Getting ready for HOT 52nd Annual Meeting

Dear HOT colleagues and friends,

The board members of The Hispanic Organization of Toxicologists (HOT) have been busily planning the events for the 52nd Annual Meeting in San Antonio, Texas. This includes fund raising to support the HOT travel awards, updating by-laws, and planning for the annual reception. We are anticipating that this meeting will be successful with respect to increasing scientific presence of HOT members in both the scientific and mentoring sessions.

An important role of HOT is to provide travel awards to students and postdoctoral trainees working in the area of toxicology research. The HOT travel award is offered to outstanding young scientists of Hispanic origin to help with the associated costs of presenting their research at and attending the SOT Annual Meeting. We are looking forward to receiving numerous applications and abstracts to maintain a high-caliber competitive travel awards to deserving students and postdoctoral fellows. We encourage the participation of all Hispanic students and postdoctoral trainee members in the award process.

On behalf of the board members I would also like to indicate that a recent change to the HOT bylaws will now allow Non-SOT members to become HOT members. We anticipate that this will increase membership in HOT, increase our presence in the worldwide toxicology community, and enable the expansion of HOT as part of the global outreach of the SOT.

Finally, as a member of the SOT for more than 20 years, the annual SOT meeting is an opportunity to reconnect with colleagues around the world scientifically and socially as we become an international organization. Although the SOT meeting is packed with talks, meetings, and receptions, I extend an invitation to all to attend the HOT reception that is a time to relax, enjoy the company of your HOT colleagues and network with new friends.

Best wishes over the Holiday Season!

Leslie Recio, Ph.D, DABT
HOT President
Building Bridges Through Toxicology
Dear HOT Member,

During the last four years, our organization has achieved tremendous progress and growth. To continue with that trend the HOT Board is preparing an exciting HOT Annual Meeting for 2013. We are thankful for your support and help during this year, but we want to ask you to keep contributing with HOT and, if you still are not involved, we want to tell you that this is an excellent time to do that.

Yes, that is right, this is the time of the year when HOT starts receiving voluntary contributions. This contribution is tax deductible, it will be recognized on our webpage and in Toxenlaces, but most importantly, it will help us tremendously to cover expenses for the annual meeting. The contribution amount is suggested as follows:

- HOT Members $50 or more
- HOT students and postdocs $25 or more

Be as generous as you can with the organization and thank you for your altruism. Please make your check payable to Society of Toxicology, writing in the memo section Contribution for HOT-SIG. Mail your check to:

Society of Toxicology
1821 Michael Faraday Drive, Suite 300
Reston, VA 20190

Or if you want to pay by credit card, please contact Raul Suarez at (703)-438-3115 ext. 1461 indicating you want to contribute to HOT-SIG by credit card.

Remember to send your contribution not later than the end of December of this year to claim your tax deduction for 2012.

For any questions you may have, please contact Les Recio, HOT President, at lrecio@ils-inc.com, or Betina Lew, HOT Vice President, at lew.bj@pg.com.

Best Regards,

HOT-Officers Board
Building Bridges through Toxicology
http://www.toxicology.org/isot/sig/hot/
Dear HOT Students, Postdocs and Mentors,

Our organization offers Travel Awards for the annual Society of Toxicology meeting for students and postdocs of Latino/Hispanic origin. The time to apply is between the moment you know your abstract has been approved for presentation at SOT and January 12th 2013, 11:59 PM EST.

The HOT travel award is offered to outstanding young scientists to help with associated cost when attending and presenting their research at the SOT Annual Meeting. Applications are judged by a panel of scientists based on the scientific merits of the SOT-approved abstract (rationale and scope, experimental procedures, results, conclusions and advancement of toxicology) and a letter of recommendation from the mentor. HOT offers up to 4 Travel Awards each year, depending on availability of funds from sponsor donations. The Award consists of $750 and a beautiful plaque for your lab or office space.

IMPORTANT: Before applying, please check with your institution that you will be allowed to accept the award money, as some institutions (especially government) may have specific rules for accepting awards, and may not allow their trainees to receive an award funded by a for-profit company.

HOT will give preference to first-time applicants with quality research and previous winners may apply with the understanding that their probability to obtain a second award may be linked to funding availability after first-time applicant winners have been chosen.

To apply candidates should comply with the following:

✓ Applicant must be undergraduate, graduate or post-graduate (postdoctoral) fellow.
✓ Applicant must be SOT and HOT member (or applicant) of Latino/Hispanic origin.
✓ Applicant must be first author of the abstract submitted to the SOT Annual Meeting.
✓ Applicant must submit a copy of the complete abstract accepted by SOT and a letter of recommendation from mentor (not to exceed one page).
✓ Documents must be received by January 12, 2013.

Instructions are also available at http://www.toxicology.org/isot/sig/hot/awards.asp.

Please send your documents via e-mail to the following 2 HOT officers (it is important to send to both people, in case one email gets lost):

Minerva Mercado-Feliciano, HOT Awards Committee Chair, mercadofelicit@niehs.nih.gov
Betina Lew, HOT Vicepresident, lew.bj@pg.com

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**Section**

**HOT Travel Awards 2013**

By Minerva Mercado-Feliciano
HOT Councilor, Awards Committee Chair

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**HOT Sister Organizations**

AETOX – http://www.aetox.com
Asociación Latinoamericana de Toxicología – http://www.alatox.org/somos/index.html
Asociación Toxicológica Argentina – http://www.ataonline.org.ar
Center of Environmental and Toxicological Research – University of Puerto Rico – http://cetr.rcm.upr.edu
Ritsq - http://www.ritsq.org
Sociedade Brasileira de Toxicologia – http://www.sbtox.org.br/
Sociedad Cubana de Toxicología
Society for Risk Analysis Latin America – http://www.srala.org/
Toxicología Acuática Ambiental, Medicina Veterinaria-Universidad Nacional de Colombia http://www.docentes.unal.edu.co/lfgonzalezma
Universidad de Cartagena – http://reactivos.com
Over the past 10 years, jobs in the area of sciences, technology, engineering, and math (STEM) have grown three times faster than non-STEM jobs. That was reported in a study (July 2011) by the United States Department of Commerce (U.S. DoC). The study estimates that the STEM career sector will grow 17% between 2008 and 2018, whereas non-STEM jobs are projected to grow by about half that rate (~9.8%). The study also mentions that STEM workers command higher wages earning 26% more than their non-STEM counterparts. Moreover, more than two-thirds of STEM workers have at least a college degree when compared to less than one-third of non-STEM workers (Langdon et al, 2011).

It has been reported that Latinos earned only a small percentage of the certificates and degrees awarded in STEM programs in 2009–2010, and that most Latinos in the STEM workforce are in lower-paying jobs. A Forbes article from Nov 2011 entitled “Are Hispanics America’s Next Great STEM Innovators?”, mentions that “As Americans seem to be eschewing key white-collar STEM jobs too, now comes the next and most important chapter of the Hispanic immigration experience in America: how to move from low-paying, but steady work as America’s default blue collar labor force, to the leaders of the STEM education revolution” (Crotty, 2011). If Hispanics are projected to account for 75% of the growth in the nation’s labor force between 2010 and 2020, then it is up to Latinos currently in the STEM workforce to encourage succeeding generations to also enter STEM fields in order to meet the demand. Relevant to that point, it has been mentioned that "accelerating the growth of Latinos with degrees or certificates in STEM is “critical” in order to meet the nation’s workforce needs” (Whisisemore, 2012).

So how are Latinos currently doing in STEM jobs? Another U.S DoC study noted that Hispanics only account for 6% of all STEM workers while accounting for 14% of the total U.S. workforce (Beede et al, 2011). Hispanic population in STEM only grew a mere 1% from 2000 to 2009. Not surprisingly, less than one-sixth of Hispanics (14%) have bachelor's degrees. Of these, about 22% have a STEM degree. And lastly of those with a STEM degree, roughly 31% are in the physical & life sciences (which includes toxicology for our purposes). Another point to consider is that Hispanics have been consistently underrepresented in STEM jobs since 2000. We are still only half as likely to work in a STEM field. The same study states that “By increasing the numbers of STEM workers among currently underrepresented groups through education we can help ensure America’s future as a global leader in technology and innovation” (Beede et al, 2011).

The reasons for the lower participation of Latinos in STEM are various but educational cost is a critical factor. A May 2012 study by the Center for Urban Education funded by the National Sciences Foundation found that Latino students’ tendency to borrow at high rates for their undergraduate education limits their ability to pursue a graduate education. “For Latino students, who average higher levels of financial need than any other racial-ethnic group, a recurring concern has been that debt aversion, or a reluctance to borrow, constrains college choices and limits access to institutions with higher sticker prices, like privates and highly selective colleges and universities,” the study notes. “This is a particular concern because these same highly selective institutions often have more extensive and wide-ranging academic programs in STEM fields.” Furthermore, Latinos graduating with high undergraduate debt are 17% less likely than those with no debt to pursue more education in the two years following graduation. But debt alone isn’t a deterrent, as the study also found that Latinos with low debt are almost less likely as those with debt (14 vs 17%, respectively) to pursue an advanced degree (Unmuth, 2012).

So, what are some viable options for increasing the numbers of Latinos in STEM fields like toxicology? According to the Center for Urban Education, a few direct impact ideas include: 1) Expanding research assistant and work-study opportunities in STEM areas at colleges and universities serving large Latino enrollments (such as Hispanic serving institutions or HSIs), and 2) Monitoring HSIs with Title V STEM funds to ensure efforts for promoting Latino students’ success (Unmuth, 2012). Other ideas include maximizing communication via social media and all available sources on scholarship and funding opportunities for Latino students pursuing (or considering pursuit of) a STEM degree. Those of us already in STEM fields also play an important role for
The Society of Toxicology Postdoctoral Assembly (PDA) invites nominations for officers of the PDA 2013–2014 Board. They are seeking candidates for the positions of Vice-Chair, Secretary, Treasurer, and two Councilor positions. The duties performed by each officer are listed on their website.

To qualify individuals must be:

1. An SOT member.
2. In a postdoctoral position by February 1, 2013.
3. A postdoc for more than half of the term of service (May 1–April 30).
4. Cannot serve as a postdoc rep to any SOT committees or SS, RC, or SIG during the term of office.

If you would like to nominate a postdoctoral scholar (self-nominations are welcome), please contact SOT Headquarters with “PDA Board Nomination” in the subject line. Be sure to include the name of the nominee, the institution at which the scholar serves, telephone number, and email address. They will be accepting nominations until December 7. Online election ballots will be available in January.

More information about PDA activities can be found on their website. You can also contact Kelly Chandler with any inquiries at chandler.kelly@epa.gov with the subject line “PDA Board Inquiry.”

Serving as a PDA officer is a great opportunity to learn about the inner workings of SOT, as well as to meet the needs of your peers and guide the future of your postdoctoral colleagues.

References:
http://www.esa.doc.gov/sites/default/files/reports/documents/educationsupportsracialandethnicequalityinstem_0.pdf


http://www.esa.doc.gov/sites/default/files/reports/documents/stemfinalyjuly14_1.pdf


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News Flash!!!

HOT wants you be part of our organization! To make it available to everyone, HOT now is accepting applications from non-SOT members to become HOT members. Yes, that is right!! Now you only have to have the desire to collaborate with and be part of our great organization.

Being a HOT member provides valuable resources throughout your scientific career with networking through the largest Hispanic toxicologist community, opportunity for Travel Awards or serving as a mentor to the young Hispanic toxicologists; besides you receive Toxenlaces newsletters every two months.

Application and more information can be found at Non-SOT Member Application.

So, what are you waiting for? We are looking forward for receiving your application today!!

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Announcement

The Society of Toxicology Postdoctoral Assembly (PDA) invites nominations for officers of the PDA 2013–2014 Board. They are seeking candidates for the positions of Vice-Chair, Secretary, Treasurer, and two Councilor positions. The duties performed by each officer are listed on their website.

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References:
http://www.esa.doc.gov/sites/default/files/reports/documents/educationsupportsracialandethnicequalityinstem_0.pdf


http://www.esa.doc.gov/sites/default/files/reports/documents/stemfinalyjuly14_1.pdf

Toxenlaces is Counting on You

**Toxenlaces** is the newsletter that informs Hispanic toxicologists in the United States and the international Spanish and Portuguese-speaking scientific communities about important toxicological events and issues occurring in our countries. It is electronically published and distributed to our membership and Sister Organizations in Ibero-America. **Toxenlaces** disseminates critical dates for events, health perspectives, and funding and training opportunities. It serves as a toxicology forum for our members and other partner organizations, engages in educational outreach to the Hispanic communities and provides the essential elements to support networking among Hispanic toxicologists.

**Toxenlaces** is open to receive collaborations from HOT and SOT members, and Sister Organizations. You can collaborate with short scientific articles, news or notes related with toxicology. Other ways to collaborate is by nominate your peers or yourself for the sections Featured Trainee and When I Grow Up. For more information about collaborating with Toxenlaces send an em ail to Veronica Ramirez (Toxenlaces Editor) at vramirez@usouthal.edu

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<thead>
<tr>
<th>Date</th>
<th>Event Description</th>
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<tr>
<td>Dec 1-31</td>
<td>Several deadlines to apply for SOT awards for regional chapters, SIG and SS, some are (for complete list visit <a href="http://www.toxicology.org/ai/af/awards.aspx">http://www.toxicology.org/ai/af/awards.aspx</a>) :</td>
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<tr>
<td></td>
<td>Graduate Student Achievement Award, Northern California, RC</td>
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<td>Postdoctoral Fellow Achievement Award, Women in Toxicology, SIG</td>
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<td>Best Paper Award, Biotechnology, SS</td>
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<td>Student Travel Award, Inhalation and Respiratory, SS</td>
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<td>Dec 3-4</td>
<td>2nd Annual BioSafe Europe Meeting, in Switzerland</td>
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<td><a href="http://www.bio.org/events/conferences/biosafe-meetings">http://www.bio.org/events/conferences/biosafe-meetings</a></td>
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<td>Dec 4 - 6</td>
<td>PRIM&amp;R, 2012 Advancing Ethical Research Conference, in San Diego, CA</td>
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<td>Dec 7</td>
<td>Deadline for SOT Postdoctoral Assembly nominations for the 2013-2014 Executive Board</td>
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<td><a href="https://www.toxicology.org/ai/spd/PD.asp">https://www.toxicology.org/ai/spd/PD.asp</a></td>
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<td>Dec 9 - 13</td>
<td>13th RCMI (Research Centers in Minority Institutions) International Symposium on Health Disparities, in Puerto Rico.</td>
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<td><a href="http://www.rcmibiennial.org/">http://www.rcmibiennial.org/</a></td>
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<td>Dec 11</td>
<td>Toxicology and Sustainable Molecular Design Conference, in CT</td>
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<td><a href="http://www.epa.gov/region1/tsmd/">www.epa.gov/region1/tsmd/</a></td>
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<td>Jan 25</td>
<td>Deadline for Early Bird Registration to attend the 52nd SOT Annual Meeting</td>
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2013 HOT-SOT Annual Meeting Sponsors

The Hispanic Organization for Toxicologists (HOT) is a Special Interest Group (SIG) within the Society of Toxicology integrated by professionals of Hispanic origin with expertise in scientific areas associated with Toxicology. HOT membership is diverse representing industrial, academic, governmental, and commercial organizations from the USA and Ibero-American countries. It serves as a focal point for interaction, fellowship, networking, and professional development among Hispanic Toxicologists in the United States and the international Spanish and Portuguese-speaking scientific communities with emphasis on outreach to the Hispanic population and it operates in compliance with Section 501(c)(3) of the Internal Revenue Code. Please visit our web site at http://www.toxicology.org/isot/sig/hot.

Corporate sponsorship will help HOT bring together Hispanic Toxicologists in the United States and international Spanish and Portuguese-speaking Toxicologists attending the 2013 SOT Annual Meeting in San Antonio, Texas, March 10-14th for interaction, networking, mentoring, and expanding the SOT outreach efforts in global toxicology. Your organization’s sponsorship will help sustain HOT’s effort to promote scientific excellence in toxicology. HOT offers Travel Awards to support Students and Postdocs in the United States and other countries to offset the cost for presenting their research at the SOT Annual Meeting. HOT activities also include the evening reception and dinner sponsorship and bimonthly publication of our newsletter Toxenlaces. Your sponsorship also helps increase your organization visibility to SOT and HOT members, annual meeting attendees, and the international Spanish and Portuguese-speaking scientific communities, and provides opportunities for recruiting young scientist and experienced toxicologists to your company.

There are four levels of sponsorship available, as follows:

**HOT Distinction Level 1:** Evening Reception Sponsorship, $1,700 or more
**HOT Distinction Level 2:** Distinguished Hispanic Toxicologist Lecture & Luncheon Sponsorship, $1,200
**HOT Distinction Level 3:** Student & Postdoctoral Travel Awards Sponsorship, $800
**HOT Distinction Level 4:** Toxenlaces Publicity Sponsorship, $500

If you would like to sponsor any of these events of HOT at the 2013 SOT meeting, please send your check payable to “Society of Toxicology Fund for HOT-SIG” and mail to Society of Toxicology Fund, 1821 Michael Faraday Drive, Suite 300, Reston, VA 20190. If you have any further questions or need clarification, please email your inquiries to Ranulfo Lemus-Olalde, Ph.D, DABT, Treasurer, ranulfo.lemus-olalde@arcadis-us.com.

2013 HOT-SOT Annual Meeting Sponsorship Opportunities

**HOT Distinction Level 1: **HOT Evening Reception Sponsorship Benefits ($1,700 or more)
- Prize drawing box in your booth for a HOT drawing – two prizes awarded. Attendees will drop their business cards at your booth.
- Special front-page sponsorship acknowledgement in the February-March 2013 HOT Newsletter, Toxenlaces, copies available at the Annual Meeting HOT stand.
- Acknowledgment of your sponsorship and participation in the HOT Reception Night in a special report about the event in the April-May 2013 Toxenlaces, including pictures.
- Special sponsorship acknowledgement in the HOT Web site and Toxenlaces Newsletter (June 2012 through May 2013).
- Five invitations to the HOT Reception Night.

**HOT Distinction Level 2: **Distinguished Hispanic Toxicologist Lecture or Lunch & Learn Sponsorship Benefits ($1,200)
- Special sponsorship acknowledgement in the February-March 2013 HOT Newsletter, Toxenlaces, copies available at the Annual Meeting HOT stand.
- Acknowledgment of your sponsorship and participation in the HOT Reception Night in a special report about the event in the April-May 2013 Toxenlaces, including pictures.
- Special sponsorship acknowledgement in the HOT Web site and Toxenlaces Newsletter (June 2012 through May 2013).
- Four invitations to the HOT Reception Night.

**HOT Distinction Level 3: **Student & Postdoctoral Travel Awards Benefits ($800)
- Recognition in the February-March 2013 HOT Newsletter, Toxenlaces, copies available at the Annual Meeting HOT stand.
- Acknowledgment of your sponsorship and participation in the HOT Reception Night in a special report about the event in the April-May 2013 Toxenlaces, including pictures.
- Special sponsorship acknowledgement in the HOT Web site and Toxenlaces Newsletter (June 2012 through May 2013).
- Three invitations to the HOT Reception Night.

**HOT Distinction Level 4: **Toxenlaces Publicity Sponsor Benefits ($500)
- Recognition in the HOT Web site and Toxenlaces Newsletter (June 2012 through May 2013).
- Two invitations to the HOT Reception Night.