

CIRES Members Council Meeting

Minutes

June 20, 2023

11:00 AM -12:30 PM MT via Google Meet

Google Meet: <https://meet.google.com/vee-dwiy-cji>
(US) +1 502-443-0399 PIN: 491275827#

Y/N	CIRES Section	CMC Member	Role
Y	CSL	Yelena Pichugina	Delegate for Fellows Council Career Track Committee Rep
Y	CSL	Siyuan Wang	
Y	East Campus	Agnieszka Gautier	Secretary
Y	East Campus	Molly Hardman	Delegate for Executive Committee
N	East Campus	Tyler McIntosh	
Y	East Campus/NSIDC	Audrey Payne	
Y	GML	Aleya Kaushik	Vice Chair
N	GML	Gaby Pétron	
Y	GSL	Jeff Duda	
N	GSL	Man Zhang	Rendezvous Chair
N	Main Campus	Ryan Cassotto	Delegate for Executive Committee
Y	Main Campus / IT	Meg Tilton	Chair
Y	Main Campus/HR/Adm	Jimena Ugaz	Mentorship Vice Chair
N	Main Campus/ E&O	Daniela Pennycook	Membership Chair
Y	NCEI	Sam Califf	
Y	NCEI	Chuck Anderson	Rendezvous Vice Chair
Y	PSL	Hui Ding	
Y	PSL	Chesley McColl	OPA Chair
	CIRES Section	Liaison	Role
N	ESRL	Lucia Harrop	Administrative Liaison
	CIRES Section	Guest	Role
Y	SWPC	Kim Moreland	
Y		Rachel Fritchie	Admin
Y	PSL	Peter Vaillancourt	

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Meeting called to order: 11:06

Reports

- **Secretary (Agnieszka)**
 - Nothing to report
- **Membership (Daniela)**
 - Hazel stepped down in May 2023; new SWPC representative needs to be determined. Kim Moreland expressed interest.
- **CMC Documents and Preserving Google Docs (Meg)**
 - CU has recently migrated to OneDrive, also limiting storage space on GoogleDrive to 5GB. NOAA does not have the same limitation. CIRES IT owns the “CMC CIRES Members Council” Google folder, which is good.
 - Storage works as follows: docs in folder count toward storage of file owner, not folder owner.
 - Action from last time: Meg to ask Nate about creating a CIRES CMC Google account so rather than CIRES IT can own CMC Google docs.
 - This has been done. New account is cirescmc@colorado.edu
 - Currently these credentials are in LastPass and available to CIRES IT. Best way to share them and still keep them secure?
 - Meg copied older Bylaws PDF to cires-cmc account and removed the one owned by Mistia. No one emailed about other docs that needed to be preserved (this

was also an action from last time). Minutes are preserved on website, so we should be okay as far as those are concerned.

- Do any other documents need to move over? Please send to Meg if you are aware of any.
- Email doc owned by Eric James? Membership list.
- Reminder: going forward, when someone leaves CMC they should make sure any important documents they own are also transferred to CIRES IT owner.

• **CIRES Rendezvous (Man and Chuck)**

- Recap
 - 475 RSVPs and 122 posters
 - Waleed sang...and it's on YouTube...mic drop!
 - [Survey](#) deadline is 6/23
 - Committee thinks the event went very well, how about you?
 - Feedback from folks who watched remotely?
- Looking ahead to 2024
 - Shall Rendezvous transition to a more heavily vegetarian and vegan menu?
 - Need to find out post survey what people are thinking
 - Need to include diet preference in RSVP to have accurate count
 - How shall food be presented so there is enough for restricted diets, but also communicated well enough for people to be aware?
 - Would just increasing the options help?
 - Met with CIRES IT to discuss improvements to the abstract & poster submission system
 - Decide on the production level for the remote participation option well ahead of time.
 - Proposing changing poster organization from CIRES divisions to thematic areas (10-12ish) decided on by the CMC.
 - Many people showing up to put up their posters did not know their division. May be worth changing.
 - Hopefully facilitate meetings between folks doing similar work across CIRES (i.e. software developers, modelers, data managers, instrument developers, outreach, etc) who might not otherwise find each other's posters.
 - Remove people's confusion over their division when submitting abstract (thematic area would be the submitter's choice).
 - Need everyone's input on the list of thematic areas. Maybe something to discuss within clusters and then merge lists?

• **Telework Subcommittee**

- Last meeting was Friday 6/9/2023
- Items discussed

- Finding new time/day for meeting to facilitate participation to have a good cross-section of work locations and modalities.
- Timing and method for getting feedback from cluster members
 - Still need to determine if this is a big issue across CIRES.
 - Waiting until later in the year to let DSRC settle into “the new normal” before getting people’s feedback.
 - Having CMC reps do a live meeting with cluster members
 - Potential questions (paraphrased)
 - Are you happy with your current situation (yes/no)
 - If no, what’s the issue?
 - What additional resources would help?
 - As a supervisor, are you comfortable making telework decision (yes/no)
 - If no, what is the issue?
 - What additional resources would help you in your supervisor role?

- **Chairs Report (Aleya and Meg)**

No meeting in June because it coincided with DEI director search. Are there issues the CMC would like us to bring up? We plan to discuss stipends for CMC gatherings (tea/coffee with clusters) next time.

- **Outstanding Performance Awards ([OPA](#)) (Chesley)**

- Nothing to report. Will have an OPA update for August meeting.

- **Mentorship Program (Jimena)**

The Mentorship Program is actively recruiting for committee members. Specifically, we have openings for representatives in SWPC, E&O, and GML. Four current members from these clusters will be leaving in the next few months. Hazel stepped down as chair. The committee has only eight members total.

- Commitment levels are estimated at 0-1 hour per month from Oct through May and about 3 hours per month between June and September. Please reach out to ciresmentoring@colorado.edu if you are interested in serving on the Mentorship Committee. It is a great opportunity to help guide a successful CIRES program.
- The committee would like two CMC members to help fill these roles, one at the Chairperson level, and two additional members from the
- broader (non-CMC) community. We are asking CMC reps to include this announcement in the email body of this month’s minutes announcement.
- Hui Ding would like to join from PSL.
- Jimena will check when voting is supposed to take place.
 - Can there be more than one representative from the same cluster? Yes

Thank you certificates have been sent to mentors, marking the conclusion of the 2022-2023 cycle.

- **HR programs, training and other career building opportunities**
(Update from Jimena and Lucia)

- ASA season is underway. All training recordings are posted with slide decks [here](#).
- 2023-24 Training schedule will be more formalized after ASA season is concluded. Some trainings we envision for the fall are:
 - Career development and planning for all employees
 - The Recruiting and Hiring Process for supervisors
 - No trainings for the summer, trainings will restart in September.

- **Diversity, Equity, and Inclusion (Daniela)**

- Still looking for the right person to connect with from CIRES for DEI updates.
- Final interviews last week with top three.
- Aleya: Update 6/16: Committee recommended top 3 to search chairs (Christine, Angela). Top pick was also unanimous among non-search-committee members. Second/third picks had mixed reactions. Offer will likely be made by end of week.

- **Fellows Meeting (Yelena)**

- Nothing to report; Taking break for summer

- **Executive Committee Meeting (Ryan)**

- EC breaks for summer

- **VISA issues (Siyuan) (Update from Jimena)**

CIRES research scientists appear to be treated differently than tenured track professors at CU, at least from some CIRES employee perspectives. This may be related to how the positions of employment are viewed: permanent vs. time-sensitive.

- Janet provided feedback to Jimena. Janet would like to discuss the different timelines for CIRES vs government requirements.
- Janet will meet with the people interested and discuss details
 - Faculty have more security regarding VISAs than associate or research scientists. It gets more unstable when funding runs out.
 - The responsiveness issue may actually be outside of CU HR like at the state or government level.
 - If there are delays, the CMC may elevate these issues.
 - There are resources available, including a recorded training.
- Jimena will check in with Janet to decide on the preferred format/medium to present/reach the majority of those interested.
- How can we make info more accessible? [HR 2023 Foreign National Training](#)

- Are there CU lawyers who can assist with VISA issues? Or also cultural conflicts that may present themselves in everyday matters?
 - Nope; CU does not provide legal services to employees.

=> Janet is requesting recommendations for best way to communicate this information (ie. different visa processes for faculty vs. research faculty).

- CMC members should communicate to each cluster and ask if they have any questions regarding VISAs to get feedback for Janet.
- **Honoraria (Ryan)**
 - Ryan was not present today, but he is still working on the honoraria document.
- **Anonymous Feedback (Lucia)**
 - All entries are posted and have been emailed to the committee—nothing new.

New Issues

Please enter a short summary for new items you would like to bring up to the CMC here.

- Global Sustainability Scholars ([GSS](#)) (Meg)
Kirsten Rowell will present to the CMC on GSS this fall. This program is newly rostered under CIRES, and Kirsten would like to integrate it more with the rest of CIRES.
- Bus situation for local commuting (Molly & others)
The RTD express route FF2 has been temporarily suspended. <https://www.rtd-denver.com/services/flatiron-flyer>
Molly Hardman is the point person. Molly is not actively working on this at the moment. There is a contact at CU—Clark Rider is the Sustainable Transportation Specialist—the email address I have for him is buffscommute@colorado.edu, but I bet he has a direct email as well. If we want/need to work on bus issues going forward, I think we should work with him.
 - Less school buses in BVSD and other neighboring districts.
 - CU housing is now charging for monthly parking fee
 - If working on commute, that counts as work time.
 - Does CU or BFA sustainability committee have a transportation committee?
 - Bus passes are not a valuable benefit for a lot of people.
 - Van pool program may be an option.
 - Guaranteed ride home: In order to support sustainable transportation options, CU provides a free taxi ride home in the event of an emergency or work schedule change (limited to CU Boulder and CU System faculty and staff).
<https://www.colorado.edu/pts/transportation/guaranteed-ride-home>

Action Items

- Siyuan to get concrete details and data regarding VISA experience.
- Meg to discuss with Nate about creating a CMC folder.

- YouTube link to be posted on Rendezvous site (Meg).
- Send Rendezvous remote access write up will be sent out to CMC (Meg).
- Jimena to ask if Christine has any more updates on compensation adjustments.

12:20 PM Meeting adjourned