



PRESIDENT'S MESSAGE

At the beginning of this New Year, it is a real pleasure for me to write my first President's message. I feel strongly about soil science, and I consider it a privilege to serve as President of our national scientific society. As can be shown by the success of our annual meetings, the increasing quality of our Journal, and the sustained interest in our awards program, our Society is healthy and thriving. It is the wish of your new Council to maintain this momentum and hopefully to make a difference.

Last year was a busy one for the CSSS and our Council. First, under the leadership of our Past-President, Dave Lobb, and with the committee composed of Cindy Grant and Craig Drury, the Rules and Bylaws of the CSSS were completely revised. You all have had a chance to read and comment on them, and the revised version will be sent to you for voting in the coming weeks. The process should be completed before our next annual meeting. I would like to personally thank Dave, Craig and Cindy for completing this task which has not been trivial. We are not lawyers after all! I urge you to take the time to vote on our revised Rules and Bylaws which will take place as a mail-in ballot.

The other item which kept some of us busy was the Journal. As you will read in the Editor's message, Craig Drury and Council made some significant changes to the Editorial Board of CJSS. We trust that these changes will ensure the long term development of our Journal.

Following a very successful meeting in San Antonio, preparation for the upcoming meeting in Québec is well underway. The AQSSS is again very proud to host this joint meeting, and judging from what I am seeing around here, I can assure you that you will not regret participating. More information is presented later in the Newsletter, but if you are too anxious, you can go directly to aqsss.com for all the information needed! Just follow the Congress link.

As mentioned earlier, one of our main activities as a community is our Awards program. As President-Elect, Frank Larney is in charge this year. In addition to several awards targeted at students, the Fellow Award is one that is very important to our community. This award can only be granted if nominations are presented. I invite you to look around you and consider nominating a deserving colleague!

Finally, our Society could not function and develop without the precious involvement of Council members. There are significant changes this year. As Past-President, Cindy Grant is leaving Council, well not quite as she will still liaise with AIC for us! Thanks Cindy! Bert VandenBygaart is also leaving as Eastern Councillor and having done a great job as the Newsletter Editor. Lastly, Paul Bullock did a tremendous job with our accounts as Treasurer. He leaves Council with a healthy financial situation! Paul will also remain active this year to ensure a smooth transition with our new Treasurer. Speaking of which, I would like to welcome three new members on Council. First, our President-Elect, Frank Larney. Frank is familiar with the Society having previously served as Western Councillor and CJSS Editor. Our new Eastern Councillor is Isabelle Royer. Isabelle has much experience in volunteer work in the soils community having been involved with AQSSS for a number of years. In addition to looking after the Newsletter, Isabelle will liaise with AQSSS for the preparation of the 2012 meeting. Our new Treasurer is Kent Watson. Kent brings along a wealth of experience in management which I am sure will keep us on the right track financially. My last word on CSSS business goes to Steve Sheppard, our Office Manager. As President, I can testify first hand that Steve and his office (thanks Barb!) are playing a key role in the healthy operations of our Society.

I am looking forward to seeing you all in beautiful Lac-Beauport, just north of Québec City in a few months. And please, do not forget to vote on our new Rules and Bylaws!

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President

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President's Message (continued from Page 1)

MOT DU PRÉSIDENT

En ce début d'année, il me fait plaisir en tant que Président de notre société d'écrire ces quelques lignes. Ayant consacré toute ma vie professionnelle à la science du sol, je me sens privilégié de vous représenter à titre de Président cette année. Comme en témoignent le succès de nos congrès annuels, la qualité croissante de notre revue et l'intérêt constant envers notre programme de prix et reconnaissances, notre société se porte au mieux ! Le nouvel exécutif entend bien maintenir ce momentum.

L'année dernière a été bien chargée au niveau de l'exécutif. Avec l'aide de Cindy Grant et Craig Drury, notre président sortant, David Lobb, a mené d'une main de maître une révision complète de nos statuts et règlements. Vous avez tous eu la chance de les relire et de faire des suggestions en fin d'année. La nouvelle version vous sera envoyée pour vote dans les prochaines semaines. L'exercice sera complété avant notre prochaine assemblée générale. Je tiens à remercier personnellement Dave, Cindy et Craig pour ce travail qui n'a pas toujours été facile... Je vous rappelle qu'il est important que vous votiez pour approuver ces nouveaux statuts et règlements. Le vote se tiendra par courrier régulier.

Plus loin dans le bulletin, vous pourrez lire un mot du rédacteur de notre revue, Craig Drury. Des changements importants ont été apportés à sa gouvernance. Nous croyons que ces changements étaient nécessaires au développement de notre revue.

À peine sortis de notre congrès de San Antonio, nos collègues de Québec préparent déjà de façon assidue la tenue de notre prochain congrès. Encore une fois, l'AQSSS est fière d'organiser ce congrès conjoint avec notre société. D'après ce que je peux voir autour de moi, vous ne regretterez pas de vous joindre à nous en juin. Vous trouverez plus d'information dans ce bulletin, ou vous pouvez déjà aller à aqsss.com sous la rubrique congrès pour trouver toute l'information nécessaire.

Une des activités les plus importantes de notre société est notre programme de prix et reconnaissances. En tant que président élu, Frank Larney en a la responsabilité cette année. En plus d'une gamme complète de prix pour nos jeunes collègues étudiants, la reconnaissance de *Fellow* est particulièrement importante pour notre société. Je vous invite à ne pas hésiter à mettre en nomination un collègue qui pourrait le mériter.

Une société scientifique comme la nôtre ne pourrait fonctionner sans la participation volontaire des membres de l'exécutif. Celui-ci subit quelques changements cette année. En tant que présidente sortante, Cindy Grant quitte l'exécutif, enfin pas tout à fait puisqu'elle continuera à assurer la liaison avec l'IAC. Merci Cindy ! Bert VandenBygaert nous quitte également après un mandat de directeur de l'Est et rédacteur de notre bulletin. Enfin, Paul Bullock nous quitte en tant que trésorier en laissant derrière lui des états financiers en pleine santé. Paul assurera la transition avec notre nouveau trésorier. Trois nouveaux membres se joignent donc à l'exécutif. Notre nouveau président, Frank Larney connaît bien les rouages de notre société ayant déjà servi à titre de directeur de l'Ouest et rédacteur de notre revue. Notre nouvelle directrice de l'Est est Isabelle Royer. Isabelle nous arrive avec un bagage d'expérience en tant que membre de l'exécutif de l'AQSSS pendant de nombreuses années. Elle assurera aussi la liaison avec les organisateurs de notre congrès de Québec. Notre nouveau trésorier est Kent Watson. L'expérience de Kent en gestion nous assure qu'il saura garder nos finances sur la bonne voie. Mon dernier mot concernant les aspects opérationnels de notre société va à Steve Sheppard, notre gestionnaire. En tant que président, je peux témoigner que Steve et son bureau (merci Barbara !) jouent un rôle plus qu'essentiel dans le bon fonctionnement de notre société.

J'espère donc vous voir tous en grand nombre au magnifique Lac-Beauport en juin. Et surtout, n'oubliez pas de voter pour l'approbation de nos nouveaux statuts et règlements !

Denis Angers

CALL FOR CSSS AWARD NOMINATIONS, 2012

STUDENT AWARDS

There are a number of Awards aimed at promoting student participation in CSSS.

CSSS Student Travel Award

This Award was established in 1991 to encourage student attendance at the CSSS Annual Meetings and is available to any graduate student CSSS member. The Student Travel Award is \$600 with a maximum of 12 awarded annually. Our [2012 Annual Meetings](#) will be held jointly with L'Association québécoise des spécialistes en sciences du sol (AQSSS), June 3-8, 2012 at Lac-Beauport, Québec.

Go to www.csss.ca/index.php/awards for more details on the Student Travel Award and to download the application form. All applications must be submitted as e-mail attachments to Frank Larney (francis.larney@agr.gc.ca), Chair, CSSS Awards Committee by **March 30, 2012**.

CSSS Student Presentation Awards

The C.F. Bentley Award was initiated in 1983 to encourage and recognize excellence in oral presentations by students at the CSSS Annual Meetings. The Award honours [Dr. Fred Bentley](#) who was CSSS President in 1956-57 and inducted as a CSSS Fellow in 1973. The C.F. Bentley Award winner receives \$500, the first runner-up \$300, and the second runner-up \$200.

2. The President's Award was established in 1992 to foster excellence in student poster presentations as a means of disseminating research results at the CSSS Annual Meetings. The President's Award winner receives \$500, the first runner-up \$300, and the second runner-up \$200.

When submitting an abstract for the CSSS Annual Meetings, graduate students should indicate that they wish to be considered for a Student Presentation Award.

CSSS Undergraduate Book Award

This Award recognizes students at Canadian universities who demonstrate excellence in Soil Science at the undergraduate level. Award winners receive a copy of [Soil Sampling and Methods of Analysis](#) (2nd Edition), published jointly by CSSS and CRC Press in 2007. Candidates are nominated by their University department.

FELLOW, HONORARY MEMBERSHIP, SOIL SCIENCE FOR SOCIETY AWARDS

We all know someone who has made a significant contribution to Canadian soil science. The CSSS Fellow, Honorary Membership, and Soil Science for Society Awards represent your opportunity to make sure that this contribution is recognized. You need to nominate an outstanding colleague for one of these Awards in order for them to be eligible. The process is not complicated and the information needed is described on the CSSS website at www.csss.ca/index.php/awards. Take the time to submit an Award nomination for a deserving colleague before the deadline of **March 19, 2012!**

CSSS Fellow Award

This Fellow Award is bestowed upon CSSS members with a distinguished record of accomplishment in soil science and service to CSSS.

CSSS Honorary Membership Award

This Award honours non-members who have rendered valuable or special service to soil science.

CSSS Soil Science for Society Award

This Award is open to members or non-members who have made a significant commitment toward promoting soil science to the general public. The Award winner receives a plaque or certificate recognizing their contribution.

Please go to www.csss.ca/index.php/awards for more details on the nomination process for CSSS Fellow, Honorary Membership, or Soil Science for Society Awards. All nominations must be submitted via e-mail (Word or pdf attachments) to Frank Larney (francis.larney@agr.gc.ca), Chair, CSSS Awards Committee by **March 19, 2012**.



2012 CSSS Awards Committee
Frank Larney, AAFC, Lethbridge, AB
Anne Naeth, University of Alberta
Dan Pennock, University of Saskatchewan

CSSS Election Results

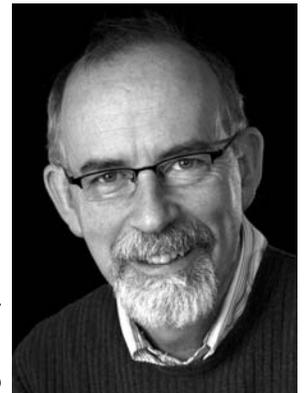
Congratulations to our newest CSSS Council Members beginning their terms in 2012:

President-Elect: Francis Larney
Treasurer: Kent Watson
Eastern Councilor: Isabelle Royer

Biographies:

Francis Larney, President-Elect

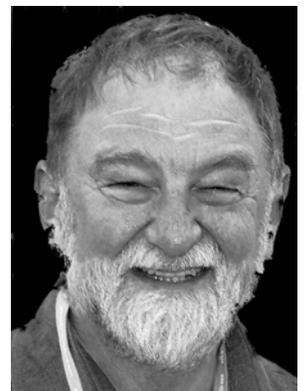
Dr. Frank Larney is a Research Scientist (1989-present) in Soil Conservation with Agriculture & Agri-Food Canada at the Lethbridge Research Centre in southern Alberta. He conducts research on erosion effects on soil productivity, feedlot manure composting, nutrient management, soil reclamation, soil quality and irrigated and dryland cropping systems. He has B.Agr.Sc. (General Agriculture, 1979), M.Agr.Sc. (Soil Science, 1981), and Ph.D. (Soil Science, 1985) degrees from The National University of Ireland, University College Dublin. Frank spent his early career in Ireland as a Research Officer (tillage, soil compaction) with The Agricultural Institute, Oak Park, Carlow (1981-86). He also gained research experience in the US as a Post-doctoral Research Associate (no-till, soil physics), Dept. of Agronomy, Purdue Univ., West Lafayette, Indiana (1986-88), and Australia as a Visiting Scientist (wind erosion), Dept. of Land & Water Conservation, Gunnedah, New South Wales (1997-98).



Frank joined CSSS in 1990. He has served as Western Councillor (2002-04), and Editor Canadian Journal of Soil Science (CJSS) [2006-08]. Other editorial duties include Associate Editor: Journal of Environmental Quality (2000-02); CJSS (2003-05). He fulfilled a 4-yr term (1999-2002) with the Alberta Soil Science Workshop Committee, the provincial soils organization in Alberta. He was an Adjunct Professor, Dept. of Renewable Resources, Univ. of Alberta (1995-2004) and is currently an Adjunct with the Dept. of Soil Science, Univ. of Manitoba. Frank has authored/co-authored 114 peer-reviewed scientific publications, 13 book chapters, and 250+ conference proceedings, abstracts or posters. He has actively promoted soil conservation to farmer/commodity groups at local, provincial, and regional (Prairies) meetings/workshops/field tours. He has given national and international presentations including invited keynote papers in China and Kazakhstan. Frank was recognized for his contributions to Canadian soil science with a CSSS Fellow Award in 2010.

Kent Watson, Treasurer

Kent Watson obtained his BSc. in Geology from UBC in 1974. He became a research assistant in the UBC Faculty of Forestry in 1973 and from there completed his MSc. in Agriculture through the Department of Soils Science in 1977. He specialized in Remote Sensing, Range Ecology and Soil Classification. He taught at UBC from 1975 – 1979 both as a Teaching Assistant and Sessional instructor in the Faculty of Forestry. He was hired at Cariboo College in 1986 as a part time instructor and became full time in 1996. He began teaching soil science in 1994 at what is now Thompson Rivers University. In



CSSS Election Results (cont'd)

1997 he produced his first manual on describing soils in the field. This was revised and published as a field guide "Soils Illustrated – Field Descriptions" in 2007 and revised in 2009. He is a member of the Canadian Society of Soil Science and is actively involved with the Pedology Soils Sub Committee. He has been invited by the CSSS to write a chapter in the upcoming revision of the Canadian System of Soil Classification. That work, to be completed in 2013, will be modeled after his Soils Illustrated field guide. Kent is a firm believer that field work is essential. In this regard he has volunteered, over the last three summers, with other BC soil scientists, in delivering one week long soil field courses to university graduate and undergraduate students and professionals. He has extensive soil teaching (classroom and field) experience with various organizations and institutions within BC.

Isabelle Royer, Eastern Council:

Isabelle Royer is a Research Scientist with Agriculture and Agri-Food Canada in Québec City. She obtained her B.Sc.A. (Bio-Agronomie) from Université Laval, her M.Sc. in Soil science also from Université Laval, and her Ph. D. in Water Science and Environment from Université du Québec, le centre INRS-ETE in Québec. Her research and extension activities focus on improving the utilization of organic amendments, while minimizing their negative impact on soil and water especially with regards to heavy metals and phosphorus.



She has been a member of CSSS for several years. She is also the secretary of the AQSSS (Association Québécoise de Spécialistes en Sciences du sol) since 2000. She has been part of every organizing meetings since then, and especially the joint meeting between CSSS and AQSSS in 2007 in Duchesnay, Québec where she was in charge of registration and logistics. She is also in the organizing committee of the CSSS/AQSSS meeting in Québec in June 2012. She will be in charge of the scientific program with the chair of the organizing committee as well as the logistics. She was also in charge for eight years of editing the annual Newsletter of the AQSSS and she is looking forward to do the same for the CSSS Newsletter as Eastern Councillor of the CSSS.

Isabelle Royer est chercheure scientifique au Centre de recherche d'Agriculture et Agroalimentaire Canada de Québec. Elle a obtenu son B.Sc.A en bio-agronomie de l'Université Laval, une maîtrise en sciences du sol aussi de l'Université Laval et un doctorat en sciences de l'eau et de l'environnement de l'Université du Québec, Centre INRS-ETE à Québec. Ses activités de recherche se concentrent sur l'amélioration de l'utilisation d'amendements organiques, tout en minimisant leur impact négatif sur le sol et l'eau surtout en ce qui concerne les métaux lourds et le phosphore.

Elle est membre de la SCSS depuis plusieurs années. Elle est également secrétaire de l'AQSSS depuis 2000. Elle a fait partie de l'organisation de congrès scientifiques depuis cette date et en particulier le congrès conjoint entre la SCSS et l'AQSSS en 2007 à Duchesnay, Québec où elle était en charge de l'inscription et de la logistique. Elle fait également partie du comité organisateur du prochain congrès SCSS/AQSSS à Québec en juin 2012. Elle est en charge de la logistique du congrès ainsi que du programme scientifique avec le président du comité. Elle a aussi été en charge pendant huit ans de l'édition du Bulletin annuel de l'AQSSS et elle est impatiente de faire la même chose pour le Bulletin de la SCSS en tant que conseillère de l'est !

Soils in a changing climate: Friend or foe?
CSSS – AQSSS Joint Meeting
June 3-8, 2012, Manoir St-Castin, Lac Beauport, Québec.

Dear colleagues,

The organization of the joint meeting of the CSSS and AQSSS is progressing well and June is almost here (www.aqsss.com/spip.php?article157&lang=en).

We are delighted to announce that the on-line registration is now open at: www.aqsss.com/spip.php?article167&lang=en. Early-bird registration fee until May 2, 2012!

You can also view the Program-at-a-glance at: www.aqsss.com/spip.php?article170&lang=en.

Finally, you can submit your title and abstract on-line at: www.aqsss.com/spip.php?article172&lang=en. Submit your Abstract before April 13, 2012!

Highlights:

June 3: Special workshop on Digital Soil Mapping. Organized by the Canadian Land Resource Network (<http://www.csss.ca/index.php/clrn>). Open to all CSSS and AQSSS members (\$30). Contact: Daniel.saurette@agr.gc.ca or isabelle.perron@agr.gc.ca.

June 4: Opening plenary session: North American specialists will discuss the response and functioning of soils from various ecosystems (tundra, boreal forest, agricultural soils) under a changing climate.

Dr Hugh Henry, U. of Western Ontario: Soil functioning in a changing climate: too warm, too dry or too frozen?

Dr Andrei Lapenas, U. of Albany: Soil Nutrients Limit Spruce Acclimation to Warming.

Dr Serge Payette, NSERC Northern Research Chair: Podzolic soils and paleosols as records of climate and vegetation development during the Holocene.

Dr Dan Pennock, U. of Saskatchewan: title to come.

June 7-8: the meeting will close with a two-day field trip where you will be able to see soils developing under a climate gradient: from the St-Lawrence Lowlands to the Taiga (www.aqsss.com/spip.php?article171&lang=en).

We look forward to seeing you in Quebec!

The organizing committee

Reminder IMPORTANT DATES

Deadline for title and abstract submission	April 13, 2012
Early-bird registration deadline	May 2, 2012
Deadline for booking hotel rooms	May 2, 2012

(toll free: 1-877-845-5344).

Les sols sous un climat en évolution : amis ou ennemis ?
Congrès conjoint SCSS – AQSSS
3 au 8 juin 2012, Manoir St-Castin, Lac Beauport, Québec.

Chers collègues,

L'organisation du congrès conjoint de l'AQSSS et de la SCSS avance bien et juin approche à grands pas (www.aqsss.com/spip.php?article157).

Le comité organisateur est heureux d'annoncer que l'inscription en ligne est maintenant ouverte au : www.aqsss.com/spip.php?article167. Inscription à prix réduit jusqu'au 2 mai 2012 !

Vous pouvez également consulter le programme préliminaire au : www.aqsss.com/spip.php?article170.

Enfin vous pouvez dès maintenant soumettre votre titre et votre résumé en ligne au : www.aqsss.com/spip.php?article172. Vous devez soumettre votre résumé d'ici au 13 avril 2012 !

Points saillants :

3 juin : Atelier spécial sur la cartographie numérique des sols. Organisé par le Réseau canadien des terres (<http://www.csss.ca/index.php/clrn>). Ouvert à tous les membres de l'AQSSS et de la SCSS (30\$). Contact : daniel.saurette@agr.gc.ca et isabelle.perron@agr.gc.ca

4 juin : En session plénière, des spécialistes nord américains nous entretiendront du comportement des sols de divers écosystèmes nordiques (toundra, forêt boréale, sols agricoles) dans un contexte de changement climatique :

Dr Hugh Henry, U. of Western Ontario: Soil functioning in a changing climate: too warm, too dry or too frozen?

Dr Andrei Lapenas, U. of Albany: Soil Nutrients Limit Spruce Acclimation to Warming.

Dr Serge Payette, Chaire en recherche nordique du CRSNG: Les sols et les paléosols podzoliques comme registres de l'évolution du climat et de la végétation au cours de l'Holocène.

Dr Dan Pennock, U. of Saskatchewan : titre à venir.

7-8 juin : le congrès se terminera par une tournée terrain de deux jours qui nous permettra de voir les sols se développant sous un gradient climatique, des basses-terres du St-Laurent jusqu'à la taïga (www.aqsss.com/spip.php?article171).

IMPORTANT : ce congrès est accrédité comme formation à l'Ordre des Agronomes du Québec.

Nous vous y attendons en grand nombre!

Le comité organisateur

Rappel DATES IMPORTANTES

Soumission des titres et résumés	13 avril 2012
Inscription hâtive au congrès	2 mai 2012
Réservation de chambres	2 mai 2012

(sans frais : 1-877-845-5344).

Changes in the Editorial Board of the Canadian Journal of Soil Science (CJSS)

The structure of the CJSS Editorial Board has changed as a result of the increases in submissions. We now have three Editors for our journal instead of one to spread the workload, to ensure the continuity from one year to the next, and to decrease the turn-around time of papers (currently 57 days average time to the first contact with the author for regular issue papers). Dr. Joann Whalen has changed roles from being the Special Issues Editor to CJSS Editor, and Dr. Martin Chantigny has assumed the CJSS Editor role as well. Their help and support of our journal is very much appreciated!

Each of the Editors will serve a three-year term with one Editor retiring each year. In the third year of an Editor's term, he/she will be the Editor-in-Chief. In addition to handling 1/3 of the regular issue papers, the Editor-in-Chief will also represent the journal as a member of the Canadian Society of Soil Science (CSSS) Council, present the CJSS report at the CSSS AGM and represent the journal as a member of the Scientific Journals Committee (SJC). The SJC oversees the operations of the three AIC journals (Canadian Journal of Soil Science, the Canadian Journal of Animal Science and the Canadian Journal of Plant Science).

The following is the 2012 CJSS Editorial Board.

Editor-in-Chief: Craig F. Drury
Editor: Joann Whalen
Editor: Martin Chantigny

Special Issues Editor: Marie Boehm

Assistant Editor: O. Brian Allen

Associate Editors:

Lito Arocena	David Burton	Newton Lupwayi	Myrna Simpson	Claudia Wagner-Riddle
Angela Bedard	Jean Caron	Paul Sanborn	Jeff Strock	Xueming Yang
Nicolas Belanger	Richard Engel	Bing Si	Mario Tenuta	Noura Ziadi
J.P. Bellenger	Claudia Goyer	Steve Siciliano	Bert VandenBygaart	Francis Zvomuya

I would also like to express my sincerest appreciation to the retiring Associate Editors: Scott Chang, Denis Curtin, Annemieke Farenhorst, and W. Dan Reynolds.

Special Issues:

Marie Boehm is the new Special Issues Editor. We have one Special Issue that is in progress and one that will be open for submissions later this fall. The two Special Issues are:

Freeze-Thaw Processes and Frozen Soils with Barbara Cade-Menun, Martin Chantigny and Ymène Fouli as Guest Editors.

Long-term Field Sites for Agricultural Research and Monitoring: Past, Present and Future Importance. Guest Editors will be chosen after the CSSS Special session on this topic in June in Quebec.

Craig Drury
CJSS Editor

Musings by a CSSS Member on Organizational Change

It's the year end 2011 and I have just received notices to renew my memberships in AIC and CSSS. I have been a long-time member of both organizations and have had opportunities to participate in some of the working groups of AIC and as one of the Canadian coordinators representing the CSSS in several of the international partnership projects sponsored by AIC with funding provided by CIDA. So, what's new in these organizations that make it worthwhile to join and/or remain a member?

One topic of mutual interest that is attracting some attention in AIC is the awareness of gender in the membership component in agricultural and land resource sciences. Gender continues to be a cross-cutting theme of all international projects. Domestically, a notable change in recent years is the increasing presence and participation of women in attendance at workshops, field tours, conferences and seminars. Women are now a significant component of expertise in the mainstream of agricultural and land resource sciences. The question is: are these women represented fairly in the membership and functioning of professional organizations?

Mainstreaming a gender perspective in all types of activities (referred to as gender mainstreaming or GEM) is a globally accepted strategy for promoting gender equality. GEM recognizes that gender is a social construct and changes over time, locations and cultures and as a result, women and men have different experiences, expertise and knowledge. GEM is a strategy for making women's as well as men's concerns and experiences an integral dimension of the design, implementation, monitoring and evaluation of policies and programmes in all political, economic and societal spheres so that women and men benefit equally, and inequality is not perpetuated. (ECOSOC Agreed Conclusions, 1997/2). The ultimate goal is gender equality. (Note that the term "gender equity" means something different, as in pay equity.)

What follows are some reflections on how AIC and CSSS have responded to GEM, and some thoughts on how we might initiate greater involvement and participation of women in our professional organizations.

AIC's position on GEM - National Development

The focus on gender equality began with AIC's International Program Partners who have been addressing CIDA's gender equality policy in their organizational plans and activities. The goal of CIDA's gender equality policy is to support the achievement of equality between women and men to ensure sustainable development.

Since its founding in 1920, AIC has witnessed many changes. One of the most visible has been the increasing presence of women in the profession and their influence on the sector. AIC staff and members working with AIC's International Agricultural Program wanted to determine whether AIC was actively supporting the same philosophy of inclusion that our partners were striving for and whether the current gender profile of the profession was correspondingly reflected in its own membership, governance bodies, structures and programs.

In 2006 AIC established a gender equality task team (GETT) of AIC members and staff. The GETT hired consultants to conduct an institutional review and, based on the review, to develop a plan to work more closely with each area of the organization to determine the current status, what the barriers and challenges might be and how to promote and encourage gender equality.

In May 2009 the AIC CEO approved the AIC Gender Equality Policy which set a strong foundation for institutionalizing gender equality throughout AIC and identified the AIC board's responsibility to promote gender equality.

Canadian and international AIC members representing a wide cross-section of the organization volunteered to be members of the Gender Equality Mainstreaming working group (GEM) which is leading and undertaking activities that result in the adoption and integration of the AIC Gender Equality policy. See the Gender Equality link at AIC's website at <http://www.aic.ca/gender/index.cfm> for a link to policy, a case study, and resources.

The Broader Agriculture Sector

To assess and analyse AIC's programs and activities, it is important to relate AIC's gender statistics to the current status of gender equality within the agriculture sector.

As a starting point, the GEM gathered statistics from Faculties of Agriculture and examined enrolments by gender in

Musings by a CSSS Member on Organizational Change (cont'd)

diploma, undergraduate, graduate and post graduate programs at nine Canadian academic institutions. Over a number of years a notable difference was observed in the number of women enrolled in the bachelor's and Master's programs when compared to doctoral programs in agriculture. Females comprised 69% of students in the undergraduate studies, 63% at the Master's level and only 47% female at the PhD. Although these education statistics reasonably reflect equality in terms of numbers, is there a reason why this decrease occurs and what actions would promote more female scientists to attain a doctorate?

On the other hand, an examination of the gender disaggregated data for Canadian professional organizations and scientific societies shows the percentage of female members ranges from 20% to 34%, depending on the specialization and the year. This indicates that women professionals are under-represented as members in our organizations. This is a large potential growth area for recruiting memberships and begs the question about our current strategies to attract, recruit and retain female members.

Partnerships between CSSS and SSSSL, VSSS, and ESSS

CSSS has been partnered internationally with the Sri Lanka Soil Science Society, the Vietnam Soil Science Society and the Ethiopian Soil Science Society through AIC's International Agriculture Development Program. Throughout the results-focussed work of these societies, both gender and environment have been cross-cutting themes.

Baseline data from the start of each international project indicates that one of the results of GEM is a growth in both the number of women members and student members (male and female), and this is in countries where academic enrolment of women is lower than in Canada. But more than numbers, with women's active participation providing knowledge and making decisions the organizations have strengthened their effectiveness in designing and providing programs and services that better meet the interests and needs of both women and men members. Concerted efforts have facilitated the involvement of more women in the land resource science sectors. The organizations have also begun addressing succession planning by including student members within decision-making roles.

Based on the growth of previously under-represented groups within our international partners, Scientific Societies in Canada could learn from our partners. What can CSSS and AIC do to attract more women to Canadian organizations? One approach is to ask women professionals for their views, needs and recommendations for joining and participating in scientific organizations and societies. Another consideration is that CSSS and AIC could revisit the benefits and advantages of memberships as specifically related to women. Toward this end, over the past three years AIC has coordinated annual roundtable discussions for women working in agricultural to gather insight, information and recommendations.

Results of Round Table Discussions

The most recent roundtable discussion was held in December 2011 in Winnipeg through joint coordination with the new Natural Sciences and Engineering Research Council Chair for Women in Science and Engineering for the Prairies (NSERC-CWSE-Prairies). Dr. Annemieke Farenhorst holds the five year position and is a faculty member of the Department of Soil Science at the University of Manitoba. The summary results of this and the previous years' discussions are available at <http://www.aic.ca/gender/Roundtable.cfm>.

To conclude, I hope the above information has been of interest to you and will spark further discussion on the issue of gender representation in our professional organizations. With so many organizations available and multiple options to join, I've always thought that one must have very good reasons to join professional organizations, whether it is professionally obligatory, personally rewarding and/ or academically beneficial. Perhaps we need to better define the "needs and wants" between the organizations and the target professionals. Perhaps we could initiate focus group discussions by discipline as well as gender. I believe that improving the gender representation in our professional organizations and societies will greatly improve our capacities and credibilities as we move forward to address agricultural and environmental issues facing our future food security and general well-being.

Bob Eilers

UPCOMING CONFERENCES

6th Annual Growing the Margins: Rural Green Energy Conference and Exhibition and 4th Annual Canadian Farm and Food Biogas Conference and Exhibition,

London, Ontario, March 5-7, 2012

<http://www.gtmconference.ca/site/index.php/canadian-farm-and-food-biogas>

Canadian Society of Soil Science and Association Québécoise de Spécialistes en Sciences du Sol Joint Conference,

Lac Beauport, Quebec, June 3-7, 2012

<http://www.csss.ca/index.php/annual-meetings>

Soil Classification 2012: Towards a Universal Soil Classification System

Lincoln, Nebraska, USA June 11 – June 14, 2012

http://clic.cses.vt.edu/IUSS1.4/Conf_Soil_Classification_2012/

EUROSOIL 2012—SOIL SCIENCE FOR THE BENEFIT OF MANKIND AND ENVIRONMENT

Bari, Italy 02-Jul-12 06-Jul-12

http://eussoils.jrc.ec.europa.eu/events/future_events/W13.1_Eurosoil2012.pdf

ASA-CSSA-SSSA 2012 International Annual Meetings, "Visions for a Sustainable Planet,"

Oct. 21-24, 2012, Cincinnati, OH

<https://www.acsmeetings.org/>

Joint ASSSI and NZSSS Soil Science Conference 2012

2 to 7 December 2012, Hobart, Tasmania, Australia

Website: <http://www.soilscience2012.com>

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