

Summary
2004 ASP Retreat
at the Hotel Boulderado on 25 August 2004

Hot topics for Further Pursuit:

1. Mentoring
2. Career Development
3. Communication Breakdowns

Action Items:

1. Respond to GRA Requests (identified below)
2. Work with SCD to alleviate GAU allocation concerns (detailed in Pdoc item I)

Discussion Highlights:

Mentoring: Josh Hacker (RAP), invited visitor.

- advocates ASP & ECSA grass roots efforts; avoid “top-down” (i.e., devised by management) programs;
- develop a menu of ways to facilitate mentoring opportunities for those who wish to participate.

Suggestions—lunch time meetings, better use of ASP research planning meetings, assign a Pdoc II to each new Pdoc I to serve as an “personal” introductory guide to NCAR/ASP, assign an ECSA scientist to Pdoc II’s, etc, guidance form for mentors, introductions of new people at lunches and also at conferences, possibly “tag-along” grants for scientists to take and introduce postdocs to specific conferences, assign a scientist to correspond with new postdocs by e-mail before they arrive and keep in touch for the first month or two.

GRA needs/wants identified in breakout session:

- full participation in Thompson Series process, including nomination of, voting for and meeting with lecturers;
- establish one or one and a half day workshops with local professors or NCAR scientist volunteers on topic of ASP GRA interest, and invite all NCAR GRAs to attend;
- continue GRA teas but precede them with lectures; talks to be given by GRAs (Katja will coordinate this and give 1st lecture—next one in a few weeks).

Postdoc needs/suggestions identified in breakout session:

- A) limit Thompson Lecturers to one or a maximum of two if sufficiently spaced in the calendar year; devote second day to science discussions between the postdocs and the lecturer; avoid the excessive career discussion forum of the past; alternately, have Pdocs/GRAs present at the second day for 10 minutes each;
- B) establish a proposal/grant writing workshop;
- C) encourage better attendance at research reviews by,
 - combining research reviews with teas;

- strictly enforcing guidelines at http://www.asp.ucar.edu/director/research_reviews/ (e.g., hold speaker to a specific amount of time);
 - webcasting events at different sites;
 - setting aside a specific time and day of week for ASP events (e.g., Wed @ 11 a.m. or 4 p.m.).
- D) increase travel budgets, and develop a web site where Pdocs/GRAs find where and how to get travel support and what the limits are (same for special software purchases);
- E) publish a Quarterly ASP Newsletter and demand input from ASP Fellows (by phone, if necessary); announce,
- new postdoc arrivals (name, office, area of interest, university affiliation);
 - who is going to what conference and title of talk,
 - information for the Annual Scientific Report (pubs),
- F) get to know each other better, and develop collaborations among ASPers;
- G) contact the library about journals which available not on-line.
- H) establish better ASP alumni network—where do alums go when they leave NCAR; create a password protected internal ASP web page directory
- I) address GAU allocation issue
- 1500 GAU allocations via Pdoc access to University accounts can be insufficient
 - ASP Pdoc GAU needs can be a low priority in the home division, particularly true for cross-divisional appointments → can limit access to division allocation
 - need to establish a follow-on application and allocation process when the above sources are exhausted. N.B., an increase to the ASP allocation may not be viable since usage may vary dramatically with computational interests of Pdoc population.

SRAs: John Latham, invited SRA.

- Role is not precisely defined; desirable to formalize links between SRAs and Pdocs; reciprocal value

Suggestions— SRA attendance at ASP Pdoc Research Reviews; provide new Pdocs/GRAs with information about the SRAs (e.g., 1-page CV), and vice versa to develop possible collaborations; publish SRA CVs and an edited publication list on an ASP web page.

ECSA and Faculty Forum: Caspar Amman (CGD), invited ECSA representative.

- ECSA purpose is facilitation; ASP Pdoc participation is encouraged; socials are a good way to meet people from across the Center
- ECSA travel awards accessible to ASP Pdocs who have depleted their ASP travel award
- ECSA wants to participate in future Scientist I search process; e.g., attend candidate seminars.
- Jr. Faculty Forum – define “hot” topics early in the year, well in advance of the fora; identify several NCAR team members—make it an interdisciplinary team.

ASET Lab report: Tom Bogdan (ASET Associate Director) invited. Advocates web-based systems and processes, and web access to information and resources; modeled after experience as IPA at NSF ATM. Need to identify efficiencies within the lab for web systems and have a clear web presence. Ideas for growth of ASET programs in the next few years:

- Expand ASP GRA population (double or triple the numbers)/embrace other GRAs in the organization
- Pdoc pool (double)
- Invest in trading places (Faculty Exchange Program) for one semester to one year visits.

Other:

- continue working on ways to improve Research Reviews, possibly include Lucy Warner's team on a "how to communicate with the press"; involve the camera and tape some talks; Couple with the Developing Communications Initiative support.
- Re-work ASP offer letters, to address foreign postdocs needs (2nd year visa issues)—work with HR
- discuss Pdoc follow-on job opportunities, especially in times of financial crisis; general career development: grants, review comments, teaching experience, etc.
- provide additional web resources--develop a Web page to assist new Pdocs in becoming familiar with NCAR; provide a template for Pdoc personal web pages to ease use of this resource; create search engine that will only search through ASP pages.

In attendance:

Postdocs:

Yaga Beres, George Bryan, Kirsten Butcher, Huaqing Cai, Christiane Jablonowski, Christine Johnson, Pablo Minnini, Axel Seifert, Jai Sukhatme.

GRAs:

Matt Dunn, Katja Dzepina, Jonathan Graham, Sara Lance, Justin Peter.

SRAs:

John Latham.

Administrative:

Tom Bogdan, Scott Briggs, Al Cooper, Maura Hagan, Barb Hansford, Barb Petruzzi.

Invitees:

Caspar Amman, Josh Hacker.