

UOP Town Meeting Feedback

- Collaboration
 - Barriers and Possible Solutions
- Physical Work Environment
 - Suggested Improvements
- Corporate Concerns
- Improve Social Community
- Community Outreach

Can We Be More than 8 Separate Programs?

- General Suggestions
 - Rework the UOP Mission
 - Add language such as “Provide service to the community through mutual and reciprocal support of one UOP unit by another...”
 - Create an “Apollo Mission”
 - More tangible than the UOP mission.
- UOP Needs a Managerial Structure that could manage collaborative projects

Barrier #1

- Information Gap
 - Programs do not know enough about what other programs do
 - Unaware of what expertise or tools exist
 - Only some programs really lend themselves to collaboration
 - Especially in terms of funding
 - Need to expand inter-program knowledge among staff beyond the director level

Proposed Solutions

- Create a matrix or list of items, tools, expertise and technologies housed by all programs
 - Make this list public and accessible
- Create a UOP Seminar Series
 - Bi-annual internal workshops where programs present current projects they are working on and identify needs and opportunities for collaboration
 - Day One: Open discussion
 - Day Two: Break out groups to discuss details
- Create a collaborative forum for communication
 - Create a common UOP web page announcing current projects

Barrier #2

- Programs are too involved with program specifics and mission critical work to think about internal collaborative projects
 - Main responsibilities of the programs are to comply with their funders
 - Danger of “mission creep”
 - Time and money for collaboration has to come from somewhere

Proposed Solutions

- Present information about current collaborative efforts
 - Share the projects that GLOBE and JOSS collaborate on
 - Point out the benefits of collaboration by using DLESE and NSDL as a model
- Promote the use of the DLS Usability Lab
 - Programs can enhance their work by testing web interfaces, etc. with this state-of-the-art Lab

Barrier #3

- Lack of Opportunities for Spontaneous Interaction
 - No knowledge of collaborative opportunities
 - The building does not work for “cross-pollination”
 - It is very difficult to communicate between programs

Proposed Solutions

- Create ways for staff with similar job titles to share resources
 - i.e. Systems Administrators Group
- Create a “Visiting Employee Program”
 - Staff will take turns rotating to other programs for a day to observe the work that other programs do.

Barrier #4

- Meeting the PACUR criteria is more of a priority
 - Collaborating with UCAR partners and affiliates and with the most critical funding agencies is main concern
 - Accustomed to looking externally rather than down the hall

No Proposed Solutions

Physical Work Environment

- Building Improvements
 - No more bugs
 - Stabilize/Equalize heating and cooling systems
 - Meeting facilities in FL4 are limited
 - Would like a place to eat lunch in the building
 - Office space could be used more effectively
 - Divisions can't grow because there is no space
- Communication Improvements
 - Invest more in webcams and web conferencing
 - Invest in Skype technologies

Proposed Solution

- Buy the old Wild Oats building, tear it down, and build a new FL4



Corporate Concerns

- Never enough time or money
 - Too much busy work hinders big picture thinking
- Pay scale should be more competitive with “real world,” not “university world”
- Career paths here are not conducive to advancement
 - Difficult to be reclassified and upper management rarely vacates a position
- Want to know that the necessary financial investments will be made into FinTools

“Greening” UCAR

- Do away with PC’s and use laptops
 - More energy efficient and accessible
- Offset UCAR’s Carbon Footprint
 - GLOBE runs back-ups of their computers during the day and turns computers off at night
 - Purchase wind power
 - Adjust temperature settings in buildings

Improve Sociability

- More UOP involvement in UCAR events
 - Up the Hill Race, etc.
- Create a mentor program for new employees
- Host UCAR/UOP Family Nights
 - Sponsor bowling or baseball for a night
- Need more opportunities to interact as a community and spend more time with colleagues

Community Outreach

- UOP staff need more guidance and support on talking points for the community
 - What can/can't we say about climate change
- UOP should have a booth at EGU
- Create student interns across programs
 - Tag team SOARS mentors
- Host a web seminar between K-12 students and scientists and make it available through NSDL
- Send letters to students from scientists addressing how scientific data can be used in real life
- Provide opportunities for college students in all majors to rotate through some UOP programs to gain exposure to the work we do