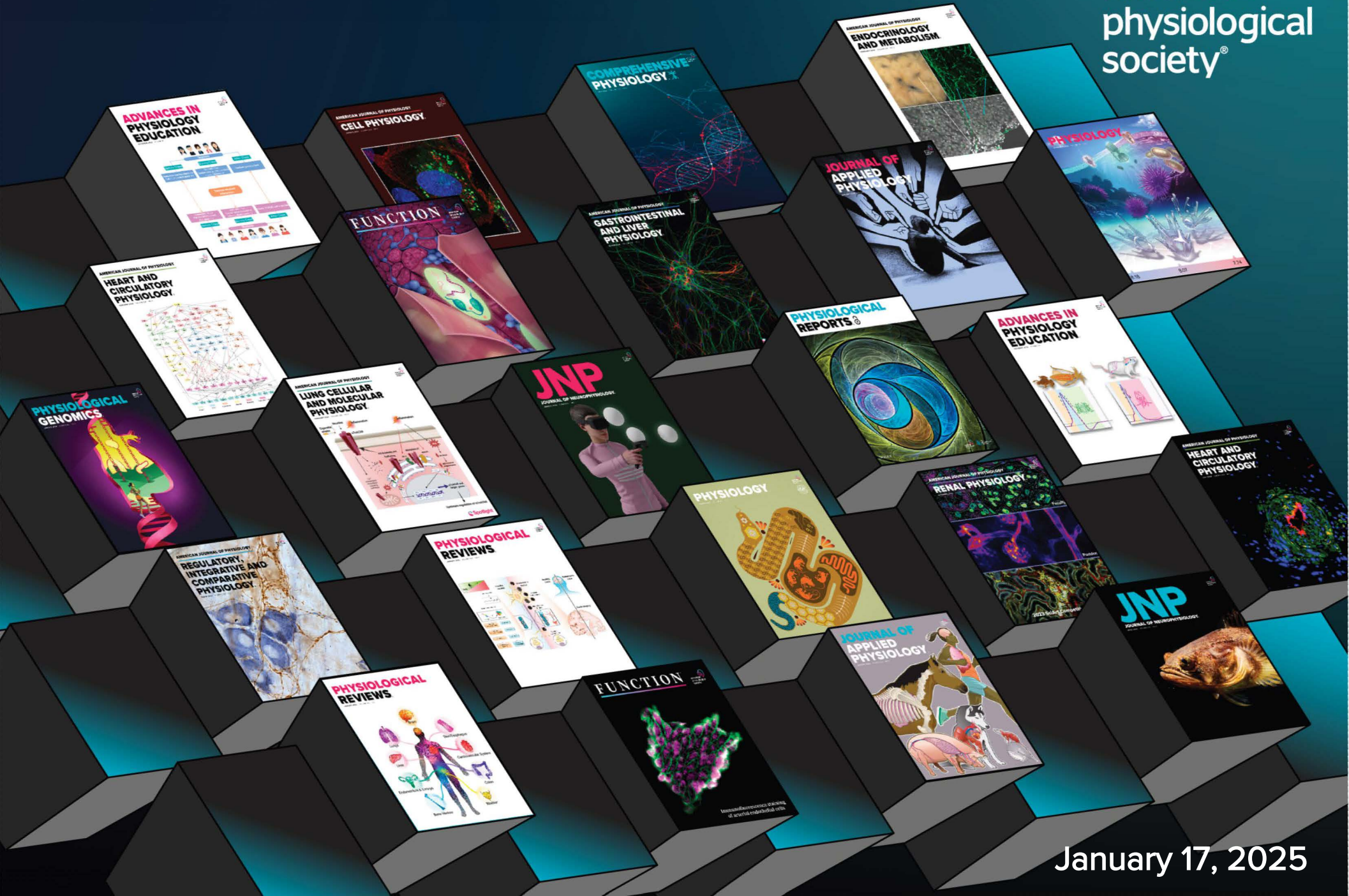


# American Physiological Society Publication Division Demographics Report (2023 - 2024)

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## BACKGROUND

The American Physiological Society (APS) is committed to establishing a safe, accepting and respectful environment for researchers to share their ideas to advance our understanding of life and health. We are dedicated to embracing diversity in all its forms and creating opportunities for all people. The Society has been working to ensure that all physiologists thrive in their careers.

Demographic information plays an important role in ensuring a robust and vibrant publishing landscape for physiologists. We encourage a wide spectrum of research to be published in our journals and seek to benefit from a diverse and global array of contributors.

In 2023, the APS Publications Division began its work to collect demographics data for its self-published journals program. APS Publications established a Diversity, Equity and Inclusion (DEI) taskforce composed of Society-member and editorial leaders in the field. In addition, three APS staff were included to provide further support to the group. The formation of this group followed [recommended practices](#), and the primary aim was to foster inclusivity within the Publications Division of APS. As an initial step, the taskforce crafted a demographics survey that would be used to gather baseline demographic data of our editors (inclusive of editors-in-chief, deputy editors and associate editors), editorial board members, authors and reviewers.

In this report, we summarize the self-reported data collected from the APS Publications demographics survey. These data will allow APS Publications to map the effectiveness and success of future inclusive initiatives for our publishing program.

## SURVEY DEVELOPMENT AND DEPLOYMENT

The taskforce reviewed best practices and industry standards for demographics surveys. After evaluating surveys from other organizations and assessing the landscape, the taskforce created a survey consisting of nine questions (Note: For full list of questions, [see Appendix](#)).

The survey was incorporated into the APS Publications submission platform eJournalPress (eJP) under user profiles. Any eJP user who entered the submission system was directed to their profile to complete the survey upon login. For each question, respondents were also given the option to select “I prefer not to disclose.”

The following statement was included at the beginning of the survey: “Explanation of Purpose: We are collecting the information below to increase our understanding of who submits and reviews for APS journals and to

improve our diversity efforts in all areas of journal operations. The information below will be kept confidential. No information provided will be shared with editors or reviewers. Any information we use will be reported in aggregate form only and will be used to guide the expansion of the journal’s stakeholder community. Each question must be answered, and while we hope you are willing to participate, you may choose ‘I prefer not to disclose’ for any questions you don’t feel comfortable answering. Note regarding language: Language, particularly in relation to identity, involves social constructs which evolve over time. The questions below are not meant to label individuals but are meant to be helpful functional descriptors.”

The data gathered from survey responses have been categorized into four roles, including editors (inclusive of editors-in-chief, deputy editors and associate editors), editorial board members, authors, and reviewers. It is important to note that individuals could be counted in multiple groups. For example, an associate editor who also acts as a reviewer and author would have their information counted in three groups. Individuals who did not wish to disclose answers to any of the questions could bypass the survey by selecting “I prefer not to disclose” for each question. Response rates are included in each table and can be defined as the percentage of respondents within that individual role.

The data in this survey were gathered between October 2022 and November 2024.

## REPRESENTATIVE DATA FOR 2023 - 2024

### Year of Birth

The first question in the survey was about the year of birth. Individuals could choose to add their year of birth or leave this blank if they preferred not to disclose. To simplify how this information is shown, the data are categorized into decades (1930s, 1940s, 1950s, 1960s, 1970s, 1980s, 1990s and 2000s) based on their roles.

**Table 1. Distribution of birth years by decade among editors, editorial board members, authors and reviewers.**

	Editors	Editorial Board	Authors	Reviewers
1930-1939	0%	0%	0%	0%
1940-1949	7%	6%	2%	4%
1950-1959	14%	14%	7%	12%
1960-1969	30%	23%	13%	19%
1970-1979	35%	30%	18%	24%
1980-1989	14%	23%	27%	28%
1990-1999	0%	4%	28%	12%
2000-2009	0%	0%	4%	0%
Response Rate	44%	29%	2%	3%

Data are shown as a percentage of respondents to this question.

## Gender and Gender Identity

In this question, individuals were asked with which gender/gender identity they most closely identify. The selection options were man, woman, non-binary/non-conforming, transgender man, transgender woman, I prefer not to disclose, and I prefer to disclose as [open text field].

**Table 2. Gender/gender identity, as self-identified, for editors, editorial board members, authors and reviewers.**

	Editors	Editorial Board	Authors	Reviewers
Man	50%	60%	48%	61%
Woman	45%	33%	32%	28%
Non-binary/Non-conforming	0%	0%	0%	0%
Transgender Man	0%	0%	0%	0%
Transgender Woman	0%	0%	0%	0%
Not Disclosed	6%	7%	20%	10%
Other Answer	0%	0%	0%	0%
Response Rate	70%	57%	5%	5%

Data are shown as a percentage of respondents to this question.

## Race and Ethnicity

For this next question, individuals were asked with which races/ethnicities they self-identify (select all that apply). The options were as follows Black, Caribbean, Central or South African, East Asian, Indigenous/First Nation/Pacific Islanders, Latin or South/Central American/Hispanic, Middle Eastern, South Asian, Southeast Asian, White, I prefer not to disclose, and I prefer to identify as [open text field].

**Table 3. Races/ethnicities, as self-identified, for editors, editorial board members, authors and reviewers.**

	Editors	Editorial Board	Authors	Reviewers
Black	3%	3%	2%	2%
Caribbean	0%	0%	1%	0%
Central or South African	0%	0%	0%	0%
East Asian	5%	9%	17%	12%
Indigenous/First Nation/Pacific Islanders	1%	0%	0%	1%
Latin or South/Central American/Hispanic	11%	6%	5%	6%
Middle Eastern	1%	2%	2%	2%
South Asian	2%	3%	3%	4%
Southeast Asian	2%	2%	3%	2%
White	64%	61%	40%	55%
Not Disclosed	8%	12%	25%	16%
Other Answer	4%	1%	1%	1%
Response Rate	70%	57%	5%	5%

Data are shown as a percentage of respondents to this question.

## Institution Type of Current Affiliation

For this next question, individuals were asked with which institution type they are currently affiliated (select all that apply). The options were as follows: Baccalaureate Colleges/Primarily Undergraduate (PU) Institutions, Community Colleges, Doctoral Universities, Government Organization, Industry or For-Profit Organization, International Academic Institutions (Not Otherwise Described), Master's Colleges or Universities, Nonprofit Organization, Professional Schools (Health Professions), Tribal Colleges/Historically Black Colleges or Universities (HBCU)/Primarily Minority-Serving Institutions, I prefer not to disclose, and Other [open text field].

**Table 4. Institute type of your current affiliation for editors, editorial board members, authors and reviewers.**

	Editors	Editorial Board	Authors	Reviewers
Baccalaureate Colleges/PU Institutions	3%	3%	5%	4%
Community Colleges	0%	0%	1%	0%
Doctoral Universities	52%	49%	39%	49%
Government Organization	3%	5%	4%	5%
Industry/For-Profit Organization	1%	0%	2%	1%
International Academic Institutions	4%	2%	2%	3%
Master's Colleges and Universities	6%	5%	8%	7%
Nonprofit Organization	1%	5%	4%	5%
Professional Schools (Health Professions)	25%	26%	15%	17%
Tribal Colleges, HBCU, Minority-Serving Institutions	1%	0%	0%	0%
Not Disclosed	3%	4%	18%	7%
Other Answer	2%	2%	2%	2%
<b>Response Rate</b>	<b>70%</b>	<b>57%</b>	<b>5%</b>	<b>5%</b>

PU: Primarily Undergraduate; HBCU: Historically Black Colleges or Universities. Data are shown as a percentage of respondents to this question.

## Current Position

In this question, individuals were asked to describe their current position. The selection options were Full Professor or Analogous, Associate Professor or Analogous, Assistant Professor or Analogous, Adjunct Professor or Analogous, Instructor or Analogous, Postdoctoral Scholar/Resident/Fellow, Professional or Graduate Student, Staff Scientist or Researcher, Professor Emeritus or Retired, Undergraduate Student, High School Student, I prefer not to disclose, and I prefer to identify as [open text field].

**Table 5. Current position for editors, editorial board members, authors and reviewers.**

	Editors	Editorial Board	Authors	Reviewers
Full Professor	69%	52%	21%	35%
Associate Professor	20%	22%	13%	20%
Assistant Professor	6%	13%	10%	14%
Adjunct Professor	0%	1%	1%	1%
Instructor	0%	0%	2%	1%
Postdoc, Resident, or Fellow	0%	2%	13%	10%
Professional or Graduate Student	0%	1%	10%	2%
Staff Scientist or Researcher	0%	2%	9%	6%
Professor Emeritus/Retired	1%	3%	1%	3%
Undergraduate Student	0%	0%	2%	0%
High School Student	0%	0%	0%	0%
Not Disclosed	2%	3%	16%	5%
Other Answer	1%	1%	3%	2%
<b>Response Rate</b>	<b>70%</b>	<b>57%</b>	<b>5%</b>	<b>5%</b>

Data are shown as a percentage of respondents to this question.

## Highest Degree Earned

In this question, individuals were asked about their highest degree that they most prefer to associate. The selection options were High School Diploma or Equivalent, Some College (No Degree), Associate Degree, Bachelor's Degree, Master's Degree, Professional Degree (e.g., MD, DO, PharmD), Doctorate (e.g., PhD), Dual Degree (e.g., MD/PhD), I prefer not to disclose, and I prefer to disclose as [open text field].

**Table 6. Highest degree earned for editors, editorial board members, authors and reviewers.**

	Editors	Editorial Board	Authors	Reviewers
High School Diploma or Equivalent	0%	0%	1%	0%
Some College, No Degree	0%	0%	0%	0%
Associate Degree	0%	0%	0%	0%
Bachelor's Degree	0%	0%	6%	1%
Master's Degree	0%	0%	8%	2%
Professional Degree (e.g., MD, DO, PharmD)	5%	10%	8%	9%
Doctorate (e.g., PhD)	83%	71%	47%	68%
Dual Degree (e.g., MD/PhD)	8%	14%	11%	14%
Not Disclosed	3%	3%	18%	6%
Other Answer	0%	1%	1%	1%
Response Rate	59%	51%	5%	5%

Data are shown as a percentage of respondents to this question.

## First-Generation Advanced Degree Holder

In this question, we asked individuals if they are or anticipate being a first-generation advanced degree holder. The selection options were yes, no, and I prefer not to disclose.

**Table 7. First-generation advanced degree holders for editors, editorial board members, authors and reviewers.**

	Editors	Editorial Board	Authors	Reviewers
Yes	55%	47%	34%	41%
No	34%	41%	31%	38%
Not Disclosed	11%	12%	35%	21%
Response Rate	36%	32%	4%	3%

Data are shown as a percentage of respondents to this question.

## LGBTQIA+ Status

In this question, individuals were asked if they identify as LGBTQIA+. The selection options were yes, no, and I prefer not to disclose.

**Table 8. LGBTQIA+ status among editors, editorial board members, authors and reviewers.**

	Editors	Editorial Board	Authors	Reviewers
Yes	17%	11%	8%	10%
No	72%	78%	66%	75%
Not Disclosed	11%	11%	26%	15%
Response Rate	60%	48%	5%	5%

Data are shown as a percentage of respondents to this question.

## Disability Status

In this question, individuals were asked if they identify as having a disability. The selection options were yes, no or I prefer not to disclose.

**Table 9. Disabilities among editors, editorial board members, authors and reviewers.**

	Editors	Editorial Board	Authors	Reviewers
Yes	14%	11%	8%	11%
No	79%	77%	68%	74%
Not Disclosed	7%	12%	24%	15%
Response Rate	48%	39%	4%	4%

Data are shown as a percentage of respondents to this question.

## CONCLUSIONS

In summary, inclusive efforts in scientific publishing enable us to embrace a wide range of perspectives, breaking down barriers and creating an environment in which all researchers have the opportunity to thrive and contribute meaningfully to the scientific community. Embracing these principles helps to ensure scientific knowledge is not only comprehensive but also reflective of the wide array of human experiences.

As with any survey, there are several limitations to consider. First, we anticipated that some individuals would choose not to complete the demographics survey. To fully respect that personal choice, we provided a way for individuals to opt out of each question by responding “I prefer not to disclose.” In addition, we provided an opportunity in the survey to allow individuals to self-identify with their preferred language if survey response options provided were not sufficient. Our response rates varied greatly, ranging from 2% to 5% for authors and reviewers. For editors and editorial board members, the response rates were higher. Our survey required that individuals log into their accounts to answer the demographics questions. Corresponding (or submitting) authors are more likely to log into our system than other contributing authors. Therefore, the findings in this survey likely do not fully represent the extent of diversity at APS Publications.

Our aim is to utilize the demographics data to find avenues for improving inclusivity within our publication portfolio. We have already begun some activities. For example, APS Publications has aligned its publishing activities

with the APS Women’s Health Research Initiative in 2024-2025, which aims to increase the scientific understanding of conditions that are specific to women, affect women, or affect women differently than men. In addition, APS and many of our journals have prioritized the study of sex as a biological variable – see examples in [AJP-Heart and Circulatory Physiology](#) and [AJP-Cell Physiology](#) – through activities like conference programs, calls for papers, special collections, webinars, and podcasts. In addition, a recent publication in APS journals implemented [new guidelines on the use of sex and gender in cardiovascular research](#), along with [rigor and reproducibility expectations](#) for their use.

We are committed to collaborating with the APS community to identify meaningful ways to support everyone who wishes to engage with APS Publications. These important conversations are already taking place within our journals. For instance, a recent [editorial by Robinson et al. explored how APS can better support and elevate Black physiologists within our community](#). In another example, Moreira *et al.* discussed the importance of survey demographic questions to foster inclusion in medicine and [research and reduce health inequities for LGBTQIA2S+ individuals](#). We will continue to encourage further opportunities to foster inclusivity.

We are also excited to expand our initiatives dedicated to early-career professionals. Currently, we are delighted to offer several successful programs for early-career individuals, such as the [APS Reviewer Training Program](#), [AJP-Renal Physiology Early Career Editorial Fellowship Program](#), [AJP-Lung Cellular and Molecular Physiology Editorial Board Fellowship](#), and [Physiological Reviews Early Career Editorial Board](#). We will work with the community to identify new opportunities for the future.

We are committed to ensuring that APS Publications has provided a safe space for sharing demographics details. To safeguard the confidentiality of each person who completed the survey, we will not share individual answers to any of the questions. We wish to extend our gratitude to every person who was willing to complete the survey. From the data gathered, we can monitor how future demographics-related initiatives affect our community. With the completion of this survey and data, we will turn toward determining the best strategies to improve inclusiveness within our publishing portfolio. We look forward to working with the APS community and receiving input on advancing these principles in our journals in the coming years.

## ACKNOWLEDGEMENTS

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# APPENDIX

The full list of questions of the demographics survey presented in the submission platform eJournalPress (eJP) are presented below. Questions

allowing a single selection are denoted with “toggle” buttons (circles) whereas those allowing for multiple selections are shown with “checkboxes” (squares).

### Demographics

**Explanation of Purpose**  
We are collecting the information below to **increase our understanding of who submits and reviews for APS journals** and to **improve our diversity efforts** in all areas of journal operations. The information below will be kept confidential by the journal. No information that is provided will be shared with editors or reviewers. Any information we use will be reported in aggregate form only and will be used to guide the expansion of the journal's stakeholder community. **While each question must be answered, you may choose "I prefer not to disclose" for any questions you don't feel comfortable answering.**

Notes:

- Language, particularly in relation to identity, involves social constructs which evolve over time. The questions below are not meant to label individuals but are meant to be helpful functional descriptors.
- "I prefer not to disclose" should be selected for any question that potentially conflicts with any privacy, data protection, or other relevant domestic laws that preclude you from providing this information, even if anonymized.

**1. What is your year of birth? Leave blank if prefer not to disclose.**

?

**2. With which institution type are you currently affiliated? (check all that apply).**

- I Prefer not to Disclose
- Baccalaureate Colleges (primarily undergraduate institutions, PUI)
- Community Colleges (Associates Degree or mixed Associate/Baccalaureate)
- Doctoral Universities
- Government Organization
- Industry or For-Profit Organization
- International Academic Institutions not Otherwise Described
- Master's Colleges and Universities
- Nonprofit Organization
- Professional Schools (Health Professions): Degrees Range from Baccalaureate to Doctoral
- Tribal Colleges, Historically Black Colleges or Universities, or Primarily Minority-Serving Institutions
- Other:

**3. Which of the following describes your current position? (check all that apply).**

- I Prefer Not to Disclose
- Full Professor or Analogous
- Associate Professor or Analogous
- Assistant Professor or Analogous
- Adjunct Professor or Analogous
- Instructor or Analogous
- Postdoctoral Scholar, Resident, or Fellow (MD, PhD, or MD/PhD)
- Professional or Graduate Student
- Staff Scientist or Researcher
- Professor Emeritus or Retired
- Undergraduate Student
- High School Student
- I Prefer to Identify As:

**4. What is the highest degree achieved with which you most prefer to associate?**

- I Prefer Not to Disclose
- High School Diploma or Equivalent (e.g., GED)
- Some college, no degree
- Associate Degree (e.g., AS)
- Bachelor's Degree (e.g., BS)
- Master's Degree (e.g., MS)
- Professional Degree (e.g., MD, PharmD, DO)
- Doctorate (e.g., PhD)
- Dual degree (e.g., MD/PhD)
- I Prefer to Identify As:

**5. Are you, or do you anticipate being a first-generation advanced degree holder?**

**6. Which races/ethnicities do you self-identify? Please mark all that apply.**

- I Prefer Not to Disclose
- Black
- Caribbean
- Central or South African
- East Asian
- Indigenous/First Nation/Pacific Islanders
- Latin or South/Central American/Hispanic
- Middle Eastern
- South Asian
- South East Asian
- White
- I Prefer to Identify As:

**7. With which of the following do you most closely identify?**

- I Prefer Not to Disclose
- Woman
- Man
- Transgender woman
- Transgender man
- Non-binary/non-conforming
- I prefer to Identify as:

**8. Do you identify as LGBTQIA+?**

**9. Do you identify as having a disability?**

**10. Preferred Pronouns**

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