

CIRES Members Council Meeting

Minutes

Nov 18, 2024, 11:00 AM -12:30 PM MT via Google Meet

Google Meet joining info

Video call link: <https://meet.google.com/jdk-rqpz-oem>

Or dial: (US) +1 929-260-4542 PIN: 475 076 668#

Y/N	CIRES Section	CMC Member	Role
Y	CSL	Yelena Pichugina	Delegate
N	CSL	Siyuan Wang	
Y	East Campus/NSIDC	Agnieszka Gautier	OPA Chair
Y	East Campus/NSIDC	Molly Hardman	
Y	East Campus/SEEC	Alison Post	
Y	East Campus/NSIDC	Audrey Payne	OPA Vice-Chair
Y	GML	Aleya Kaushik	Chair
Y	GML	Gaby Pétron	
Y	GSL	Jeff Duda	Vice-Chair
Y	GSL	Guoqing Ge	Mentorship Chair
Y	Main Campus	Ryan Cassotto	
Y	Main Campus / IT	Meg Tilton	Membership Chair
N	Main Campus/HR/Adm	Jimena Ugaz	(stepped down as CMC rep, replaced by Aly Krimmer)
Y	Main Campus/ CEEE	Daniela Pennycook	Secretary
Y	NCEI	Sam Califf	
Y	NCEI	Chuck Anderson	
Y	PSL	Hui Ding	Mentorship Vice-Chair
Y	PSL	Adam Schneider	Delegate
Y	SWPC	Kim Moreland	Rendezvous Chair
	CIRES Section	Liaison	Role
Y	ESRL	Lucia Harrop	Administrative Liaison
	CIRES Section	Guest	Role
Y	Main Campus	Aly Krimmer	Future CMC rep (voted in to be Main Campus rep)

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Meeting called to order: 11:02 AM

Reports

- **Notes (Aleya)**
 - Any guests in attendance today?
 - Aly is joining as a guest and is being voted in as a new CMC representative and a Rendezvous Vice Chair.
 - Daniela will send a google poll nominating Aly for Rendezvous VC
 - CMC meeting day/time: Do 3rd Mondays at 11AM still work for everyone?
 - Consensus on “yes”; Jeff will make meetings recurring for 12 months
 - Note that meeting agenda will now be posted the calendar events for your convenience.
 - CMC stipends should have been paid - let Aleya know if you have not received yours
 - Bylaws: CIESRDS Executive Board meetings: no CMC rep required.
 - CMC had approved Bylaws changes prior to CIESDRS EB request. Forwarded to SMT again for final approval.
 - These communication channels should be more clear once the first meeting happens. Lucia can share out information from her check-in as needed.
 - CMC website updates done! Thanks Meg!
 - Becca synthesized the Norms document that we worked on during the October meeting:

https://docs.google.com/document/d/1aM-JkYFUBK_sRwdeuQiAoacHdE148Cf5/edit

- We will revisit this with Becca (probably in January) and also as new folks come on board
 - Feedback on connecting remote employees with the great CIRES
 - Ideas about ways to facilitate
- **Secretary (Jeff/Daniela)**
 - CMC Election results were posted - 84% turnout!
 - Aly Krimmer voted in to join CMC as Main Campus Rep, replacing Jimena
- **Membership (Molly/Meg) (5 - 7 minutes)**
 - Upcoming rep replacements: GML, NSIDC, NCEI, others?
 - Should fully remote folks be encouraged to be part of the CMC?
 - Only downside is potentially not in person for Rendezvous
 - Concern for groups with only 1 rep, could be good for 2 reps. One way to engage remote folks could be to encourage remote team members to join the CMC (doesn't need to be a member, can join as a guest).
 - New admin rep: Aly Krimmer
 - 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.
 - Meg – going to create info docs for prospective and new reps. Send suggestions! Also let me know of benefits of being a CMC rep, so we can advertise this for prospective people.
 - Suggestion to rely on CIRES leads
 - Encourage your constituents to join CMC meetings.
- **Outstanding Performance Awards ([OPA](#)) (Agnieszka/Audrey)**
 - 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?
 - Aleya is following up with Christine to see if fellows will take this on
 - Working on a FAQ document to go with OPAs, will share with CMC. Please add any questions you hear often.
 - Nominations are open!

- **Fellows Meeting (Yelena/Adam)**

- 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 (Yelena/Adam)**

- October meeting was canceled

- **Chairs Report (Aleya/Jeff - 1 minute)**

- SMT is still discussing the edits to the CMC Bylaws
- Anything for us to take to Christine for our next meeting? Aleya will schedule the next one with Christine/Jeff.
 - Lifetime Science Achievement Award, can fellows take this on?

- **DEI (Lucia 5 minutes)**

- Still need a replacement for Tyler as DEI person Lucia to serve in the interim
- *[Standing reminders]*
 - People can sign up for the DEI Newsletter [here](#).
 - Encourage your groups to sign up if they want to engage with DEI
 - 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
 - Implicit bias in the workplace - everyone should do this training! Training is not recorded to allow for a safe space for sharing, but there is a 25 min recorded training w/ workbook.

- <https://cires.colorado.edu/events/training-inclusive-science-communication-strategies-0> → great training for anyone going to conferences
 - Group norms will be finalized in January
 - Anyone can do group norming. Encourage your teams and groups to work with Becca on developing norms.
 - DEI program manager position in the works. Hoping for Jan 1
- **CIRES Rendezvous (Kim/Aly)**
 - Rendezvous quiet time. Nothing to report. :)
 - Meg helping with Rendezvous
- **Mentorship Program (Jimena/Guoqing)**
 - This is the 2nd month of this year's Mentoring program. We received much fewer support requests or questions from participants this year. This means the preparation work was excellent and everything looks good!
 - Most participants have met twice now and monthly suggested topics have been sent out.
 - Low traffic in the Mentoring Teams space so far (the space is motivated by last year's feedback about the need for more interactive communications). The lack of automatic notifications may be one of the factors. Also, the NOAA side does not use Teams in general. We will check with CIRES IT about solutions.
 - A remote mentee feels lonely and disconnected. How to help connect remote CIRES employees? Virtual happy hours? (Lucia is also in the loop)
- **HR programs, training, and other career building opportunities (Lucia: 3 minutes)**
 - 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.
 - November: Professional Development information session [recording](#).
 - [Career track and Promotion](#) information session recording
 - Bystander training session was not recorded - watch for future sessions.
 - [Effective Feedback Training](#) November 20
 - Best Practices for Employees will be held in February (links pending)
 - Performance Management will be held in March (links pending)

- **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 Google Doc [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
- Feedback on engaging remote people with the great CIRES
 - Some ideas from the group, Rendezvous if funding allows. Lucia will continue to think about this and circle back.

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.

- From a CIRES mentor: remote employees are isolated - what can we do (Lucia - 3 minutes)
 - Virtual coffee/tea every week at CEEE. Hybrid was difficult.
 - Connections within team or outside team?
- Here's what Adam was referring to at the end of our meeting:
Vote Now (before Nov 20): Faculty Senate Constitution Amendments (email received september 20, 2024):
 - [proposed amendments to the faculty senate constitution](#)
 - [Existing Faculty Senate Constitution](#)
 - [Faculty Senate Constitution Revision](#)

Action Items

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Meeting adjourned at 12:03