

CIRES Members Council Meeting

Minutes

Apr 21, 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	
Y	CSL	Jianhao Zhang	
Y	East Campus/ NSIDC	Agnieszka Gautier	OPA Chair
Y	East Campus/ NSIDC	Scott Lewis	
Y	East Campus/ NSIDC	Marty Heath (Audrey Payne temp. replacement)	OPA Vice-Chair (Audrey)
Y	East Campus/ SEEC	Alison Post	
Y	GML	Aleya Kaushik	Chair
N	GML	Scott Clingan	
Y	GSL	Jeff Duda	Vice-Chair
Y	GSL	Guoqing Ge	Mentorship Chair
Y	Main Campus	Ryan Cassotto	
N	Main Campus / IT	Meg Tilton	Membership Chair
Y	Main Campus/ Admin	Aly Krimmer	Rendezvous VC
N	Main Campus/ CEEE	Daniela Pennycook	Secretary
Y	NCEI	Elysia Lucas	
Y	NCEI	Rudy Klucik	
N	PSL	Hui Ding	Mentorship Vice-Chair
Y	PSL	Adam Schneider	Delegate
Y	SWPC	Kim Moreland	Rendezvous Chair
	CIRES Section	Guest	Role
	NCEI	Kelly Carignan	
		Chris Pappas	
		Gonzalo Ferrada	
		303-***-**61 (Meg)	

Reports	2
• Notes (Aleya) [3 minutes]	2
• Special Guest Speakers: CU Staff Council Ginnie Hershberger/Kate Cochran	3
• Secretary (Daniela/Elysia) [0 minutes]	3
• Membership (Meg) [5 minutes]	3
• Outstanding Performance Awards (OPA) (Agnieszka/Audrey) [2 minutes]	4
• Executive Committee Meeting (Adam)	6
• SMT + Chairs Meeting Report (Jeff/Aleya) [0 minutes]	6
• ACI (Access and Cultural Innovation)	7
• CIRES Rendezvous (Kim/Aly) [~10 minutes]	8
• Mentoring Program (Guoqing/Hui) [2 minutes]	9
• HR programs, training, and other career building opportunities (Aly) [3 minutes]	9
• Honoraria (Ryan) [1 minute]	10
• Anonymous Feedback [1 minute]	10
New Issues	10
Action Items	10

Meeting called to order: 11:03

Reports

- **Notes (Aleya) [3 minutes]**
 - Any guests in attendance?
 - Google groups email list has been updated for CMC reps - please check your colorado.edu emails from now on for CMC rep communications, **NOAA emails will be removed from that list after today**
 - Group Norms running document to collect thoughts:
https://docs.google.com/document/d/1aDFRAP9XQT63wT04ugLefajg4_4vcnbJ/e/dit
 - Introducing Neda Kikhia - contact for ACI updates and questions - she will log on around 12pm
 - We need to fill 2 Officer positions - Delegate and Mentorship VC.
 - Switch to Zoom for future meetings? Keep allowed attendance to CU emails only or anyone with the link?
 - Rendezvous: CMC brunch/lunch?
 - No CMC meeting in May due to Rendezvous time commitments

- **Special Guest Speakers: CU Staff Council | Ginnie Hershbarger/Kate Cochran**

- Link to presentation: [2025 SC PRA Info Session.pdf](#)
- PRA/RA representation in Staff Council now
 - PRA = Professional Research Assistant/Associate
 - Ex: Researchers/Analysts/etc, supporting a project, typically under a PI
 - RA = Research Associate
 - Ex: PI, Research Scientist
- What is the Staff Council, and what do they do?
 - Represent/educate faculty, be liaison between staff/research faculty and CU campus
 - CU Boulder Community > Staff Council > Executive Committee > Officers
 - Job Codes/Descriptions
 - <https://www.colorado.edu/hr/research-faculty>
 - <https://www.colorado.edu/hr/frontline-service-employees#ucb-accordion-id--2-content1>
 - Staff Council Committees facilitate efforts around blood drives, newsletters, elections, outreach, etc.
 - Staff Council Advocacy - examples: paid parental leave, years of service recognition, prescription coverage improvements, transgender/intersex/nonbinary staff support
 - Staff Council PRA/RA reps are developing a research faculty special committee, expanding representation on Staff Council from 2 to 4 members, and creating communication and outreach channels to communicate more directly with constituents.
 - <https://www.colorado.edu/staffcouncil/representatives/area-breakdowns>

- **Secretary (Daniela/Elysia) [0 minutes]**

- Elysia voted in for secretary.

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

- Meg - [CIRES Connect page](#) on Email Groups and Demo of CMC App
- Upcoming rep replacements:
 - Hui, one of the PSL reps, is leaving CIRES. We need to replace him and also find a new Mentorship VC.
 - Adam will reach out to find new PSL rep
 - Daniela will be transitioning to 50%, and CEEE rep may change. She will keep us posted.

- **Outstanding Performance Awards ([OPA](#)) (Agnieszka/Audrey) [2 minutes]**
 - Marty is taking Audrey's place while she's on sabbatical.
 - 8 winners have been notified.
 - Those not selected have also been notified.
 - The plan is to open 2026 OPAs sometime after Rendezvous. Thoughts on when?

- **Fellows Meetings (Adam) [15 mins]**
 - Held Mar 19 and Apr 18
 - Overarching announcements and key updates discussed:
 - **Federal Budget & Funding Environment**
 - Continuing Resolution (CR) in effect through Sep 30, 2025. Agencies expected to report back toward end of April on internal fund allocations.
 - Within agencies, programmatic funding change authority ceded to the executive branch. Only congressional notification required (not approval); Senate can rescind funds by simple majority.
 - FY26 "Pass Back" budget proposes a drastic \$484.6M cut to OAR (from \$656M to \$171.5M); if enacted, OAR could be eliminated as a line office.
 - All funding actions (e.g., grant renewals) >\$100K require DOC Secretary approval.
 - Potential for furloughs/layoffs at CI-affiliated labs (i.e., CSL, GML) if funding freeze continues beyond June 20, 2025.
 - If cooperative agreements are terminated in FY25, it would be nearly impossible to restart operations in FY26.
 - Congressional delegations have begun discussing impacts with federal agencies and may elevate concerns to the White House.
 - Somewhat more positive than expected
 - **DEI, legal, HR:**
 - A U.S. Court of Appeals ordered a temporary halt to federal DEI-related grant terminations, but such terminations are still legally permissible.
 - There is no legal definition of "DEI," leaving room for extended litigation.
 - Some agencies (including NOAA) reinstated probationary employees on administrative leave. Letters clarify that retroactive terminations could still be enforced if the TRO is overturned, which occurred thus allowing employees to be terminated again ("...waive any indebtedness created by the court's order that you be paid beyond your termination date")
 - Executive branch investigating universities with endowments over \$1B (CU Boulder is not currently under investigation).

- **CIRES Internal & HR**
 - For grant-related disruptions, employees should contact OCG (ocg@colorado.edu); new impact form now available.
 - OCG = Office of Contracts & Grants
 - If you're directly impacted, work w/ your PI to contact OCG
 - 2025 IRP canceled
 - For pre-emptive cost-cutting measures, also monetary optics
 - Rendezvous downsized (no lunch)
 - Prioritization of graduate student funding (\$47K/student)
 - CIRES HR is developing guidance regarding soft-money researchers moving to part-time while retaining benefits (possibilities will vary on a case-by-case basis).
 - Does NOT apply to anyone here on a visa, unfortunately
 - Awaiting further guidance for visa-holders
- **Communications & Public Engagement**
 - Social media highlights:
 - "CIRES Stands with Feds"
 - "Four Ways Cuts at NOAA Will Deteriorate Forecasts" (Kari Bowen)
 - Pandemic aerosol insights (Jose Jimenez)
 - #FieldWorkFriday
 - Notable stories:
 - Sea otter research (CIRES postdoc-led)
 - Arctic rain-on-snow events (NSIDC)
 - Arctic sea ice hits record low (Yuval Shmilovitz)
 - Climate resilience infrastructure work (Joe Barsugli)
 - Zero-emissions transportation research (Qindan Zhu)
 - More at cires.colorado.edu/newsroom
 - Resources
 - [CIRES Style Guide](#)
 - [Media Interview Guide](#)
- **Mar 19 meeting summary:**
 - Graduate Student Research Awards
 - 10 applications from 6 departments reviewed.
 - 7 awardees recommended (6 is typical); motion to approve passed unanimously.
 - Feedback included:
 - Make proposals accessible to broader audiences.
 - Suggest templates for submissions (title, timeline, etc...).
 - Emphasize novelty and feasible goals.
 - Clarify CIRES contributions and how to weigh prior experience.
 - Faculty Hiring:
 - *Environmental Change, Health & Well-being*:
 - 144 applications.

- 4 ranked finalists from Geography and Sociology
 - Motion to accept search committee's rankings passed unanimously.
- *Ecology & Remote Sensing:*
 - 2 interviews complete; 2 more scheduled (Mar 20, 31).
 - Additional meeting scheduled in April to discuss final candidates.
- CIRES-NOAA Advocacy Efforts:
 - Directors to meet with Congressman Joe Neguse (Mar 20).
 - CI leaders to attend meetings with House Science and Senate Commerce Committees.
- **Apr 18 meeting summary:**
 - Prospective Fellows Presentations:
 - Dave Turner:
 - Highlighted value of ground-based profilers for improving weather forecasts.
 - Importance of capturing water vapor mixing ratios.
 - Hazel Bain:
 - Focus on solar energetic particle events and better observational tools.
 - Critical for aviation radiation exposure prediction in polar routes.
 - CIESRDS & Budget Risks:
 - CI partners include NOAA units: OAR, CSL, GSL, GML, PSL, NWS, NESDIS, NCEP, and the Office of Education.
 - ~800 across NOAA took VERA/VSIP
 - FY26 "Pass Back" budget could severely impact OAR and cooperative institutes.
 - ~30 scenarios possible for potential federal employee reductions (RIF) and reorganizations.
 - Discussions ongoing in Congress; more info expected by April 28, 2025.
 - New Faculty & Fellows Discussions:
 - Ongoing negotiations with prospective faculty appointments.
 - Fellows voted on nominee additions
- **Executive Committee Meeting (Adam)**
 - [confidential] Held Apr 9; discussed CIRES discretionary spending budget
- **SMT + Chairs Meeting Report (Jeff/Aleya) [0 minutes]**
 - No meeting with Christine in April

- **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.

- **Dialogue Skills Workshop**

- CIRES, the Masters of the Environment Program (MENV) and the Laboratory for Atmospheric and Space Physics (LASP) are offering a series of workshops focused on developing dialogic skills for graduate students, post-docs, and early career scientists. This program is open to any CU Boulder or NOAA employees. Link to website: <https://www.colorado.edu/menv/menv-anti-racism-and-resource-guide/equity-focused-dialogic-skills-workshop-series>

- **Science Pathways Program**

- *Scientists:* We're building out relationships across colleges and universities for these science and career talks. If folks are interested in joining as a researcher to share with students about your career path and science, we are pushing to continue this work to continue to inform people about what this work looks like and to break down barriers in people seeing themselves in science research.
 - *Institutions:* If you have connections in institutions across the state that would benefit from a career talk with their groups, please consider connecting us or sending their information my way

- **Engagement Survey** - Our team does a deep dive into the results of the Engagement Survey that was covered at the last Town Hall. Would you all be willing to push out the Engagement survey (open until April 30)

- **ACI Upcoming Events:**

- **Tips for stress reduction with WorkWell at DSRC.** Wednesday April 23 2025 @ 1:00pm to 2:00pm. Link to the event: <https://cires.colorado.edu/events/tips-stress-reduction-workwell-dsrc>
 - **Navigating Conflict**
 - In-person at DSRC GB124 - Tuesday April 29 2025 @ 1:00pm to 2:15pm <https://cires.colorado.edu/events/navigating-conflict-training-dsrc>
 - Virtually - Monday April 28 2025 @ 11:00 am to 12:15 pm

<https://cires.colorado.edu/events/navigating-conflict-virtual-training>

- The two-page “**CIRES Neurodiversity in the Workplace Guide**” is live on the ACI website
 - Context on the process to develop this resource: Last spring, CIRES and NOAA Global Systems Laboratory hosted a guest speaker, Dan Carmeli, to discuss "Neurodiversity in the Workplace." Following this event, 15 CIRES employees read a book together to continue learning about this important topic. Together, we designed a guide for CIRES employees to highlight recommendations and resources to foster a neuro-inclusive workplace environment for all CIRES employees. We will host a virtual session on Friday, April 4 from 2-3 pm to review Dan's presentation and get feedback on our guide!
 - The guide covers:
 - What is Neurodiversity
 - Removing barriers with Universal Design
 - Supporting new employees
 - Commendations for supervisors
 - And more resources
- ACI newsletter - We're continuing our ACI Newsletters! We'll continue to share resources and announcements, highlight upcoming events and trainings, and more related to bringing access to CIRES work and teams. People can sign up for the ACI Newsletter here: <https://lp.constantcontactpages.com/sl/N7AVGtL>

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

- Double-checking to make sure the CMC Webpage is up to date (for Rendezvous program)
- RUNdezvous is happening (Meg). Announcement went out, and we have almost 40 people signed up.
 - Let me know if you might be willing to volunteer sometime from 8:45-11 a.m. Rendezvous volunteering comes first, though!
 - Encourage east/main campus participation
- Follow-up on volunteers for day of [Rendezvous tasks](#)
 - Still need more volunteers for 1-3PM for day prior setup
- Currently we have 103 poster abstract submissions and as of Friday ~300 RSVPs
 - Roughly same amount of posters as last year
 - Abstract reviews this week
- Potential shadowing opportunity of Rendezvous committee
 - If you're interested for next year, reach out to Kim/Aly
 - Should probably be CMC committee member/rep
- Check with your cluster about years of service!
 - Send email to Linda Pendergrass <linda.pendergrass@colorado.edu>

- **Mentoring Program (Guoqing/Hui) [2 minutes]**
 - MP Training opportunities based on the mid-year survey feedback
 - Two hybrid "stress reduction" workshops planned in April by Becca, collaborating with WorkWell
 - Apr 22, 2025, Tuesday, 1-2 pm @ CIRES
 - Apr 23, 2025, Wednesday, 1-2 pm @ DSRC
 - Webinar: Developing feedback skills (addressing nervousness when providing advice)
 - https://www.youtube.com/watch?v=q_v940RaaF0
 - A virtual training on April 4th from 1-2 pm
 - The 'end-of-year' survey will be sent on May 1st.
 - In-person lunch-together on May 14
 - CIRES Rendezvous poster for the Mentoring Program (abstract submitted)
 - Preliminary discussion on the 2025-2026 program
 - In search of Mentoring Vice Chair to replace Hui
 - Reach out to Guoqing!

- **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](#).
 - ASA 2025 is scheduled for [May 7](#)
 - Link to all recordings/slides: <https://insidecires.colorado.edu/hr/supervisorResources.html>

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

- No new changes for March. It is now in CIRES Admin hands (see below).
- The most recent 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](#).

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.

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Action Items

- Adam will reach out to find a new PSL representative.
- Reach out to Guoqing if you’d like to be Hui’s replacement for Mentoring Vice Chair.
- Reach out to Kim/Aly if you’re interested in shadowing the Rendezvous committee.
- If you’re able, sign up to volunteer (especially from 1-3PM for the day prior) for the Rendezvous.
- Check with your cluster about 5/10/15/etc. years of service, and email [Linda Pendergrass](#)

Meeting adjourned at 12:16 PM