

CIRES Members Council Meeting

Minutes

Oct 21, 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
	CSL	Yelena Pichugina	Delegate for Fellows Council Career Track Committee Rep
Y	CSL	Siyuan Wang	(left at 11:33 AM)
Y	East Campus/NSIDC	Agnieszka Gautier	OPA Chair
Y	East Campus/NSIDC	Molly Hardman	Membership Chair
Y	East Campus/SEEC	Alison Post	
N	East Campus/NSIDC	Audrey Payne	
Y	GML	Aleya Kaushik	Chair
Y	GML	Gaby Pétron	
Y	GSL	Jeff Duda	Secretary
N	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
Y	PSL	Hui Ding	
Y	PSL	Adam Schneider	
Y	SWPC	Kim Moreland	Rendezvous Vice Chair
	CIRES Section	Liaison	Role
Y	ESRL	Lucia Harrop	Administrative Liaison
	CIRES Section	Guest	Role

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Meeting called to order: 11:02 AM

Reports

- **Notes (Aleya)**
 - Welcome Adam Schneiderk (PSL, replacing Chesley)! Vote to add passed.
 - CMC stipends are being processed and should be paid out by 11/01/2024.
 - New request from CIRES: one CMC rep needs to attend upcoming CIESRDS Executive Board meetings. Currently planned quarterly. For now, planning to include this in current Delegate duties. Exploring the feasibility of adding another Officer position if EB meeting frequency increases.
 - Thank you to the CMC for approving the additional amendment quickly! Forwarded to Senior Management Team (SMT) for final approval.
 - Becca Edwards - group norms training (30 minutes)
 - Norms document (ours):
https://docs.google.com/document/d/1G2PaslnMRxvVxF6RaYKHrEjdOI-yH0Fu1BuR_Uu-8B8/edit
 - Norms document that we worked on during the meeting:
<https://docs.google.com/document/d/1D87PzU7p1vICFXcbSfiAPAr9WslfIyJ/edit>

- **Secretary (Jeff)**

- Gathered candidate names for various positions. Good to have a balance of experienced and newer people. List of nominees:
<https://docs.google.com/document/d/1F2eJORO7ALmDLJ850x30NI3BuY2oDN0foLzsimCImDY/edit>
- Review candidate selection, check for gaps, create one ballot via Google Forms sent after the meeting.
- No positions will be filled unless voted in the affirmative by a majority of CMC members!
 - This may lead to some short-term open positions going into the next “term”
- Vote and tally results by the end of October.
- November meeting sections will be co-led by incoming/outgoing officers.

- **Membership (Molly)**

- Upcoming rep replacements: Admin, GML
- Reminder: 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)**

- Not sure where we left this: 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?
- OPA nominations now open!
- Working on a FAQ document to go with OPAs.

- **Fellows Meeting (Yelena)**

- October meeting canceled
- From Waleed: “Massimo and I visited DC on September 24-25 and met with various agency representatives. These were useful meetings for getting various leaders’ perspectives on matters that affect us, and for giving us (CU and CIRES) visibility, but at the same time, there were no real surprises. I can fill you in when we meet, but the main point is that budgets will remain tight, and the election year uncertainty means there is little that can be predicted at this time (except that science budgets will not be growing). The continuing resolution will fund the

government past the election until December 20, and then it is not clear what will follow in terms of funding for the fiscal year through September, 2025.”

- An additional item that was discussed: aligning some of our hires with NOAA’s interests would advance one of the strategic imperatives in our strategic plan and strengthen the campus-NOAA connection. Also plan to include social environmental scientists more.

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

- October meeting was canceled

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

- Need Senior Management Team approval for Bylaws.
- Exec. Committee meeting invites need to be coordinated better.
- OPA Lifetime Award - Christine said she would discuss with Fellows
 - CMC can revisit this in a small committee if needed
- No updates on merit process (maybe October Town Hall meeting?)
- Two ongoing faculty searches (EBIO and social sciences); will highlight candidate seminars when they are scheduled.
- In-person Comms director search over the next couple of weeks
- CU Chancellor will be visiting CIRES
- Compensation feedback: CIRES still trying to answer existing questions:
 - Colorado Equal Pay Act (2021) corrected for a lot of age/gender/other classes over the last couple of years. Some PII issues with sharing more information about demographics.
 - Salary ranges by functional title? Christine will ask.
 - Functional titles don’t well represent daily job duties (NOAA, NSIDC). Concerns were raised but HR said they had to stick with the best match on the current list
 - Base it on what you spend 50% or more of your time on - but many people don’t spend 50% of their time on one thing. Additional responsibilities are not recognized.
 - Ask for what people specifically want to see in regards to transparency around compensation updates.

- **DEI (Still 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.

- [Upcoming events](#) & initiatives
- Becca Edwards, Jimena Ugaz, and Lucia Harrop are leading a training on Implicit Bias. This will be on October 23. See [here](#) for calendar details.

- **CIRES Rendezvous (Kim)**

- Rendezvous quiet time. Nothing to report. :)

- **[Mentorship Program](#) (Jimena)**

- We are in the sixth year of the program. We have 43 matches with more than 1/3 of our mentors coming from the federal side.
- We had a wonderful kick-off breakfast event on October 3.
- Each month members will receive suggested topics of discussion, and they have all been invited to participate in a Mentoring Program Community of Practice. Youmi Oh will be leading that effort through which we target more engagement and dialogue.
 - MPCP notifications went out through Microsoft Teams, which many NOAA members do not/cannot use. Need to look into adding other methods.
- I will be stepping down as Mentoring Program Chair and CMC member at the end of October but I will remember as part of the Mentoring Program Committee.

- **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](#) was offered on September 26. Please see [here](#) for the recording and slides:
 - Becca Edwards, Jimena Ugaz, and Lucia Harrop are leading a training on Implicit Bias. This will be on October 23. See [here](#) for calendar details.
 - November: [Professional Development](#): November 14 10-11am
 - [Career track and Promotion](#) information session: November 4 2-3 pm
 - Bystander training session was not recorded - watch for future sessions.
 - [Effective Feedback Training](#) (Compensation Analysis [Website](#) (comprehensive resource with timelines and FAQ).

- **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
 - HR / Admin review / approval
 - Post to InsideCIRES (Forms? Policies? A-Z? other?)

- **Anonymous Feedback (Lucia)**

- All entered feedback can be found [here](#). Nothing new to report - all questions were related to compensation work and answered in the FAQ related to compensation analysis project. <https://ciresblogs.colorado.edu/cires-admin/2024/10/04/compensation-town-hall-q-a/>

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.

- (Molly, for October meeting) A recently retired CIRES employee expressed frustration at having to call many different departments at CU and play 20 questions to figure out what retirement benefits are available to research faculty. It would be helpful if CIRES HR or CU HR had one location to find out the benefits. They specifically discovered that retired research faculty retain library privileges, but only in-person (no online access); retirement benefit is only available for retirees with emeritus status and ONLY tenure-track faculty can get emeritus status. So the question is: why is this not available to research faculty retirees?
 - Lucia: seek retirement counseling several years before intended retirement (5 years is not a bad idea)

Action Items

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Meeting adjourned at 12:34 PM