

CIRES Members Council Meeting

Minutes

Jan 22, 2024 11:00 AM -12:30 PM MT via Google Meet

Google Meet call link: <https://meet.google.com/fqe-vmsb-ucq>

Or dial: (US) +1 267-553-6187 PIN: 253 962 570#

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	OPA Chair
Y	East Campus	Molly Hardman	Membership Chair
Y	East Campus (SEEC / EarthLab/ESIL)	Tyler McIntosh	
Y	East Campus/NSIDC	Audrey Payne	
Y	GML	Aleya Kaushik	Chair
Y	GML	Gaby Pétron	
Y	GSL	Jeff Duda	Secretary
Y	GSL	Guoqing Ge	
N	Main Campus	Ryan Cassotto	Delegate for Executive Committee
Y	Main Campus / IT	Meg Tilton	Delegate for Executive Committee
Y	Main Campus/HR/Adm	Jimena Ugaz	Mentorship Chair
Y	Main Campus/ E&O	Daniela Pennycook	Vice Chair
Y	NCEI	Sam Califf	
Y	NCEI	Chuck Anderson	Rendezvous Chair
Y	PSL	Hui Ding	
Y	PSL	Chesley McColl	Mentorship Vice Chair
Y	SWPC	Kim Moreland	Rendezvous Vice Chair
	CIRES Section	Liaison	Role
Y	ESRL	Lucia Harrop	Administrative Liaison
	CIRES Section	Guest	Role
Y	PSL	Adam Schneider	Associate scientist

Overview

Overview	2
Meeting called to order: 11:05	2
Reports	2
• Secretary (Jeff)	2
• Membership (Molly)	2
• Outstanding Performance Awards (OPA) (Agnieszka)	2
• Fellows Meeting (Yelena)	3
• Executive Committee Meeting (Ryan)	3
• Chairs Report (Daniela & Aleya)	3
• DEI (Tyler)	3
• CIRES Rendezvous (Chuck & Kim)	4
• Mentorship Program (Jimena)	2
• HR updates (Jimena & Lucia)	3
New Issues	5

Meeting called to order: 11:05 AM

Reports

Check in about future meeting times

- ***June will be 3rd Monday (19th is not on a Monday)***
- ***Feb will be 4th Monday (President's Day off for NOAA affiliates) - Feb 26***

- **Secretary (Jeff)**

- If you are adding material to the agenda, please format it nicely for me. The OPA section, for example, is repeatedly embedded in a gray highlight/background that is not obvious to remove.

- **Membership (Molly)**

- No updates

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

- Need one more non-CMC member to join the OPA committee:
 - Need someone from PSL, CSL, SEEC, or WPC
 - [2024 OPA Committee](#)
- ADMIN service category has been added, moving the total number of awards this year from six to seven.

- [Here](#) are the proposed updates to the OPA process, many of which have been implemented and others are in progress.

- **Fellows meeting (Yelena)**

- No updates

- **Executive Committee Meeting (Ryan and Meg)**

- No Executive Committee Meeting this month (December)
- Next meeting scheduled for February

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

- Met with Christine on Jan 4.
- CMC Stipends - she has asked for more information to justify any proposed increases.
- James Rattling Leaf DEI events in Jan.

- **DEI (Tyler)**

- *[Notes to bring back to Becca]*
 - President's DEI awards: research associates are not eligible for this?!
- *[Discussion points]*
 - CMC members requested a mechanism for providing input on what is included in the DEI annual report. Becca says we can use [this survey](#), which is associated with the DEI program overview event held earlier this month. Can use the last question for this.
 - The annual report will include DEI program goals and evaluation. If you were not present at the event held earlier this month, [slides are here](#) and include lists of goals, programming, and associated evaluation mechanisms.
 - Becca building out an asynchronous course (available spring 2024)
 - People can sign up for the DEI Newsletter [here](#).
 - Early career series on Equity-Focused Dialogic Skills (certificate of completion available). [Website & sign up here](#)
- *[Standing reminders]*
 - Invite your clusters to the Inclusive Community of Practice (ICoP) monthly meeting ([see events page](#)). The meeting is open to everyone and people should feel welcome to come late, leave early and engage however they can with the group. There is also an [ICoP team on teams](#).
 - [Upcoming events](#) & initiatives
 - Two talks from James Rattling Leaf
 - CIRES: <https://cires.colorado.edu/events/utilizing-cultural-intelligence-advance-tribal-engagement-and-partnerships>

- NOAA Only: <https://cires.colorado.edu/events/utilizing-cultural-intelligence-advance-tribal-engagement-and-partnerships-noaa>
 - Trainings from Becca that teams can request (feel free to ask Tyler or Becca for more information)
 - Group norms (1hr) - flag for leadership, she will reach out about this, could be good for CMC
 - Setting DEI goals: How to set reasonable goals, evaluate, and have a feedback cycle. Doing DEI in a sustainable way rather than as a checklist
 - In the future: more work with research teams talking about impact on society (bigger leap for most people). Build some intentional content there.
- **CIRES Rendezvous (Chuck & Kim)**
 - 2024 Rendezvous **THURSDAY** May 16th
 - Feb. 14th target for opening abstract submissions
 - Rendezvous Committee working on plans for second annual run
 - 2024 Poster thematic areas
 - [Thematic area list](#) needs to be finalized by 1/24
 - Poster submitters will choose the one area that they want their poster grouped with
- **[Mentorship Program](#) (Jimena)**
 - The Mentoring Program will meet again in February to discuss mid-year survey results which were sent out to participants in Jan
 - Plan a spring activity or outing
 - Mentors and Mentees will continue to receive suggested topics of discussion through May of 2024.
- **HR programs, training and other career building opportunities**
(Update from Jimena and Lucia)
 - One-on-One training for supervisors is available; reach out to [Jimena Ugaz](#) directly if interested.
 - [Supervisor Best Practices](#) was delivered by the HR team on January 17 Slide deck and recording available [here](#).
 - Performance Management (all are invited, but is focused on supervisors duties) will be offered by Central CU HR - February 21, 2024. [Link](#).
 - Crucial Conversations: Will be offered to **CIRES employees only** (16 hours, full course), free of charge (a \$250 value per person). This will be March 4th- 7th, from 9-1pm, in-person/ Room at the UMC to be confirmed. Please take this [survey](#) if you haven't already about possible interest:

- (If issues with the link, please email Lucia directly)
- DEI in ASA session on Jan 10th Slides and recording [here](#).
- ASA training TBD
- Annual report for NOAA: need more information about planned changes; earlier communications requested from CIRES side to meet deadlines and have time to gather information. Better support and recognition needed for reporting project leads and help needed when reporting project lead steps down.
- **Honoraria (Ryan)**
 - This will be resolved and I will provide an update by our next meeting (Jan 2024).
- **Anonymous Feedback (Lucia)**
 - One new entry pending response from SMT - they have 21-business days to post a response.
 - All entered feedback can be found [here](#).

New Issues

- (Aleya/Christine/Lucia/Meg) Do we want an additional rep from Admin? Or sub-divide more into groups (e.g. more than Main/East campus)?
 - e.g. currently Main Campus (139) includes Admin (63), E&O (27) and others.
 - Meg, Lucia and Aleya met to discuss new cluster organization and development of tools to generate automatic cluster counts and get accurate groupings for campus clusters.
 - Create 3 clusters for “Main Campus”: Admin, E&O and Campus research - to discuss
 - We should get numbers for East campus as well
 - Follow up Jan 2024: let’s make sure the email lists are updated and distributed to CIRES reps so no one is missing CMC communications
- (Lucia/Daniela/Aleya/Meg) New employee on-boarding: how best to include an introduction to the CMC/reps?
 - Used to be that cluster reps would reach out to new employees within their first month to introduce themselves and the CMC
 - Proposal: cluster reps receive information from HR about new hires* and either reach out to schedule a 1-on-1 meet-and-greet, or have an informal tea/coffee (could be virtual) and invite new/all members to attend (about once a month or every other month?)
 - Emails to the CMC about new CIRES employees are being reinstated
 - Follow up Jan 2024: is everyone getting new employee emails?
- (Molly) There is a CU System wide call out for nominees for the President’s DEI awards - <https://www.cu.edu/dei/presidents-dei-awards-and-grants/presidents-diversity-equity-and-inclusion-dei-award>. I just found out that PRAs and RAs are not eligible to be nominated for this award, only faculty (not research faculty) and staff. I think it would make sense for the CMC to raise our objections to this exclusion.

- (Aleya) Feds at NOAA will have the option to work extra hours Mon-Thurs to take Fridays off (either monthly or every other week), does anyone know if CIRES has any such plans?
 - (Molly) This happens at NSIDC - 9/80 plan - work 9 hours/day for 8 days and then one 8-hour day and take every other Friday off.
 - Employees at CIRES are currently eligible to follow a flex schedule (i.e. four 10s or 5-2-9, which allows for every other Friday off). It is at supervisor discretion and based on the nature of the job (i.e. not all jobs are eligible).
- New ask from CIRES HR: Please email Lucia with what your NOAA lab/division requires for NOAA calendar schedules (i.e. do they require you to show where you are on what day to match your modality agreement and/or are you required to make all events public?)
- (Aleya) Request to see CIRES/CMC push for benefits for those who may be older (i.e. not of child rearing age) for FMLI or other leave provisions/benefits. Currently, employees over 35 miss out entirely on any parental leave, and are faced with being sandwiched between having older kids and aging parents/health issues for themselves. Currently the leave allowances (paid parental leave) really only account for one very narrow part of employee's lives (i.e. birth and adoption of kids). Can we look into long term care insurance through CU and, parental/spousal care benefits (i.e. PAID leave to take care of ailing parents and partners that is similar to parental leave).
 - FSAB group: only for tenure-track.
 - Could Becca be involved? (Age is a protected class).
 - Be more involved in conversations on committees that advocate for this for CU employees.
 - Molly, Aga, Chesley, Daniela, Aleya, Lucia, Jeff D.: I'll email Becca to set up a meeting to discuss how we could push this forward with CU.
 - Long-term care insurance is very expensive (no current coverage through CU health plans for catastrophic issues). Some other employers are starting to offer this as a group benefit.

Action Items

- New OPA Admin award category approved by CMC. Aga will send information to Waleed and others.
- Aga: send email requesting participation in OPA.
- Meg/Lucia/Aleya: follow-up on Main and East campus numbers division.

Meeting adjourned at 12:01 PM