanda Malloy: The ASA is unique in the breadth of what we do. We try to match partners' goals with ASA initiatives where they can truly help—meetings, K–16 education, professional development, mentoring—there are endless possibilities.

For example, I'm excited about our partnership with Stata. They've joined our efforts to improve K–16 education through the Stats&DataNet program and will deliver a webinar this fall, which is a perfect example of a partner providing both financial support and expertise.

Ron Wasserstein: "Partner" is the key word in the ASA Partner Program. We describe it as "strategic alliances for success." Amanda, what can partners expect in terms of recognition and impact?

To listen to the *Practical Significance* podcast, visit *https://magazine.amstat.org/podcast-2*.

Amanda Malloy: It goes beyond logo placement, though that matters and we ensure it's there. It's about building mutually beneficial relationships and tailoring a partnership that makes sense for each organization.

It's not one-size-fits-all, though we do have standard benefits: year-round recognition across ASA platforms and events; tailored opportunities to engage with members or target groups; and visibility that reflects their commitment to statistics and data science.

In terms of impact, partners help strengthen the pipeline of statisticians and data scientists, elevate awareness of the critical role of statistics, and improve education. Employees also feel proud when they see their organization supporting the profession; it builds goodwill.

Ron Wasserstein: Amy, many our ASA conference and event attendees have benefited, whether they realized it or not, from the support of our sponsors. What are some of the sponsorship opportunities available at ASA meetings and events?

Amy Farris: If you can name it, we've probably done it—or we can try to make it happen. That's always been my philosophy. Some of the most exciting ideas come from organizations that approach us and say, "We want to support this event, but we'd like to do it in a new way."

One example is Jane Street. They've attended JSM and hosted something called the Estimathon. We provide the space, they bring the expertise, and we create a fun experience together. It's a perfect icebreaker for attendees without them even realizing that's what it is. That's an example of an out-of-the-box sponsorship idea.

Of course, there are all the standard opportunities. JSM, the Biopharmaceutical Section Regulatory-Industry Statistics Workshop, Symposium on Data Science and Statistics, Women in Statistics and Data Science—every one of these has sponsorships built in. It's à la carte. When you reach a certain level, additional recognition kicks in. Options include sponsoring events and networking opportunities like an opening mixer, funding student travel or poster awards, or sponsoring swag. People love swag: bags; lanyards; pens; and sometimes more creative items.

The real goal is making sure the organization gets what it wants, which is usually connection with our phenomenal attendees. JSM is an easy sell, but smaller meetings are where that warm, engaging atmosphere really shines. Those are especially valuable for emerging professionals who might feel overwhelmed at JSM.

I'm also excited about our growing focus on section-oriented conferences. Sections have hosted conferences for a long time, but we're really leaning into that format. It allows experts to host focused events in a smaller setting, which is often underrated.

Donna LaLonde: We've described the Partner Program as "strategic alliances for success." Looking ahead, how do you see the program evolving in the next few years? What part of the vision makes you most excited?

Amanda Malloy: I envision the program becoming a hub for collaboration between the ASA and our partners across industries. Partners can help identify emerging trends and areas in which the ASA, given our history and membership, is especially well positioned to make an impact in advancing statistics and data science.

That vision—building connections and facilitating meaningful collaborations—is what excites me most about continuing this work.

Amy Farris: Honestly, the unknowns keep me excited. Piggybacking on Amanda, partnerships give us opportunities to expand into areas we don't even know are important yet.

Meetings are both my most difficult and my favorite "child." The planning appeals to my sense of order (and, yes, sometimes makes me pull my hair out), but being onsite and engaging face-to-face is always a joy. You meet everyone, from keynote speakers to students attending their very first conference. You don't get that anywhere else.

I'm also excited about developing content for people who can't attend meetings, like webinars and online learning opportunities. The Stata example you mentioned earlier, with their upcoming webinar, is a great model. It will help us serve even more people.

I've been at the ASA a long time, and the ASA of today is not the ASA I would have recognized when I started … or even 10 or 15 years ago. It's exciting to see how much we've evolved. In the moment, you don't always notice it, but looking back, it's like, "Wow, we did it that way just five years ago?" It motivates me to keep making things more efficient, clearer, and better for people who want to connect with us. Ultimately, it's about better serving our members.

Interested in learning more? Reach out to Amanda Malloy at *amanda@amstat.org* and explore the ASA Partner Program at *https://tinyurl.com/4hmcef2r*. ■

Amherst Launches Statistics Department

Amherst College recently launched a new statistics department. To learn more, we spoke to Amy Wagaman, professor and chair of statistics at Amherst, about the school's vision and goals for the department.

What was your primary reason for creating a statistics department?

Functionally, statistics had been operating separately from mathematics for several years, with rare joint department meetings, so this was a natural evolution that formally acknowledged a practical split. Coincidentally, it also came up as a recommendation from a recent external review that suggested the time was right.

What programs do you offer, and what are some of the basic elements of the programs? How were they developed?

Amherst College has an open curriculum and no minors, so we offer, simply, a major in statistics. This became official in 2014, with the first majors graduating in 2015. Students who major in statistics engage in a range of coursework encompassing the fields of statistics, mathematics, and computer science, culminating in a capstone experience. The major was developed slowly over time as we were able to offer more statistics courses.

Students who are interested in engaging with the department can be graders for courses or apply to be statistics and data science fellows. Fellows assist peers by holding drop-in hours for our introductory and intermediate courses and work on a project that often supports an office on campus. For instance, last year's fellows provided statistical support to our offices of sustainability and advancement. It's a great opportunity for students wanting to put their knowledge to use.

What were the biggest challenges to establishing the department?

We've been fortunate and faced few big challenges, largely due to the careful groundwork laid out over several years before the department was established.

Both departments (mathematics and statistics) had grown over time. It was challenging to keep us together (even finding a room for a department meeting where we would all fit meant using a modest-sized classroom), so a split seemed reasonable from an organizational perspective. In addition, statistics was operating independently already—separate major, separate capstone experience, separate honors/thesis process—for more than 10 years.

Everyone in both departments was onboard with the split, and the college advisory committees were in favor, as well. Additionally, the external review suggested the time had come, so we just had to file the paperwork.

What are you doing to attract and retain diverse students to your program?

Within statistics, we offer multiple pathways into our program. There are two 'flavors' of introductory statistics, and students with more advanced preparation (such as a score of 5 on the AP Stat exam) can enter our 200-level courses. We offer a variety of electives to engage diverse student interests, such as STAT 108: Statistical Ethics, taught by Andreas Georgiou and running this fall.

Our fellows program offers peer support for students starting out in our courses, which can make students feel more comfortable taking our classes. Students in our courses often pair their interests in other subjects with their statistical knowledge for course projects, including in their capstone experience.

What advice do you have for students considering data science/analytics studies at a liberal arts college?

Look throughout the curriculum for opportunities to combine statistics/mathematics/computer science/data science and a field of your choice. You can find courses that allow you to engage in statistics/data science in many places. For example, Amherst has data-science-related courses in astronomy and political science, and students do statistical analyses in biology, psychology, and even anthropology classes in addition to our offerings in statistics and computer science.

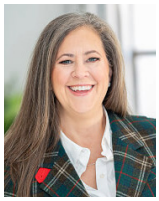
Be sure to build your foundational skills (mathematical preparation, statistical knowledge, computational expertise) and embrace opportunities to apply those skills to issues that matter to you. ■

Amy Wagaman is professor and chair of statistics at Amherst College. She earned her PhD in statistics from the University of Michigan in 2008. As an applied statistician, she works on problems in nonparametrics and chemistry related to protein-folding. In the realm of education, she is co-author of the second edition of the textbook *Probability with Applications and R* and has published articles related to statistics and data science education.

MORE ONLINE
Visit the department website at *https://tinyurl.com/ysz257kc* for more information.

STAT*tr@k*

How to Conduct a Successful Job Search and Negotiate Your Best Offer



With a career spanning more than 25 years, **Barbara Day** has established herself as an expert in the pharmaceutical, biotech, and contract research organization industries. She heads the permanent biometrics practice and is the founder of Penfield's Consulting Group. Day has played a key role in connecting talented individuals with top-tier companies in need of specialized expertise in biostatistics.

Job hunting can feel daunting—there's a lot of uncertainty, and the stakes can be high. Whether you're just starting out or aiming to take a significant step forward in your career, having a thoughtful plan can make all the difference. This guide is designed to help you approach your job search strategically and prepare you to confidently evaluate and negotiate job offers.

Step 1: Reflect on Your Career Goals

Before diving into job postings, take a step back and reflect. What direction do you want your career to take? Consider the following:

- Do you envision yourself leading a department, becoming a subject matter expert, or perhaps transitioning to academia or a government role such as the US Food and Drug Administration?
- What skills or experiences do you need to move in that direction?

Take stock of where you are now and compare it to where you'd like to be. Reviewing job descriptions for roles you aspire to can help identify any experience gaps. You might find you'll need an interim step, a role that bridges where you are today with where you want to go. For example, if your long-term goal is to lead biometrics and you're currently at the director level, targeting a therapeutic area head position may be a smart next move.

Step 2: Should You Work with a Recruiter?

- **Entry-Level:** Recruiters usually don't place early-career candidates, as most employers expect new graduates to apply directly or come through referrals. Tap into your alumni network and university career resources.
- **Mid-Career:** A well-connected recruiter can be a valuable partner. Speak to a few to find someone who understands your area of expertise. Their services should come at no cost to you, and the right recruiter will feel like an ally, not a salesperson.
- **Senior-Level:** At the executive level, it's worth establishing ongoing relationships with trusted recruiters. Even if you're not actively looking, taking calls from contingent and retained search firms keeps you informed about market trends and top-tier opportunities.

Step 3: Where to Look for Opportunities

- **Company Websites:** Make a shortlist of organizations you admire and check their career pages regularly.
- **Job Boards & Alerts:** Use Google Jobs, LinkedIn, and Indeed to set up automated alerts based on your interests.
- **Professional Network:** Keep in touch with colleagues, former managers, and peers. Many opportunities arise through word of mouth.
- **Recruiting Firms:** Stay in touch with recruiters throughout your career, not just when you're job hunting.

Step 4: Navigating the Interview Process

Be Proactive with Logistics

When you're scheduling, be flexible and provide a range of availability. Clarify the process—how many rounds, interview formats, and whether any will be in person. Then, dig into your research and do the following:

- Learn about the company's pipeline, mission, leadership, and funding, if applicable.
- Look up relevant studies on Clinicaltrials.gov.
- Review the LinkedIn profiles or publications of your interviewers.

Set Yourself Up for Success

Virtual Interviews

- Test your audio, video, and internet connection in advance. Download appropriate applications (e.g., Microsoft Teams or Zoom)
- Choose a clean, neutral background with good lighting.
- Dress professionally, just as you would for an in-person meeting.
- Have a glass of water handy, not a sports bottle or cup with a straw.

Onsite Interviews

- Travel the day before, if possible.

- Confirm who will make travel arrangements and find out what the reimbursement policies are.
- Choose business attire to make a polished impression.

Prepare Thoroughly

- Re-familiarize yourself with your résumé, including older roles. You should have examples of at least one project from each role with good detail.
- Prepare a presentation if it's requested—or even if it's not.
- Jot down key accomplishments to refresh your memory.
- Rehearse your answers to common questions and practice your presentation with a trusted friend or colleague.
- Customize thoughtful questions for each person you'll meet, taking into consideration their area of expertise and how their function would interact with the role you are interviewing for.
- Use the STAR method to structure your responses:
  - **Situation:** What was the context?
  - **Task/Action:** What did you do?
  - **Result:** What was the outcome, and what did you learn?

Present Yourself Well on Interview Day

In Person

- Maintain eye contact and good posture. Sit toward the front of your chair; it creates a strong impression of engagement.
- Offer a confident but approachable handshake.
- In panel interviews, distribute your eye contact across the group—focus on the person asking the question and acknowledge everyone else, as well.
- For both in-person and virtual interviews, thank each interviewer at the end of the interview and, with the hiring manager and human resources representative, express your interest in the role with examples of why you think you are a good fit and how the company and this opportunity fit your career goals.

Virtual

- Avoid backlighting and use a ring light, if needed.
- Have notes and place them around your screen discreetly or on your desk. Avoid paper rustling.

Follow Up Thoughtfully

- Ask about the timeline for decisions.
- Thank each interviewer sincerely—by email, if you have their contact, or through your company point of contact.
- If you haven't heard back by the expected date, follow up with a polite message reaffirming your interest.

Step 5: Offer Time—Negotiate with Confidence

Before negotiating, consider the following important questions:

- Does this role move me closer to my long-term goals?
- Does the company's mission resonate with me?
- Do I see myself thriving with this team and manager?

Then, think about your current role and ask yourself the following questions:

- Are you due a bonus or equity vesting in the next 12 months?
- What's your paid time off policy, and how much do you use it?

Understand Your Market Value

- Research salary benchmarks using job boards, public pay ranges, and conversations with peers.
- Know how company size influences compensation.
- Ask about the salary range early in the process.
- Understand most offers fall between the 50th and 75th percentile.

Prioritize What Matters

- Base Salary
- Sign-On Bonus
- Long-Term Incentives
- Paid Time Off

Identify 1–2 priorities for negotiation. Keep perspective. A small increase in base salary may not translate into a significant paycheck change, and pushing too hard can risk the offer or create an uncomfortable environment for you at the company. Paid time off may be negotiable, but bonuses and long-term incentives are not.

When you negotiate, do the following:

- Clearly communicate what you are asking for and your reasoning.
- Include your preferred start date in the negotiation.
- Let them know you'll accept the offer immediately if your terms are met.
- Stay respectful and professional throughout.

Job searching and negotiating your offer are rarely simple, but with preparation and focus, you can navigate both with confidence. Take the time to understand what you want, what you're worth, and how to present yourself effectively. You'll be well positioned not just to land a new role, but the right role. ■

STATS4GOOD

Climate.us Seeks to Fill Gap in Climate Data

With a PhD in statistical astrophysics, **David Corliss** works as a data scientist in industry. He serves on the ASA Board as a Council of Chapters representative and is the founder and director of Peace-Work, a data for good nongovernmental organization.

While the science on climate and climate change is clear, public discussions are often contentious. The federal website Climate.gov (*www.noaa.gov/climate*), once an important source of data and analysis, has been closed. In response, an independent coalition of researchers and other supporters have created a new website, Climate.us (*www.climate.us*), to address the need for data and other resources to support climate research.

Led by former staff at Climate.gov and launched in September, Climate.us describes itself as "a nonprofit successor to Climate.gov, delivering climate data and information to promote public climate literacy and to equip people to turn knowledge into meaningful conversations and climate-conscious actions." This makes the website a landing place for a wide variety of resources needed across the spectrum of statistical advocacy for the environment.

Climate.us is organized as a project from Multiplier, an independent 501(c)(3) serving as an accelerator for a healthy and sustainable world. (Be sure to check out Mutiplier's other projects supporting organizations making a huge impact.) This organizational and operational structure supports the need for climate research that is independent, apolitical, and sustainable. By leveraging data, infographics, and other resources from independent climate research organizations, Climate.us is becoming a nexus for the data and tools needed to support Data4Good climate projects.

With so much critically important data at risk, a primary task at Climate.us is data rescue, preservation, and dissemination. One of the first to appear on the website is the fifth edition of the National Climate Assessment. This premier compilation and an analysis of climate change with the latest data and research, which was last updated in 2023, was maintained on Climate.gov. Many of the most important infographics have been collected in the atlas, a series of interactive, county-level maps with drill-down capability and supporting graphs.

Another important function of the National Climate Assessment is a list of top actions taken to address and mitigate climate change, providing practical, data-driven guidance for state and local governments and organizations. All these actions can be a starting point for Data for Good projects in your area, empowering climate advocacy at a local level.

Getting Involved

In opportunities this month, the ASA Section on Risk Analysis has announced its student paper competition for the 2026 Joint Statistical Meetings. It's open to both undergraduate and graduate students who are members of the section. Data for Good opportunities include public health and environmental risks or any other research focused on risk analysis and mitigation. Winners will present their work at JSM 2026 in a session sponsored the Section on Risk Analysis. You can get all the details on the competition webpage at *https://tinyurl.com/2hv4j5ra*. The deadline for submissions is November 15.

Another opportunity highlighted this month is a call for comments on US regulatory policies. These are posted by the Federal Register at Regulations.gov. Check out the What's Trending section to see the latest opportunities for you to offer your input.

For the team at Climate.us, bringing back the National Climate Assessment is just the start. Projects underway include news, a climate tracker and dashboard, blogs, and information about upcoming events. You can register on the website to get the latest information, learn about new data product releases, and get connected to others in climate and environmental advocacy.

Since statistics is the one science every science uses, every team and project whose work is showcased on Climate.us is an opportunity for statisticians and data scientists to get involved.

Climate.us is another inspiring example of how scientists from all disciplines and areas of research have come together to address today's challenges to preserve and even grow the data and analysis driving better outcomes for all people. It's a vital reminder that at the heart of all scientific advancement are the people who carry the work forward, even through adversity.

It's a vital reminder that at the heart of all scientific advancement are the people who carry the work forward, even through adversity.

Of all the tools employed in our shared mission to serve and care for others and our world through science, the most powerful resource we have is each other. While we could easily be overwhelmed by the barriers we face and lose heart, Data for Good advocates will steadfastly continue in our mission and history will remember this as the scientific community's finest hour. ■

eCOTS 2026: Sparking Joy and Discovery in a World of AI

Nicholas Horton, eCOTS Organizing Committee Chair

The 2026 Electronic Conference on Teaching Statistics will be held online from June 15–18, 2026, with the theme "Sparking Joy and Discovery in a World of AI."

In a world increasingly shaped by technological tools and artificial intelligence, how can we spark discovery and joy in ourselves and our students? The theme invites us to explore the impact of AI on instruction and assessment for statistics and data science courses. Are there ways to foster wonder, imagination, and critical thinking—with or without AI—and to center human values and interactions in our teaching?

Members of the organizing committee welcome approaches in which AI is a partner in the human creative process, as well as those that are complementary to these new tools, where joy, discovery, or both are the focus.

eCOTS is a biannual virtual conference for statistics and data science educators to share ideas and research on improving how statistics and data science are taught and learned. The conference

covers topics such as pedagogy, technology, content, inclusion, and preparing students for the modern data and computing landscape.

Proposals for breakout sessions, posters and beyond, workshops, reading groups, regional meetings, and birds-of-a-feather gatherings are being accepted through early January. See the conference website at *https://tinyurl.com/yc7rb8zh* for details, deadlines, and submission instructions. ■

eCOTS 2026 Organizing Committee

- **Nicholas Horton (chair)**
  Amherst College
- **Tyler George**
  Cornell College
- **Juan Gomez**
  Carmel High School
- **V.N. Vimal Rao**
  University of Illinois
- **Kelly Spoon**
  San Diego Mesa College
- **Sara Stoudt**
  Bucknell University
- **Maria Tackett**
  Duke University
- **Allison Theobold**
  Cal Poly, San Luis Obispo
- **Jennifer Ward**
  Clark College
- **Jonathan Wells**
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- **Beverly L. Wood**
  Embry-Riddle Aeronautical University

eCOTS 2026 Poster Session Committee

- **Heather Cook (co-chair)**
  University of Southern Indiana
- **Jacqueline Herman (co-chair)**
  Northern Kentucky University

Miles Wins Best Paper Award

ASA member, statistician, and marketing expert D. Anthony Miles recently won his 35th best paper award at the Fall 2025 Academy of Business Research Conference in Lake Tahoe, Nevada.

D. Anthony Miles

He and his team won for their recently presented research paper, "Statistics Research: Social Media Rating Sites and Gender: A Nationwide Study on the Effects of Rate My Professors on Female Consumer Behavior."

Miles has won a record 35 best paper awards for his applied statistics research. All are for his multivariate statistics research in marketing, economics, and business.

The Analytix Research Group team members include Miles, Joshua Garcia, Wanda Goodnough, dt ogilvie, Eniola Olagundoye, La'Shaun Seay, Robin Shedrick, and Nathan Tymann. Miles and his team presented at the virtual conference, discussing the influence of Rate My Professors on female college students as consumers of social media rating sites. This study is a continuation of their 10-year research on social media rating sites and consumer behavior.

Miles graduated with a degree in marketing from The University of Texas at San Antonio and went into the banking and consumer financial services industries. It was while working as a marketing analyst at Wells Fargo Bank that Miles discovered his interest in statistics, and his fascination grew during his doctoral program at the University of the Incarnate Word.

The Academy of Business Research is an international society of scholars and practitioners who exchange ideas and collaborate in a conference setting.

Read more about Miles at *https://tinyurl.com/3j5c7cyw.* ■

Joseph Cappelleri Honored with APHS Achievement Award

ASA Fellow Joseph Cappelleri has been awarded the 2025 Applied Public Health Statistics Section Award from the American Public Health Association. He will receive the award during the APHA Annual Meeting November 2–5 in Washington, DC.

The APHS Achievement Award recognizes a distinguished career in statistical research and applications in public health with contributions spanning academia, government, and industry. Cappelleri was selected for his work in applied statistics within the pharmaceutical industry.

Cappelleri serves as executive director of biostatistics and head of the health economics and outcomes research in the statistical research and data science center at Pfizer, where he was the recipient of the Craig A. Saxton Clinical Development Excellence Award.

In addition, he has held adjunct professor appointments at Brown University, Tufts Medical Center, and the University of Connecticut. He has co-authored hundreds of publications about clinical and methodological topics, including regression-discontinuity designs, meta-analysis, and health measurement scales.

Cappelleri has received multiple honors throughout his career, including the Long-Term Excellence Award from the ASA's Health Policy Statistics Section and the Avedis Donabedian Outcomes Research Lifetime Achievement Award from ISPOR. ■

Obituary

Andrew Beveridge

Andrew Beveridge, longtime ASA member and famous demographer, passed away April 10 from a heart attack while attending the annual Population Association of America meeting in Washington, DC. He was 79.

Beveridge, an emeritus professor of sociology at Queens College of New York, was a prominent consultant to *The New York Times*, which published a series of news reports and maps based on his analysis of census data.

In 1999, Beveridge teamed with software engineer Ahmed Lacevic to create Social Explorer, which allows users to explore demographic trends in the US and create data maps and reports for states, counties, or neighborhoods.

Throughout his career, Beveridge served as an expert witness in more than 100 court cases related to voter redistricting and civil rights. He was also appointed to New York's Complete Count Commission for the 2020 Census.

Beveridge earned his bachelor's degree in economics in 1967, a master's in philosophy in sociology in 1971, and his doctorate in sociology in 1973, all from Yale University.

Read his full obituary in *The New York Times* at *https://tinyurl.com/3dumc3d8* or the tribute to him from the CUNY Graduate Center at *https://tinyurl.com/8pzff25c*.

Obituary

David F. Findley

William Bell, Brian Monsell, and Tucker McElroy

David F. Findley passed away in June 2025 of complications from Alzheimer's disease. Findley arrived at the US Census Bureau in 1980 to lead development of a time series staff in the statistical research division and improve seasonal adjustment methodology. He retired from the Census Bureau in 2009, though he continued to consult with the time series staffs until 2015.

The widely used X-11 program for seasonal adjustment was released in 1965 by Julius Shiskin and his Census Bureau colleagues, but further development of seasonal adjustment methods at the bureau ceased with their departure in the mid-1960s. Hence, by the late 1970s, there was motivation to restart research and development of seasonal adjustment methods and Findley was hired to lead this effort.

In an early step, the Census Bureau moved from using the X-11 program to using Statistics Canada's X-11-ARIMA program for production work. There were shortcomings to the time series modeling module in X-11-ARIMA, however, so research and programming work was needed to develop software with new modeling capabilities that included using regression models with ARIMA errors and doing automatic outlier identification.

Findley's leadership of the time series staff resulted in the development of the X-12 program, released in 1992, which enhanced X-11 with the new time series modeling capabilities and seasonal adjustment diagnostics. X-12 was adopted for seasonal adjustment production by the ECON divisions at the bureau and other statistical agencies in the US and abroad.

Later development of X-13 (released in 2012) combined X-12 with the SEATS model-based seasonal adjustment software from the Bank of Spain. Adoption of the new software was facilitated by relationships Findley cultivated over the years with those working on seasonal adjustment at other US statistical agencies, including the Bureau of Labor Statistics, Bureau of Economic Analysis, Federal Reserve Board, and Energy Information Administration, as well as with seasonal adjustment researchers and practitioners in Canada, Europe, Australia, New Zealand, and Japan.

In addition to supervising these activities, Findley carried out important research on model selection criteria, particularly on the properties of the AIC criterion proposed by Hirotugu Akaike. This led to collaborations with researchers at the Institute of Statistical Mathematics in Tokyo (of which Akaike was then the director) and academics in the US and other countries.

Findley also produced research in graphical model selection using forecast histories, model selection for non-nested models, and properties of time-domain filters. In pursuing his research, he had stints as a visiting researcher at Academia Sinica (Taipei, Taiwan, three times), Victoria University (Wellington, New Zealand), the University of Lancaster (UK), the Institute of Statistical Mathematics (Tokyo, Japan), the University of Wisconsin, and the University of Heidelberg (Germany). Findley produced more than 40 peer-reviewed journal articles and book chapters, as well as a large number of technical papers.

Over his career, Findley was active in the statistical community. He served as chair, program chair, and secretary-treasurer of the Business and Economics Statistics Section of the American Statistical Association and associate editor of the *Annals of Statistics* from 1983 to 1992. He also received the following significant honors and awards: ASA Fellow; Julius Shiskin Award; and Department of Commerce Gold Medal. He was also the Morris Hansen Lecturer and gave a talk titled "Diagnostics for Modeling and Adjustment of Seasonal Data."

The ASA Fellow award was particularly meaningful for Findley, as he had no formal training in time series analysis besides some training in stochastic processes while getting his applied mathematics PhD. The ASA Fellow award confirmed for Findley that he had successfully established himself as a statistician and time series analyst.

Findley is survived by his wife, Mary Findley, who resides in Washington, DC.

Deadlines for Select ASA National Awards and Special Lectureships

The ASA's extensive awards program recognizes statisticians who have made outstanding contributions to the association and statistical profession through research, teaching, consulting, and service.

ASA Awards

Student and Early Career Travel Fund
Deadline: At least three months prior to the start of the ASA conference for which the applicant is applying for support.
https://tinyurl.com/5bjk99x9

Deadline: November 1

Deming Lecturer Award
https://tinyurl.com/27yw5zr9

David R. Cox Foundations of Statistics Award
https://tinyurl.com/3sak2usm

Monroe G. Sirken Award in Interdisciplinary Survey Methods Research
https://tinyurl.com/muetttwe

Deadline: December 1

Gottfried E. Noether Awards
https://tinyurl.com/39x95mzh

Deadline: March 1

ASA Pride Scholarship
https://tinyurl.com/y76zz3re

Bob Riffenburgh Award
https://tinyurl.com/bdzfdxxf

Dorothy Marie Lamb and Annette Lila Ryne Memorial Scholarship
https://tinyurl.com/mu2swsvd

Douglas A. Zahn Grant for Advancing Interpersonal Excellence
https://tinyurl.com/4pj7muhs

Edward C. Bryant Scholarship
https://tinyurl.com/25ry52c7

Excellence in Statistical Reporting Award
https://tinyurl.com/29bwhhsm

Fellows of the ASA
https://tinyurl.com/t7dxvdxk

Founders Award
https://tinyurl.com/2cjhatcu

Gertrude M. Cox Scholarship
https://tinyurl.com/yc78h89y

Harry V. Roberts Statistical Advocate of the Year Award
https://tinyurl.com/4auejv8p

John J. Bartko Scholarship Award
https://tinyurl.com/46pzjkm7

Karl E. Peace Award
https://tinyurl.com/347596pd

Katherine K. Wallman Award for Transformative Impact on Federal, State, or Local Statistics
https://tinyurl.com/a4f5sm98

Lester R. Curtin Award
https://tinyurl.com/2ss8trhp

Lingzi Lu Memorial Award
https://tinyurl.com/d8wfsbbc

Links Lecture Award
https://tinyurl.com/2yb9nrdf

Mentoring Award
https://tinyurl.com/43djuk2j

Norman Beery Memorial Scholarship
https://tinyurl.com/mwfcemnh

Outstanding Statistical Application Award
https://tinyurl.com/52ct8wuu

Samuel S. Wilks Memorial Award
https://tinyurl.com/5n7emksy

Statistical Partnerships Among Academe, Industry, and Government (SPAIG) Award
https://tinyurl.com/y4ejwapc

Waller Awards
https://tinyurl.com/4rjjfzj2

W. J. Dixon Award for Excellence in Statistical Consulting
https://tinyurl.com/4mr5tpbn

W. J. Youden Award in Interlaboratory Testing
https://tinyurl.com/46vf3br9

ASA Section Awards

Deadline: February 20

Statistics in Physical Engineering Sciences Award
https://tinyurl.com/yswszav3

Deadline: March 15

Annie T. Randall Innovator Award
https://tinyurl.com/2uy7askp

Biopharmaceutical Section Scholarship Award
https://tinyurl.com/53dnw4zj

Deadline: April 15

Social Statistics Section Mid-Career Award
https://tinyurl.com/5avjm48x

Deadline: May 1

Government Statistics Section Wray Jackson Smith Scholarship
https://tinyurl.com/pf9v47vv

Deadline: September 15

Health Policy Statistics Section Achievement Awards
https://tinyurl.com/3v94nrf9

Additional Award Listings

Deadline: December 15

COPSS Distinguished Achievement Award and Lectureship
https://tinyurl.com/2s3unxd2

Elizabeth L. Scott Award and Lectureship
https://tinyurl.com/2s3unxd2

COPSS Emerging Leader Award
https://tinyurl.com/2s3unxd2

Visit the ASA website to view a comprehensive list of awards and scholarships.
https://bit.ly/46X9sLm

Nominations Sought for 2026 COPSS Awards

Each year at the Joint Statistical Meetings, the profession recognizes outstanding contributions through an awards ceremony organized by the Committee of Presidents of Statistical Societies. Nominations are a vital part of the process, and all members can participate. Review the following awards and consider nominating a colleague who has advanced the field of statistics.

The **Presidents' Award** is presented yearly in recognition of outstanding contributions to the statistics profession. It is typically granted to an individual who has not yet reached his or her 41st birthday. Nominations should be sent in PDF format by December 15 to the Presidents' Award committee chair.

The **Distinguished Achievement Award and Lectureship** is given yearly to an individual in recognition of outstanding contributions to statistical methods that have had significant impact on scientific investigations. The award winner will deliver a lecture at JSM. Eligible nominations should be sent in PDF format by December 15 to the award committee chair.

The **Elizabeth L. Scott Award and Lectureship** is presented in even-numbered years to an individual, male or female, who has helped foster opportunities in statistics for women. Nominations should be submitted in PDF format by December 15 to the E. L. Scott Lecture and Award committee chair.

The **COPSS Emerging Leader Award** was established in 2020 to recognize early-career statistical scientists who show evidence of and potential for leadership and who will help shape and strengthen the field. The award is designed both to call attention to the efforts of these individuals and to provide a mechanism for them to share their vision for the field with the statistical community. Nominations should be submitted in PDF format by December 15 to the Emerging Leader Award committee chair.

Details and nomination instructions can be viewed on the COPSS website at *https://tinyurl.com/2s3unxd2*. ■

Committees, Statistics Without Borders Increase Visibility

Jae-Kwang Kim and Susan Paddock, ASA Professional Issues and Visibility Council

The American Statistical Association is dedicated to increasing external visibility and support for the statistics profession and promoting the use of statistics in other fields. The committees of the ASA's Professional Issues and Visibility Council are critical to making that happen.

Volunteers lead and serve on these committees. New members are typically appointed for three-year terms and serve no more than two consecutive terms, so the council is always looking for volunteers. For those who would like to get involved, fill out the Committee Interest Form at *https://tinyurl.com/yc4x7kwd* or reach out to the committees directly. Committee chairs are listed on each committee's roster at *https://tinyurl.com/424teajh*.

Advisory Committee on Climate Change Policy

The Advisory Committee on Climate Change Policy was established in 2008 to address growing concerns about climate change and promote the role of statisticians in this area. Since then, the committee has worked to integrate statistical expertise into climate science and policy through congressional engagement, influential publications, and support for interdisciplinary research.

More recently, the ACCCP shifted its focus to impact-driven initiatives. In its 2025 meetings, the committee reaffirmed its mission to advise policymakers, strengthen interdisciplinary collaboration, and promote statistical literacy in climate research. Current priorities include monitoring congressional activity; hosting webinars and data challenges; developing educational content; and building partnerships with organizations such as the Royal Statistical Society, American Meteorological Society, Society for Industrial and Applied Mathematics, and American Geophysical Union.

Advisory Committee on Forensic Science

The Advisory Committee on Forensic Science advises the ASA on forensic science reform issues and ensures statistics and statisticians maintain a visible profile in the forensic sciences and forensic science reform initiative.

LGBTQ+ Advocacy Committee

Part of the LGBTQ+ Advocacy Committee's charge is to support research on statistical issues associated with sexual orientation and gender identity. For the past three years, the committee members have organized and hosted webinars that are open to the public and touch upon the intersection of LGBTQ+ issues and statistics. They hosted their third annual webinar in June, which was free, open to the public, and titled "Current and Historical Trends in SOGISC Data Collection and Its Consequences." The webinar featured Kevin Guyan, a fellow at the University of Edinburgh, and D'Lane Compton, a full professor at the University of New Orleans, as panelists. Additionally, committee members continue to work to promote equal opportunity in employment and education for all statisticians, regardless of sexual orientation or gender identity, through the ASA Pride Scholarship.

Committee of Representatives to AAAS

The Committee of Representatives to the American Association for the Advancement of Science is charged with the following:

- Promoting, developing, and recommending cosponsoring programs and participation in the AAAS activities consistent with ASA objectives
- Promoting and developing ASA programs that strengthen the role of statisticians in scientific research and the development of scientific policy
- Encouraging ASA members to join AAAS and participate in AAAS activities

The committee consists of eight ASA representatives to the sections of the AAAS that deal with statistical matters (Section G, Biological Sciences; Section K, Social, Economic and Political Sciences; Section L, History and Philosophy of Science; Section N, Medicine; Section P, Industrial Science and Technology; Section Q, Education; Section T, Information, Computing, and Communications; Section U, Statistics). Committee membership carries the responsibility of attending meetings of the

ASA and AAAS and maintaining membership in AAAS while serving on the committee. Committee members are expected to attend a section business meeting of their representative section at the AAAS meeting and encouraged to organize an invited session and submit the session proposal to AAAS and the ASA to facilitate AAAS fellow nomination of ASA members.

Committee on Data Science and Artificial Intelligence

The Committee on Data Science and Artificial Intelligence serves as a proactive voice for the ASA on matters of data science and artificial intelligence and advises the ASA Board of Directors. This year, the committee coauthored the ASA Board Statement on Ethical AI Principles for Statistical Practitioners, organized webinars for ASA membership (e.g., one in May given by Tyler McCormick on statistical issues in AI), and conducted a survey of ASA members on generative AI use, publishing the results in *CHANCE* magazine.

Committee on Energy Statistics

The Committee on Energy Statistics works with and is sponsored by the US Energy Information Administration, a principal statistical agency within the US Department of Energy. The committee's activities include the following areas:

- Periodic reviews of elements of EIA's data collection and analysis programs and the provision of recommendations
- Advice on priorities of technical and methodological issues in the planning, operation, and review of EIA's statistical programs
- Advice on matters concerning improving EIA's energy modeling and forecasting capabilities

Typically, the committee and EIA hold an introductory hybrid meeting during the Joint Statistical Meetings. However, the primary event has typically been a three-day virtual meeting in September, featuring presentations on selected topics by EIA staff, which are followed by discussions led by one or two committee members and an open general discussion. Topics are generally proposed by the EIA with consultation by the committee and focus on approaches to producing or disseminating energy statistics and analyses.

Committee on Funded Research

The mission of the ASA Committee on Funded Research centers on the following objectives:

- Facilitating communication and collaboration between the statistical community and funding organizations that support statistical research, including federal agencies, nonprofit foundations, and data-intensive industries
- Promoting and disseminating information about funding opportunities for statisticians, with particular attention paid to supporting early-career researchers
- Recommending qualified statistical scientists to serve on national science advisory committees of federal research agencies

The committee is composed of nine members, with the ASA director of science policy serving as an ex-officio member. CFR meets monthly to strategize around these objectives. Members maintain ongoing dialogue with funding agencies to identify opportunities to increase support for statisticians; explore emerging funding initiatives from government, private foundations, and industry; and disseminate funding-related information by hosting webinars and in-person sessions at the Joint Statistical Meetings and through ASA communication channels. They also assist in identifying highly qualified candidates for advisory roles in federal research agencies. Considering the especially challenging funding landscape this year, the committee organized an in-person event at JSM to share the most up-to-date insights on funding opportunities and agency priorities.

Committee on Law and Justice Statistics

The Committee on Law and Justice Statistics was recently re-started and is working to engage ASA members in this important area. The committee holds quarterly meetings and maintains a dedicated website to share resources and updates. Over the past year, the committee hosted two well-attended webinars (with a goal of four per year), provided guidance to the Bureau of Justice Statistics on survey and statistical questions, and advised BJS on submitting a session proposal to JSM. The committee also added new members and held an interest meeting at last year's JSM, with another planned for this year. They welcome nominations of statisticians interested in law, justice, and statistics.

Committee on Privacy and Confidentiality

The Committee on Privacy and Confidentiality monitors and informs the statistical community on evolving legal, policy, and technical developments in data privacy. Serving as a bridge between statisticians and broader privacy-focused communities, the committee promotes awareness and education through events and resources, as well as contributes to public policy through comments and engagement with policymakers, such as responding to Senator Trahan's request for information on the Privacy Act of 1974.

One of the committee's main events was hosting the annual Privacy Day webinar. In 2025, the webinar featured discussions about large language models and the role of statisticians in safeguarding privacy. Looking ahead, the committee is supporting a range of events, including virtual and in-person gatherings in the fall of 2025 with the Privacy and Confidentiality Interest Group and the second Privacy and Public Policy Conference in February 2026.

Committee on Professional Ethics

The Committee on Professional Ethics was established in 1986 with the following charges from the ASA Board:

- Provide a point of contact with other societies and associations in professional ethics
- Develop and implement a program of education sensitizing members of the ASA to the ethical issues in statistical practice and other fields in which statistics is used
- Maintain and promulgate, subject to board review and approval, the set of ASA Ethical Guidelines for Statistical Practice and develop and maintain supplements to the ethical guidelines for areas of application that give an understanding of ethical statistical practice as it applies to that area (e.g., law or medicine)

Most recently, CoPE partnered with the ASA Committee on Data Science and Artificial Intelligence to develop a board statement on ethical AI principles for statistical practitioners and hosted a webinar discussion on the topic with Andrew Gelman from Columbia University and Jana Eggers, CEO of the AI company Nara Logics. The committee is also gearing up for the next update of the ASA Ethical Guidelines for Statistical Practice.

Committee on Scientific Freedom and Human Rights

The American Statistical Association Committee on Scientific Freedom and Human Rights was established in 1979 to defend the scientific freedom of statisticians worldwide and advance the rigorous use of statistics to protect human rights. The committee has led high-impact advocacy campaigns—from petitions that aided Soviet refuseniks and letters that helped spare colleagues in Liberia and highlight disappearances in Argentina to ongoing efforts exposing state suppression of price statistics in Buenos Aires—while keeping ASA members informed through *Amstat News* alerts and JSM sessions.

Beyond advocacy, the committee equips the global human rights community. Members authored the widely translated *Data Analysis for Monitoring Human Rights* manual and coedited *Human Rights & Statistics: Getting the Record Straight*. Also, the committee's analytics underpinned landmark initiatives such as the International Campaign to Ban Landmines' Nobel-winning evidence base.

Today, ASACSFHR continues to mobilize volunteers via the *Amstat News* Stats4Good column, offering rapid expert support whenever data—or the people who produce them—come under threat.

External Nominations and Awards Committee

The External Nominations and Awards Committee works to identify opportunities for ASA members to be considered for various awards and boards external to the statistics discipline to expand statisticians' reach in society. To learn more about the committee, its accomplishments, and how you can collaborate with them, see their November 2024 *Amstat News* article, "Committee Works to Recognize Excellence Beyond Statistics, Data Science Communities."

Scientific and Public Affairs Advisory Committee

The ASA's Scientific and Public Affairs Advisory Committee was created in 1995 with a broad charge: to contribute to policy discussions that impact statisticians or where statistics is pertinent. SPAAC was involved in the Data Science and Literacy Act, which was introduced into the House of Representatives in 2023. As part of this effort, the committee authored an article in *Significance* and presented its work on the issue at JSM. The committee also responds to federal calls on a wide range of issues. Recent letters the committee led or contributed to discussed AI in government, privacy laws, classification of federal workers, and updating race and ethnicity categories. Furthermore, the SPAAC runs the Statistical Significance poster competition at JSM each year, which helps highlight how statistics research benefits society.

Statistics Without Borders

Founded in 2008, Statistics Without Borders provides *pro bono* statistical and data science expertise to under-resourced, socially conscious organizations around the world. For ASA members, it's a unique opportunity to apply their skills in service of humanity—advancing global wellbeing through advising, educating, and building data capacity where it's needed most. In 2024, the committee contributed to 67 projects across 26 countries, supporting initiatives ranging from clean water access to education and public health. ■

Keeping Chapters Strong: Essentials for Good Standing

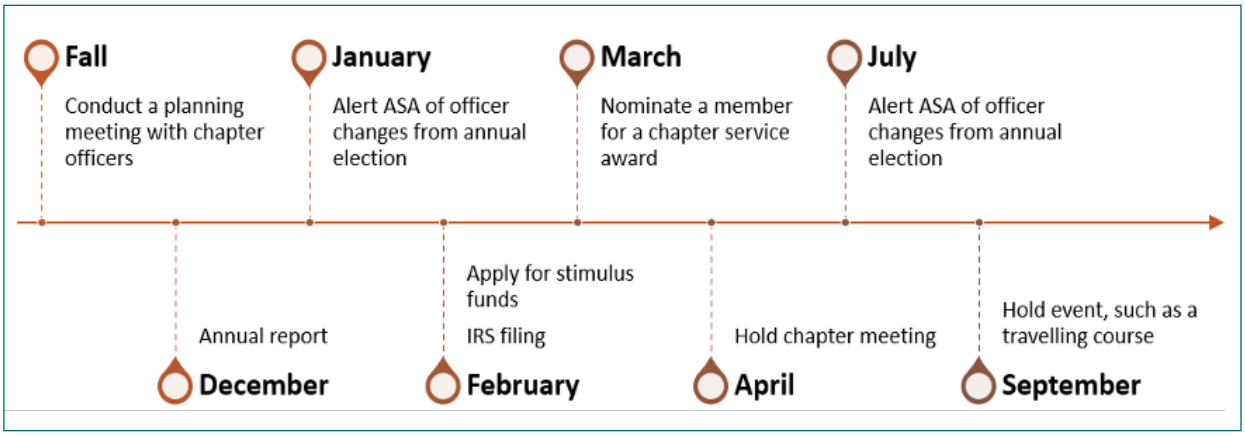
A Guide to Maintaining Chapter Compliance and Engagement

In its November 2023 cover story for *Amstat News*, the American Statistical Association spotlights the power of collaboration in revitalizing its local chapters. And featured during the Chapter Officers Appreciation Workshop at JSM 2025, the ASA Council of Chapters Governing Board initiative on collective rejuvenation aimed to promote the stability and growth of the statistical community. This article is the first in a series that will report on notes gathered on key topics discussed by chapter representatives during the 2025 workshop.

Maintaining a healthy and active chapter within the ASA does not require a massive membership or a packed calendar. Instead, it starts with meeting a few essential requirements. These foundational practices not only ensure your chapter remains in good standing with the ASA but also can help foster a vibrant, engaged community of statisticians and data scientists.

- Elect officers according to your chapter constitution, ensuring that the president, secretary, treasurer, and chapter representative are current ASA members.
- Report officer information annually to the ASA office, including names and contact details for the key leadership roles. The ASA requests such updates are done at two points during the year, in January and July.
- Hold at least one chapter meeting per calendar year, which can be virtual or in person.
- Complete the annual report of chapter activities, requested by the COCGB, typically by December.

The ASA recently revamped its online reporting tool, making it easier than ever to submit your chapter's annual report—it should take no more than 15 minutes. For questions about constitutions, elections, or reporting, contact Fekete.



The Minimal Requirements

To be considered in good standing, every ASA chapter must do the following:

- Maintain a current constitution on file with the ASA office. If your chapter cannot locate its constitution, reach out to Emily Fekete, manager of volunteer engagement and chapter relations, at *emily@amstat.org*.

Annual Chapter Timeline: Key Milestones for Success

The timeline above outlines a typical year in the life of an ASA chapter, highlighting essential tasks and opportunities to maintain good standing and foster engagement:

- Fall: Kick off the planning cycle with a meeting among chapter officers to set goals and review responsibilities.

- December: Submit the annual report.
- January: Notify the ASA of any officer changes following elections.
- February: Apply for ASA stimulus funds to support chapter activities and complete IRS filing, if required.
- March: Recognize your volunteers and their contributions by nominating a member for a chapter service award.
- April: Host your chapter's annual meeting, whether virtual or in person, to fulfill the minimum meeting requirement.
- July: Update the ASA again with any officer changes from mid-year elections.
- September: Organize a signature event, such as a traveling course, to engage members and promote professional development.

This structured approach ensures compliance, encourages member involvement, and supports long-term chapter vitality.

Beyond the Basics: Building Engagement

The requirements are minimal, and chapters can go a step further to see stronger engagement and sustainability. The following are practical tips shared by chapter representatives during the 2025 JSM Chapter Officer Appreciation workshop:

- Keep track of activities throughout the year to simplify reporting and showcase your chapter's impact.
- Rotate officer roles to avoid burnout and encourage broader participation.
- Maintain regular communication with members through newsletters, emails, or social media.
- Use online tools and forms for elections to streamline the process and increase participation.
- Reach out to other organizations (e.g., other chapters, universities, companies) for collaboration and shared events.

Addressing Common Challenges

Chapters often face challenges such as leadership turnover, geographic dispersion, and limited resources. To address these, chapter representatives suggested the following:

- Create a handbook to document roles and responsibilities, ensuring smooth transitions.
- Encourage participation from multiple institutions to avoid dominance by one group.
- Develop a succession plan and mentor incoming officers.
- Distribute resources equitably, especially in geographically spread chapters.

The Value of a Healthy Chapter

Even small chapters can thrive. For example, a chapter that spans three universities has a great opportunity to maintain strong community support. Healthy chapters prioritize what matters most to their members, taking into consideration, for example, professional development, networking, or outreach.

Consider hosting virtual meetings, student competitions, or industry-sponsored events. Collaborations with universities, government agencies, and professional organizations can also expand your reach and impact.

Final Thoughts

Keeping your chapter in good standing is not just about meeting requirements. It is about laying the groundwork for a vibrant, inclusive, and sustainable community. With a little planning, shared leadership, and creative engagement, your chapter can continue to grow and serve its members effectively.

For support, resources, or questions, don't hesitate to contact Fekete or your vice chair. ■

COCGB Executive Committee Members

Jessica Kohlschmidt, Chair

Tom Krenzke, Chair-Elect

Emily Griffiths, Incoming Chair-Elect

Jo Wick, Past Chair

Emily Fekete, ASA Liaison

Shana Palla, Communications

Samantha Seals, Secretary

Tomi Mori, Council of Chapters Representative to the ASA Board

JOIN
A SECTION OR CHAPTER

EXPLORE chapter and section leadership opportunities

STAY CURRENT with the different methodologies and applications in your area of expertise

EXPAND your professional network and strengthen your relationships in the community

If you've been thinking about joining an ASA section or regional chapter, we have made it easier than ever. With a few clicks, you can add section and chapter membership and pay online.

Chapter and section membership can greatly enhance the value of your membership.

ASA

Add section and chapter membership at
https://tinyurl.com/Howtosection **or** *https://tinyurl.com/Howchapter*

Michigan

■ The Department of Statistics at Western Michigan University seeks candidates for a tenure-track, 1.0 FTE, academic year, assistant/associate professor position beginning August 15, 2026 on its main campus in Kalamazoo, MI. For more information, including qualifications and relevant dates, please visit *www.wmujobs.org*. To view more details or apply to this job, please visit: *www.wmujobs.org/postings/4248*. Only applications submitted through this site will be considered. WMU is an Equal Opportunity/Affirmative Action Employer. Minorities, women, veterans, individuals with disabilities, and all other qualified individuals are encouraged to apply.

Texas

■ The Department of Statistics and Data Sciences at The University of Texas at Austin invites applications for tenured/tenure-track faculty positions to begin in August 2026. We welcome applicants at any rank with research interests in any area of statistics and data science, whether theoretical, computational, or application-driven. More information about the positions and instructions for submitting an application are available here: *https://apply.interfolio.com/174676*

■ The Department of Mathematical Sciences at The University of Texas at El Paso seeks a data scientist with expertise in statistical modeling of big data/AI and/or high-performance data analytics, for a tenure-track assistant/associate professor position. Successful candidates will develop research programs, mentor and teach undergraduate and graduate students. Experience in applied interdisciplinary research/industry is encouraged. To view the full ad and apply visit *www.utep.edu/employment*. UTEP is an Equal Opportunity Employer.

Washington

■ Washington State University, Pullman, seeks a tenure-track assistant professor in statistics beginning August 2026. Responsibilities include teaching undergraduate/graduate courses, developing independent and collaborative research in statistical learning or computational statistics, securing external funding, publishing, and mentoring students. Screening begins November 1, 2025. The full description is on *wsu.edu/jobs* under R-14009. WSU is an EEO/AA educator/employer committed to diversity, inclusion, veterans, and people with disabilities.

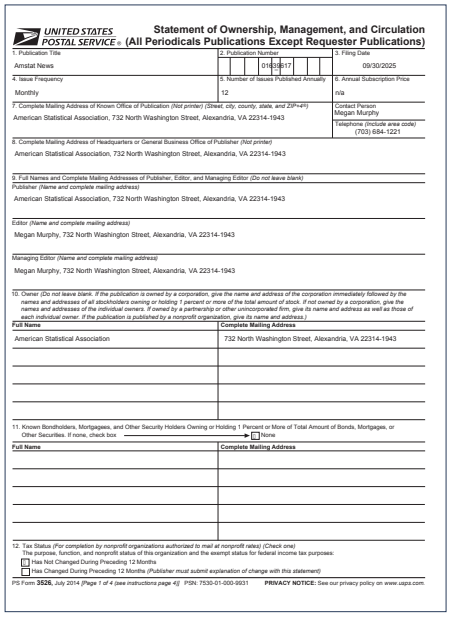
INTERNATIONAL

Singapore

■ The Department of Statistics and Data Science at the National University of Singapore invites applications for tenure track and tenured positions in statistics, data science and related areas, at the assistant professor, associate professor, and professor levels. The anticipated start date of these positions is July 2026. Applicants must possess doctorates in their respective fields by the time of appointment. The National University of Singapore offers internationally competitive salaries, generous research funding, travel support, relocation assistance and other benefits. The department has nearly 40 faculty members and provides a stimulating research environment. At the Assistant Professor position, we are interested in applicants with strong research potential. At the Associate and Full Professor positions, we are interested in applicants with a good track record in research, teaching and leadership. Submit a cover letter, curriculum vitae, research and teaching statements, and at least three letters of recommendation, uploaded by the letter writers, to *mathjobs.org*. More information about the university and the department can be found at *www.nus.edu.sg* and *www.stat.nus.edu.sg*. ■

These listings and additional information about these ads can be found at *https://careerconnect.amstat.org/jobs.*

To advertise in *Amstat News,* email *advertise@amstat.org.*



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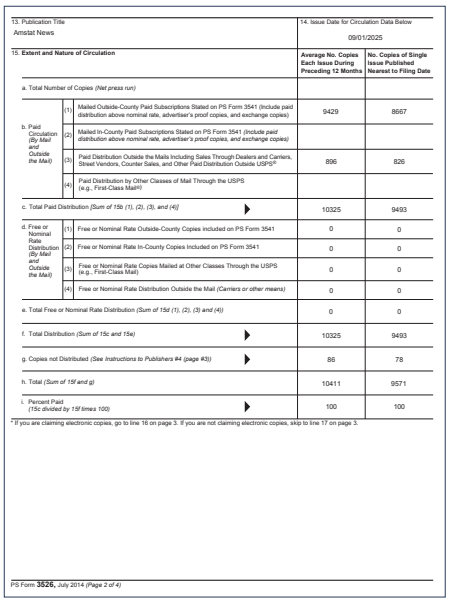

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b. Paid Circulation (By Mail and Outside the Mail)	(1)	Mailed Outside-County Paid Subscriptions Stated on PS Form 3541 (Include paid distribution above nominal rate, advertiser's proof copies, and exchange copies)	9429	8667
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c. Total Paid Distribution (Sum of 15b (1), (2), (3), and (4))			10325	9493
d. Free or Nominal Rate Distribution (By Mail and Outside the Mail)	(1)	Free or Nominal Rate Outside-County Copies included on PS Form 3541	0	0
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f. Total Distribution (Sum of 15c and 15e)			10325	9493
g. Copies not Distributed (See Instructions to Publishers #4 (page #3))			86	78
h. Total (Sum of 15f and g)			10411	9571
i. Percent Paid (15c divided by 15f times 100)			100	100

* If you are claiming electronic copies, go to line 16 on page 3. If you are not claiming electronic copies, skip to line 17 on page 3.

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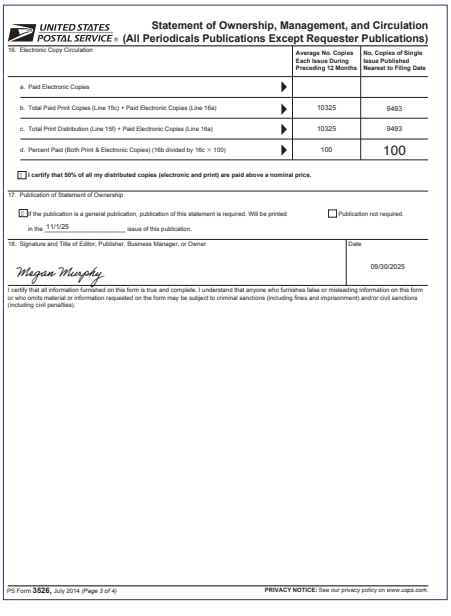

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Top Ten **Costumes to Wear to the Statistics Department Halloween Party**

Amstat News continues its lighthearted series from ASA Executive Director Ron Wasserstein with his traditional "Top 10" list, first shared on the *Practical Significance* podcast. Halloween may have just ended, but it's never too early to plan for next year. Here are Ron's "Top Ten Costumes to Wear to the Statistics Department Halloween Party"—perfect inspiration for statisticians who love a clever disguise.

Wasserstein

To listen to the *Practical Significance* podcast, visit *https://magazine.amstat.org/podcast-2.*

10

Large Language Model— Wearing a costume covered in random words and phrases, jump into conversations by predicting what people will say next.

09

Null Hypothesis—Wear regular clothes but carry a sign that says H0. Keep insisting there is no difference between you and someone wearing a costume.

08

Multicollinearity—Requires three identically dressed people who keep finishing each other's sentences.

07

AI Hallucination— Carry around things that make no sense (a tennis racket with no strings, a glass with no bottom) but confidently assert that **these things are perfectly normal.**

06

Random Walk— In a dapper outfit with a top hat and cane, stroll through the party, changing directions frequently, until discovering the host's patience is an absorbing boundary.

05

Error Types— Arrive as a couple, one wearing a shirt with the letter alpha and the other with the letter beta. Alternatively, dress like Jerzy Neyman and Egon Pearson.

04

Bayes Theorem—Wear any costume you like, but update it frequently based on what other people are wearing.

03

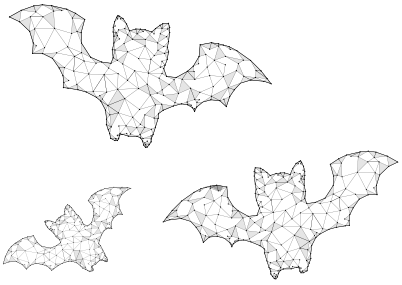
Regression to the Mean— Start the party in a loud and gaudy costume, then gradually change into ordinary clothes throughout the night.

02

Neural Network—Connect yourself to the other party guests with yarn and tape. When you do, be sure to ask them what their activation function is.

#01

Counterfactual— Don't wear a costume, but spend your time at the party thinking about what would have happened if you had.



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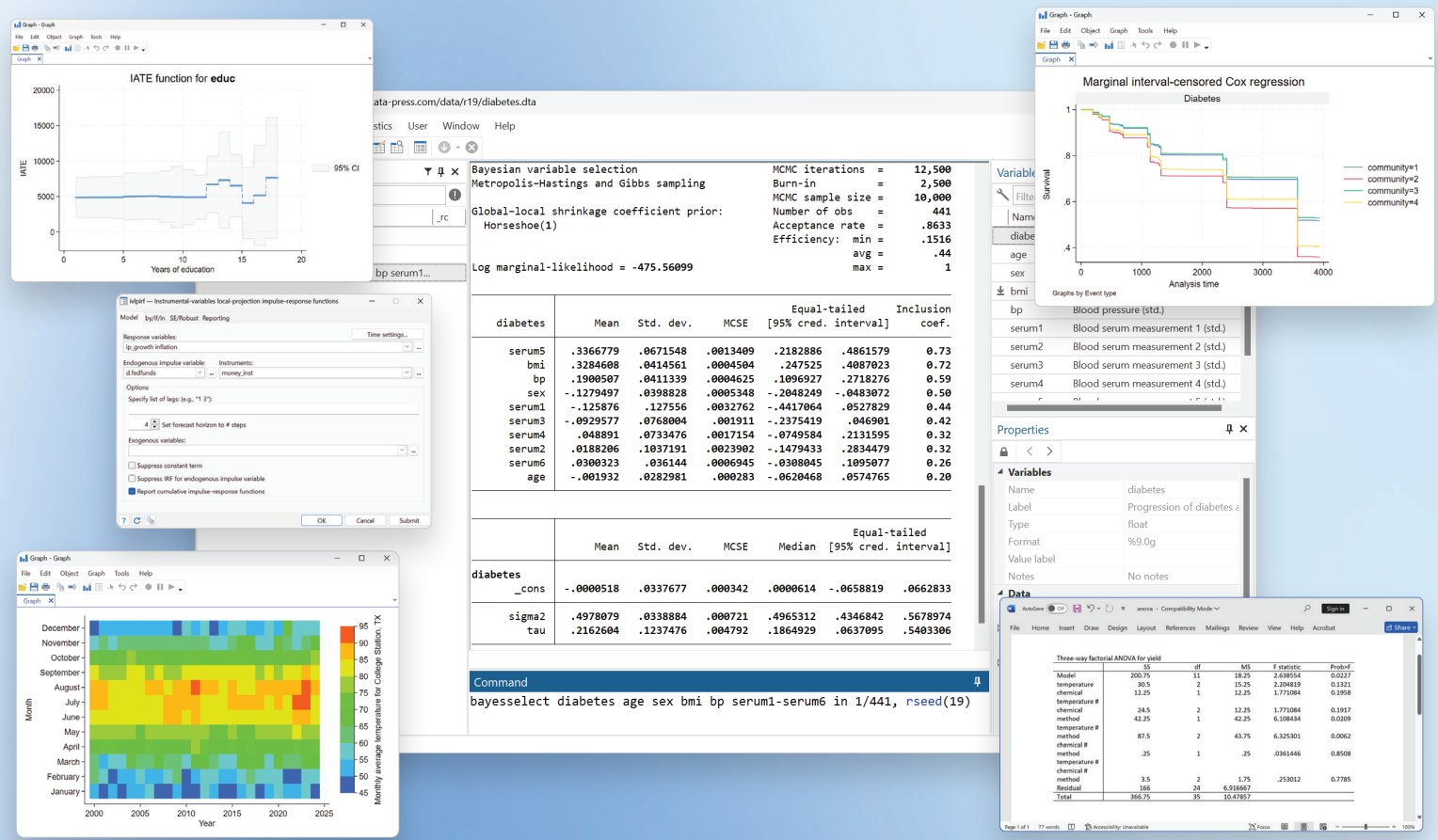

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