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Opprykk til forsker 1183 - Oppnevning av sakkyndig komité, søker Mimi E. Lam

Dokument i saken

1. Søknad om opprykk
2. Fremlegg til komite

Bakgrunn

Det humanistiske fakultet har innen søknadsfristen 01.05.2023 mottatt søknad om opprykk (vedlegg 1) til forsker 1183 fra Mimi E. Lam som i dag har stilling som forsker 1109 knyttet til det eksternfinansierte MENSA-prosjektet ved Senter for vitenskapsteori. Hun søker opprykk til forsker 1183 med spesialisering innen *Human Dimensions of Fisheries*.

Senter for vitenskapsteori har forsinket sendt over forslag til sakkyndig komité (vedlegg 2):

- Professor Merle Jacob, Lunds Universitet
- Professor Cathrine Holst, Universitetet i Oslo
- Professor Jeroen van der Sluijs, Universitetet i Bergen
- Dr. Gesche Krause, Helmholtz Centre for Polar and Marine Research

Professor Merle Jacob er foreslått som leder for komiteen. Senteret foreslår fire medlemmer til den sakkyndige komiteen med bakgrunn i at Mimi Lam sin forskning er interdisiplinær. På denne måten vil den sakkyndige komiteen kunne dekke de relevante aspektene av søknaden.

Samtlige foreslåtte medlemmer har erklært seg habile uten merknader.

Forslag til vedtak:

Det humanistiske fakultet oppnevner følgende komitémedlemmer for å vurdere søker Mimi E. Lam for opprykk til forsker 1183.

- Professor Merle Jacob, Lunds Universitet
- Professor Cathrine Holst, Universitetet i Oslo
- Professor Jeroen van der Sluijs, Universitetet i Bergen
- Dr. Gesche Krause, Helmholtz Centre for Polar and Marine Research

Professor Merle Jacob oppnevnes som leder for komiteen.

Camilla Brautaset
dekan

Kim Ove Hommen
fakultetsdirektør

Faculty of Humanities
University of Bergen
Harald Hårfagresgate 1
5020 Bergen, Norway

1 May 2023

Application for Promotion to Researcher Code 1183

I write to apply for promotion to Researcher Code 1183 based on an evaluation of professorial competence in my specialization area of ***the human dimensions of fisheries*** within the two sub-fields of **fisheries management and governance** and **fisheries values and ethics**. Fisheries ethics is a research area that I and few others have championed over the last decade as a novel approach to manage and govern fisheries sustainably that is gaining traction in the mainstream literature, though with a narrower focus on equity and justice. I have published broadly within these sub-fields with in-depth and seminal analyses and have led interdisciplinary projects to advance greater understanding of fisheries values and ethics as they relate to fisheries management and governance. I currently lead the *Managing Ethical Norwegian Seascape Activities (MENSA)* project, funded by the Research Council of Norway (2020 – 2024), where I have broadened my focus beyond fisheries to include diverse seascape activities, such as oil production and aquaculture, and apply an ethical lens to reconciling value tradeoffs in their management. I have a full-time (100%) permanent position as Researcher Code 1109 within the Senter for vitenskapsteori (SVT) at the University of Bergen (UiB). With this background, I believe that I meet the UiB rules and criteria of quality, breadth, and depth in applying for promotion to Researcher Code 1183.

In this application letter, I outline: (1) my research field; (2) my current research position; and (3) my qualifications of academic competence for Researcher Code 1183, including a commented bibliography of 15 selected scientific publications, in consideration of the criteria listed on the UiB Faculty of Humanities website. Included with this application letter are the following attachments: 1) my completed application form; 2) my curriculum vitae; and 3) 15 examples of published scientific works attached and uploaded to UiB OneDrive.

(1) My research field: From theoretical chemistry and physics to fisheries values and ethics

My undergraduate, PhD, and postdoctoral research was interdisciplinary in theoretical chemistry and physics, an area in which I have six peer-reviewed, co-authored research publications in leading chemistry and physics journals (Articles 1 – 6 in CV). I have recently returned to my chemistry roots, but now with a focus on its practical applications in the context of fisheries, my current specialty area, with an article *in press* on the biochemical basis of temperature-size rules for fish and other ectotherms, co-authored with the world's leading fisheries scientist, Daniel Pauly (Article 37 in CV).

Since my formal educational training, I transitioned from the study of physical systems at the microscopic scale to the research of macroscopic coupled human and natural systems. My current research field (Articles 7 – 37 in CV) could thus be described broadly as human ecology and specifically as the human dimensions of fisheries, focused on fisheries management and governance and fisheries values and ethics, as they relate to marine

sustainability and justice. Whether in material physical or human-natural systems, I probe the interactions and mechanisms governing the structure and dynamics of complex systems. As a transdisciplinary scholar, I conduct research at the marine science-society-policy nexus with collaborative, interdisciplinary teams and local and indigenous community and stakeholder engagement. This has included work with professional filmmakers and artists to produce videos and commissioned artwork to communicate scientific results to the public.

(2) My current research position: MENSA project manager

I currently lead the *Managing Ethical Norwegian Seascape Activities (MENSA)* project (<https://mensa.w.uib.no/>), funded by the Research Council of Norway (2020 – 2024). I have a full-time (100%) permanent position as Researcher (Code 1109) within the UiB SVT. MENSA's overarching aim is to develop an integrated ethical approach to the sustainable management of Norwegian seascape activities by making explicit their values and valuation and negotiating their ensuing tradeoffs with the input of diverse marine stakeholders and citizens in Norway. I am responsible for managing the research project, which includes ensuring that its objectives are met and its milestones and deliverables are achieved.

Within the project, I conduct novel theoretical, methodological, and empirical research on marine values and valuation using the linking concept of seascapes, which represent the intersections of land and sea, nature and culture, and art and science. In this research, I collaborate with an interdisciplinary project team, supervise one postdoctoral fellow officially and two informally, and engage an international advisory council in the project goals and activities. The MENSA postdoctoral fellow (Laura Drivdal) is a political scientist, while two externally funded fellows are ecological modellers. The interdisciplinary project team consists of a philosopher, psychologist, oceanographer and ecologist from Europe and North America. The international advisory council is equally diverse, comprising sociologists, ecologists, an oceanographer, an anthropologist, and an ethicist.

In addition to my MENSA project responsibilities, I also co-supervise two postdoctoral fellows within the UiB Shaping European Research Leaders in Marine Sustainability (SEAS) Programme. The SEAS programme, which I helped design, consists of an inherently multidisciplinary cadre of scholars (postdoctoral fellows and their supervisors) focused on marine sustainability at the marine science-society-policy nexus, my area of specialization. I supervise Aiste Klimašauskaitė (SVT) with R. Overå (Department of Geography) in epistemic, value-based, and societal aspects of marine sustainability. I also co-supervise Asia Alsgaard (SapienCE Centre of Excellence on Early Sapiens Behaviour and Department of Archaeology, History, Cultural Studies and Religion) with K. van Niekerk (SapienCE), S. Wurz (AHKR), and C. Andersson (NORCE) in her research in early human marine subsistence in South Africa.

Unfortunately, I have been hampered in my project activities, research, and supervision lately due to both care and sick leaves of absence from work for much of 2022 and 2023. But with my imminent return to full-time work, I intend to more than compensate for these absences with greater focus, productivity, and efficiency in my research activities and administrative duties. I also hold honorary positions as Affiliate Professor at the University of British Columbia, Institute for the Oceans and Fisheries, in Canada and as Adjunct Associate Professor at the University of New Mexico, Department of Biology, in the USA.

(3) My qualifications of academic competence for Researcher Code 1183 against criteria for appointment as (research) professor

a) Extensive documented research and development work at a high level within the professional field concerned

Breadth

I have published broadly within theoretical chemistry and physics within its various subdisciplines, including nuclear magnetic resonance (Article 1 & 2), van der Waals interactions (Article 3), microwave spectroscopy (Article 4), surface science (Article 5), and interfacial dynamics (Article 6). I have published in research (Article 7 & 18) and educational aspects (Article 11 & 29) of human ecology. Also, in response to the pandemic, I published an article exploring COVID-19 values and viral identities that was highly publicized by the media, with an altmetric score of 201 and ranking in the 98th percentile of articles published at the same time by the journal (Article 33). My remaining publications are in the human dimensions of fisheries, focused on fisheries management and governance and fisheries values and ethics. This latter area is a research subdiscipline that I have been pioneering as a novel approach to resolving complex challenges in fisheries management and governance. Thus, this latter sub-discipline is both an extension of and departure from the first.

Quality

I have been recognized in 2017 by the Society for Conservation Biology with the Conservation Beacon Award for "pioneering an ethical approach to the conservation of marine resources, both natural and cultural, through interdisciplinary research and community engagement at the science-policy interface." Based on this research, I was awarded a highly prestigious Marie Skłodowska-Curie Individual Fellowship for my project, *Enhancing Seafood Ethics and Sustainability: A Values and Ecosystem-based Management Approach (eSEAS)*, funded by the European Commission (2017-2019). It was evaluated with a score of 94.20%, where the report cited it as an "innovative and timely project" that was "highly interdisciplinary." (Articles 25, 28 & 30). Extending this research, I received funding from the Research Council of Norway for my *Managing Ethical Norwegian Seascapes Activities (MENSA)* project, where it scored 5/5 on the excellence criterion. The evaluation stated: "Resolving competing values through principled management responses is a great idea" (Articles 31, 32, & 35). In recognition of this work, I am being profiled as a leader in fisheries ethics in a forthcoming book, *Fish, fishing, and Conservation* by Donald J. Orth.

Depth

As a theoretician, I contribute analytical analyses to complex problems across disciplines, such as chemistry and physics in surface science, and cultures, such as with indigenous and non-indigenous communities in the Pacific herring fisheries conflict. Thus, my research has been marked by the study of interfaces, either of states of matter in chemical systems or between diverse people and nature in coupled human and natural systems. This tendency to go deep is a challenge when there is a need also to go broad, as with issues related to competing human uses of or conservation of the ocean and its resources. Perspectives among cultures, worldviews, and academic disciplines also vary and limit understanding, which is why I have chosen ethics as a field to develop analytically and systematically that can potentially reconcile the challenges posed by competing values, interests, and beliefs among stakeholders, citizens, academics, and government representatives. The merit of this

innovative approach remains to be demonstrated, but I champion it with all my passion, as I believe that it is the only way to address the grand societal and environmental challenges.

To demonstrate my research quality, breadth, and depth, I submit fifteen samples of research publications in two sub-areas within the human dimensions of fisheries, namely fisheries values and ethics and fisheries management and governance. Below is a list of these articles with a brief description of the content and my unique contribution to each.

A1. Fisheries Values and Ethics:

1. **Lam, ME.** 2021. Ethical reflections on the COVID-19 pandemic in the global seafood industry: navigating diverse scales and contexts of marine values and identities, *Maritime Studies* <https://doi.org/10.1007/s40152-021-00247-w>. (Emphasizes the importance of scale and context in understanding diverse values and identities in fisheries and seafood value chains and promotes ethical governance as a way forward to sustainable and just development.)
2. Kaiser, M, S Goldson, T Buklijas, P Gluckman, K Allen, A Bardsley, **ME Lam.** 2021. [Towards Post-Pandemic Sustainable and Ethical Food Systems](#), *Food Ethics* 6:4. (Promotes ethical protocols in transformative food systems. I contributed insights on seafood and fisheries ethics and served as senior author on this manuscript, ensuring that the perspective was well-grounded and integrated: 20% contribution).
3. **Lam, ME.** 2019. Seafood Ethics: Reconciling Human Well-being with Fish Welfare, Pp. 177–97 in: B Fischer (ed), *The Routledge Handbook of Animal Ethics*. Routledge, New York. <https://doi.org/10.4324/9781315105840>. (Emphasizes seafood ethics as a way to reconcile diverse fisheries values that emphasize human welfare and fish welfare)
4. **Lam, ME.** 2016. [The Ethics and Sustainability of Capture Fisheries and Aquaculture](#), *Journal of Agricultural and Environmental Ethics* 29(1):35-65. (Presents a combined qualitative ethical matrix and Rapfish approach to evaluate the sustainability and ethics of fisheries and aquaculture)
5. **Lam, ME & TJ Pitcher.** 2012. The Ethical Dimensions of Fisheries, *Current Opinion in Environmental Sustainability* 4:364-373. (Summarizes the ethical aspects of fisheries. I led the writing of and co-conceptualized the article. Contribution: 75%)
6. **Lam, ME.** 2012. Of Fish and Fishermen: Shifting Societal Baselines to Reduce Environmental Harm in Fisheries, *Ecology and Society* 17(4):18. (Proposes a harm principle in fisheries akin to medical ethics that can guide fisheries management and governance, i.e., to minimize societal and ecological harm from fishing activities)
7. **Lam, ME & D Pauly.** 2010. Who is Right to Fish? Evolving a Social Contract for Ethical Fisheries, *Ecology and Society* 15(3): 16. (Considers fisheries as a privilege, not a right to fish. Puts fishing into broader historical and societal context of resource use and damage from human activities. Argues for internalizing damage from fishing so that fishers and civil society pays the true cost of fishing. I wrote the initial draft of the manuscript, building on ideas developed with my co-author. Contribution: 80%)

B1. Fisheries Management and Governance:

1. Pauly, D, **ME Lam.** Too hot or too cold: the biochemical basis of temperature-size rules for fish and other ectotherms, *Environmental Biology of Fishes* (in press). (Expands upon the Gill-Oxygen-Limitation Theory (GOLT) of Daniel Pauly by examining its biochemical basis, specifically, the biochemical mechanism of protein

denaturation at high and low temperatures in fish. I applied theoretical chemistry to articulate the van der Waals interactions involved in protein denaturation to explain the U-shaped temperature dependence of fish size. Contribution: 25%)

2. Aguado, SH, IS Segado, MES Vidal, TJ Pitcher, **ME Lam**. 2021. [The Quality of Fisheries Governance Assessed Using a Participatory, Multi-criteria Framework: A Case Study from Murcia, Spain](#), *Marine Policy* 124:104280. (Presents a novel mixed-methods, participatory approach to assess fisheries governance quality for case study in Spain. I ensured, as senior author, ideas developed in the article were well integrated within the manuscript and connected with the broader literature. Contribution: 25%)
3. **Lam, ME**, TJ Pitcher, S Surma, J Scott, M Kaiser, A SGaana Jaad White, EA Pakhomov & L Ward. 2019. Value- and Ecosystem-based Management Approach: Pacific Herring Fishery Conflict *Marine Ecology Progress Series* 617: 341–364. <https://doi.org/10.3354/meps12972> (Presents a novel combined practical ethics and ecological modelling approach to fisheries management that has potential to help resolve value conflicts by making transparent values of stakeholders and communities, as well as ecological impacts and risks from scientific modelling. Presents a novel deliberation and decision-support tool as a science-policy table for decision-makers. I led the writing and managed the project team. Contribution: 75%)
4. Surma, S, TJ Pitcher, R Kumar, D Varkey, EA Pakhomov & **ME Lam**. 2018. [Herring Supports Northeast Pacific Predators and Fisheries: Insights from Ecosystem Modelling and Management Strategy Evaluation](#), *PLoS ONE* 13(7):e0196307. <https://doi.org/10.1371/journal.pone.0196307>. (Details the results of the ecological modelling of various management scenarios for the herring fishery examined above. I provided oversight on the manuscript as senior author, ensuring that the human and ecological dimensions were well-integrated. Contribution: 25%)
5. Pitcher, TJ & **ME Lam**. 2015. Fish Commoditization and the Historical Origins of Catching Fish for Profit, *Maritime Studies (MAST)* 14(1):1-19. (Examines fish commoditization in its historical context as how the values of fish have changed over time. I examined the changing values of fish from food to profit. Contribution: 40%)
6. Pitcher, TJ, **ME Lam**, C Ainsworth, A Martindale, K Nakamura, RI Perry & T Ward. 2013. Improvements to the ‘Rapfish’ Rapid Evaluation Technique for Fisheries: Integrating Ecological and Human Dimensions. *Journal of Fish Biology* 83(4):865-889. (Proposes human and ecological indicators to evaluate the sustainability of fisheries. I led the development of novel ethical and governance indicators. Contribution: 30%)
7. **Lam, ME** & TJ Pitcher. 2012. Fish Commoditization: Sustainability Strategies to Protect Living Fish, *Bulletin of Science, Technology and Society* 32(1):31-40. (Examines importance of fish as living resources to fishing and coastal communities. I led the writing and conceptualizations within the paper, including arguing for social subsidies to communities to find livelihoods based on living fish. Contribution: 60%)
8. Pitcher, TJ & **ME Lam**. 2010. Fishful Thinking: Rhetoric, Reality and the Sea Before Us, *Ecology and Society* 15(2): 12. (Critiques and assesses various approaches to fisheries management. I reviewed the literature and co-wrote the paper. Contribution: 40%)

b) Management of research and development projects

I have managed numerous research and development projects, in the USA, Canada, and Norway, often in frontier areas. The projects in the USA focused on enhancing the research and educational opportunities for indigenous students, a minority group that is notoriously

underrepresented in science, technology, engineering and mathematics (*Research Experiences for Undergraduates* and *Consolidation of Science Programs* at Northwest Indian College, a tribal college). In Canada, the projects have centred around community-based research and interdisciplinary collaboration on fisheries values and ethics (*Collaborative Solutions of Haida Gwaii Herring Fisheries* and *International Roundtable on the Ethical Challenges of Herring Food Webs and Value Chains*). In Norway, I am defining the nascent field of seafood ethics and am exploring seascape values (*Enhancing Seafood Ethics and Sustainability (eSEAS)* and *Managing Ethical Norwegian Seascape Activities (MENSA)*).

c) Interdisciplinary cooperation and network-building

I routinely collaborate with scholars from diverse disciplines and have a strong international network, with colleagues in North America, South America, Europe, Asia, and Australia. As an example of this, I led an interdisciplinary research team (through projects funded from five different sources over three years) that included ecologists, philosophers, psychologists, artists, and filmmakers to examine the role or value of Pacific herring to the marine ecosystem and local and indigenous communities in British Columbia, Canada. This was a highly complex task, as goals, timelines, and values were different for the various project members. As well, the management of herring was highly contentious at the time this research was conducted. It helped to resolve the conflict among the local and indigenous communities, fishing industry, and government responsible for its management. This research led to peer-reviewed research publications, original artwork, and short videos. Building trust, relationships, and respectful communication were key to its success.

d) Extensive cooperation with industry and with civil society on the development of educational provision and research and development activities

I have cooperated both with the fishing industry and civil society in research and to produce videos for broad dissemination and communication with diverse academics and the public. This includes the *Herring Quest* video, with interviews of members from the fishing industry, civil society, and academia. In addition, I have developed a *Fishing Game* to show diverse fishing values of stakeholders and civil society members that I used in introductory graduate fisheries classes in Canada and Chile. In all instances, industry, civil society and students responded to the interviews and experiential learning activities with enthusiasm and deepened awareness of the challenges of managing fisheries when values conflict.

To summarize, I thank you for your consideration of my research and taking the time to assess my professorial competence within my specialization area of the human dimensions of fisheries. I appreciate having the opportunity to benefit from the evaluation of an international expert committee on my research quality and professorial competence.

With best regards,



Mimi E. Lam, PhD
Researcher, UiB SVT

Revised proposal for members to the expert committee for Dr. Mimi Lam's application for promotion to researcher 1183.

In 2020 Dr. Mimi Lam was appointed to a permanent position as a researcher on the NFR -funded researcher project Managing Ethical Norwegian Seascape Activities — MENSA (2020 – 2024), for which she has been project manager. In May 2023 she applied for a promotion to researcher code 1183. The expert committee that originally assessed Lam's research competence in 2020, did so in relation to the research field described in the MENSA project plan. The committee took as their point of departure the aim of the project:

"The aim of the MENSA project is to develop an integrated ethical approach to the sustainable management of marine resources and seascape activities by making values explicit and negotiating trade-offs with the input of technical experts and Norwegian citizens as marine stakeholders."

The field defined by the evaluation committee has implications for the assessment of the current application for promotion to code 1183 since the assessment will need to be done **within the field in which Lam was originally hired**, as specified in UiBs regelsamling 3.1.3, § 5:

"En forsker 1109/forsker 1110 kan bare søke om personlig opprykk innen det fagområde/forskningsfelt der vedkommende er tilsatt. Når en komite avgir en kompetanseerklæring, skal denne alltid gi et eksplisitt uttrykk for hvilket fagområde/forskningsfelt og i hvilken spesialitet søkeren har sin fordypning, der det er relevant."

The following proposal for committee members for the evaluation of Lam's application is based on the following considerations:

1. the academic field/research field within which the applicant was originally hired as researcher (cf. the UiB regulations requirement cited above)
2. the extent to which the research field specified in the current application falls under the research field in (1.)

3. the extent to which the committee members have research competencies in the relevant research field.

In the 2020 assessment report, the committee concluded that:

"Lam holds a PhD in chemistry, but she has since at least 2005, worked in interdisciplinary research on fisheries, including social science concepts and methods **with a focus on how fisheries science is mobilised with other knowledge systems, like traditional ecological knowledge.** Since 2014, her research has focused even further **on the ethical considerations around fisheries and how they are debated relative to scientific decision-making.** Therefore, though her PhD is not strictly in a relevant field to the SVT, or MENSA project, she has been working and publishing at an international level in relevant fields for at least the past 15 years; at a post-doc level, and at an assistant professor level. Lam is therefore highly qualified relative to the first two criteria. [...] The past five years she has been affiliated in various capacities with the SVT, working mainly on **ethical considerations in (largely science-dominated) fisheries decision-making processes and arenas; a highly interdisciplinary application of practical ethics.**

The two criteria were:

1. The candidate must hold a Norwegian PhD or an equivalent degree within a relevant field.
2. In addition, the candidate has at least 4 years of experience as researcher at post-doc level.

On the background of the evaluation report from 2020, the research competence of Dr. Lam is the study of (1) "how fisheries science is mobilised with other knowledge systems, like traditional ecological knowledge" in "decision-making processes and arenas", and (2) "the ethical considerations around fisheries and how they are debated relative to scientific decision-making" in "a highly interdisciplinary application of practical ethics".

The 2020 expert committee report found Dr. Lam qualified for a researcher position based on these competencies, which can more generally be characterised as research on the usages of science and other knowledge systems for political decision-making on the one hand, and ethical and values based questions related to decision-making in policy contexts on the other.

In her current application for promotion to researcher code 1183, the specialization area is described by the applicant as "**the human dimensions of fisheries** within the two sub-fields of **fisheries management and governance** and **fisheries values and ethics**".

The applicant further states that the focus of her research is currently "**the marine science-society-policy nexus** with collaborative, interdisciplinary teams and **local and indigenous community and stakeholder engagement**".

Based on the original assessment from the 2020 expert committee and the current application, Dr. Lam's research area can be described as lying within the general fields of (1) using science and other knowledge systems for political decision-making, and (2) ethical and values-based issues related to decision-making in policy contexts.

The SVT has identified the following committee members, which individually and between them have general and specialized competencies to assess the application.

Professor Merle Jacob (Lunds universitet) is professor of research policy and former director at the Centre for Technology, Innovation and Culture at the University of Oslo. She holds a PhD in vetenskapsteori from Göteborgs universitet. She has done research on research policy, sustainability policy and on collaborations in the humanities and social sciences with non-academic actors.

Professor Cathrine Holst (University of Oslo) is a former professor of sociology, currently professor of vitenskapsteori og demokrati at UiO. Holst has led several research projects about the role of expert knowledge in policy making. In 2020-22

she led a research group at CAS in Oslo with the project What is a good policy? Political morality, feasibility and democracy (GOODPOL). Holst was formerly Associate professor and responsible for the PhD courses in vitenskapsteori and ethics at the Faculty of Social Science at UiB.

Professor Jeroen van der Sluijs (UiB) is a professor in theory of the natural sciences at the UiB, specializing in knowledge quality assessment and post-normal science. He has led and participated in numerous research projects related to the uses and abuses of scientific knowledge for policy purposes in many areas including marine sustainability.

Dr. Gesche Krause is a social scientist working at the Helmholtz Centre for Polar and Marine Research in Bremerhaven, working on inter alia social-ecological dimensions of marine Resources and human-nature relationships.

Due to the multidisciplinary character of dr. Lam's research, we are suggesting a committee of four people instead of three, to make sure that all the relevant aspects of the application can be assessed. With these four committee members we are confident that both sub-fields mentioned in the application, the usages of science and other knowledge systems for political decision-making and the ethical and values-based questions related to decision-making in policy contexts are covered by the combined competencies of the committee members. The SVT nominates Professor Merle Jacob as head of the proposed assessment committee.

Contact details:

Professor Merle Jacob, Lunds Universitet
merle.jacob@fek.lu.se

Professor Cathrine Holst, UiO

cathrine.holst@ifikk.uio.no

Professor Jeroen van der Sluijs, UiB

jeroen.sluijs@uib.no

Dr. Gesche Krause

Alfred Wegener Institute Helmholtz Centre for Polar and Marine Research (AWI)

Gesche.Krause@awi.de