

CIRES Members Council Meeting

Minutes

Feb 24, 2025 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	Nathan Malarich	(will be voted in to replace Yelena)
Y	CSL	Jianhao Zhang	(will be voted in to replace Siyuan)
Y	East Campus/NSIDC	Agnieszka Gautier	OPA Chair
Y	East Campus/NSIDC	Scott Lewis	(will be voted in to replace Molly)
Y	East Campus/SEEC	Alison Post	
Y	East Campus/NSIDC	Audrey Payne	OPA Vice-Chair
Y	GML	Aleya Kaushik	Chair
Y	GML	Scott Clingan	
N	GSL	Jeff Duda	Vice-Chair
Y	GSL	Guoqing Ge	Mentorship Chair
Y	Main Campus	Ryan Cassotto	
Y	Main Campus / IT	Meg Tilton	Membership Chair
Y	Main Campus/ Admin	Aly Krimmer	Rendezvous VC
Y	Main Campus/ CEEE	Daniela Pennycook	Secretary
Y	NCEI	Elysia Lucas	(will be voted in to replace Sam)
Y	NCEI	Rudy Klucik	(will be voted in to replace Chuck)
Y	PSL	Hui Ding	Mentorship Vice-Chair
Y	PSL	Adam Schneider	Delegate
Y	SWPC	Kim Moreland	Rendezvous Chair
	CIRES Section	Guest	Role
		Jess Morris	Director, CU's WorkWell program
	NCEI	Chuck Anderson	Outgoing CMC rep
	GSL	Janaina Nascimento	Guest
	NSIDC	Julia Lober	Guest
		Kelly Carignan	Guest
	NSIDC	Marty Heath	Guest - prospective member
	CSL	Siyuan Wang	Outgoing CMC rep

Overview

Overview	2
Meeting called to order: 11:03	2
Reports	2
• Notes (Aleya)	2
• Secretary (Daniela)	2
• Membership (Meg)	3
• Outstanding Performance Awards (OPA) (Agnieszka/Audrey)	3
• Chairs Report (Jeff and Aleya)	4
• ACI	4
• CIRES Rendezvous (Kim)	4
• Mentorship Program (Jimena/Guoqing)	5
• HR programs, training, and other career building opportunities (Aly)	5
New Issues	6

Meeting called to order: 11:03

Reports

- **Notes (Aleya) [5 minutes]**
 - Any guests in attendance?
 - Brigitta Rongstad is the **CIRES Comms contact for the CMC**. If we need any communications support (e.g. web, events, emails, etc.), we should reach out to her: brigitta.rongstad@colorado.edu
 - Brigitta will update the CIRES events page for future CMC meetings
 - Group Norms running document to collect thoughts:
https://docs.google.com/document/d/1aDFRAP9XQT63wT04ugLefajg4_4vcnbJ/edit
 - We need to fill 2 Officer positions - Secretary and Delegate. Please consider stepping up!
 - If you're a foreign national, this event might be of interest:
https://calendar.colorado.edu/event/free-to-speak-free-to-stay-the-immigration-impact?utm_campaign=Plans+tomorrow&utm_medium=email&utm_source=newsletter

- **Special guest speaker today - Jess Morris, Program Director for CU's WorkWell (slide deck [here](#))**

- WorkWell works within 8 aspects of wellness from a holistic approach with access to opportunities for learning and accessing resources for dimensions to wellness.
- WorkWell Connect is available for staff without CU health plans
- WorkWell is offering an incentive in addition to the CU Move app incentive
- They will join your team for 20-60 minute presentation and have wellness kits for your faculty

- **Secretary (Daniela) [1 minute]**

- Looking for a Secretary replacement.

- **Membership (Meg) [5 minutes]**

- Vote on new reps 🎉:
 - Scott Lewis (NSIDC) - Voted in (15 yes)
 - Elysia Lucas (NCEI) - Voted in (15 yes)
 - Rudy Klucik (NCEI) - Voted in (15 yes)
 - Nate Malarich (CSL) - Voted in (15 yes)
 - Jianhao Zhang (CSL) - Voted in (15 yes)
- Upcoming rep replacements:
 - Daniela working on stepping down in March (will stay on until we have a CEEE replacement), looking for a Secretary
- 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 has created a draft document for new prospective reps [here](#). Please take a look! CIRES IT is implementing a new CRM-type system, CIRES Connect, and will post material in that.
- In response to questions about CMC emails:
 - The membership chair (currently Meg) updates cires-cmc@colorado.edu mailing list after a new rep has been voted in. This email list is managed via Google groups. In addition to Meg, Aleya, Jeff, Aga, and Daniela all have the ability to add and remove members.
 - CMC@cires.colorado.edu email is no longer used. Was this posted somewhere? If so, we should remove it. Please send all posts to the group to cires-cmc@colorado.edu.

- **Outstanding Performance Awards ([OPA](#))** (Agnieszka/Audrey) [5 minutes]

- We need six members to complete the OPA committee that reviews the award submissions. We have the three needed from CMC and have one from non-CMC. **We need one more non-CMC + two alternates, not from NSIDC, SWPC, and PSL.**
 - If anyone in the CMC would like to volunteer please let Agnieszka and Audrey know!
- Please reach out to these units:
 - GML
 - GSL
 - CSL
 - NCEI
 - WPC
 - SEEC
 - Main Campus
- Working on a FAQ document to go with OPAs, will share with CMC. Please add any questions you hear often.
- Will set up a meeting to review awards within the next 2-3 weeks. So we need to finalize the committee ASAP.

- **Fellows Meeting (Adam) [~15 mins]**

- CIRES continues to publish impactful research; [CIRES in the News](https://cires.colorado.edu/newsroom) (<https://cires.colorado.edu/newsroom>):
 - **Mitigating Post-Fire Smoke Impacts:** CU Boulder scientists, including experts from CIRES and the Colorado Department of Public Health & Environment (CDPHE), offer essential tips for improving indoor air quality after wildfires (Wiedinmyer et al.)
 - **An Arctic ‘Beyond Recognition’ by 2100:** New review paper led by NSIDC published in *Science* (Stroeve et al.; <https://nsidc.org/news-analyses/news-stories/arctic-beyond-recognition-2>)
 - **Fewer Forest Fires in North America increases risk of more severe wildfires:** new study led by CIRES and USDA Forest Service Rocky Mountain Research station published in *Nature Communications* (Parks et al.)
 - **Piloting a Modern Approach to Drought Early Warning:** PSL and National Integrated Drought Information System (NIDIS), are developing an improved early warning system for predicting drought and its impacts on communities and industries. (<https://psl.noaa.gov/news/2025/droughtpilot.html>)

- **Arctic-Hardened Mobile Observatory to Redefine Polar Research:**
CIRES and its partners are building a state-of-the-art mobile observatory to fill critical data gaps in the Arctic.
- Federal Government Executive Actions:
 - **Freezing of Federal Funds and TRO:** not clear that Presidential administration is abiding by the Temporary Restraining Order (TRO), some implications for CIRES' operations that are being mitigated
 - **Three CIRES fellows indicate direct financial impacts** due to the recent executive actions
 - **CU Boulder identifying and assessing impacts**, to be forwarded to Colorado state leadership; both are concerned about impacts to CIRES
 - **NIH's Indirect Cost Rate (ICR) reduced to 15%** (TRO extended by federal judge Fri Feb 21)
 - **NOAA federal employees**, particularly those on probationary periods (many former CIRES employees), remain vulnerable to ongoing executive actions, including terminations and Reduction in Force (RIF) actions.
- Federal Government Leadership Updates
 - **Howard Lutnick confirmed as Commerce secretary (Feb 18)**
 - Linda McMahon likely to be confirmed as Education secretary
 - Kash Patel confirmed as FBI director
- Faculty candidate job talks scheduled throughout March: 4 each in areas of:
 - **Environmental Change, Health & Well-Being**
 - **Ecology and Remote Sensing**
- 2025 IRP and CIRES Events
 - **2025 Innovative Research Program (IRP) cancelled:** provides CIRES cost saving of \$270k
 - **CIRES Rendezvous and picnic** may look different this year in an effort to further cut costs
- 2025 Visiting Fellows Program (VFP)
 - **Program Overview:**
 - \$118k/year for each postdoctoral fellow
 - 21 postdoctoral applicants and 3 sabbatical applicants this year
 - Hosts and sponsors may include CIRES fellows and senior research scientists
 - 8 postdoctoral applicants and 2 sabbatical applicants have been recommended by committee for the program
 - Successful candidates usually attend the fall information session, offered annually
 - **Discussion Points:**
 - Should support for second-year fellows be considered? Some applicants have only one year of support.
 - Should one research group receive more than one VFP fellow?
Decision: Support will be limited to one VFP postdoc per sponsor.

- Should VFP postdocs present to CIRES? VFP sabbatical fellows are expected to present in the Distinguished Lecture Series.
 - How many to support this year?
 - CIRES Director motions to **support a minimum of two VFP postdocs**, with the possibility of adding one or two pending fiscal considerations.
 - Fellows motion to defer the decision on sabbaticals to the CIRES Director
 - Adding 2 CIRES Fellows to improve NOAA lab representation
 - **The majority (~60%) of CIRES funding comes from NOAA**
 - **Approximately 3.5% of CIRES funding comes from CU Boulder**
 - **CIRES fellows' distribution is predominantly made up of Tenure-Track (TTT) Faculty**
 - Fellows discussed specific candidates privately

- **Executive Committee Meeting (Adam)**
 - Held on Feb 12. Executive Committee meetings are confidential.

- **SMT+Chairs Meeting Report (Jeff/Aleya) [5 minutes]**
 - Met with Christine Feb 20th
 - Reminder about Science Summit (date change to April 8)
 - <https://cires.colorado.edu/events/cires-science-summit>
 - No IRP program this year
 - Discussion about international collaboration - wait for CIRES guidance
 - 2 CIRES faculty searches, 4 candidates per search, invite ppl to seminars
 - Fellows meeting today (ok to have 1 CMC Delegate rep for now)
 - Career track process is moving forward
 - Look for Staff Council volunteers to guest speak in March:
 - <https://www.colorado.edu/staffcouncil/angie-crews> (RA rep)
 - <https://www.colorado.edu/staffcouncil/ginnie-hershbarger> (PRA rep)
 Will email them and ask if they also have an Admin rep.
 - Regular talks between Directors at NOAA and Waleed
 - Ask the CMC: what kind of frequency do you want to see in Town Halls?
 - Waleed and other Institute directors meet with Chancellor and Provost every Tuesday
 - Some guidance summarized by CIRES HR after Town Hall based on questions raised:
 - <https://ciresblogs.colorado.edu/cires-admin/2025/02/18/resources-for-separating-employees/>
 - Remote work guidance: nothing finalized yet, look for more updates in March

- **ACI (Access and Cultural Innovation)**

- *[Standing reminders]*

- People can [sign up for the ACI \(Access and Cultural Innovation\) Newsletter](#). We will send out one newsletter mid-month starting in March. Encourage your groups to sign up if they want to engage with ACI.
 - Invite your clusters to attend ACI trainings which are announced on the CIRES Events page, Admin News emails and the ACI Newsletter. These interactive workshops are open to everyone, and people should feel welcome to come late, leave early and engage however they can with the group.
 - The [ACI website](#) provides information on: how employees can engage with our ACI program, campus resources, tribal engagement videos, a new CIRES neurodiversity guide and the 2024 CIRES Culture Survey results.

- **CIRES Rendezvous (Kim/Aly) [10 minutes]**

- Date for Rendezvous this year is May 15, 2025
 - Everyone, take a deep breath:
 - In order to be mindful of budgets, this year's Rendezvous will NOT have lunch.
 - Proposed start time is 1pm (ending at 2pm) with Waleed's State of the Institute and awards
 - Setup will be rows of chairs in the ballroom
 - Drinks (coffee, soda, tea, etc) will be served during this time
 - In place of flash talks by graduate students
 - Poster presentations (contest?) in the area where food is usually served?
 - Posters will start right after awards
 - Not having tables in the ballroom will allow for posters to be on the sides, and in the Aspen room (all inside)
 - Reducing the need for the tent extension and again saving money
 - Appetizers and drinks will be served during the poster session. The cash bar will still be available as well.
 - Poster [Thematic Areas](#) will still be used this year:

Administration
AI, ML and Modelling
Communications, Policy, Outreach, Education
Cryospheric and Polar Processes
Data (management, analysis, visualization, science and assimilation)
Ecosystem Science

Environmental Chemistry
Environmental Monitoring and Observations
Forecasting
Software Development
Solid Earth Sciences
Water Resources
Weather and Climate

- Please review and if you see something *major missing or wrong* please let us know.
 - I did test the recommendation of letting AI make thematic areas using last year's poster titles and well, it got it completely wrong.
 - There was a lot of thought and time put into these areas last year and it is also easier to use the same setup for CIRES IT (forms, etc).
 - Before Rendezvous we would like CMC Reps to reach out to their sections and survey/poll what folks want to hear in Waleed's address
 - Virtual Participation
 - Better IT consideration give to the address and awards
 - Possibility of being able to pre-record a 3 minute lighting type of talk on your poster and it playing on a TV in room 325 (this room is where the food is usually served)
 - Asking each poster presenter to upload a pdf so that they can be viewed on the website as well.
 - Notes/feedback have been collated on how to better help poster presenters find their board 😊
-
- **Mentoring Program** (Guoqing/Hui) [5 minutes]
 - Discussed on the best way to have an interactive platform. Tested Microsoft Teams and Google Chat Space. NOAA people have trouble using the first one while the CU campus people have trouble using the second one. No good solution at the moment. Might test drive the free version of Slack
 - Mid-Year Survey (42/86,49%): Half responded. Overall feedback is very positive.
 - Meeting once per month works very well
 - cross-lab experience is very beneficial
 - remote meetings may not work very well
 - How to set up the first kickoff session? Becca and Jimena can provide some training/guidance on this. Only no-cost training can be accommodated.
 - Action Items from the survey
 - Add virtual trainings for mentors: How to kick off the relationships, Where to hold the meetings, agree on mentoring topics

- Becca will look into training for stress reduction
- training on the nervousness when providing advice

- **HR programs, training, and other career building opportunities (Aly) [3 minutes]**

- One-on-One training for supervisors is available; reach out to Jimena Ugaz directly if interested. Always let Lucia know when someone becomes a supervisor for the first time.
 - Training Opportunities: please see [CIRES events](#) for travel seminars and Q&A sessions.
 - Supervisor Best Practices for Employees recording and slides [here](#).
 - Performance Management will be held [March 5](#)
 - ASA 2025 is scheduled for [May 7](#)
- Link to all recordings/slides: <https://insideciress.colorado.edu/hr/supervisorResources.html>

- **Honoraria (Ryan) [1 minute]**

UPDATED 1/31/25

- The latest version can be found [here](#).
- After continued discussions/revisions with Angela Knight and Ted De Maria, and by extension Waleed and Christine, the CIRES Administration thought it would be best if this information was ultimately produced by CIRES Admin. To quote:

“Ultimately, we’ll work to create a brief guide that points to campus resources and is available in what will be an updated version of InsideCIRES. I don’t have a sense of timing, given we’re all working to navigate actions resulting from the current administration’s orders and campus; however, this will be a priority for us in the spring semester.”

- **Anonymous Feedback [1 minute]**

- All entered feedback can be found [here](#). One new entry in January. Please check the link.
 - Related to that entry: All CU/CIRES employees are encouraged to get a travel card to minimize reimbursement delays: <https://insideciress.colorado.edu/finance/travel/card/>
- Feedback on engaging remote people with the greater CIRES
 - Lucia needs someone from CMC to take this on as she steps off the council in an official role.
 - Working on finding meaningful ways to engage; it’s a challenge.
 - Engaging with Hybrid teams training encouraged

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.

- (February) Request for more advanced notice, clearer communication around important CIRES events

Action Items

Meeting adjourned at 12:32