



WP 26

Agenda Item: 8.4

Person Responsible: K Lochte

XXXIV SCAR Delegates Meeting

Kuala Lumpur, Malaysia, 29-30 August 2016

Capacity Building, Education and Training (CBET) including future plans

Executive Summary

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Important Issues or Factors:

The CBET Committee will be reconstituted following an internal review and the recommendations of the Structure Review with an emphasis on a smaller core Committee with specific roles.

Recommendations/Actions and Justification:

Continued support of both SCAR and CBET activities should be encouraged by all SCAR members to achieve the objectives.

Budget Implications:

Fellowships allocation for 2016: USD \$30,700; 2017: USD \$33,700; 2018: USD \$33,700 (one extra Fellowship to be funded from Prix Biodiversite funds in each year).

Visiting Professor allocation for 2016-18: USD \$5,000

CBET budget (Early Career Scientist and General) allocation for 2016-18: USD \$3,000

Introduction

At the 2014 Delegates Meeting the new Terms of Reference for the CBET Committee, introduced in WP25 (www.scar.org/scar_media/documents/meetings/33scar2014/33_WP25_CBET_Plan.pdf) at that meeting, were approved (see Appendix 1). The suggested mechanisms to achieve the CBET Committee's goals were set out in the paper, and repeated in WP26 (www.scar.org/scar_media/documents/meetings/EXCOM15/EC15_WP26_CBET_Committee.pdf) presented to the 2015 EXCOM meeting for discussion.

The 2015 EXCOM meeting also considered the recommendations of the 2015 Structure Review. Issues identified from the Structure Review in relation to CBET were coordination with the Scientific Research Programs (SRPs), wider advertising for Fellowships and the Visiting Professor schemes, as well as helping improve wider participation from countries with less developed Antarctic programs by such measures as organising proposal workshops, webinars and mentor lists. The issue of mentoring was seen to be the most important area in which the Committee should seek to make progress. An online meeting of the existing CBET Committee (see Appendix 2) to begin implementation was recommended.

Progress to Date

In late February 2016 an online meeting of the CBET Committee took place, chaired by the VP for Capacity Building, and which considered the following issues:

- The new CBET Committee Terms of Reference and Objectives
- The adoption of specific roles and responsibilities within the Committee
- The creation of a review panel to be used for Fellowships, Visiting Professorships etc.
- Mentoring for Early Career Scientists
- Changes to Standing Science Group (SSG), SRP and Standing Committee (SC) reporting as a result of the Structure Review.
- The 2016 Open Science Conference (OSC) CBET meeting and related OSC events.

A series of Action items were identified to progress the work of the Committee, and it was noted that there would be a mentoring webinar specifically to support applicants for the 2016 Fellowships program.

Completed points and the action taken are:

1. To establish a reviewers panel for Fellowships. This would involve inviting Groups (SSGs, SRPs etc.) to volunteer representatives in advance, which has become part of the updated reporting by Groups in light of the Structure Review. Invite previous Fellows to be reviewers, solicit volunteers from National Committees, Delegates and Alternates as well as generally through the SCAR mailing list.

For the 2016 round of Fellowships the solicitation of reviewers has been enhanced by identifying subject experts in fields with a large number of applicants. These experts are then asked to generate a list of potential reviewers based on the proposal titles. The group of reviewers has also been augmented by the volunteers from those groups who had included volunteers for Fellowship reviewing in their Reports to the Secretariat.

2. In preparation for the Fellowships mentoring webinar, materials are to be made available in advance outlining the application and assessment processes, common mistakes and areas of weakness together with highly commended exemplar applications.

These were prepared and distributed in advance of the webinar and are on the Fellowships webpages (<http://www.scar.org/awards/fellowships>). They will continue to be updated to reflect further feedback.

3. Visiting Professor assessments to be widened to at least SSG Chief Officers.

This is being implemented with SSG Chief Officers in the 2016 round.

4. Template for CV of Medal nominees to be developed.

This has been included in the guidance provided for the Medal application process.

Action Points outstanding and the related plans are:

1. To prepare a call for participation in the CBET Committee with designated roles, and asking for a paragraph explaining aptitude and enthusiasm for the role from the applicants.

This will be circulated before the 2016 Open Science Conference.

2. To prepare a short restatement of CBET goals to underline reasons for rejuvenation of the Committee.

This is being prepared for both the call for participation described above and the CBET meeting at the upcoming Open Science Conference.

3. To establish consistent assessment methodology for Medals and other SCAR awards. Look for opportunities to widen the pool of assessors as well as clarifying process on Medals and awards web pages.

Feedback from the 2016 Fellowships, Visiting Professor and Medals programs will be combined with the recommendations of the Structure Review and goals of the new Strategic Plan to address this aspiration.

4. Specific identification of Junior Officers as APECS representatives within groups.

The SCAR ExCOM has approved the creation of Junior Officers earlier this year and the implementation of these new roles will be discussed at the CBET meeting at the Open Science Conference and as part of the discussion at the Delegates Meeting relating to the Structure Review and Strategic Plan.

5. In the CBET report to Delegates/EXCOM meetings, best practices in CBET activities should be highlighted from across the Groups.

This will form part of the regular reporting by the CBET Committee in future. Current CBET activities by groups are reported as part of the standard template and are available in the relevant documents (see WP6b

www.scar.org/scar_media/documents/meetings/34scar2016/34_WP06b_SSG-PS_AG-EG_Reports_v2.pdf, WP7b

www.scar.org/scar_media/documents/meetings/34scar2016/34_WP07b_SSG-LS_AG-EG_Reports.pdf and WP8b

www.scar.org/scar_media/documents/meetings/34scar2016/34_WP08b_SSG-GS_AG-EG_Reports.pdf)

6. Develop the agenda for discussion at Open Science Conference CBET meeting including consideration of the best way to use educational materials to foster interest in Antarctic Research in countries with less developed or no existing programme.

This is in preparation and will be distributed in advance of the meeting.

A report on the Fellowships webinar is available in IP06

(http://www.scar.org/scar_media/documents/meetings/34scar2016/34_IP6_SCAR-COMNAP_Fellowships.pdf) on the SCAR and COMNAP Fellowships.

Future Plans

The Action Items are being implemented and will be discussed as part of the CBET meeting at the OSC. A number of specific roles have been identified to be filled as part of the reconstituted Committee, with volunteers already having come forward for some roles. A general invitation for volunteers for the final roles will be sent out to the SCAR community.

Roles identified:

- Liaison with the SSG, SRP and group leadership to monitor the level of funding for Early Career Scientists and effectiveness as network nodes, specifically addressing openness and inclusiveness in relation to developing Antarctic programmes.
- Liaison with the Development Council to investigate extra funding for the Fellowships and other programs through Additional Voluntary Contributions and other means.
- Organising mentoring across all of the CBET activities to investigate the best way to provide support for potential applicants especially for those from countries with smaller Antarctic programmes.
- An APECS representative with responsibility for collating information on relevant external resources and opportunities. A nomination from APECS has already been received.
- Liaison with National Committees to develop strategies for better communication to domestic communities and support developing programs.
- Coordination of the volunteers for Fellowship reviewing.
- Representative with responsibility for Education.

There are significant elements of the draft SCAR Strategic Plan 2017-2022 (WP31, www.scar.org/scar_media/documents/meetings/34scar2016/34_WP31_StrategicPlan_v7.pdf) that have relevance for the CBET Committee and it is believed these will form a major part of the work of the Committee in the coming years. One of the 5 key objectives for the next 5 years is “to enhance and grow research capacity in SCAR member countries”. Capacity building, education and training is identified as one of the Core Strategies within the Plan and a series of goals are specified which will guide the Committee in achieving these goals.

The Delegates paper detailing SCAR Communication Activities (WP27, www.scar.org/scar_media/documents/meetings/34scar2016/34_WP27_Communication_Activities.pdf) includes a series of Future Plans which will have direct relevance to the CBET Committee, in particular the “Get involved” section of the website and the provision of webinars with strong involvement from Early Career Scientists. The CBET Committee would also be expected to contribute strongly to the development of a SCAR Communications Strategy.

Similarly the Delegates Paper with proposals to highlight the activities of SCAR Groups, Union Members and National Committees (WP28, www.scar.org/scar_media/documents/meetings/34scar2016/34_WP28_Groups_Unions_NatComs.pdf), contains suggestions which would provide opportunities to build capacity through greater awareness of activities both nationally and internationally. It would be envisaged that the CBET liaison with National Committees and Liaison with the SSG, SRP and Task Groups would both play a major role in facilitating this initiative.

Recommendations/Expected Outcomes

Volunteers are sought for the specific roles within the CBET Committee. The Committee seeks to build capacity in SCAR member countries, developing Antarctic Programs and early career scientists and students.

Countries are also asked to consider voluntary contributions to increase the capacity for Fellowships and Visiting Professorships.

Appendix 1: New Terms of Reference for SCAR's CBET Committee agreed at 2014 Delegates meeting

Terms of reference for SCAR's CBET committee

SCAR's aim is "to develop scientific capacity in all SCAR Members, especially with respect to younger scientists, and to promote the working together of all national Antarctic programmes". In terms of scope, the term 'capacity building' can cover a wide range of subjects, from human capacity (more and better trained scientists), through institutional capacity (the right balance of institutions to enable Antarctic science to move forward effectively at the national level). This document provides the ToRs of SCAR's CBET committee and outlines its efforts to develop Education, Training and Awareness-Raising in Antarctic science and policy.

SCAR's CBET efforts are designed to help Members achieve the following objectives:

- i. to engage in high quality international scientific research in the Antarctic region, and on the role of the Antarctic region in the Earth system;
- ii. to participate in, contribute to, and benefit from SCAR's main programmes and other activities;
- iii. to award and promote high achievement in Antarctic science and policy at the international level
- iv. Promoting CBET activities for potentially attracting funding from both external donors as well as from national committees
- v. to help Members to make best use of Antarctic examples to illustrate key scientific principles

The CBET Committee's role is to promote SCAR activities and further facilitate them by seeking appropriate funds and helping to develop the kinds of partnerships that seem to be essential for the success of capacity building and education in any context. National Antarctic science committees have a key role to play in stimulating the development of Antarctic science at national levels.

Mechanisms for achieving aims and objectives

To meet the five objectives (above) CBET has developed following activities:

Objective (i) to help all Members to engage in high quality international scientific research in the Antarctic region, and on the role of the Antarctic region in the Earth system;

Provide Fellowships enabling early career researchers to spend time in leading polar science institutions elsewhere.

SCAR itself offers 3-5 fellowships per year. We collaborate with other polar organisations to release the fellowships jointly (COMNAP, CCAMLR currently).

Encourage development of Distinguished Visiting Researchers programme to bring top scientists to countries with less well-developed Antarctic programmes for short periods to teach or spend sabbaticals.

This will enable a larger audience in countries with less developed Antarctic programmes to get access to the latest developments in Antarctic Sciences.

Build and sustain a number of network nodes on specific scientific issues:

This should include each SRPs/ AGs/EGs as network node for their topic of expertise. Interested scientists can visit these nodes to seek opportunities for collaboration.

Objective (ii) to help scientists, to participate in, contribute to, and benefit from SCAR's main programmes and other activities;

Provide funds for scientists from countries with less well-developed Antarctic programmes to attend SCAR meetings and workshops via the SCAR SSGs and SRPs

Consideration also needs to be given to attracting scientists from countries with no traditional Antarctic science programme to work with SCAR Members and programmes, as a means of broadening interest in Antarctic science.

Objective (iii) Award/promote high achievement in Antarctic science and policy at the international level

To recognise high achievements in Antarctic and southern ocean science and policy, the following mechanisms are in place:

- SCAR Medal for Excellence in Antarctic Research
- SCAR Medal for International Coordination
- Named Lectures – Weyprecht and Antarctic Science OSC Lectures
- Young Scientists Presentation Awards - OSC
- Certificates of Appreciation
- Honorary Memberships
- Other international awards in Antarctic science and policy, such as the Muse Prize.

Objective (iv) Promoting CBET activities for potentially attracting funding from both external donors as well as from national committees

Provide input to brochures and information sheets to address specific groups of potential donors/funding authorities.

Objective (v) To help National Delegates make best use of Antarctic examples to illustrate key scientific principles

This can take the following main routes:

- i. Direct contact with school and universities to interest them in Antarctica and its science.
- ii. Contributing information via website/lectures available via website, about Antarctica and the Southern Ocean to spread the message of major highlights in the current science and research. The National Committees should be responsible for making this information available for their scientific community and general public.

Appendix 2: Current CBET Committee

The current members of the CBET Committee are:

Prof. Karin Lochte (Chair), SCAR Vice President CBET
Prof. Azizan Abu Samah, SCAR Vice President Science
Dr Gary Steel
Dr Rahul Mohan
Prof. Satoshi Imura
Dr Jose Xavier
Prof. Berry Lyons
Dr Daniela Liggett
Dr Liz Pasteur
Prof. Viviana Alder
Dr Eoghan Griffin, SCAR Executive Officer
Dr Mare Pit, IASC Executive Officer