

CIRES Members Council Minutes

January 9, 2020

Meeting at the Taj Restaurant

Attendees:

Lucia Harrop (ESRL/Admin)

Janice Bytheway (PSD)

Amanda Morton (Outreach)

Aaron Sweeney (NCEI)

Ryan Cassotto (Main Campus)

Ale Franchin (CSD)

Jonathan Kofler (GMD)

Molly Hardman (NSIDC)

Antonietta Capotondi (PSD)

Eric James (GSD)

Adam Woods (NCEI)

Joe Katich (CSD)

Michael Toy (GSD)

Man Zhang (GSD)*

Gaby Petron (GMD)

Phil Handley (GMD)*

Dawn Umpleby (Earthlab)

* - Non CMC member

Logistics: Please let Ale know as quickly as possible if you can come or not to meetings at the Taj. We are supposed to have 15 people eating to use the room and have to pay for 15 meals regardless. If we will have much less than 15 attending/eating we'll need to reconsider location. Bringing people is encouraged!

- Update on OPAs – Mike
 - Nomination Solicitation letter draft is prepared and sent to CMC for comment. This will be sent out on the 16th after finishing some updates on the website.
 - Monthlong process of gathering nominations. Will need a committee by mid-February of at least 6 people (3 CMC members) to look over nominations and select winners. Committee needs to be set by February 13. Janice and Aaron volunteer to be on committee.
 - Ale: it is good if the committee is diverse with respect to division, gender etc.
 - Lucia: In the past they've tried to have people that are both Associate Scientists and Research Scientists, maybe even Admin track.
 - Committee members cannot be nominees or nominators
 - Meet in March to go over nominations and pick winners
 - Last year there were 17 nominations: 9 science, 8 service. 6 awards given (top 3 in each category)

- Lucia: Cash in a Flash program is another way to recognize projects and achievements that might not rise to the level of a competitive award. They are underutilized. Money has to come from the lab (i.e. supervisor has to identify source of funding). They can be given anytime in any amount from \$50-1000. Usually very small monetary, but its more about recognition.
- Update on Family Housing
 - The first letter we sent to management didn't have enough information to convince them to take some sort of action (i.e. a recommendation).
 - Been gathering more information from Family Housing on how rules are being a) enforced and b) communicated to incoming residents. Family Housing is protective of their policies and how they do things. Lucia is running all requests through Angela Knight in HR.
 - Housing has a 2 year cap for non-students and 3 year cap for Post-Docs. The Post-Doc cap was extended effective September 1, 2019 from 2 years to 3 in order to cover the normal period of a Post Doc appointment. Everyone that was in the family housing when the policy was implemented will be asked to move out at the end of the summer, and it is not clear these people know this is coming.
 - We will re-evaluate the letter to management and send to Angela, Christine, and Waleed.
 - Ale: this is an issue for CIRES when we are competing for hiring with other places. People will not come here if they cannot afford housing.
- Update on TIAA
 - Gary has not scheduled a meeting with HR yet, so no movement now. Hopefully later this month.
- Update on CIRES Climate Change Mental Health (Gaby)
 - Faculty and Staff Assistance Program seminar at DSRC on January 22. Email went out to all CIRES contacts at NOAA but not Main Campus because campus employees can attend these seminars any time at ARC. We can invite campus employees, but we'd need to get them sponsored to access the building.
 - This seminar is to talk about managing stress in general. Gaby and Betsy will discuss afterwards whether we need something more focused on researchers in climate/environmental sciences.

- If this seminar gets good attendance and has people engaged with trying to do something more focused, we can try to set up some group therapy sessions or peer support networks
 - This seminar is a good way to get CIRES folks in NOAA aware of FSAP and what they offer.
 - FSAP has a website – you fill out a form and tell them your needs, they match you with a counselor and set up appointments.
 - Campus recently updated their new employee orientation program. It is a year and a half long of programs about insurance, retirement, campus resources, etc. All new employees starting in Dec. are required to do the half day Quick Start through the university, DSRC employees meet the next day with Lucia for DSRC specific. It's an overload of information, so we need to be more proactive in reminding people of what resources they have.
 - Lucia writes the Admin News-2nd or 3rd week of month so if we have something we want to get out to people we should let her know. Also, if we see something in the Admin News relevant to our team spread the word.
 - Ryan: Most of the people who heard about the mentorship program heard about it through emails.
- Mentorship updates
 - Pre-survey results are in and processed. 35 of 60 participants responded. Majority are Associate and Research Scientists in their first 1-5 years of career.
 - Still looking into getting organized mentor training. Probably will occur in March or April if we can fund it.
 - Janice Bytheway is taking over for Mimi Hughes on the mentorship committee.
 - Ryan is trying to find someone to replace him as mentorship chair at end of February. Ideally it would be a CMC member. It's fairly self-sustaining at this point, mostly just monthly meetings to keep everyone updated and keep tabs on things.
- Update on Rendezvous
 - May 12, Tuesday.
 - April 3 – abstracts due. Critical for organizers.
 - They will have more deadlines set next month, and be looking for volunteers.
- CIRES swag

- Katy Humann said yes we can do that, people must buy their own stuff. Probably put in one order per year. There should be at least 24 items ordered to make it worthwhile. Not clear if it needs to be 24 of the same design.
- What items would be preferred? T-shirt, long sleeve, polo, hat, mugs, etc.?
- Aaron informally asked and came up with some t-shirt designs.
- NSIDC did this a few years ago. They had a range of items. (clothing and things like mugs).
- Will have CU logo on it as well, and there are a limited number of vendors that we can use. That will determine the cost.
- Next steps: get estimated cost. Design ideas – survey to CMC email list to pass along to divisions.

· Agenda for February

- Update on OPA
- Update on family housing
- Update on mental health if there is interest
- Update on Rendezvous
- Update on merch
- Discussion on advertising Cash in a Flash