October Meeting (10/17/2019)

MIstia Zuckerman, NSIDC (Chair)
Jon Kofler, GMD (Secretary)
Angela Knight (Main Campus, CIRES HR)
Alessandro Franchin (CSD, zoom)
Janice Bytheway (PSD)
Joe Katich (CSD)
Aaron Sweeney (NCEI)
Micheal Toy (GSD)
Eric Adamson (SWPC)
Eric James (GSD)
Adam Woods (NCEI)
Molly Hardman, (East Campus, zoom)
Gaby Petron (GMD, zoom)
Ryan Cassotto(Main Campus, Mentoring Chair, zoom)
Amando Morton (Outreach, zoom)
Betsy Sheffield (NSIDC)
Mike Hobbins (PSD, guest)
Lucia Harrop (Admin)
Paul Lotoanin (NCEI)

Location: DSRC 2A305
Meeting called to order: 12:33

1. Introductions

2. Mental Health for Climate Scientists (and others) – Betsy Sheffield, NSIDC from (on zoom). Sends in an article about scientists and mental health.   Mental health resources are important and have been amped up at the university… what is available for staff, particularly for climate scientists?   Gaby: the shutdown affected us and morale. Mistia: when she sees her work makes a different, she gets a positive psychological boost, and experiences the opposite when it doesn't make a difference. More outreach may translate into more positive effects on mental health for scientists. Maybe we could put out an email asking what people's needs are surrounding this. Ale: Goes stir crazy between IPCC reports. We are monitoring but not doing anything to fix it in our line of work. Mistia maybe can brainstorm about it before next meeting about what can be done to support the mental health of CIRES faculty. Angela reminds us that as CIRES employees, we are granted up to 7 hours of free one on one counseling and 24 hour crisis hotline. Lucia: Perhaps there can be a brainstorming session around this. Faculty and staff assistance/stress management. Recognizing staff for work their work can help moral. Betsy: Would like to see something specifically for scientists.

3. Angela Knight, CIRES HR – Introduces herself. Started July 1 at CIRES. Previously she served the CU law school for 14 years at CU. She is proud to be a part of CIRES. CIRES HR is fully staffed now. The goal is to better support CIRES employees. Customer service has been lacking and that is at the forefront of their mission. CIRESHR@colorado.edu is their email. Initial concerns she's heard is connecting employees with campus services. They are developing trainings and working on onboarding. Supervisor training for PSD to be more generalized for all of CIRES. Their challenge is volume because CIRES is a big organization.   In the next week, they are taking ownership of a professional skills development training.   Focus now is on CU trainings e.g. project management, etc. Some trainings are free and some have a cost. This will be rolled out in the next week. HR has a website where all these trainings are list. If you find a training not offered that you would like to see or have a request for one, bring it to HR's it to their attention . Crucial conversations $250 is one of the upcoming trainings.   Submit request to them to get approval. They are bringing on a pared down version of crucial conversations too. They are also rolling out budget and request form which will be in admin news. They have a 5 person team: 2 generalists-- Nancy Lathrop and Jasmine Moore. Jimena Ugaz focuses on training and onboarding, Janet Garcia is the visa organizer. Luan Line is the payroll lead and works remotely from Virginia. Annette Sargent supports temps, students and GRA's . List of questions prior to town halls is helpful. Mistia: Questions around remote working agreement. Angela: An application form for remote work was rolled out the week before Angela started (a policy for telecommuting to give people a framework). Form request is 2 pages. If you are working regularly remotely, you should fill out the form and get supervisor approval. The goal is to have a sense of where people are so they can be reached and if we are audited. The policy is outlined online, but the form will be printed. There will be a checkbox for the ASA to confirm the agreement is working. Eventually, there will be an online version. Approval should happen within a few weeks of application. Ale: CMC representatives can be a good resource to contribute to onboarding. The reps will introduce themselves to new employees, and the CMC members should/could be used as a resource by HR.   Lucia did not get much buy in from CMC members around this.   Central offers a half day onboarding for things like the buff one identikey, etc setup.

Someone in CIRES brought up the issue of TIAA-CREF fees if you self-manage your retirement money. This will be discussed at a future meeting.

4. Reports from Chairs

Eric James, Membership Chair
Lunch no longer included, instead we are being paid. Rolling out process for tracking this. Initially we thought that after a year, compensation for the full year would happen. It turns out CIRES HR is more flexible than this. We are going to do annual payments in October (in general), and we can handle additional payments for people leaving CMC early. This is simpler to keep track of.

Nate Campbell and Dawn Umpleby, CIRES Rendezvous
Dawn - no updates for rendezvous

Eric Adamson, OPA Chair
Hold off until next month to give report about things that were modified. He has some modifications to procedures.

Ryan Cassotto, Mentorship Program Chair
8 days into mentor sign up period started oct4, oct21 mentees sign up. Working with CIRES it to make changes, but it is fully operational. He's been pitching it to cires fellows, etc. ciresmentoring.colorado.edu. 19 mentors signed up.

Antonietta Capotondi & Eric Adamson, Executive and Fellows Rep
Executive meeting did not happen this month.

5. Town Hall meetings recap
At CIRES and at SEEC Town Hall meetings have already happened and included updates on travel policy, leave policy, remote work agreement. There was feedback about raise letters. People not happy about the paper method and the timeliness of it. Lucia was given feedback. Lucia would like to see all paperless communications.

CMC supports everyone, including admin group:
Mistia wants to make sure that it is understood that CMC is here for everyone at CIRES.

6. Other business
Amanda Morton and Mistia are working on an agreement that everyone signs when they join the CMC that includes information such as how many meetings should be attended, etc and sets expectations for CMC members. Also things like rules around having anonymity for people who raise issues to CMC members.   They would also like to formalize membership process and elections process for CMC elections.

Mike Hobbins: CIRES is supposed to be a cooperative institute. There are two main power centers in DSRC: Federal and CIRES. PSD is divided into 8 teams, each headed by a CIRES lead and a federal lead) Why were the PSD CIRES team leads disbanded? And the CIRES Research Council? And at whose behest? Was this an attempt by the corner office (PSD Director's office) to dismantle the CIRES hierarchy, and create a power vacuum that will lead to an undercutting of CIRES as a cooperative partner? He thinks there should be a CIRES-only structure set back up in parallel to the Federal team-lead structure. This new CIRES hierarchy

should be established without consultation with our federal partners, who have no business dictating CIRES internal matters. This would be a good question for Christine Wiedinmeir.

7. CMC Elections

motion: by Alessandro: Is anyone opposed to Mistia, Eric or Eric having second 3 year terms? Second terms for Mistia Zuckerman, Eric James, and Eric Adamson is unanimously approved

Elections:
Chair: Alessandro Franchin, unanimous motion approved.
Vice-Chair: Eric Adamson, unanimous motion approved.
Secretary: Mistia Zuckerman, Unanimous approved.
Membership Chair: Eric James, unanimous
CIRES Rendezvous Chair: Dawn Umpleby, unanimous. Co-chair: Adam Woods
Mentorship Program Chair: Ryan Cassotto, unanimous
OPA Chair: Michael Toy, unanimous
OPA Co-chair: Jon Kofler, unanimous
Executive Representative, currently Antonietta Capotondi, but she is not here. Jon Kofler is interested if Antonietta resigns, but it is not voted on because Antonietta is absent