

HUPO Nominations and Elections Committee (HUPO-NEC)

Report for HUPO Council meeting 2018

Status July 21, 2018

Members

- Henning Hermjakob, UK (Chair)
- Aleksandra Nita-Lazar, USA (co-Chair)
- Jun Qin, USA/China
- Mathias Uhlen, Sweden
- Paola Roncada, Italy
- Peter Hoffmann, Australia

Committee objectives

- Recruit a representative and diverse group of strong candidates for HUPO Council election
- Recruit a representative and diverse group of strong candidates for HUPO Executive committee

Activity level

3 EC update TCs, 172 emails 31/7/2017-20/7/2018.

Activities

- Sent out call for HUPO EC candidates, candidate list still pending as of July 21, 2018.
- Developed a list of 32 HUPO Council candidates. Full list see separate documentation. Diversity aspects:

Diversity aspects of HUPO council candidates

		Central	Eastern	Western
Gender (election candidates)	M	4	5	3
	F	3	3	2
Gender (diversity candidates)	M	0	0	1
	F	2	0	1
Returning/new candidates	Returning	4	7	3
	New	5	1	5

Challenges

Ensuring diversity in multiple dimensions with a relatively small number of candidates per year and region is and remains a challenge. The dimensions we are taking into account are gender, region, area of research, commercial/academic. To address the diversity challenge, a few years ago HUPPO introduced the "Diversity Candidates", two (out of five) councillors are directly nominated by the HUPPO regions with the explicit aim to increase diversity. It is essential that the HUPPO regions do not use these "Diversity Candidate" positions as "safe list places", but really nominate councillors who are increasing diversity.

In the reporting period, we have achieved quite a good gender balance, and overall a good balance between new and returning candidates, though in the Eastern Region, there is a strong bias towards returning candidates. We don't have any candidates from the commercial sector this year, though the HUPPO Industrial Advisory Board balances this to some extent.

Recommendations

In 2017, the HUPPO Council implemented the NEC recommendation to remove the condition that candidates have to have 10 years of professional experience. As we don't have systematic statistics on candidate age/years of professional experience, we can't comment on any trends observed among this year's candidates, but the subjective impression is that we should actively encourage younger candidates to stand for council election.

The following section is only minimally changed from the 2017 report: Working for a diverse HUPPO membership representation at the elections level is only a first step, at the next level, leadership diversity should be considered. At a 2017 EC TC, it was suggested that each HUPPO committee (and I think this could be extended to all initiatives) should aim to have a mixed gender leadership, which in practice probably means each should aim to at least take on a female co-chair. While this can be only a "should" and is limited by the interested candidates, there is some potential for improvement. We counted; *all* chairs of HUPPO committees (though not all initiatives) are male (HUPPO website, 24/7/2018).