

CIRES Members Council Meeting

Minutes

Sep 16, 2024 11:00 AM -12:30 PM MT via Google Meet

Google Meet joining info

Video call link: <https://meet.google.com/kha-kzor-pyn>

Or dial: (US) +1 470-228-6647 PIN: 373 757 808#

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
N	East Campus	Molly Hardman	Membership Chair
(SEEC: To be occupied by Alison Post in subsequent meetings)			
Y	East Campus/NSIDC	Audrey Payne	
Y	GML	Aleya Kaushik	Chair
Y	GML	Gaby Pétron	
Y	GSL	Jeff Duda	Secretary
Y	GSL	Guoqing Ge	
Y	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
N	PSL	Hui Ding	
N	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	East Campus (SEEC)	Alison Post	Tyler's replacement
Y	GSL	Stan Benjamin	New OPA award
Y	PSL	Adam Schneider	OPA committee, interested in future service

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Meeting called to order: 11:03 AM

Reports

- **Electing new member to CMC - Alison Post (Tyler's replacement)**
 - Held a vote in the meeting chat: 10 "yes"s (thus, approved)
- **Notes (Aleya)**
 - Stan Benjamin - proposal for a new OPA Lifetime Scientific Excellence Award
 - Arguments on both sides...unable to come to a resolution. Discussion will continue over email and at subsequent CMC meetings.
 - Proposed rules:
 - 25+ years with CIRES and an H-index > 20 automatically qualify someone for the award. But consideration could also be given for substantial contributions even if those two thresholds are not met.
 - Two support letters (each 500 words or less)
 - Becca Edwards - group norms training overview
 - Guiding values: We are attentive to others on the team, even if not the meeting owners, recognizing "raised hands" and giving others the opportunity to speak; we are respectful when disagreeing, recognizing that we are not the same and have different opinions; we focus on ideas, it's okay to critique ideas and disagree; we assume that people have good intentions.

- Team practices: Everyone is given the opportunity to speak during roundtable discussions
- CMC Elections - please consider taking on an officer role!

- **Secretary (Jeff)**

- Gather candidate names for various positions (can be done via email after the meeting). Good to have a balance of experienced and newer people.
 - Chair:
 - Vice Chair:
 - Secretary: Jeff Duda (offering to continue), Meg Tilton (1/x)
 - Membership Chair: Meg Tilton (1/x positions she volunteered for)
 - Rendezvous Chair:
 - Rendezvous Vice Chair: Meg Tilton (in a pinch)
 - OPA Chair: Agnieszka Gautier
 - Mentoring Chair: Guoqing Ge (nominated)
 - Mentoring Vice Chair:
 - 2 Executive Committee Delegates: Meg Tilton (1/x)
 - 1 Fellows Committee Delegate:
- Current officers can answer questions people have about these positions.
- Need list of candidates BEFORE October meeting so we can create a ballot.
- Like in 2023:
 - At our October meeting: Review candidate selection, check for gaps, create one ballot via Google Forms sent by the Secretary right after the meeting.
 - Vote and tally results by the end of October.
 - November meeting sections will be co-led by incoming/outgoing officers.

- **Introduced visiting members**

- Susan Avery, Adam Schneider

- **Membership (Molly – not present)**

- Mentorship Chair (currently Jimena U.) - vacant as of 11/1/2024
- Mentorship Vice Chair position (Chesley McColl) - Vacant as of 9/1
 - Potential internal interest from MP committee member
- CMC Chair position is open as of Oct 24
- CMC Vice-chair position open Oct 24
- DEI liaison position (can be filled by the admin liaison if needed)
- OPA Vice Chair position (larger commitment during Jan-March, possibly longer)
- Possible need for GML rep (Jan 25), Admin rep (Oct 24), CSL (Feb 25)
- The rep that is leaving should look for volunteers within their group. This should be an open invitation for the full group. If no volunteers, then reach out to folks directly from your group. Some consideration for well-rounded representation.

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

- New issue for September discussion: request to add a new lifetime Scientific Excellence award for scientists based on H-index/pubs/years of service
 - Potential subcommittee?
- Update to changes for OPA timeline
- Plan is to extend the window a bit more still
- Worked with CIRES IT to get some automation in notifications
- Should we add a vice chair to support the learning process? Should this be a 2-year term position?
 - Co-chair seems like a good solution
 - Aleya will organize a poll to ask reps to vote on an Officer reorganization so that one of the EC rep roles will be 'converted' to OPA vice-chair
 - Aleya talked to Christine W unofficially about this and she is on board
- Aga will remain in the chair role

- **Fellows Meeting** (Yelena)

- CIRES DEI director Edwards presented:
 - Institute Culture Survey Fall 2023 results: 44% response rate. A report is posted on the DEI website
 - CIRES DEI program and Science Pathways
 - CIRES strategic Plan updates (2022-2027) and goals for 2023-2024.
- Waleed discussed the Compensation Analysis Project for the Research position. ~500 people are eligible, but not all will get the compensation. Those who do will receive the increase as of Oct 1, 2024 (in their October paycheck). Detailed briefing on Sept. 27th 10:00-11:30 AM. This is a three-year CIRES HR effort to create a compensation structure for most researchers: Align pay more equitably across CIRES for peer position and more competitively with the market now.
- Wiedinmyer discussed the CIESRDS Time and updates on the NOAA Finance system (CIRES finally got the funds from NOAA)
- Current Hiring Priorities were discussed. From 4 priority areas, two lines are available (bold)
 - **Ecosystem/Biology Environmental Remote Sensing**
 - **Social Science and Environment**
 - Environment and Public Health
 - Cryosphere
 - Potential pathways and areas of emphasis are discussed, and the search committee is formed.

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

- Reps were not invited to September meeting (despite Ryan asking in advance about it). We have inquired about discussed topics and will update the CMC if we hear back.

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

- Make sure we add questions that come up to the FAQ → travel blog & compensation analysis. Please forward to ciresnews@colorado.edu or use the anonymous feedback form. Can also be sent to your CMC rep.
 - Travel blog
 - Please remind people to follow the travel rules, the rules are the law and there is no flexibility
 - Postdoc hires: case by case, funding source/experience/role all taken into consideration. postdoc years of relevant experience count
 - Thank you for getting your ASAs in! Most efficient/on time yet!
- ASA rating: 4% pool, once the final ratings numbers come out in October then a decision will be made for 4% across the board merit increase or distributed by ASA rating.
- Compensation info in the town hall Sept 27: will cover exactly what this will look like for everyone. Will be recorded and lots of resources online including web pages, FAQ etc.

- **DEI (now open position)**

- Need a replacement for Tyler as DEI person
- *[Standing reminders]*
 - People can sign up for the DEI Newsletter [here](#).
 - 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

- **CIRES Rendezvous (Kim)**

- Rendezvous quiet time. Nothing to report. :)

- **Mentorship Program** (Jimena)

- We are in the 6th year of the program. Sign up for mentors was 9/3 to 9/13 and for mentees is 9/16 to 9/27. Please encourage CIRES employees to participate as mentees. Registration: <https://ciresmentoring.colorado.edu/pages/about.php>
- We beat our own last year record registration with 46 mentors this year with more than one-third of the mentors coming from the federal side, and we already have over 20 mentor-mentee matches.
- For those who sign up, there is a Kick-off event on Thursday 10/3 in Ekeley's Atrium at 9-10am. Waleed will be present as will be members of the Mentoring Program Committee. Light breakfast served!
- Positions of Mentoring Program Chair and Vice Chair are currently open. Elections are held in October. Please email Aleya.Kaushik@noaa.gov if you are interested.
- Intense period of work for program leadership is May-September (2-3 hours per month) with the rest of the year being 1 hour per month at most.

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

- One-on-One training for supervisors is available; reach out to Jimena Ugaz directly if interested. Always let me know when someone becomes a supervisor for the first time.
 - Training Opportunities: please see [CIRES events](#) for travel seminars and Q&A sessions.
 - Updated Guidance for Search Committees September 26 10-11: Please join the CIRES Recruiting team as we discuss updates to our CIRES hiring process and valuable resources for search committee chairs and hiring teams.
 - Travel drop in Q&A (please take advantage of this opportunity to engage with CIRES travel staff!) September 17.
 - Effective Bystander Training: September 30
 - November: [Professional Development](#): November 14 10-11am
 - Career track and Promotion (links and date TBD)
 - Effective Feedback Training (TBD)
 - Compensation analysis town hall in [September](#) (you should have received an invite). HR is also building a website with all compensation project initiatives, and timelines to be released at the town hall.

- **Honoraria** (Ryan)

- Putting together a document that summarizes the results from the informal survey for accepting and requesting honoraria, when circumstances present. CU Resources and requirements (DEPA) will be included. The final document will be

presented to CIRES HR and the Administration for approval and then published on InsideCIRES as “Honoraria Guidelines”.

- Draft GoogleDoc [here](#).
- Next steps
 - Could use feedback/input from CMC members
 - HR / Admin review / approval
 - Post to InsideCIRES (Forms? Policies? A-Z? other?)

- **Anonymous Feedback (Lucia)**

- All entered feedback can be found [here](#).

New Issues

Please enter a short summary for new items you would like to bring up to the CMC here. As time allows, we will review the list and decide how the CMC can try and help.

Note: Please add the month when you add an issue here so we can track progress on it.

- (Guoqing) What are the limits of non-CIRES personnel mentoring CIRES personnel in the Mentorship Program? Specifically, can a CIRA (CSU) employee be in the program?
 - Federal employees are part of Servoy, CIRA is not? Feds are also part of the CIESRDS agreement
 - We'll need to establish an email list for CIRA (could be challenging for IT)
- (Agnieszka) OPA Vice Chair to support the OPA chair or change to two-year term.

Action Items

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Meeting adjourned at 12:30 PM