

CIRES Members Council Meeting

November 12, 2019

Location: DSRC

Meeting called to order at 12:30pm

Meeting Minutes recorded by CMC Secretary Mistia Zuckerman

Members

- Alessandro Franchin, Chair, CSD
- Eric Adamson, Vice-Chair
- Mistia Zuckerman, Secretary
- Janice Bytheway, CSD
- Aaron Sweeney, NCEI
- Eric James, Membership Chair
- Mike Toy, GSD, OPA Chair
- Jon Kofler, OPA co-chair
- Ryan Cossatto, Main, CIRES Mentoring
- Gaby Petron, GMD,
- Joe Katich, CSD
- Nate Campbell, Main
- Molly Hardman, NSIDC

Non-Members

- Gary Hodges, GMD
- Hillary Peddicord, GSD
- Lucia Harrop, ESRL
- Meghan Tilton, Main

Refresher on Bylaws

Ale said that the CMC needs to be a feedback mechanism for the administration. He said it is important to make your presence known to coworkers, find out about their concerns, and bring those concerns to the administration. This feedback process will help to improve the workplace.

PSD CIRES Leadership Issue

Last month, a CIRES employee at DSRC expressed concern that the dual role of supervisors in had been dismantled. PSD has 8 teams. Each teams had a CIRES and NOAA team lead. The team lead would have a research council. In the last year, the CIRES structure of having a team lead was disbanded. Now, the employee feels that there is a lot of NOAA representation but very little CIRES representation. After last month, PSD employees received an email that there is a now "CIRES Team Coordinator" but nobody was aware of this role.

Alessandro said that CSD did not have these dual team leads. Instead they had a CIRES person (Amy Solomon). He would like to find two people to look into the problem and come up with solutions to the problem. Alessandro asked for people to be aware of transitions.

CU TIAA Retirement Accounts

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CIRES employee introduced an issue of recent changes to our retirement plan. This affects those who choose the non-PERA retirement plan. Around 2015, CU entered into a new contract with TIAA-CREF, who serves as a middle-man, TIAA started taking off 0.07% as an account maintenance fee. They said that if you do the self-directed option, they said that you could get rid of the maintenance fee. A few months ago, we received a letter that said that they are lowering the fee to 0.057% for the directed and also charging the same amount for the self-directed. Before, 100% can go into self-directed. Now only 90% can go into self-directed and the 10% has to go into the directed. This is because TIAA cannot reach into your self-directed account and pull out money to pay the fee. Over 35 years, there can be less than \$40,000 less in your retirement account by the time you retire.

This was not part of the original structure. During the original competition, the companies had to bid. Could it be possible to force another competition between companies. When this employee broached this question with CU benefits. Somewhere in TIAA, there is a person with the title of "internal wholesaler" who the university would have negotiated with. There would be a package of things, and they would have fine-tuned it.

Is there an advisory committee or faculty committee?

How do people get on it? Is it a volunteer position?

How long is the TIAA-CREF Contract?

IDEA: Put out a survey of CIRES members about TIAA

Alessandro asked for a vote on whether should find out more. Gaby and Jonathan volunteered to work with the employee on this issue.

Climate Science and Mental Health

This issue was introduced at the October 2019 meeting. Lucia said that she met with faculty and staff assistance program to research what was available to us. Waleed wants to advertise what programs are available to people right now with doing anything.

Need more support:

- Bringing support to DSRC like stress management. Tentative support from HR and Waleed.
- Train employees in emergency mental health care. CIRES admin is concerned about the time and liability behind this. 3 hours initial training.
- Targeted peer group counseling sessions.

Gaby and Antonietta are planning to work with Lucia on this issue.

Action: CMC members will forward the email from Lucia today to our clusters.

Next meeting:

Agreed on Taj. Who is okay with Monday, noon, next meeting?

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Thursday, Dec. 5 at noon at Taj.

Executive and Fellows Meeting Rep

Antonietta said she can continue being a Fellows Representative. There are more feds a CIRES fellows meetings than CIRES.

December Agenda item: Role at CIRES Fellows Meetings

Motion:

Antonietta as Fellows Rep. Jonathon as Executive Rep. Gaby as alternate for both meetings.

2:00 pm – meeting came to a close.