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Capacity Building, Education and Training (CBET) Report

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Summary

SCAR continues to deliver capacity building through its annual Fellowships and Visiting Scholar schemes, along with the biennial SCAR Medals and through specific projects with partners. The CBET Committee is in the process of being reconstituted, with 4-year terms for the members bringing it in line with the procedures for other SCAR Groups. The Equality Diversity and Inclusivity Action Group has assisted in evaluating the annual Fellowships and Visiting Scholar schemes and will work with the CBET Committee across all of the CBET schemes and activities.

Overview of the Capacity Building Schemes

The SCAR Fellowship Scheme

In 2022 SCAR continued to work with APECS to support Fellowship applicants through the provision of language specific webinars. Webinars in Portuguese and German added to the existing recording in Spanish.

In August 2022 it was announced that one of the 2022 SCAR Fellowship awards would be reserved for an applicant from Ukraine, in recognition of the difficulties faced by early career researchers from Ukraine.

Overall in 2022, we received 37 applications and 5 SCAR Fellowships were awarded from the available funds, including the first Fellowship awarded through the Polar Initiative. The 2022 SCAR cohort was from Brazil, Argentina (2), the UK and Ukraine. See <https://www.scar.org/general-scar-news/2022-scar-fellows/> for further details.

The image below give the breakdown of the applicants by gender, region and discipline:



The SCAR Visiting Scholar Scheme (formerly Visiting Professor)

In 2018 several changes were introduced to the Visiting Professor scheme to address a lack of diversity in the applications and to widen the scope of the capacity building proposed by the applicants. As a result, the scheme was re-launched as the SCAR Visiting Scholarships and has resulted in a far greater number of applications and notably better gender balance in each year of the scheme.

For 2022, 15 applications were received, with 10 of these being female. Following a decision of the Executive Committee to further support the scheme with additional funding, for the 2022 scheme three awards were made (in early 2023) to applicants from Brazil, USA and Norway (see <https://www.scar.org/general-scar-news/2022-visiting-scholars/>).

Overview of the SRP Fellowship schemes and direct Early Career Researcher (ECR) support

The new generation of SCAR Scientific Research Programmes have all considered and implemented schemes to support ECRs, modelled loosely on the existing SCAR Fellowships scheme.

INSTANT -

The goal of SCAR INSTANT Fellowships is to increase the engagement of ECRs in INSTANT activities and to promote participation of scientists from regions currently under-represented in INSTANT, i.e., South America, Asia and Africa.

5 INSTANT Fellows were approved in 2022 (Brazil, Sri Lanka, Australia, China, Germany) with each awarded USD\$5,000.

AntClimNow -

An annual call for the AntClimNow Dataset Development and Stewardship Scheme has been established and currently 2 awards of USD3,700 each are in place for 2023. The scheme is structured to make Antarctic meteorological observations more accessible for model evaluation to benefit weather and climate model developments.

Ant-ICON -

For 2023 Ant-ICON, in partnership with SC-ATS, developed a joint Science-Policy Fellowship scheme, with a rigorous application and selection process. This SCAR Ant-ICON/SC-ATS science policy fellowship was launched with the first recipient (Lucia Ziegler, Uruguay) participating in the CEP meeting (Helsinki, May 2023) and preparing and presenting a paper at the meeting. Susie Grant (SCATS) and Kevin Hughes (Ant-ICON) acted as the Fellowship mentors. A second fellow (Kirsten Steinke, USA) has been selected to attend the SC-CCAMLR meeting (Hobart, October 2023).

Most Groups, including the SRPs, provide the majority of their support for ECRs through travel support. With the introduction of the 2023-2024 budget cycle, the authorisations for these awards has been recorded in a shared spreadsheet which allows the proportion awarded to ECRs from all funding distributed in this manner to be determined.

For 2023, and as of September 1st, out of 106 travel support awards 92 were awarded to ECRs (87%). In terms of total funds allocated, out of a total of USD\$118,877 awarded USD\$103,775 was directed to ECR support (also 87%).

Revised membership of the CBET Committee

Following a review of the structure of the CBET Committee it was decided to reconstitute the Committee, with 4-year terms for the members bringing it in line with the procedures for other SCAR Groups.

Those members representing partners and key linkages remained (APECS, Polar Educators International and the EDI AG), and the remaining places on the Committee will be filled with one representative each from the Science Groups, SRPs and Standing Committees.

The current members of the Committee are:

Prof Burcu Özsoy (SCAR Vice President, Chair)
 Eoghan Griffin (Secretariat support)
 Inga Beck (EDI AG)
 Hugo Guimares (APECS)
 Sophie Weeks (PEI)

Equality, Diversity and Inclusion Action Group (EDI AG)

The EDI AG continues to work on establishing baseline data on diversity within SCAR, including through the Fellowships, Visiting Scholars and SCAR Medals. Work on the potential for improving inclusion has also highlighted the possibility of translating guidance documents to assist potential applicants and nominators. In order to harmonise the complementary work of the CBET Committee and EDI AG there will be an EDI AG representative as part of the reconstituted CBET Committee, the first nominee being Inga Beck. A SCAR EDI Statement, drafted by the EDI AG has recently been approved and adopted. Further details are contained in the EDI AG report to the meeting (Paper 18).

Polar Educators International (PEI)

SCAR continues to work with PEI in a number of activities, including the Polar Resource Book project, as well as contributing to the early discussions around the planned International Polar Year in 2032-2033. PEI has a key role on the CBET Committee and works with SCAR on regular social media output focused on particular education projects or activities.

PEI have participated in the recent SC-HASS meeting and are actively working with the HASS PEAR Group. For the recent INSTANT meeting PEI have worked with Theme 3 of INSTANT to produce a Polar Education workshop.

Future Plans – Outstanding issues for the CBET Committee and EDI AG

SCAR will continue to work with APECS on various projects, including the translation of guidance notes for CBET schemes and the provision of language specific webinars in support of Fellowship applicants.

Once the remaining places on the CBET Committee are filled the roles of both the Committee and EDI AG in reviewing the CBET schemes will be determined and tasks allocated accordingly.

Further work with the EDI AG on topics such as the SCAR Code of Conduct and specific guidance on inclusivity in SCAR meetings will also continue.

Reviewing the impact of the revised nominations process used for the SCAR Medals in 2022 will be a priority as nominations for 2024 will need to open before the end of 2023.

Budget

Planned use of funds for 2023

The small (USD\$3,000 annually) central CBET budget is used strategically to support relevant activities authorized by the VP CBET.