

International Agency for Research on Cancer



World Health
Organization

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DIRECTOR'S REPORT

Preamble

1. This Director's Report covers the period since the 52nd Session of the Governing Council and includes data on the key performance indicators for the calendar year 2010.
2. The year has been one where the benefits of initiatives taken over the last two years in defining the research directions, establishing the scientific structure, investing in equipment and recruiting leading scientists have begun to bear fruit in terms of the mission of IARC. The Agency maintains a remarkable international reputation both for scientific excellence and for openness in collaboration. It is also an attractive, stimulating and fulfilling place to work. These features are a reflection of the abilities and attitudes of its staff.
3. The Agency learned with great sadness of the passing away of Dr Elaine Ron on 20 November 2010. Elaine was a close friend and collaborator of the Agency, had served on the Scientific Council for four years and was Chairperson of its 44th Session. A tribute was placed on the IARC web site to highlight her many achievements and wonderful character.

Introduction

4. The increasing recognition of noncommunicable diseases (NCD) as a major burden not only to high-income but also to low- and middle-income countries presents a unique opportunity for IARC as the specialized cancer agency of the World Health Organization (WHO). The international status of the Agency and its reputation for excellence in research, for collaboration, for training and as a source of authoritative information on cancer, combine to make it ideally placed to respond to the developing international NCD agenda. In particular, its established worldwide research networks provide a remarkable platform for future global, regional and national initiatives.
5. In meeting the challenges of the future, the Agency must remain founded on its status as a centre of research excellence. It is this reputation which attracts the best scientists and support staff to work for the Organization. On this foundation the Agency is able to provide the most reliable, up-to-date evidence-base for cancer prevention and control. Sight must not be lost of the significant gaps in knowledge concerning the causes of cancer, a starting point for future prevention strategies. Furthermore, opportunities exist to expand research into the translation of preventions into practice in different health care settings. This is sometimes termed implementation research.

6. Given the above context, significant emphasis has been placed over the last year in working with WHO towards the "First Global Ministerial Conference on Healthy Lifestyles and Noncommunicable Diseases" which will be held on 28–29 April 2011 in Moscow and the high-level United Nations Summit on NCD on 18–19 September 2011 in New York.

7. Notably the Director is a member of the international scientific committee for the Moscow Conference and as such contributed to development of the programme and Draft Declaration to be considered by the WHO Member States. The Director is scheduled to speak on cancer-specific priorities at the Conference in the First Plenary session.

8. The Agency has made a major contribution to the WHO "Global Status Report on Noncommunicable Diseases, 2010" which will form a key component of the support to WHO Member States for the UN Summit in New York. In particular, there has been extensive drafting by Agency scientists of the cancer components of the Report. As a result the document now includes important elements such as: the need for morbidity, mortality and survival data for planning cancer control; high-priority cancer-specific preventions, including combating chronic infections, environmental and occupational exposures; early detection and screening as population-based approaches to reducing cancer morbidity and mortality.

9. These two major events and the emphasis given to cancer within the context of NCD priority-setting may lead to significant new opportunities for the Agency. Specifically, to pursue cancer research in low- and middle-income countries in the areas of surveillance of cancer and its risk factors, understanding the causes of the disease and developing primary and secondary prevention approaches. The need for an associated increase in training of scientists is also recognized. The identification of new resources to meet these challenges will be vital if the Agency is to realize its full potential.

10. One opportunity to increase support to the Agency is to welcome new Participating States who share our objectives. Over the last year the Director has been engaged in discussions with a number of countries that have expressed an interest in becoming Participating States. The most advanced discussions have been with Argentina, Brazil, Mexico and Turkey. It is noted with appreciation that Brazil paid its outstanding contribution of €712 112 in 2010.

Highlight Events

11. One of the research areas where the Agency has made significant contributions over recent years is in evaluating the benefits of cancer screening. In recognition of this, the theme of the IARC Day 2011 is cancer screening. Two eminent scientists will receive the IARC Medal of Honour and give lectures on the topic: Professor Robert Smith from the Cancer Control Department, American Cancer Society, Atlanta, USA (19th Roger Sohler Lecture) and Professor You-Lin Qiao, Director, Department of Cancer Epidemiology, National Cancer Centre, Beijing, PRC (8th Sir Richard Doll Lecture).

12. The Agency was delighted to learn that during 2010 an ex-IARC staff member, Dr Nubia Muñoz was awarded the French 'Légion d'Honneur' for her career in cancer research. The Agency has invited Dr Nora Berra, Secretary of State for Health, France, to attend IARC Day 2011 and to provide a short testimony highlighting Dr Muñoz's achievements, particularly in

relation to understanding human papillomavirus as a cause of cervical cancer. Dr Muñoz was recipient of the IARC Medal of Honour in 2009.

13. The Agency hosted the visit of Professor HRH Princess Chulabhorn Mahidol of Thailand on 20 September 2010 together with a delegation from the Chulabhorn Research Institute (CRI). A series of presentations by Agency scientists led to discussions of potential research activities between IARC and CRI.

14. The theme of World Cancer Day 2011 (4 February) was physical inactivity and cancer risk. This theme was highlighted by the Agency in cooperation with the Union for International Cancer Control (UICC) and WHO. On that day Dr Nora Berra also arranged to visit IARC and met with a number of staff members, including during a visit to the IARC Biobank. The new Préfet of the Rhône-Alpes Region, Mr Jean-François Carencu, also attended.

15. The 2011 Work Climate Survey represents an important event in the calendar of the Agency. The results overall are encouraging. The Agency made a specific commitment to address the issue of harassment. IARC developed its own harassment policy, later superseded by a new WHO policy now published on the IARC intranet outlining clear mechanisms of support to people finding themselves in such unacceptable situations. The Agency also invited the WHO Ombudsman, Dr Athanase Hagengimana, to meet staff on two occasions in 2010 (February and April). On the occasion of one of these visits, Dr Hagengimana made a joint presentation with Ms Monika Altmaier, WHO HRD, to all staff on conflict resolution and harassment prevention. It is encouraging to see the percentage of people answering yes to the question on harassment has decreased by more than half (7 people, 4.7% of respondents) compared to the Surveys conducted in 2007 and 2009. Notwithstanding this positive indication, this topic is one on which any organization must maintain emphasis and vigilance, and this will be the case at IARC.

Scientific organization and highlights

16. The full range of scientific achievements of the Agency in 2010 is presented in the Interim Annual Report (see document GC/53/2). Here a number of points are highlighted for additional information.

17. The new version of Globocan (2008) was launched on 1 June 2010 and is being widely used and cited as a reference for the global burden of cancer. The successful IARC media launch from the UN Headquarters (Palais des Nations) in Geneva of this web resource was followed by a high-profile publication in the International Journal of Cancer which featured on the cover of the journal (published on 17 June 2010). In addition, the Section of Cancer Information (CIN) cooperated closely with the American Cancer Society in the production of their new monograph on global cancer burden, entitled Global Cancer Facts and Figures, 2nd Edition, which drew heavily on Globocan for its content.

18. The long-awaited Interphone study on brain tumours (glioma and meningioma) and mobile phone use was published on 17 May 2010 and was accompanied by a press conference at the Palais des Nations in Geneva, given the great public interest in this study. The results will be considered along with all other relevant literature by an IARC Monograph Working Group (24–31 May 2011) on Non-Ionizing Radiation, Part II: Radiofrequency Electromagnetic Fields (which includes mobile phones).

19. The backlog of IARC Monographs was also cleared as per the schedule developed a year ago and presented to the Governing Council at its 52nd Session. Volumes 92, 93, 94, 95, 96, 98 and 99 all appeared in print in 2010 following their earlier web publication.

20. The Agency coordinated the development and publication, on 3 February 2011, of the first edition of the European Guidelines on Quality Assurance in Colorectal Screening and Diagnosis. The guidelines were produced by an international collaboration involving a multidisciplinary group of more than 90 experts from 21 European Member States and 11 other countries around the world. The Agency also participated in the public launch of the Guidelines in Brussels at the European Commission on 3 February.

21. The Agency, through collaboration with the European Food Safety Authority, is pleased to see its EPIC-Soft dietary assessment methodology being used as the basis for planned pan-European monitoring of food consumption information. This tool, developed at the Agency, will permit different European countries to generate dietary data in a standardized and comparable manner. The software is also being adapted for non-European populations for monitoring and research purposes. In addition, a web-based platform is under development to support its dissemination and maintenance.

22. The Agency finalized the purchase of the next-generation DNA sequencing apparatus and associated bioinformatics capacity. In line with the Governing Council Resolution (GC/52/R11) the Director submitted in writing the selected option, of purchasing the equipment for installation in the Agency laboratories, to two members of the Scientific Council (Dr Edgar Rivedal, Chair, and Dr Ian Frazer, Vice-Chair) and to the Chair of the Governing Council for approval. The equipment will form part of the Agency's Genetic Services Platform. The Agency also continues to collaborate with the other DNA sequencing facilities in Lyon, ensuring flexibility through mutual access to equipment. Of the other items covered by Resolution GC/52/R11, the gas chromatograph was purchased and the mass spectrometry acquisition is in the process of tender.

23. Since the 52nd Session of the Governing Council, five new Section/Group Heads have taken up their duties: Section of Environment and Radiation (Dr Joachim Schüz, 2 August 2010); Genetic Cancer Susceptibility Group (Dr James McKay, 6 September 2010); Laboratory Services and Biobank Group (Dr Maimuna Mendy, 4 October 2010), Biomarkers Group (Dr Augustin Scalbert, 1 December 2010) and the Gambia Hepatitis Intervention Study Group (Dr Ramou Njie, 16 May 2011). The latter appointment permits vital support to this flagship project at a key stage and was permitted by the support of the Governing Council from the Voluntary Undesignated Contributions (Resolution GC/51/R9).

24. In the Sections of Cancer Information and of Environment and Radiation the individual Groups were dissolved, leading to a better integration of the research and more streamlined organization within the Section. Each of the two Sections has an appointed Deputy Section Head, Dr Freddie Bray and Dr Ausrele Kesminiene respectively.

25. Over the last 12 months the Heads of Sections and Groups have established identities within their teams and orientated the research at the Agency in line with the IARC Medium-Term Strategy (2010–2014). The research directions are aligned with the proposed Programme (2012–2015) and Budget (2012–2013) as presented to the Governing Council at the 53rd Session (see document GC/53/7).

26. The IARC Senior Leadership Team (SLT) (chaired by the Director) meets on a monthly basis to discuss overall directions in the Agency whilst the IARC Operational Team (IOT) (chaired by the Director of Administration and Finance) meets to discuss the implementation of policies and practices across the Agency. There are representatives who attend meetings of both Teams to facilitate exchanges and the working relationship between the two.

27. The Section of Genetics (GEN) was the subject of peer-review by the Scientific Council on 20–21 October 2010. The review was extremely positive about the research directions and past performance of both component Groups, Genetic Epidemiology (GEP) and Genetic Cancer Susceptibility (GCS). The recent appointment of Dr James McKay to Head, GCS, was acknowledged, as was the resultant early stage of reorientation of the Group's activities, which will be considered again at the 48th Session of the Scientific Council. The peer-review was followed by decisions to place the next-generation sequencing machine in GCS and also to include a new P2 bioinformatics post in the proposed budget 2012–2013. This will create exciting new research opportunities for the Agency.

28. The development of a strong biostatistics capacity at IARC has been supported by a number of key appointments within the different research Sections. How best to further enhance the discipline across the Agency was considered by an Advisory Group on Biostatistics which met on 25 November 2010 and comprised Professor Maria Blettner (Germany), Professor Stephen Duffy (UK), Professor Niels Keiding (Denmark) and Professor Gilles Thomas (France) (external members) and Dr Graham Byrnes, Dr Martyn Plummer and Dr Christopher Wild (internal members). The recommendations emerging from that meeting were considered by the Scientific Council in January 2011 and will be addressed during the course of this year.

Publications

29. Agency staff continue to publish a high quality and volume of research findings in the scientific literature. In 2010, Agency scientists published a total of 285 articles in 127 journals (Table 1). The total was somewhat lower in absolute numbers compared to 2009, when there were 319 articles published in 140 different journals. However it is noteworthy that the decrease in 2010 is not in peer-reviewed articles or invited reviews but in letters, editorials, news items, etc. Therefore the number of peer-reviewed articles is similar over the last three years and the percentage of all publications within this category slightly increased in 2010 (81% compared to 75% in 2009 and 78% in 2008) (Table 1).

30. As of 25 March 2011, a further 76 articles had been published in 50 different journals.

31. An analysis was conducted on the percentage of articles appearing in the top 20% of journals in their subject category, using categories from *Thomson Reuters* databases: *Web of Science* and *Journal Citation Reports* (Table 2). It should be noted that a given journal can appear in more than one subject category and hence the total in Table 2 is higher than 285 articles. The four most common subject categories for papers published by Agency staff are: Oncology; Public, Environmental and Occupational Health; Genetics and Heredity; and Medicine, General and Internal, with the first two categories being by far the dominant ones.

32. Overall, 53% of articles were in the top 20% of journals in their subject categories. In the two subject categories where the Agency publishes most frequently the values were 89% for Public, Environmental and Occupational Health and 39% for Oncology. These figures compare favourably with 2009, where 49% of articles overall were in the top 20% of journals in their subject categories, 73% in Public, Environmental and Occupational Health and 30% in Oncology (Table 2). Such differences between two years should not be over-interpreted. Nevertheless, the overall indication is that research conducted at the Agency continues to be published in the most competitive journals in the relevant topic areas.

33. Some caution is required also when considering the value of the above parameter. Not least, Agency scientists frequently publish with colleagues from low- and middle-income countries in lower impact journals but which still represent important contributions from these underrepresented regions. The introduction of quantitative analysis should not discourage such contributions. In addition, the cut-off for the impact factor which places a journal in the top 20% is sometimes based on small differences but can have a major effect on the figures presented in Table 2.

34. The total number of IARC books sold in 2010 was 15 544 copies (Table 3). Data are presented together with the previous three years. As in all recent years, over 90% of sales were of the WHO Classification of Tumours Series. In total, book sales were about half those in 2009, mainly reflecting the timing of publication of the latest volume of the WHO Classification Series, Tumours of the Digestive System, which was only released in October 2010. Nevertheless, there were 4890 copies of this volume sold in 2010 confirming the exceptional demand for this series. To the end of March 2011 a further 828 copies of this volume had been sold. The recruitment of additional staff working on the series within the Section of Molecular Pathology (MPA) is in progress, with a concomitant plan for faster availability of further volumes; Tumours of the Breast is the next to be released.

35. Total revenue from the sales of IARC books amounted to just under 800 000 Swiss Francs in 2010 (Table 4). The drop in revenue was anticipated this year, because of the timing issues mentioned above, but was in line with budget estimates. The drop in revenues was not as great as that in sales because of the newly negotiated contract with WHO Press which came into effect in 2010 and is more beneficial to IARC. As seen in the Addendum to Table 4, revenues would have been 20% lower if this negotiation had not been successfully concluded.

36. Further work with WHO Press is needed to increase the sales of other IARC publications. In addition, the Agency has re-established its Advisory Committee on Publications in order to develop a more proactive approach to preparation of scientific publications as well as to meet demand in areas of its expertise. For example, a new book entitled Molecular Epidemiology: Principles and Practices will be completed in mid-2011 and the much awaited update of Cancer Registration: Principles and Methods, is planned for publication in 2012.

37. Provision of access to IARC publications in easily available form on the web site is a part of our Medium-Term Strategy (2010–2014). The Agency has now selected software to permit analysis, both prospectively and retrospectively, of access to publications from the web site; data from this new tool will be presented in the Director's Report to the Governing Council in 2012.

38. A full list of the new IARC publications made available in electronic format on the IARC web site in 2010 is presented to Governing Council in document GC/53/14.

Voluntary contributions

39. The Agency relies on voluntary contributions in order to fulfil its Medium-Term Strategy (2010–2014), with the majority of contributions obtained through competitive peer-reviewed grant applications to national and international funding agencies. The income thus generated is an indication of the competitiveness of the Agency's research projects and the degree of collaboration with other organizations. There are a number of positive indications among the standard set of key performance indicators prepared for the Governing Council.

40. In 2010 the Agency signed extra-budgetary contracts to a total value of US\$ 71 626 000 which is more than double the value of any other year in the last five and a more than 7-fold increase on 2009 (Table 5). This exceptional total reflects Agency participation in a significant number of large international collaborative projects for which contracts were signed in 2010.

41. Of the above total, US\$ 13 118 000 (18%) is destined for the Agency, representing a marked approximately 3-fold increase over the figures for 2008 and 2009 respectively. This total includes the renewal of the National Cancer Institute, USA, grant to the IARC Monographs programme for a value of US\$ 4 562 086 covering a period of five years. Nevertheless, even with this award included in the 2010 total, there is a significant increase in voluntary contributions destined for IARC compared to previous years. The awards were from the European Union (37%), the National Institutes of Health, USA (46%), various sources in France (9%) and other funders in Europe and elsewhere (8%).

42. The voluntary contribution expenditure in 2010 was lower than in the preceding years (Table 6) reflecting the lower value of awards attributed to the Agency in 2008 and 2009, given expenditure in one year reflects awards granted in the preceding years. This translates in 2010 to a lower percentage of total expenditure on extra-budgetary sources (27.2% of total expenditure as opposed to the 33.1% in 2009). This decline should be reversed next year as the extra-budgetary awards in 2010 translate to expenditure in 2011 onwards.

43. There was encouraging news in terms of the number of new grant applications, which also showed a marked increase in 2010 with a total of 119 submissions. The number of grant submissions in the previous four years was as follows: 96 (2009), 88 (2008), 97 (2007) and 67 (2006). This increase probably reflects a number of factors: the in-house emphasis placed on scientists obtaining extra-budgetary income; the successful recruitment of senior scientists; a clear scientific strategy and commitment to the mission of the Agency.

44. The Agency is participating in the European Partnership for Action against Cancer (EPAAC) through inclusion on the EPAAC Steering Committee and in particular through participation in the work packages on 'Health Promotion and Prevention', 'Screening and Early Detection' and 'Health information and the collection and analysis of comparable data'. The role of the Agency in providing the secretariat to the European Network of Cancer Registries is vital in particular for participation in the latter work package. Unfortunately because of its international status, the Agency is restricted to being a collaborating partner in this "joint action" and is not eligible to receive funding through the mechanism assigned to the Partnership. Thus the contribution we

make is being included in the Direct Contract negotiated with DG SANCO, which is subjected to the annual budgetary planning of the European Union. The Direct Contract is the only mechanism for financing any IARC activity of interest to DG SANCO.

Staff

45. In addition to the key appointments at Section and Group Head level, mentioned above, a decision was taken to invest in an additional senior scientist (P4 position) in the Section of Early Detection and Prevention (EDP), within the Screening Group (SCR). The recruitment of Dr Rolando Herrero to this position is excellent news. He will take up his duties in June 2011.

46. Dr Eduardo Seleiro was recruited as Scientific Officer within the Director's Office in January 2011 to support the IARC Director in strategic developments.

47. It is notable that of the current scientific Section, Deputy Section and Group Heads (20 people) 75% of these are now seven or more years from retirement age. This means that for a majority of senior scientific positions the Agency can look forward to several years' productive leadership. Increasing emphasis will be placed on succession planning in the medium-term for those staff in senior positions, both scientific and administrative.

48. On 1 May 2011, there are 263 people working at the Agency. Of these, 181 are fixed-term staff of which 70 professional staff (41 men; 29 women) and 111 general service staff (28 men; 83 women). Of the 70 professional staff there are 53 in the scientific sections and 17 in the support services. The number of temporary/short-term staff working at the Agency was eight.

49. The people working at the Agency come from 42 different countries. Of the staff on fixed-term contracts, 91.7% are from Participating States (166 out of 181).

50. There are 36 students at the Agency, 28 post-doctoral scientists, of whom 10 are fellows supported by IARC Post-doctoral Fellowship awards, and 10 visiting scientists (one of whom is an IARC Senior Visiting Scientist awardee) from a total of 31 different countries.

51. Since May 2010, 14 staff members have left the Agency: seven professional staff members and seven general service staff as listed below.

Professional Staff					
V. Cogliano	Dr	Scientist	P5	IMO	Resignation
M.P. Curado	Dr	Scientist	P5	CIN	Abolition of position
C. Granger	Ms	Administrative Officer	P2	DIR	Abolition of position
M. Heanue	Ms	Technical Officer	P4	DIR/ETR	Resignation
H.R. Shin	Dr	Scientist	P5	CIN	Reassignment to WPRO
M. Smans	Mr	Systems Analyst	P5	DAF/ITS	Pre-retirement
L. Voti	Dr	Scientist	P3	EDP/QAS	Completion of appointment

General Service Staff					
J.-P. Bonnefond	Mr	Maintenance Technician	LY4	DAF/ASO/BDM	Retirement
P. Collard	Ms	Secretary	LY4	MPA	Pre-retirement
M.P. Cottard	Ms	Technical Assistant	LY5	EDP/QAS	Resignation
C. Lambert	Ms	Secretary	LY4	CIN	Pre-retirement
T. Perdrix-Tomas	Ms	Secretary	LY4	INF/ICE	Resignation
A.-M. Randon	Ms	Laboratory Research Assistant	LY6	MPA	Retirement
M. Renaud	Ms	Secretary	LY4	EDP/SCR	Retirement

52. Eight professional staff and eight general service staff took up fixed-term positions at the Agency as follows:

Professional Staff				
P. Ferrari	Dr	Statistician	P3	NME/NEP
H. Mattock	Dr	Technical Editor	P2	MPA
V. McCormack	Dr	Scientist	P3	ENV
M. Mendy	Dr	Laboratory Manager	P2	DIR/LSB
A. Scalbert	Dr	Scientist	P4	NME/BMA
J. Schüz	Dr	Scientist	P5	ENV
E. Seleiro	Dr	Scientific Officer	P3	DIR
R. Njie	Dr	Hepatologist	P3	DIR/GHIS
General Service Staff				
L. Boulegroun	Ms	Clerk/Secretary	LY3	DAF/HRO/CSS
V. Chabanis	Ms	Secretary	LY4	INF/ICE
G. Durand	Mr	Laboratory Technician	LY3	GEN/GCS
M. Dusenberg	Ms	Clerk/Secretary	LY3	DAF/HRO/CSS
H. Lamouchi	Mr	Maintenance Technician	LY4	DAF/ASO/BDM
S. Montigny	Ms	Secretary	LY4	EDP/SCR
K. Racinoux	Ms	Clerk/Secretary	LY3	DAF/HRO/CSS

53. In January 2011 the Agency launched the IARC Alumni Group for current and past staff members, visiting scientists and fellows, using LinkedIn® as a mechanism. The goals are to strengthen the links between IARC and its alumni in order to provide a forum for communication; to support scientific and personal interaction for those who have spent time at IARC; and to encourage alumni participation in recruitment, advocacy, and scientific networking and collaboration. By 11 April 2011 the IARC Alumni Group comprised 91 members.

Education and Training

54. Education and Training has continued to develop over the last year. In order to engage staff across the Agency an internal Advisory Committee on Education and Training was established, which helps to identify, evaluate and coordinate training initiatives. In terms of the external presentation of the IARC activities, an Education and Training brochure has been designed for public relations purposes. Ms Mary Heanue, who has been Head of the Education and Training Group, is leaving the Agency in April 2011 and recruitment of a replacement Group Head will occur this year.

55. A major piece of work is the development of the IARC Postdoctoral Charter, focusing on commitments expected of the postdoctoral fellow, the supervisor and the Agency during the period of training, in order to further support career development. This programme should add to the excellent reputation of the post-doctoral opportunities at the Agency and the quality and number of Fellowship applications received. As a part of the Charter a generic training programme has been developed with, among others, activities offered in: biostatistics, grant writing, scientific publishing, effective scientific poster preparation, library resources, bibliographic tools, and the IARC Sample Management and Information System.

IARC Fellowships Programme

56. The Agency awarded 10 fellowships in 2010 comprising six new post-doctoral awards and four extensions for a second year (Table 7). These awards were partly financed through the European Union FP7 Marie Curie COFUND. In addition, two extensions for PhD studentships were awarded. These awards were made to people from nine different countries. One Senior Visiting Scientist award was made to Dr Jia Chen (Mount Sinai School of Medicine, New York, USA).

57. In 2011 there were approximately twice as many applicants for postdoctoral fellowships, Senior Visiting Scientist Awards and Expertise Transfer Fellowships compared to recent years, an extremely positive sign.

58. IARC is actively searching for partners to establish bilateral agreements to expand both the post-doctoral and senior visiting scientist schemes. In this regard it was encouraging to advertise in 2010 the IARC-Australia Postdoctoral Fellowship, supported by Cancer Council Australia and to make the first offer of this new award. Similar sponsorship of IARC Fellowships has been explored with organizations in several Participating States, including Canada (Canadian Institutes of Health Research), Ireland (Irish Cancer Society), Germany (German Cancer Research Centre), UK (Cancer Research UK) and USA (National Cancer Institute). These are at various stages of discussion. The Agency would welcome support from the Governing Council in opening other such opportunities for discussion. Unfortunately the Italian Association for Cancer Research withdrew its support to the Fellowship Programme in 2010. The Agency expresses its gratitude to the Association for over 20 years' support to IARC post-doctoral fellows.

Courses

59. The Agency welcomed just over 400 participants on training courses in 2010 (Table 8). The overall number of attendees was similar to 2009 but the total number of courses was lower. This was due to the fact that a relatively large number of cancer registration courses were conducted in 2009 in diverse locations; the Agency, within the restructured Section of Cancer Information, is now focusing on a more targeted training with the medium-term aim of establishing centres of excellence to ensure continuity of long-term delivery of training in this key area.

60. The IARC Summer School took place from 14 June to 2 July 2010 with 61 participants from 36 countries. The course comprises two modules: cancer registration (week one) and cancer epidemiology (weeks two and three) with 38 and 44 participants attending each.

61. The Agency also organized or co-organized a number of other courses during 2010 (see below), all of which had a cancer registration component except for the course in India.

Other courses held in 2010		
<i>Course Title</i>	<i>Location</i>	<i>Number of participants</i>
MECC Cancer Registration Workshop	Antalya, Turkey	20
CanReg Training Course, Casablanca Cancer Registry	Casablanca, Morocco	10
International course on introduction to cancer registration and its application to cancer epidemiology	Guyaquil, Ecuador	28
International course on introduction to cancer registration and its application to cancer epidemiology	Trinidad and Tobago	12
Workshop on cancer registration	Stellenbosch, South Africa	54
CanReg 5 Workshop (in association with the IACR conference)	Yokohama, Japan	17
Cervical cancer prevention	Trivandrum, India	200

62. The Agency pursued its plan to work with partner organizations in order to meet training needs of cancer researchers worldwide. IARC and the London School of Hygiene and Tropical Medicine (LSHTM) have agreed to coordinate the timing of their respective flagship courses in Cancer Registration and Cancer Survival in order to facilitate the exchange of course faculty and increase attendance by offering the possibility for some participants to attend both programmes. This initiative provides a unique training opportunity to enhance local capacity for population-based cancer registration and to develop the collection of high-quality data on both incidence and survival.

63. It is intended that the type of general framework of collaboration between IARC and the LSHTM will be extended to other organizations, in order to strengthen capacity-building for cancer control in low- and middle-income countries, and to provide funding for fellowships or similar awards to support the attendance of trainees.

64. On the distance learning front, IARC is partnering with Institut Catala d'Oncologia (ICO) in Spain, IAEA-PACT, WHO and UICC on the Virtual University for Cancer Control network (VUCCnet). In particular, IARC has been invited to contribute academically to the development and review of the VUCCnet content. As a first step, the focus is on developing a cervical cancer prevention training module.

Administration

65. The IARC Administration is facing several staff departures and thus opportunities for change. The Head of Information Technology Services, Mr Michel Smans, took pre-retirement on 31 January 2011. A new Head of the Administrative Services Office, Ms Elisabeth Françon, will take up her functions on 14 June 2011 given the departure of Mr Gérard Guillerminet. In addition, Dr Hichem Lafif will retire as Director of Administration and Finance (DAF) on 30 November 2011. It is planned to have the new DAF in post before the departure of Dr Lafif in order to ensure a smooth transition.

66. A consultant was employed to assist in evaluating the current IARC communication activities. This involved a number of semi-structured interviews, internal and external, including some with Governing and Scientific Council members. A brief summary of the report is given in document GC/53/14 and the report will inform the development of the IARC Communications Strategy to be developed in the latter part of 2011 as a part of the IARC Medium-Term Strategy (2010–2014).

67. The increased focus on web-based communication was supported by the advertisement and appointment of a P2 Webmaster, Ms María de la Trinidad Valdivieso Gonzalez in the Communications Group (COM) as from 1 January 2011. A general service grade (LY4) web assistant will provide additional technical capacity in this area, particularly in relation to publications, and permit Ms Valdivieso to develop the more strategic aspects of the Agency's web-based communication.

68. COM organized a media training course on 25 February 2011, supported by expertise from WHO HQ, which was attended by 10 people at the Agency.

69. The classification of both Professional (P) and General Service (GS) positions has been delegated from WHO HQ to IARC. The Classification Review Committees meet annually at IARC and members submit recommendations for the Director's decision. Training on the new classification standards was organized for Committee members through a visit from WHO Classification Specialist, Dr Hans Willman, who also addressed staff at large on the issue of classification of positions. Work has been ongoing to develop a clear set of operating procedures and to communicate these to staff. In addition, feedback from Committee members and staff has been used to further refine the processes.

70. The SAP system was successfully upgraded to the latest version – ECC6 – and, as mandated by the IARC Governing Council in May 2006, the functional currency was changed from US\$ to Euro, effective 1 January 2010. This will significantly reduce the Agency's future risk of exposure to currency fluctuations.

71. In February 2011, the External Auditors conducted their annual audit of the Agency's 2010 accounts. While their management letter has not yet been received, the feedback given by the

auditors at the end of their visit was encouraging and confirmed that overall the Agency's internal control systems were operating adequately and effectively.

72. Emphasis continues to be placed on improving communication. The Director's News is an address open to all, held once a month and covering scientific achievements, updates on recruitments, new arrivals, administrative news, etc. The slides are subsequently made available on the intranet for staff unable to attend the briefing. The Director's Open Door is organized approximately three times per year, with the last three sessions held in May, October 2010 and April 2011, to provide any person working at IARC an opportunity to suggest ways that the Agency could be improved.

73. The second IARC Staff Day took place on 30 September 2010 on the theme of IARC working values: courtesy, honesty and generosity, and how these values can be applied practically to the work of the Agency. 85% of those who responded to the IARC Staff Day satisfaction survey felt that the event was worthwhile and a great majority expressed the wish to repeat the event. Overall, the comments received were very positive with many respondents mentioning that it gave them the opportunity to interact with colleagues and meet new ones in a relaxed setting. The IARC Staff Day will continue to be scheduled about once every 18 months.

74. Regular meetings have taken place with the Staff Association Committee (SAC) both in the presence of the Director (June, September, December 2010, March 2011) and with the Director of Administration and Finance (DAF) and Human Resources Officer (HRO) only (February, April, May, July, November 2010 and February 2011). The frequency of contact has been positive and has enabled the establishment of a better dialogue between the Administration and the staff.

75. Despite these efforts and further communication opportunities through regular meetings at research Section level, there is still work to do to improve the flow of information, as emerged from the recent Work Climate Survey. In particular the work conducted by the administrative services and the associated processes are not clear enough to staff. This is happening notwithstanding the tremendous work and dedication within the administrative groups. The challenge is to make this more visible and to communicate the underlying processes and decisions more clearly.

76. One response has been to bring greater clarity concerning the role of the various internal committees at the Agency. During the last months, a description of the different committees was placed on the intranet with a standard set of information collated on the members, terms of office, purpose and terms of reference.

77. "Town hall" meetings are being planned in which the administrative groups will describe their work and work processes, inviting an open discussion with all staff to allow responses to specific questions.

78. All these efforts to improve communication and hence working relations must take place in a constructive and collegiate manner. Everyone working at the Agency is part of a single organization. Whilst we seek improvements, this must be within a context of trust and respect to colleagues across IARC. The fact that in the Work Climate Survey an overwhelming 95% of respondents agreed with the statement "I respect the people I work with" implies a strong foundation for a way forward.

IARC Ethics Committee (IEC)

79. The new and enlarged IARC Ethics Committee met four times during 2010 (April, June, September, November) and has had two meetings so far in 2011 (February, April). In order to optimize participation, videoconference facilities are available for those members who are unable to attend in person. The first two meetings were dedicated to reviewing and approving the Standard Operating Procedures (SOPs), Rules and Procedures (RAPs) and the IARC questionnaire which IARC scientists must submit as part of their application.

80. During the September 2010 meeting, a decision was made to change the name of the Committee from Institutional Review Board (IRB) to IARC Ethics Committee (IEC) to better reflect the work carried out. Since the beginning of 2011, Dr Eduardo Seleiro, Scientific Officer in the Director's Office, has become the twelfth member of the IEC in order to balance internal/external representation.

81. A small group of international experts has been constituted to be available to provide guidance on areas where specialist expertise might not be available within the IEC. The IARC Ethics Advisory Group (EAV) comprises three members whose advice will be sought on demand when considered necessary. Professor Sheila McLean, Professor Michael Parker and Dr Rodolfo Saracci have agreed to be part of the EAV.

Building work and renovation

82. Following the water damage to the Biological Resource Centre (BRC), a renovation of the first floor and parts of the ground floor was completed. This led to significant improvements in the working conditions of staff in the BRC. The working space is also shared between the Laboratory Services and Biobank Group and the Biomarkers Group.

83. A major piece of work is being conducted to plan for the future provision of premises for the Agency. The problems of a building which is 40 years old, in need of extensive renovation, performs poorly in relation to carbon footprint, and is ill-suited structurally to a modern cancer research institute are all addressed in the document GC/53/11. The resolution of the provision of adequate facilities is one of the major challenges the Agency is facing in the coming five years.

External relations

Meetings

84. The Agency contributes to scientific collaboration through organizing meetings. These include core activities such as IARC Monograph meetings, those related to advisory or working groups and those related to specific research areas. A list of the major meetings held at the Agency since May 2010 is provided below:

- European Prospective Investigation into Cancer and Nutrition (EPIC) Steering Committee (15–16 June 2010);
- International Classification of Diseases, Revision 11, Topic Advisory Group on Neoplasms (ICD-11 TAG) meeting (13–14 September 2010);
- 1st International p53 Isoforms meeting (13–15 September 2010);

- International ColoRectal Cancer Screening Network (ICRCNS) meeting (29 September 2010);
- IARC-USA National Cancer Institute (NCI) Agricultural Cohort Consortium Workshop (19–20 October 2010);
- CAncer GENomics of the KIDney (CAGEKID) meeting (8 November 2010);
- Pooled analysis of European case-control studies on the interaction of occupational carcinogens in the development of lung cancer (SYNERGY) meetings (25–29 October 2010; 13–14 January 2011);
- Multinational case-control study on mobile phone use and the risk of brain tumours in children and adolescents (CEFALO) meeting (15 December 2010);
- Epidemiological study to quantify risks for paediatric computerised tomography and to optimise doses (EPI-CT) meeting on diagnostic radiation (7–8 February 2011);
- 44th and 45th European Network of Cancer Registries (ENCR) Steering Committees (24–25 November 2010; 21–23 March 2011);
- IARC Advisory Group on Biostatistics (AGB) (25 November 2010);
- Large Knowledge Collider meeting (31 January–3 February 2011);
- Monograph Volume 101: Some chemicals in industrial and consumer products, food contaminants, and water chlorination by-products (15–22 February 2011);
- Epidemiological studies of exposed Southern Urals populations (SOLO) meeting (14–17 March 2011).

Collaboration with cancer registry associations

85. The Agency continues to provide the Secretariat to the International Association of Cancer Registries (IACR) and the European Network of Cancer Registries. A major contribution was made to the organization of the 32nd Annual Meeting of the IACR in Yokohama, Japan on 12–14 October 2010.

86. The Agency is also participating in the EURO COURSE project funded by the European Union FP7, with a focus on cancer information from European cancer registries and its dissemination.

87. In July 2011 the Section of Cancer Information will hold a meeting of organizations committed to developing cancer registration in low- and middle-income countries. The objective of the meeting is to seek an international coordination of efforts that makes most use of resources and is effective in raising the profile of this topic with governments, international organizations, funding agencies, etc.

Collaboration with the Union for International Cancer Control (UICC)

88. The Agency has established a good dialogue with UICC with many shared interests in line with the World Cancer Declaration. Examples of ongoing areas of collaboration include training fellowships, cancer registration and cancer screening. The Agency greatly appreciates the UICC support to participants on IARC training courses. A representative from UICC is a member of the IARC Fellowship Selection Committee.

89. The Director attends the UICC Board Meetings as an Observer whilst the UICC Chief Executive attends the IARC Governing Council. A representative of UICC is also invited to the Scientific Council meetings. The Director participated in the UICC World Cancer Congress in Shenzhen in August 2010 and chaired a session organized jointly with WHO at the same meeting. The Director also attended the UICC World Cancer Leaders Summit during the Congress. There was collaboration in preparation for the World Cancer Day and a number of exchanges in terms of priorities for the UN high-level summit on NCD.

Collaboration with the WHO

90. The Agency collaborates widely with the WHO and this year the full extent of this is detailed in document GC/53/9.

Conclusion

91. The above represents a summary of some of the vibrant activities which took place at the Agency since the last Governing Council session.

92. The Report is presented for consideration by the Governing Council.

Director's Report – Standard Reporting

Table 1: Publications – Articles

Year	Peer-reviewed articles	Letters to Editor or comments	Invited reviews	Editorials, news, other	Total
2008	229 (78%)	21	44		294
2009	239 (75%)	18	34	28	319
2010	231 (81%)	6	32	16	285

Table 2: Publications within top 20% of journals in their subject category in 2010^a

JOURNAL SUBJECT CATEGORY	No. Journals in SC	Highest IF in SC	20% IF of SC ^b	No. publ. in SC	No. publ. in top 20%	% in top 20% ^c
BEHAVIORAL SCIENCES	49	19.045	3.8	1	1	100
BIOCHEMICAL RESEARCH METHODS	67	16.874	4.101	2	1	50
BIOCHEMISTRY & MOLEC. BIOLOGY	283	31.152	4.887	5	2	40
BIOLOGY	76	12.916	3.322	5	5	100
BIOTECH. & APPLIED MICROBIOL	152	29.495	3.567	5	1	20
CARDIAC & CARDIOVASC. SYSTEMS	95	14.816	3.703	1	1	100
CELL & TISSUE ENGINEERING	12	23.563	7.747	1	0	0
CELL BIOLOGY	162	42.198	6.09	3	1	33
CHEMISTRY, APPLIED	64	5.187	2.461	1	0	0
CLINICAL NEUROLOGY	167	18.126	3.612	4	2	50
DENTIST., ORAL SURGERY & MED.	64	3.549	2.233	4	4	100
DERMATOLOGY	48	5.543	3.107	3	2	67
ENDOCRINOLOGY & METABOLISM	105	19.761	4.722	2	1	50
ENVIRONMENTAL SCIENCES	181	8.5	2.739	7	6	86
FOOD SCIENCE & TECHNOLOGY	118	4.356	2.114	1	1	100
GASTROENTEROL. & HEPATOLOGY	66	12.899	4.331	7	2	29
GENETICS & HEREDITY	146	34.284	4.294	18 (20)	7 (12)	39 (60)
GEOCHEMISTRY & GEOPHYSICS	75	8.021	2.429	1	0	0
HEMATOLOGY	61	14.816	5.193	4	1	25
IMMUNOLOGY	128	37.902	4.214	7	3	43
INFECTIOUS DISEASES	57	15.583	4.014	4	2	50
MATHEMAT. COMPUTAT. BIOL.	29	5.759	3.246	2	1	50
MEDICAL INFORMATICS	23	3.974	2.597	1	0	0
MEDICAL LABORATORY TECHNOLOGY	29	6.263	2.535	1	0	0

JOURNAL SUBJECT CATEGORY	No. Journals in SC	Highest IF in SC	20% IF of SC ^b	No. publ. in SC	No. publ. in top 20%	% in top 20% ^c
MEDICINE, GENERAL & INTERNAL	133	47.05	2.498	10 (14)	6 (8)	60 (57)
MEDICINE, RES. & EXP.	93	27.136	4.146	8	2	25
MICROBIOLOGY	95	17.644	4.16	2	1	50
NEUROSCIENCES	231	26.483	4.564	2	2	100
NUCLEAR SCIENCE & TECHNOLOGY	33	1.933	1.317	1	0	0
NUTRITION & DIETETICS	66	8.783	3.366	9	7	78
OBSTETRICS & GYNECOLOGY	70	7.042	2.491	9	3	33
ONCOLOGY	166	87.925	4.547	138 (151)	54 (46)	39 (30)
OTORHINOLARYNGOLOGY	36	2.436	2.018	1	1	100
PATHOLOGY	71	13.5	3.495	5	3	60
PEDIATRICS	94	4.983	2.376	1	0	0
PERIPHERAL VASCULAR DISEASE	61	14.816	3.961	1	1	100
PSYCHIATRY	117	15.049	3.879	1	0	0
PSYCHOLOGY	71	22.75	3.462	1	1	100
PUBLIC, ENVIRON. & OCC. HEALTH	122	17.5	2.956	80 (63)	71 (46)	89 (73)
RADIOL., NUC. MED. & MED. IMAG.	104	6.424	3.093	3	0	0
REPRODUCTIVE BIOLOGY	26	7.042	3.3	1	0	0
RESPIRATORY SYSTEM	43	10.689	3.644	3	1	33
STATISTICS & PROBABILITY	100	4	1.821	1	1	100
SUBSTANCE ABUSE	11	4.728	3.842	1	1	100
SURGERY	167	7.9	2.594	2	1	50
TOXICOLOGY	77	22.468	3.367	8	2	25
TRANSPLANTATION	24	6.433	3.724	2	1	50
VIROLOGY	30	8.978	4.322	4	2	50

Legend: IF = Impact Factor; SC = Subject Category

^a A given journal can appear in more than one subject category and hence the total in Table 2 is higher than 285 articles.

^b This figure represents the impact factor of the journal at the limit of the 20% top journals

^c Figures in parentheses are for 2009

Table 3: Publications – Volume of sales

Year	Total sales	Sales of 'Blue Books'
2007	18 964	17 395 (92%)
2008	21 310	19 365 (91%)
2009	30 943	28 869 (93%)
2010	15 544	14 872 (95%)

Table 4: Publications – Revenue from sales (CHF)

Year	Revenue from sales of all publications	Revenue and percent from 'Blue Books'	Revenue from sales paid to IARC ^(a)
2007	777 795	744 768 (95%)	520 850
2008	877 604	839 388 (95%)	737 362
2009	1 300 050	1 258 925 (97%)	1 030 054
2010	848 448	824 448 (97%)	796 896

Addendum: Had we continued with previous percentage arrangement, revenue would have been:

Year	Revenue from sales of all publications	Revenue and percent from 'Blue Books'	Revenue from sales paid to IARC ^(a)
2010	686 376	665 784 (97%)	634 824 (-20%)

^(a) After charges were deducted from overall figure

Table 5: Extra-budgetary funding (US\$)

Year	Total value of signed contracts ^(a)	Value attributed to IARC	Voluntary contribution expenditure
2007	30 862 000	18 053 000	11 342 100
2008	13 054 000	4 789 000	11 605 100
2009	9 327 000	4 350 000	11 494 300
2010	71 626 000	13 118 000	8 847 000

^(a) The figures show total budgets of all grants signed irrespective of whether IARC is coordinating the studies or not

Table 6: Expenditure against voluntary contributions (VC), regular budget (RB) and percentage comparison (US\$)

Year	Regular budget (RB)	VC/RB+VC ^(a)	Regular budget Appropriation Section 2	VC/RB+VC
2007	22 011 000	34.0%	15 688 200	42.0%
2008	20 849 900	35.8%	15 531 800	42.8%
2009	23 230 700	33.1%	16 703 300	40.8%
2010	23 690 574	27.2%	17 410 433	33.7%

^(a) VC, Voluntary contribution expenditure taken from Table on extra-budgetary funding

Table 7: Education and Training – IARC Fellowships

Year	No. of IARC Fellowships awarded^(a)	No. fellows from low- and middle-income countries
2007	10 (6 + 4)	10
2008	11 (6 + 5)	11
2009	8 (4 + 4)	8
2010	10 (6 + 4)	6

^(a) Post-doctoral fellowships (new and second year renewals)

Table 8: Education and Training – IARC Courses

Year	No. courses organized	No. different countries where courses held	No. courses in low- and middle-income countries	No. participants
2007	6	5	5	157
2008	7	6	4	340
2009	13	13	12	405
2010	8	8	5	402