

**Department of Earth and Space
Sciences Meeting of the Faculty
Friday, 11/3, 2:30 pm in JHN 026**

MINUTES

Call to Order - Open Session (2:30 PM)

Announcements and Business

- **Announcements on SACNAS, IBIS, and connections in ESS for the undergrad program (Gorman-Lewis)**
 - SACNAS went well, not as much traffic as last year. Students who did stop by seemed far more interested in CoEnv than last year, hopefully will translate into grad applications. Between Spheres magazine was a helpful recruiting tool.
 - 4-5 grad students involved in [IBIS](#) (Identity, belonging and inquiries in science) and around 8-9 undergraduates involved in Connections in ESS.
 - IBIS undergrad student eligibility has been expanded, now open to any undergraduate ESS major. Undergrads in other units who are interested in ESS research can contact Jose.
- **130th Anniversary Celebration (Summer)**
 - Date: Friday September 20, 2024 at the Burke Museum. Save the date will be sent out near the end of the month and in the fall digital newsletter. Everyone is invited to the event.
- **ESS Messaging (Summer)**
 - Need a departmental (high-level) messaging strategy. Form will be sent out for faculty to fill out—information collected will provide an overview of the department's research.
 - Need to come up with three initiatives for targeting fundraising, put on the website and in communications materials.
- **Faculty Retreat (Eric)**
 - Overall consensus that January is better. Eric and Summer will take a look at dates and responses to form. Please fill out if you have not yet.
- **Committees (Eric)**
 - Please have a look at the committees document Eric sent out and let him know if you are unhappy.
- **Surface processes search update (Eric)**
 - Top candidates have declined. Discussed the path forward with varying options for re-advertising. Original ad included two positions, but this

needs to be discussed further. Broad agreement that advertising early in the Spring (interview late summer/fall) is the most beneficial for obtaining a large, diverse pool of applicants and increases chances for hiring (ahead of cycle).

- **Motion: send Chair to negotiate with Dean to open a Geomorphology position at Assistant/Associate level.** Discussed if this is possible without obtaining new permission, which may delay when we can advertise. Motion was not seconded - will discuss more in executive session.
- **Budget overview (Eric)**
 - Chair provided a budget overview and breakdown. Slides can be provided. Income from teaching is the largest source of income, faculty discussed ABB and the need for incentives to teach large classes.
- **Discussion of ICR direct to faculty (Eric)**
 - Slides can be provided. Some departments (SAFS, [SEFS policy](#)) return a small fraction of ICR to PIs, which can be used for various research expenses.
 - **Motion: policy committee to consider replicating the SEFS/SAFS Research Cost Recovery policy.** Seconded.
 - **Vote: unanimous 19-0-0**
- **Misc**
 - Please fill out the room survey sent by Stephanie Harrington. Suggested hiring a freelance person (upwork.com) to finish. Would take them 1.5-3 hours.
 - Send Scott your winter salary plans now, including TAs for winter quarter. If you need TAs, let Scott know.
 - Discussed the impact of losing a TA close to the start of term.

Standing Committees Announcements

- **Curriculum (Crider)** - update
 - More emails to come, please keep sharing information with Juliet. Would like to create an idealized 2 year course plan that we can settle into, that will serve students better.

Adjourn to Executive Session (3:47 PM)