

# CIRES Town Hall

Wednesday, August 14, 2024



University of Colorado **Boulder**



# Agenda

- **Waleed:** Welcome
- **Becca Edwards:** Climate Resilience Initiative
- **Hilary Peddicord:** CIRES Mentoring Program
- **Nikki Joy:** Travel reminders
- **Angela Knight:** ASA wrap-up, New CU Wellness platform pilot, Fall compensation-focused town hall
- **Q&A session**
- **Lauren Lipuma:** Housekeeping items / wrap-up



# Director updates

- This week, Senator Bennet's staff had a visit with CIRES leadership, focused on what we do and the impact for Colorado and the nation.
- Massimo invited Waleed to go to Washington DC at the end of September for congressional visits.
- Reporting structure has changed for RIO to Chancellor instead of Provost; we expect that this is a positive change for CIRES.
- Working with Steve Thur on shared objectives of our agreement.

# Merit increases

This year, eligible university staff (employees largely housed in CIRES administrative teams) will receive a 4% across-the-board increase as determined by CU HR.

There is a traditional 4% merit pool for research and teaching faculty this year. CIRES is considering how that merit pool will be distributed, whether as a standardized approach determined at the CIRES level (Ratings of 3 = X%, 4 = Y% and 5 = Z%), or if merit allocations will be determined at the unit level as in past years.

CIRES HR will update employees as soon as this determination has been made and prepare a related blog post with additional details.

A photograph of a forest with many tall, thin trees, possibly birches, with light-colored bark. The image has a blue tint overlay. The text is centered in the lower half of the image.

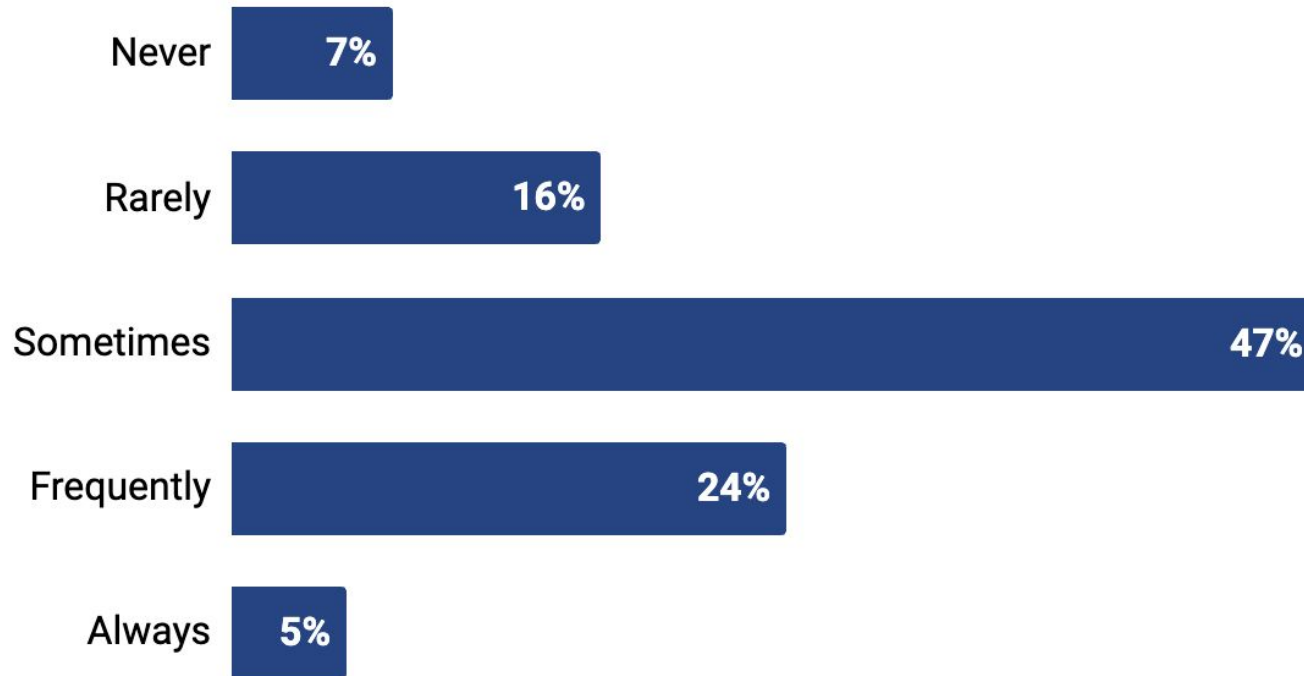
# Climate Resilience @ CIRES

Becca Edwards/CIRES DEI Director

# Wellness & Burnout

## CIRES Engagement Survey Results

Thinking about the last six months, how often have you felt "burned out"?



## Culture Survey Town Hall Poll

"What determines 'a sense of community' for you at work?"

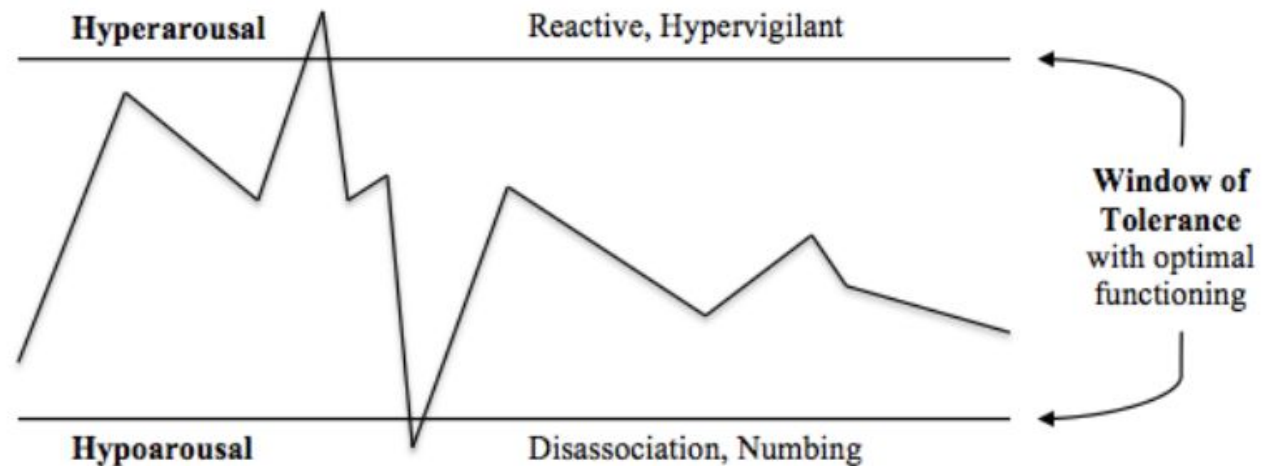
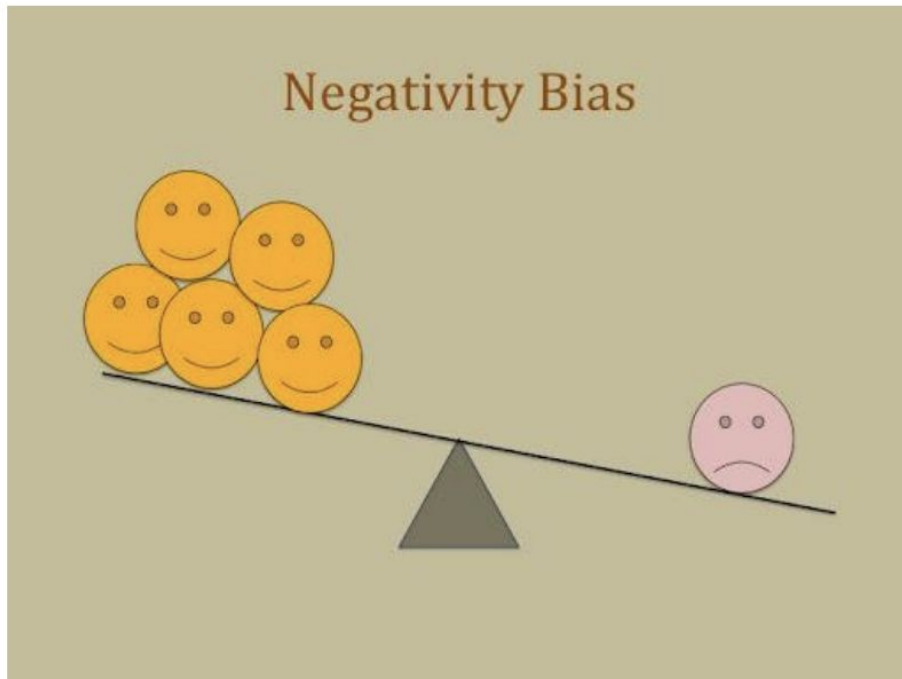
- Shared mission
- Sense of belonging
- Personal connection
- Collaborative & psychologically safe spaces

# Emotional Resiliency

As part of our efforts to address employee wellness and burnout, we offered this talk.

Climate psychologist Leslie Davenport, "The Intersection of Climate Change and Mental Health". [The slides and recording are available to all.](#)

**Emotional Resiliency:** The ability to "bounce back" from a stressful experience.



# Climate Resilience @ CIRES

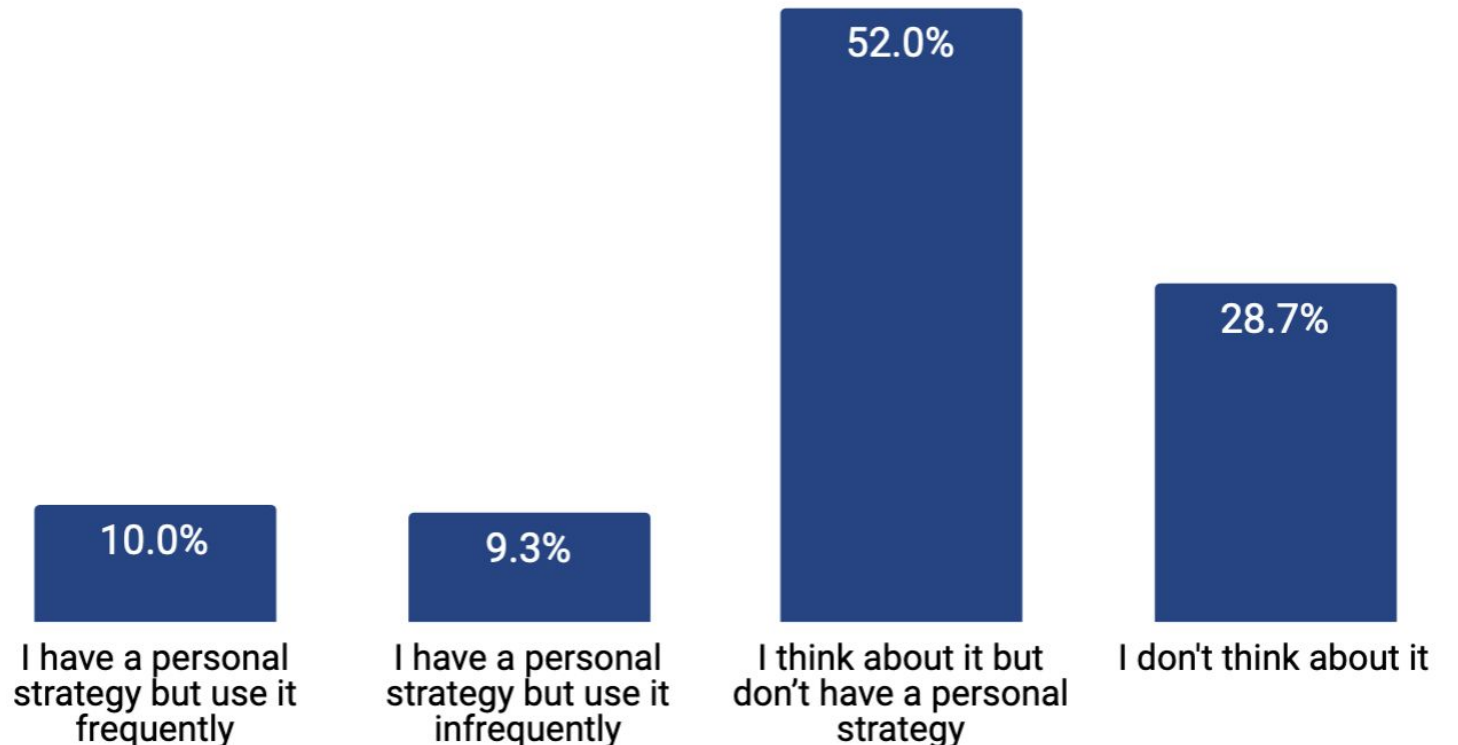
**Climate resilience** is defined as the ability to retain focus on our work at CIRES, with attention to being open-minded and empathic, in the face of challenging climate change conditions, media reports and data collection.

Let's work together to design our own **unique climate resilience strategy!**

## First Zoom poll:

How would you describe your progress towards using a personal strategy to build your climate resilience?

**150 responses, see results →**



# Starting this initiative at Town Halls

At Town Halls and on a new webpage, we plan to offer guidance on building **climate resilience** and create opportunities for collaborative action.

## Potential next steps: (all crowd-sourced!)

- Sharing good news stories about climate change
- Share about climate action that CIREs is taking on
- CIREs employees share actions that they are taking that build their climate resilience (writing letters, solar panels, etc.)
- Organize events for CIREs employees to take action together

## Second Zoom poll:

What types of resources and content would be most supportive to you? (examples: articles, podcasts, lunch chats, Climate Café, organized group event such as a "Climate Action Day"). **Second poll results and next steps will be shared at the next Town Hall!**

A photograph of a forest with many tall, thin trees, possibly birches, with light-colored bark. The trees are densely packed and stretch into the distance. The image has a blue tint overlay, giving it a serene and slightly ethereal feel. The ground is covered with fallen leaves and some low-lying vegetation.

# **CIRES Mentoring Program**

Hilary Peddicord

# CIRES Mentoring Program

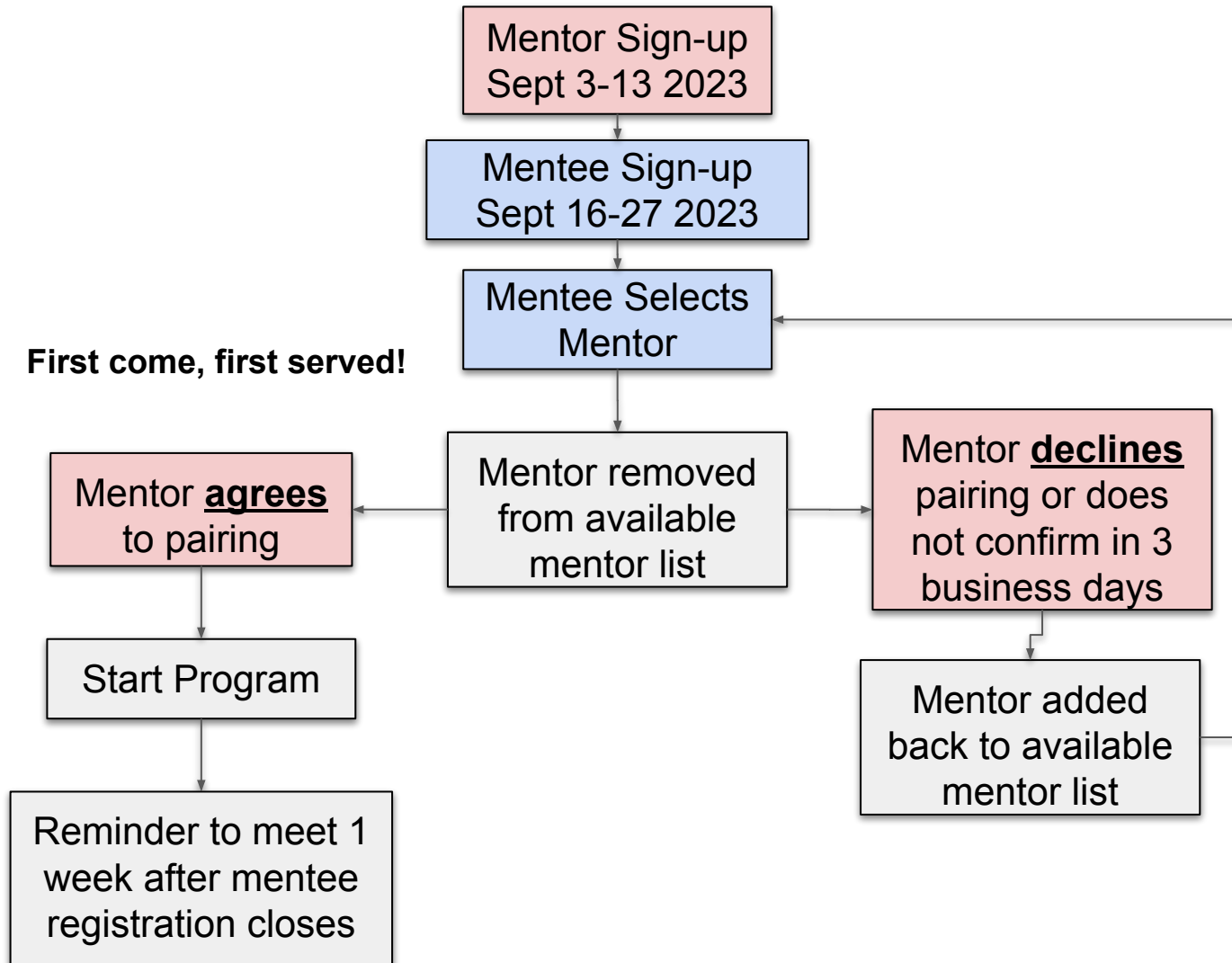
**What?** An 8-month one-on-one mentoring program designed to help build connections across CIRES and NOAA, enhance a sense of community and belonging within the research institute, and foster career development.

**Who?** Anyone! Administrators, educators, engineers, technicians, researchers, federal employees (mentors only), at any career stage. Meet someone in your field or learn about another department. New hires especially encouraged to join!

**When?** October – May; Mentor sign up Sept 3-13, mentee sign up Sept. 16-27, kick-off and community building event Oct 3rd, 9am-10 am in the CIRES atrium, training opportunities throughout. Meet your mentor/mentee at least once per month.

<https://ciresmentoring.colorado.edu/>

# Pairing process summary





Ryan Cassotto  
Area of Expertise  
Environmental Science

CIRES Employee | 6 Years Professional Experience | University of New Hampshire Alumni

Works as a part of Main Campus acting as Research Scientist 2

| Employment History |                                        |       |      |
|--------------------|----------------------------------------|-------|------|
| Type               | Position                               | From: | To:  |
| Academia           | Research Scientist II                  | 2023  | 2023 |
| Academia           | Research Scientist I                   | 2020  | 2023 |
| Academia           | Post-Doctoral Research Associate       | 2018  | 2020 |
| Private Sector     | Electromagnetic Compatibility Engineer | 1999  | 2007 |

Reason For Seeking Mentoring

Help early career scientists plan the next phases in their career.

Preferred Meeting Location

Main or off-campus (coffee shops yeah!)

Being Mentored By

[Please Click Here to Select a New Potential Mentor](#)

Seeking mentoring in

- Advocating for Your Science
- Challenges of Field Science
- and Effective Grant Writing

Education

| School                      | Certification/Major                           |
|-----------------------------|-----------------------------------------------|
| University of New Hampshire | Doctorate in Earth and Environmental Sciences |
| University of New Hampshire | M.S. Earth Sciences - Geology                 |
| University of Hartford      | B.S. Electronic Engineering Technology        |

Biography

My research focuses on geophysical deformation of the shallow earth. I integrate remote sensing and field-based observations to study glaciological, land surface change and natural hazard processes.

# Want to learn more?

**Connect with a committee member:** [ciresmentoring@colorado.edu](mailto:ciresmentoring@colorado.edu)



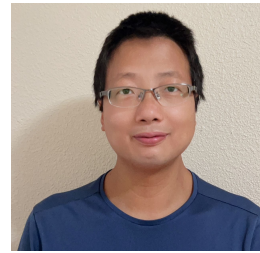
Jimena Ugaz  
CIRES HR



Hilary Peddicord  
GSL



Youmi Oh  
GML



Hui Ding  
PSL



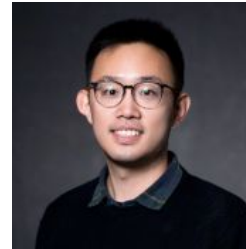
Audrey Payne  
NSIDC



Han Huynh,  
CSL



Guoqing Ge,  
GSL



Jianhao Zhang,  
CSL



Becca Edwards,  
DEI

<https://ciresmentoring.colorado.edu/>

# Agenda

- **Waleed:** Welcome
- **Becca Edwards:** Climate Resilience Initiative
- **Hilary Peddicord:** CIRES Mentoring Program
- **Nikki Joy:** Travel reminders
- **Angela Knight:** ASA wrap-up, New CU Wellness platform pilot, Fall compensation-focused town hall
- **Q&A session**
- **Lauren Lipuma:** Housekeeping items / wrap-up



# Travel updates

## **The Fly America Act**

When traveling on federal funds, folks must fly on a US Airline to the greatest extent possible. If a US airline is not available, you must work with the CIRES Travel team to document an exception to the FAA. In addition, if your travel is being supported by NOAA funds, any exception to the Fly America Act must receive prior approval from the sponsor. Please see full details about the Fly America Act and our FAQ here: <https://insidecires.colorado.edu/finance/travel/flyAmericaAct/>

## **Upcoming virtual drop-in sessions with the travel team**

With the start of the new semester, and knowing that many folks travel to the annual AGU and AMS meetings each year, CIRES Travel will be holding 5 'drop-in' sessions over the next several weeks for folks who may have questions about travel. The first session is Thursday, August 15th at 9am. Please always feel free to email [CIREStravel@colorado.edu](mailto:CIREStravel@colorado.edu) with questions as well. Details for each session are posted to the CIRES Events page: <https://cires.colorado.edu/events>

# Agenda

- **Waleed:** Welcome
- **Becca Edwards:** Climate Resilience Initiative
- **Hilary Peddicord:** CIRES Mentoring Program
- **Nikki Joy:** Travel reminders
- **Angela Knight:** ASA wrap-up, New CU Wellness platform pilot, Fall compensation-focused town hall
- **Q&A session**
- **Lauren Lipuma:** Housekeeping items / wrap-up



# HR updates

**Upcoming compensation-focused town hall:** late September/Early October. Stay tuned!

**ASA wrap-up:** Thanks to everyone for participating in this important annual performance evaluation process. Thanks to IT for automating the signature process, which helps everyone!

## **New Wellness platform being piloted by CU**

To continue offering content and information focused on wellness, I want to share out a new initiative from the campus WorkWell group. WorkWell is partnering with Wellable to bring faculty and staff a unique wellness platform that they are calling **WorkWell Connect**. A few highlights include on-demand fitness and meditation content, live health coaching, individual and team challenges, and easy navigation to campus benefits and resources. They are offering CIRES employees early access to the platform to try it out. Sign up information:

<https://forms.office.com/Pages/ResponsePage.aspx?id=G4vtPQ0HKUaC5MCwGfRgV3WLNQz981tGhJxA6Yd7LJNUN0hDTE02MUxZQVNUN0FTVFdUNEdaTks3MS4u>

Questions: email [workwell@colorado.edu](mailto:workwell@colorado.edu)

# Q&A



University of Colorado **Boulder**





Thank you!



University of Colorado **Boulder**



A woman with long brown hair, wearing a grey hoodie, is seated at a desk in an office. She is gesturing with her right hand while speaking to two other people. A laptop is open on the desk in front of her, displaying a web application. The office environment includes a desk with a monitor, a door in the background, and ergonomic chairs. The entire image has a blue color overlay.

**section header**



# Closing Remarks

# Additional info:

CIRES' NOAA Office Hours:  
<https://bit.ly/CIRESNOAAhours>

Admin team contact info:  
<https://cires.colorado.edu/people/administration>



University of Colorado **Boulder**

