

# HUPO Nominations and Elections Committee (HUPO-NEC)

Report for HUPO Council meeting 2023

Status October 20, 2023

## Members

- Aleksandra Nita-Lazar, USA (Chair)
- Si Wu (co-Chair)
- Jonathan Blackburn (RSA)
- 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

Monthly NEC updates at the EC calls, 194 emails 11/01/2022 -08/31/2023, eblasts about election and nomination deadlines, reminders in HUPOST.

## Activities

- Sent out calls and reminders for HUPO EC candidates and finalized the EC candidate slate.
- Finalized HUPO Council candidate slate which will be sent out for the election. For the full list see separate documentation. Notably, the ECR candidates are now included. Diversity aspects:

## Diversity aspects of HUPO council candidates

		Central	Eastern	Western
Gender (election candidates)	M	4	5	4
	F	1	2	7
Gender (diversity candidates)	M	0	0	0
	F	0	0	2
Returning/new candidates	Returning	2	3	2
	New	3	4	9

## 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 HUP0 introduced the “Diversity Candidates”, two (out of five) councillors are directly nominated by the HUP0 regions with the explicit aim to increase diversity. It is essential that the HUP0 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 very 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 especially many new candidates from the Western region). However, the diversity candidates were not chosen to represent the Eastern and Central Region, the regional societies opting rather for adding the slots to the general election pool. **The importance of the Diversity Candidates should be reemphasized.**

The EC candidate slate this year had positions open for the President (one candidate) Vice-President (four candidates from all regions) and ECR representative (one candidate). The gender balance was 2F, 4M.

## Recommendations

In 2017, the HUP0 Council implemented the NEC recommendation to remove the condition that Council candidates need to have 10 years of professional experience. However, the earlier career scientists are still in the minority in the candidate pool. **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, 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). The meeting with the President to discuss and possibly revise the objectives of the Committee has been requested by the NEC Chairs for the last quarter of 2023.