

HUPO Nominations and Elections Committee (HUPO-NEC)

Report for HUPO Council meeting 2021

Status September 17, 2021

Members

- Aleksandra Nita-Lazar, USA (Chair)
- Henning Hermjakob, UK (outgoing co-Chair)
- Si Wu (incoming co-Chair), USA
- Jun Qin, USA/China
- Paola Roncada, Italy
- Peter Hoffmann, Australia
- Rebekah Gundry, USA

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, 152 emails 8/14/2020 -9/17/2021, NEC Case Study with the diversity and new co-Chair candidate call in the June issue of HUPOST.

Activities

- Sent out call for HUPO EC candidates and finalized the EC candidate slate.
- Recruited a new co-Chair (Si Wu) who will replace Henning Hermjakob due to Henning's conflicting position as the EC Secretary General.
- Finalized HUPO Council candidate slate which was sent out for the election. For the full list see separate documentation. Diversity aspects:

Diversity aspects of HUPO council candidates

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

Challenges

Ensuring diversity in multiple dimensions with a relatively small number of candidates per year and region is and remains a challenge. This year recruiting candidates presented a special challenge and additional calls were issued. The dimensions we are always considering are gender, region, area of research, industry/academia balance. 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 current reporting period, we have achieved a relatively good gender balance, and a good overall balance between new and returning candidates in all the regions in the general pool (notably, this year we have many new candidates) as well as in the diversity pool (because of the motion we passed in 2019).

Recommendations

In 2017, the HUPPO Council implemented the NEC recommendation to remove the condition that candidates have to have 10 years of professional experience. We don't have systematic statistics on candidate age/years of professional experience, but this year we did not receive any young scientist nominations, so the subjective impression is that we should continue to actively encourage younger candidates to stand for council election. Also, an important goal is to achieve balance between different parts of the regions, we are actively working on getting more nominations from Africa (representatives so far only from the RSA) and South and Central America (representatives only from Mexico and Brazil).