American Society of Plant Biologists

Diversity Among Recipients of Society Awards

2010 NSF ADVANCE Program Workshop
Breakout Session 2, Nov. 9 (morning):
AWARDS and their Impact on Success

Crispin Taylor
Executive Director
American Society of Plant Biologists
cctaylor@aspb.org
www.aspb.org
The American Society of Plant Biologists

- Professional scientific society representing (mostly) basic researchers in plant biology
- Approximately 5,000 members across the United States and in 50 other nations
- Publishes two of the leading plant science journals: *The Plant Cell* and *Plant Physiology*
- Approximate overall parity in numbers of (declared) male and female members
- A variety of programs aimed at fostering gender diversity and/or early career scientists
Career Workshops

- Held at the annual meeting
- Organized by the Women in Plant Biology Committee
- Originally focused around the challenges of dual-career couples
- More recently, have been more general career workshops that draw both women and men
- Most participants are early in their careers
Women in Plant Biology Luncheon

- Held at the annual meeting
- Organized by the Women in Plant Biology Committee
- Incorporates networking function
- Speakers have generally addressed gender-related issues
- Most speakers have been women
Women Young Investigator Travel Award

- Organized by Women in Plant Biology committee beginning in 2009
- Modest ($1,000) award intended to facilitate attendance at annual meeting by women early in their independent careers
- Applicants may have appointments in academia, government research facilities, or industry labs
Child Care at Annual Meeting

- On-site child care arranged for first time at 2010 annual meeting
- Provided by bonded, accredited child care service
- Available for infants through 13 years of age during all scientific sessions
- Children welcomed at several networking events, including evening poster session and final party
- Subsidized by ASPB and the Women in Plant Biology Committee with funds from estate of Eli Romanoff
Laboratory Leadership Workshop

- Modeled after lab management workshops organized by HHMI and BWF
- Held prior to annual meeting in 2007; will be held prior to annual meeting in 2011
- Sessions on topics such as teaching, publishing, mentoring, securing grants, and laboratory and budget management
- Targeted toward late-stage postdocs and junior faculty
- Keynote in 2007 directly addressed gender bias
ASPB Awards

Adolph E. Gude, Jr. Award
Charles Albert Shull Award
Charles F. Kettering Award
Charles Reid Barnes Life Membership Award
Corresponding Membership
Dennis R. Hoagland Award
Early Career Award
Excellence in Education Award
Fellow of ASPB
Lawrence Bogorad Award for Excellence in Plant Biology Research
ASPB-Pioneer Hi-Bred Graduate Student Fellowship
Martin Gibbs Medal
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## Nominations for ASPB Awards

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Leadership Proposal

- Changes to nominations process designed to increase the number of award nominations
- Oversight of awardee selection to ensure gender/ethnicity balance
Leadership Proposal

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- Oversight of awardee selection to ensure gender/ethnicity balance
2010 Data

- 39 nominations received for nine “major” awards
- 30 for males; nine for females (23%)
- Seven major awards to men; two to women (22%)
Next Steps

- Monitor impact of change in nominations procedure
- Assess gender diversity among “most prestigious” awards
ASPB Awards

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Next Steps

- Monitor impact of change in nominations procedure
- Assess gender diversity among “major” awards
- Is there a correlation between composition of award committee and diversity of awardees?
- Facilitate nomination of ASPB awardees for national or international awards
- Address drop-off in percentage of female members as seniority increases
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- Women Young Investigator Travel Award
- Laboratory Leadership workshop
- Awards program