

Policy for Drosophila Reserve Fund-- Trainee Awards

The Drosophila Reserve Fund will be used to support efforts to increase trainee participation, equity and diversity in our community, with the goal of generating and maintaining a vibrant Drosophila research community. The Drosophila Reserve Fund shall be invested as directed by the Fly Board and recommended by the Treasurer to the Genetics Society of America (GSA). GSA shall report on the investment each year to the Drosophila Board Treasurer.

It is suggested that individual awards not exceed \$599.00/individual, which is the largest amount that can be awarded without a tax burden on the recipient. Consultation with GSA would be needed to make larger awards, or other types of donations to support Trainees. In the future, if the amount changes in terms of tax reporting, the award can be increased by a vote of Fly Board members (see changes in spending below). It is suggested that award amounts be proportional to needs. For example, online meeting attendance does not cost as much as in-person meeting attendance.

It is anticipated that award amounts will not exceed ~5% of the total account value each year. The total award amount that will be spent that year will be decided by the President, and Treasurer, in consultation with the GSA accountant. It is suggested that a three-year average return rate be used to inform on amounts that will be withdrawn for Trainee Awards each year. The amount will be discussed and approved by the Fly Board by a majority vote of elected members at the Fly Board meeting. The goal is to grow the principal and spend some of the earnings, so there will be a fund to support trainees well into the future.

The Drosophila Trainee Award Committee can decide how to award money to Trainees. Suggestions for use of the funds include travel support to attend the GSA Drosophila Research Conference (DRC), or programs for pre-high school, high school, and college students to gain knowledge of Drosophila research. In the case of travel awards, the committee may consider criteria such as diversity, equity and inclusion, child-care needs, scientific merit, and financial needs. The committee will work with the Fly Board President to decide on the programs and criteria each year. The Treasurer will work with the GSA accountant to initiate the payment process. The awards will be made in-line with the GSA procedures and tax rules.

Drosophila Trainee Award Committee

The committee will be chaired by the Drosophila Board Treasurer and comprised of three Fly Board Regional Representatives that are appointed by the President. An additional Trainee representative on the committee is encouraged. The award committee term is the one-year period between two Fly Board meetings that have typically occurred in conjunction with DRC/The Allied Genetics Conference (TAGC). The goal will be to have at least one committee member have overlapping terms across years, for continuity. On rare occasions, the committee can recommend awards be given to non-trainee Drosophila community members, but this would need to be approved by the President. The goal is to support current and future Drosophila trainees and build a vibrant, equitable and diverse community.

Guidance to make a call for Drosophila Trainee Awards

It is possible that the committee will be evaluating a range of applications, including awards for registration and/or travel to the DRC, and awards to support college, high school and pre-high school students to spark and support interest in Drosophila research. It is suggested that the Award committee work with GSA to make the online application and email notifications. It is

suggested that the call for applications occurs in the Fall, with decisions made before registration fees are due for the DRC/TAGC. More than one call for applications per year may be warranted. The committee should consider that awards may be provided as a donation to an organization that works with the Trainees.

Suggestions to consider for application:

- 1) Check boxes or space to indicate the type of award (travel to conference, high school summer research etc).
- 2) Trainee information.
- 3) Request for a brief paragraph describing the efforts/goals/research that will be supported.

Changes in spending the Drosophila Reserve Fund

Any other uses of the Drosophila Reserve Fund resources would need approval by a majority vote of the Drosophila Board Members: Officers, Regional Representatives, PUI Representative, and International Representative. A vote would be called by the current President, with at least 15 votes cast in favor of the change, to make a change.