

CMC Meeting Minutes – November 14th 2016

Location: Backcountry Pizza

In Attendance:

- Chance Sterling
- Nathan Campbell
- Lucia Harrop
- Carrie Bell
- Carrie Morrill
- Chelsea Thompson
- Allen Pope
- Eric Adamson
- Mimi Hughes
- Kathy Lantz

12:00pm – Arrive/Order food

12:20pm – A request for a copy of last month's meeting minutes is made, chance goes over the elections from last month. Nate lets everyone know that the minutes will be put on the website and confidential minutes will be added to a google doc and shared

Chance met with Waleed and discussed the following:

- CMC By-laws
 - To be ratified at the next meeting, very small chances
- Town Halls
 - Waleed hopes to have one before the end of the year
 - University review is taking up much of his time
 - We (CMC) hope to facilitate this meeting
 - Week of Nov 28th Timeframe
 - 3 separate meetings (DSRC, East Campus, Main Campus)
 - Waleed requests that CMC get a higher attendance
 - We (CMC) should communicate these meetings
 - Q&A sessions should be highlighted for these meeting (instead of Q&A at Rendezvous). Waleed likes this idea
 - Communication needs to be sent out now
 - Earlier the better for CSD due to a upcoming field mission during that time frame)
 - Will be based on room availability
 - Last Week of Nov/1st week of Dec

A question is asked about receiving email lists for each division, in which Nate responded that he will get an excel document out with current email lists for each division

- Supervisor Review
 - Felt a bit rushed during Christina's departure
 - University will have to be involved in adding the review to the ASA and will substantially increase HR workload and delay to get this up and running
 - Possible Anonymous Survey for simplicity
 - It is asked what sparked this question

- It was first asked on the Anonymous Feedback form and answered one way, then asked at Rendezvous and Waleed gave a different answer
 - It is recommended that we 1st try the easy way and see how much buy-in we have
 - Discussion becomes that we as CMC members should look into the how important of an issue is this for each division and report back
 - Possible Survey Monkey Questionnaire
 - IPs are saved
 - The following is noted:
 - We need an avenue to communicate issues with supervisor
 - Provide accountability and constructive criticism to supervisor
 - Supervisee however needs to know what is and is not in the supervisors job
 - Town meetings should better explain the role of a CIRES supervisor
 - Assessment is positive due to its constructive nature and is not as critical
 - What is the goal: better supervisor relationship
 - Recommended approach: talk to the supervisor first
 - Should be known as supervisor feedback in order to avoid compensation issues
 - CIRES supervisors are not necessarily compensated for this work
 - It is considered during merit increases
 - Supervisor training is also needed
- Action Items:
 - CMC members get their divisions overall feeling about the supervisor review (feedback)
 - Language to send out to groups
 - Possible survey monkey questionnaire?
 - Level or requests impacts which action we should take

Meeting Discussion

- It is decided that we will continue to utilize Backcountry pizza as our new meeting location into the future
- It is discussed that we need to get Waleed to send out some information about how CIRES is funded to better education CIRES members about what the current political situation has on their future.
- Waleed would also like to hear what positives are coming from the way things are going in CIRES.
- Next month's meeting will not occur, please attend holiday party instead.
- Nate will look into getting a supervisor list for awards if it is okay with CIRES HR.
- Allen will be leaving sometime between Christmas and the New Year.
- OPA needs a few more people to be ready for meeting in the new year, please contact Mimi if you, or someone else is interested

1:40pm – Meeting Adjourned

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