

ASPHO Volunteer Demographic Snapshot

Based on Q4 2020 unless otherwise noted

Demographic	*Volunteer Committees 154 members serve in 170 volunteer roles on 15 committees plus Board Committee % (Full Membership %)	Board of Trustees 10 members Based on 2021 elections	Nominating Committee 6 members Based on 2021 elections	Leadership Dev Committee 7 members
Race/Ethnicity	Asian 17% (*18%) Black/African American 5% (4%) Hispanic/Latino 4% (7%) Other 4% Unanswered 5% (6%) White/Non-Hispanic 65% (65%)	Black/African American 10% Hispanic/Latino 20% Other 10% White/Non-Hispanic 60%	Asian 33% Black/African American 0% Hispanic/Latino 0% White/Non-Hispanic 67%	Asian 15% Black/African American 0% Hispanic/Latino 14% Unanswered 14% White/Non-Hispanic 57%
Gender	Female 62% (62%) Male 38% (38%)	Female 50% Male 50%	Female 33% Male 67%	Female 71% Male 29%
Specialty	General PHO 22% (46%) Hematology 30% (15%) Oncology 40% (28%) BMT 8% (7%) Industry 2%	General PHO 10% Hematology 40% Oncology 50%	General PHO 17% Stem Cell 17% Hematology 34% Oncology 34%	General PHO 14% Hematology 43% Oncology 43%
Institution Size	Small 14% (12%) Medium 33% (38%) Large 49% (47%) Industry 1% None of the Above 3%	Medium 40% Large 60%	Medium 33% Large 67%	Small 14% Small-Med 43% Medium 14% Large 29%
Career Stage	Early Career 24% Mid-Career 55% Late Career 18% NA 3%	Mid-Career 40% Late Career 60%	Mid-Career 67% Late Career 33%	Mid-Career 86% Late career 14%
Work Setting	Hospital Based/Employed 20% (34%) University/Academic 72% (57%) Government/Military 1% (2%) Private Practice 1% (2%) Industry 2% Retired 2% Medical Institution 1% Other 1% (3%)	Hospital Based/Employed 10% University/Academic 90%	University/Academic 100%	Hospital Based/Employed 14% Univ/Academic 72% None of the Above 14%

*ASPHO's committees include Advocacy, Awards, Communications, Conference Planning, Development, Nominating, Leadership Development, Diversity, Education, Finance, Membership, Practice, Professional Development, Review Course, and Training. Board, committee liaisons, and ex-officio members are omitted. While the Society's Points of Diversity guides volunteer placement to reflect and represent ASPHO membership, additional policies and factors impact specific volunteer bodies, including: bylaws dictate that Board of Trustees and Nominating Committee members are elected by the full membership; conflict of interest policies may limit qualified members from serving; expertise in areas such as institutional finances and leadership experience may influence chair or board appointments; only program directors serve on the Training Committee; Advocacy Committee members are often selected based on individual Congressional districts to increase ASPHO's advocacy influence.