Best Practices: Awards and Honors

Sociological Perspectives on Award Processes
Awards result from inherently social processes

• Nomination
  – Diverse pool
    • Formal vs. informal recruitment measures
      – Advertising vs. word-of-mouth
      – External vs. self-nomination

• Evaluation
  – Gender-neutral processes
    • Criteria
    • Blind review
  – Selection committees
    • Size
    • Composition
Percentage of Men and Women in Physics, 2006

- PhDs: 16% Women, 84% Men
- Assistant Professor: 17% Women, 83% Men
- Associate Professor: 14% Women, 86% Men
- Full Professor: 6% Women, 94% Men
<table>
<thead>
<tr>
<th>Category</th>
<th>Count</th>
<th>Details</th>
</tr>
</thead>
<tbody>
<tr>
<td>Awards ($n$)</td>
<td>42</td>
<td></td>
</tr>
<tr>
<td>Recipients ($n$)</td>
<td>464</td>
<td></td>
</tr>
<tr>
<td>Award recipients (% female)</td>
<td>4.3</td>
<td>($n=20$)</td>
</tr>
<tr>
<td>Women on committee (%)</td>
<td>12.3</td>
<td>(0 – 60)</td>
</tr>
<tr>
<td>Chair gender (% female)</td>
<td>13.9</td>
<td>($n=63; 27$)</td>
</tr>
<tr>
<td>Committee size</td>
<td>4.9</td>
<td>(1 – 9)</td>
</tr>
</tbody>
</table>
Evaluating Science or Evaluating Gender?
By Anne E. Lincoln, Stephanie Pincus, and Vanessa Schick
http://www.aps.org/publications/apsnews/200906/backpage.cfm

Award Recipients by Committee Composition and Chair, American Physical Society 1997-2009

- All Male: 3.3%
- 1+ Women: 5.6%
- Man: 3.6%
- Woman: 9.5%
Female Award Winners,
American Physical Society 1997-2009

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Female Award Winners,
American Physical Society 1997-2009

- All APS Awards: 6.5%
- Excluding women-only awards: 4.2%