HUPO Nominations and Elections Committee (HUPO-NEC)

Report for HUPO Council meeting 2022

Status October 20, 2022

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, 125 emails 10/20/2021 -10/19/2022, reminders in HUPOST, new co-Chair introduced and active.

Activities
- Sent out calls and reminders for HUPO EC candidates and finalized the EC candidate slate.
- Finalized HUPO Council candidate slate which will was 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

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<th>Central</th>
<th>Eastern</th>
<th>Western</th>
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<tbody>
<tr>
<td>Gender (election candidates)</td>
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<tr>
<td></td>
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<td>2</td>
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<tr>
<td>Gender (diversity candidates)</td>
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<td>0</td>
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<tr>
<td>Returning/new candidates</td>
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<td></td>
<td>New</td>
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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 HUPO introduced the “Diversity Candidates”, two (out of five) councillors are directly nominated by the HUPO regions with the explicit aim to increase diversity. It is essential that the HUPO 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 especially many new candidates) as well as in the diversity pool, including the ECR candidate.
The EC candidate this year looks especially good and diverse with 9 candidates.

Recommendations
In 2017, the HUPO 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, but this year we did receive two trainee nominations (last year there were none), so the subjective impression is that we should continue to actively encourage younger candidates to stand for council election because it seems to bring positive results. 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).