

CIRES Members Council Meeting  
February 13, 2020  
Location: The Taj

Attendance: Janice, Ryan, Jonathan Antonietta, Meg, Ale, Molly, Aaron, Lucia, Michael, Eric, Mistia, Joe, Adam

Ale asked for replies to see whether people are coming are not.

**Outstanding Performance Awards**

Mike gave an update. The deadline for applications was 5pm on Monday. So far, two applications have been submitted. There is someone from NCEI, NSIDC. They need one more person. Total of 3 men, 3 women.

**Issue with Double Awards**

Summary of Issue: OPA awards for work that is already being formally recognized with an award. This has come up in the past, specifically with work in CSD that was given a Federal award and a lot of press and then also an OPA for the same work (VOC work) in the same year.

The reason this is a concern is that given the limited number of OPA awards given, having the same research group awarded twice in the same year for the same work feels excessive and morale busting for some. I think that CMC needs to issue a formal opinion on this. I know for a fact that an award nomination is coming to the OPA for work that has already received an award this year so it would be good to know now what the OPA/CMC thinks of this. Obviously, we can't always know if other awards are happening, but both the CSD case and this year's case we know in advance. I think that there may be other ways to recognize this work (it will already be mentioned in the Rendezvous as an Award) that don't "double dip" on the OPA.

How does CMC feel about OPA recipients also receiving another award in the same year?

Lucia mentioned that CIRES will match awards when it is awarded by the federal government. Comments continued that if CIRES has paid out money to recognize work already, they shouldn't do it the same time. The only reason it is currently this way is because it is not written that it is not allowed. Lucia mentioned that if it is awesome work, it deserves multiple recognition. The OPA is, however, entirely up to the CMC and if the CMC declares it to be an issue.

CIRES management decides on the Cash in a Flash award, so they have the power to not make an award if the OPA has already recognized that same project.

Discussion ensued regarding the value of bottom-up recognition versus nominations from management and supervisors; the purpose of the OPA; the issue with money for both awards coming from CIRES; whether this money is from the same pot or not. Mike explained that most

likely this process will not eliminate the federal award. It sound like this issue applies more towards the award for service over the group award.

Has this award been awarded previously?

If it is a federal award, is there an assumption whether CIRES has matched?

Action item: Look at the nomination form and see what information is requested. Request if people can be as up front as they can.

*Motion: OPA will add a sentence in the solicitation that says "Preference may be given to nominations that have not already been recognized in the last 12 months for the same achievement." And OPA will put language in the nomination package "Has this work received official recognition in the past 12 months? If so, please describe."*

*Motion was passed unanimously.*

### **Housing for graduates, post-docs, scientists**

Meg and Lucia have been working on the housing policy. (Please see past minutes for a recap of this issue.) The letter is now addressed with the head of HR for CU, and Ale and Meg brought it to Angela Knight. The discussed an email all CIRES employees who are affected by a limit to family housing, but that is not possible. Each CMC member can get this information sending out an email to their cluster. "Here is this thing we are working on in the CMC; If this affects you, would you be willing to volunteer this information." Meg asked for data because it is important for showing there is a problem. Discussion on new housing loan assistance that is available to all employees over 50% time. The program is specifically set up to benefit people who work in public education. Suggestion that we work with Susan through diversity program to discuss how we get diversity if people can't afford to live here. Angela wants to make sure that we don't burn bridges through family housing. Why are some people not eligible for loans? **Action: Meg will draft an email and send it out for us to send to our clusters.**

### **Mental Health and Climate Change**

Gaby reported that they held an event on stress management one morning at DSRC held by the director of Faculty and Staff Assistance Program. Of it, 20 people RSVP'd and 11 showed up. Next time, it is recommended that we ask people not to multitask. FSAP offered to bring an 8-week seminar series that is focused on high stress positions in science but we would need to have a minimum number of people (40) to attend. These sessions are already offered at the university but they are not tailored to climate scientists. This time is considered to be work and not vacation. Lucia suggested that we can continue to push the contemplative resource center which offers yoga and meditation and they would come to us.

### **Rendezvous Update**

Update on CIRES merchandising. Options for Tshirts was passed around.

### **Survey coming out concerning employee engagement**

Ale reported that there is an upcoming employee engagement survey. Ale will draft a template email that can be sent out to encourage people to participate.

Next month's agenda

Add a new picture to the agenda for next meeting