

PR1: CA16101

First Progress Report from Action

Submitted on: 9-5-2018

This report was submitted by the Action Chair, on behalf of the Management Committee of the Action, in fulfilment of the requirements of the rules for COST Action Management, Monitoring and Final Assessment. The first Progress Review (PR1) enables the monitoring of the Action's implementation of the SC Recommendations from the proposal stage and the COST Excellence and Inclusiveness Policy.

Throughout this document Early Career Investigators and Inclusiveness Target Countries, as defined in the "Rules for Participation in and Implementation of COST Activities" (COST 132/14 REV), are referred to using the acronyms "ECIs" and "ITCs".

Proposal							
	Participating countries	Main Proposer			% in Network of Proposers		
	% ITC	ITC	ECI	Female	ITC	ECI	Female
Proposal OC-2016-1-20419	36	NO	NO	YES	36	33	22
SC Recommendation							
The proposed Action must develop and implement a specific plan to significantly increase gender balance at the management as well as participation levels of the Action. Care must be taken to ensure the implementation of the plans to ensure the participation of Inclusiveness Target Countries and Early Career Investigators as well as partners from industry. The proposed Action should work towards development of a comprehensive strategy to increase involvement of IPCs.							

Action: Inclusiveness Target Countries (ITCs)				
	Participating countries % ITC	MC Members % ITC	Leadership roles % ITC	Relative representation of ITCs in leadership roles
Action CA16101	53	56	0	0
All Actions	49	47	25	53
Figure % ITC in Network of proposers - "proposal" Table is 22% (not 36). From the ITCs table above, the proportion of Participating countries % ITC has grown from 36% to 53%, bettering the Average For All Other Actions (AFAOA) and fulfilling the ITC COST policy with respect to balanced inclusion of countries labelled as ITC. 55% of MC members belong to ITC thus also bettering AFAOA and meeting ITC policy requirements. If the dissemination officer can be considered as leadership role, 17% is represented in the core group (not 0%). The last figure in the Table therefore becomes 17/55= 31% ((instead of 0%). When composing the Core Group at the 1st MC meeting, no one volunteered apart from the Dissemination officer role which was awarded to ITC.				

Action: Early Career Investigators (ECIs)			
	MC Members % ECI	Leadership roles % ECI	Relative representation of ECIs in leadership roles
Action CA16101	28	25	90
All Actions	29	7	24

MC members % ECI is in line with the Average For All Other Actions (AFAOA). Considering the dissemination officer as leadership role 2/6 = 33% and NOT 25% is the new figure for Leadership roles % ECI. In any case this figure is far greater than AFAOA %. Relative representation of ECIs In Leadership Roles is incorrectly reported by COST in any case. For 25% or 33% Leadership, the figure should be 93% or 122% respectively. In both cases, the figure is far greater than that for AFAOA and overall the Action is shown to actively promote ECI participation in MC or leadership roles, though there is ample margin for further improvement.

Action: Gender Balance			
	MC Members % Female	Leadership roles % Female	Relative representation of females in leadership roles
Action CA16101	31	50	159
All Actions	41	10	24

At the time this report is being written, 33% and NOT 31% are the females represented in the MC. Whilst this figure is below the Average For All Other Actions (AFAOA), it has improved from the 22% in the Network of Proposers. The leadership roles % is much greater than the AFAOA% (50% fully meets the COST gender policy as it does the relative representation of females in leadership roles).

Action comment on its implementation (achievement and/or effort) of SC Recommendation(s) to date
<p>1) Active promotion of female leadership. Whilst roles were open for self-promotion and the MC voted, the Chair successfully encouraged 2 female professors to take up the WG1 leader and dissemination officer role (Nov 2017). Despite active recruitment, improving MC female representation was less straightforward as the Chair was not consulted by the CNCs on nature of joining participants during year 1 of the Action. Once the country joined, the Chair promoted female participation full/substitutes. 2) Active ITC recruitment through MC contacts has fulfilled the COST ITC policy (representativeness within the Action/MC). If only WG leaders, Chair/, Co-Chair are considered leadership roles, despite efforts, currently there is no ITC leadership representation (17% within core group). No ITC offered for leadership roles at the 1st MC meeting. When ES stepped down from WG1 leadership no ITC proposed for the role. 3) ECI% figures are superior to " AFAOA " due to individual engagement by the Chair of the joining MC full members, by encouraging them to promote a capable ECI for a full/substitute MC role. At the 1st MC meeting, no ECI volunteered for leadership; ECIs Trivillini and Ognjanovic were successfully encouraged by the Chair to take up the WG 2 leader and the dissemination roles respectively (the latter when Hungary stepped down). When the WG1 role became available, no ECI could be persuaded to take it up, despite suggesting support through WG1 vice chairship. 4) 1 IPC (Australia) recruited through Co-Chair contacts. Chair has initiated dialogue with 1 other IPC (US).</p>

Action description of plans to implement SC Recommendations and COST policy in the future
<p>1. Gender balance. The Leadership roles are gender balanced (50/50) and any necessary replacements will primarily account for keeping this balance by pre-engaging relevant individuals. it is planned to improve the female MC representation by actively recruiting women in additional countries with the appropriate expertise. Turnover within MC full members (MC FM) will be carefully monitored by the Chair and the Core Group to promote female substitutes to MC FM roles. Active engagement and promotion of female ECI will prepare them for the uptake of MC roles. 2.ITC balance. For each non-ITC country joining the Action, one ITC country addition will be pursued to keep the balance. Actions activities will be organised to promote a balanced ITC participation (year 1 - 4 activities in ITC/ 2 in non-ITC; year 2 4 activities in ITC/3 in non-ITC). When leadership roles become available, ITC will be encouraged to take them on in accordance with expertise. We would refrain from a leadership rota to avoid destabilising the running of the</p>

Action but leaders not appropriately fulfilling the role will be invited to resign. 3. ECI promotion. Promoted through: balanced STSM award (year 1, 4/8 ECI) and training school participation (year 1 8/8 ECI), invited conference talks and dissemination to MC, promotion of supporting roles to MC full members (i.e. conference organisation). These efforts will prepare ECI to take up leadership/ MC roles when available. ECI active recruitment o as MC FM from countries that have not yet joined the Action will be pursued.