

# HUPO Nominations and Elections Committee (HUPO-NEC)

Report for HUPO Council meeting 2019

Status July 29, 2019

## Members

- Aleksandra Nita-Lazar, USA (Chair)
- Henning Hermjakob, UK (co-Chair)
- 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, 71 emails 31/7/2018-29/7/2019.

## Activities

- Sent out call for HUPO EC candidates
- Finalized HUPO Council candidate slate which will be sent out for the election in August. For the full list see separate documentation. Diversity aspects:

## Diversity aspects of HUPO council candidates

		Central	Eastern	Western
<b>Gender (election candidates)</b>	M	3	4	4
	F	2	1	3
<b>Gender (diversity candidates)</b>	M	1	1	1
	F	1	1	1
<b>Returning/new candidates</b>	Returning	3	2	5
	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. Therefore, we would like to propose a motion to be voted on at the 2019 HUPPO Council Meeting that former council members cannot be nominated as diversity candidates.

In the current 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 and male 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. This remains valid this year.

*The following section is only minimally changed from the 2018 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. Still all but one chair of HUPPO committees (though not all initiatives) are male (HUPPO website, 29/7/2019). There is room for improvement by encouraging the female committee members to become co-chairs.