



National Oceanic and Atmospheric Administration

Science Council

NOAA SCIENCE COUNCIL MEETING

November 7th, 2023

10:30 AM to 12:00 PM EST

Google Meet

MEETING MINUTES

ATTENDEES

Executive

Sarah Kapnick, Chair
Saiontoni Sarkar, Exec Sec
Celina Harris, Exec Sec
Isha Renta, Exec Sec

Principal

Sean Corson, NOS
Gary Matlock, OAR
Brooke McHansen, NESDIS (alternative)
Kristen Koch, NMFS
Randall Tebeest, OMAO
Hendrik Tolman, NWS (alternative)

Advisory

Tony LaVoi, Chief Data Officer
Hendrik Tolman, Council of NOAA Fellows Representative
Gary Matlock, Research and Development Enterprise Committee Chair
Jeremy Weirich, NOAA National Oceanographic Partnership Program Committee Chair
Casey Stewart, NOAA Science Advisory Board Executive Director
Alison Krepp, Social Sciences Committee Co-Chair
Kelly Goodwin, S&T Synergy Committee Chair
Natasha White, Office of Education Liaison

Other Attendees

Eric Bayler, NESDIS
Janel Edelen, NESDIS
Kenneth Vierra, OAR
Shun Liu, NWS
Sarah Davis, OAR
Emily Markowitz, NMFS
Ishrat Jabin, OAR
Laura Newcomb, OAR
Ellie Dambra, HDQ
Lauren Gibson, HDQ
Shae Green, HDQ
Melissa Yencho, NMFS
Andrew Peck, OAR
Debbie Sinmao, OFA
Fiona Horsfall, OAR
Ingrid Ramos-Guasp, NESDIS
Megan Deehan, OAR
Alexandra Neal, OAR
Ghassan Alaka, OAR
Jessica Morgan, NESDIS
Roxie Allison-Holman, OGC
Victoria Moreno, OAR
Julie Price, NESDIS
Joseph Casola, NESDIS
Chris Beaverson, OAR
Victoria Luu, OAR
Briana Yancy, OAR
James Jenkins, OAR
Kelly Webster, OAR
Jennifer McWhorter, OAR
Abigail Arnold, OAR
Amber Hill, NESDIS
Annette Hollingshead, OAR
Daniel Melendez, NWS
Joseph Fillingham, OAR
Nicole Miller, OAR

APPROVAL OF MINUTES AND REVIEW OF ACTION ITEMS

Notify Exec Sec at science.council.execsec@noaa.gov within two weeks of the following meeting if any changes to the minutes are needed.

CHAIR ANNOUNCEMENTS:

- None

MINUTES

- Minutes from the October 10th Science Council meeting were **approved**.

ACTION ITEM REVIEW

- The Exec Sec reviewed all current action items.

BRIEFINGS: Briefing materials are available in the Science Council Meetings 2023 folder on Google Drive.

Ocean Discovery Institution

Informational

ODI is a K-12 marine education organization; better reflecting the populations we serve is the best way to diversify our workforce and to do that it means reaching children at the elementary stage. Focused on science careers beyond careers (not just within Marine Sciences). Use the “School-Shed” model where they reach elementary schools and follow through middle schools that feed into a single high school. ODI and NOAA have a vision council that works to guide the partnership. Two opportunities for engagement: Scientist in Residence and Science Leader-Student Connection. A representative from ODI, Joel Barkin, joined us and added that there is a lot of need for their students to have connections with scientists and NOAA is a great resource for that given the number of scientists within NOAA.

Discussion

The Social Science Committee chair asked if ODI is open to some of the individuals we have in our fellowship programs joining as visiting scientists. Joel said 100% - especially for those short term virtual opportunities; ODI is open to anyone who is an undergraduate and above joining that opportunity. NWS asked for insight on the funding side and Joel indicated that ODI has a lot of grants but also individual funders from local communities. He added that to fund NOAA involvement, folks typically work with their offices within NOAA for travel and per diem. They also have developed a framework for how that can happen and ODI can provide support on that front end to make that process smoother. Lodging is provided at no-cost. The Special Advisor to Youth Engagement added that ODI is a wonderful organization to connect with! I spent a week in Bahia, Mexico, with the Ocean Leaders program a few years back, and it was an amazing experience. Finally a question was asked about connections with affiliate contractors and those in communications or social science roles and Joel indicated that would be welcomed as well.

Youth Engagement

Informational

Focusing on the needs of incoming generations to recruit incoming employees. By generation, the NOAA workforce distribution is disproportionately older than the civilian labor force. It is also more male and white than the civilian workforce. Feedback came from listening sessions hosted with current and former fellows and different early career working groups. One of the highlights from listening sessions: working flexibility because they began careers during COVID. Folks view their internships and fellowships as an alternative to academia with the ability to grow without additional education requirements. Mission driven work appealed to the younger workforce. The opaque hiring process made the federal workplace less attractive.

Other Agencies: NASA does a lot of mentoring and shadowing to encourage folks to engage. This could be prioritized to keep internal support. Not necessarily a One NOAA solution, but this could help.

Discussion

Listening sessions were conducted before Ellie began her internship, but they were conducted among fellows and interns or those recently departed from those positions. A question was raised on how NOAA can maintain engagement and leadership involvement moving forward? Ellie replied that this is a really systemic issue and would require breakdown of the current recruitment and hiring process. Some small changes are a good starting point and the Undersecretary is aware and actively engaged. The Chair added that we need some accountability for these things which will link into a future presentation. We need to figure out how to track these engagement opportunities to really see impact. NWS added that having a student outreach plan is great and across NOAA, everyone should make sure we're comparing notes. They added that it is a red-flag that NOAA has engaged with MSIs with their students but don't hire them. The curricula of some of those institutions don't allow them to get pass-hiring through USG. We need to make sure we work with Universities to make sure they come out of programs with requirements to get through USAJobs. It was also added that a contributing factor to this issue may be the vagueness of career planning at NOAA. Career growth does not appear to be as linear as it may at competing organizations. The NOAA Social Science committee co-chair asked if NOAA has anyone in those types of recruitment roles currently? The Science Council chair indicated that she doesn't think we have a dedicated role. The Special Advisor on Youth Engagement added that a lot of folks have that as a part of what they do, but identifying one individual is harder and not something we've firmly established.

Strategic Research Guidance Memorandum

Discussional

This was first brought up around rethinking about the SRGM will be used and the utility of the document. We arrived at three main sections following science council and science advisory board discussions - risk factors have evolved into success multipliers and risks, things that could lead to a big success if they are managed appropriately but they have a lot of caveats. The SRGM will have an appendix that will cross ref diff plans, strategy documents. A one-month science council review. The goal is that this will be released by the end of Jan 2024. Teams will be needed for all of the 8 sections; sections need to be ½ page. First time engaging the SAB on this process - took a while to get their tiger team established and then a long process getting their commentary. Some of the SAB comments occurred in a few places, so likely that not all 99 will need an independent address. SAB wants the SRGM to avoid sounding like we're hitting for funding continually. Highlight communications between Line Offices is always a challenge and highlighting sustainment of BIL/IRA funding will be a risk factor from a communication point of view. We need to recruit and retain our workforce, we are the least diverse science agency and that is a risk factor. Sections can be cross-referenced. We need to identify how to create efficiencies in what we do.

Discussion

NWS likes the change change; better than the bulky one from previous years. NWS thinks some section or inclusion of open source would be worth including given the high-level of this document. NMFS added that it's a good goal to try and consolidate and make it more concise. They asked how would the leads be selected? Also added that having listed measuring carbon and marine life as an emerging topic, from a fisheries perspective we struggle to get recognized but we have a lot of progress in those topics. The chair indicated she debated which bucket that should be in. She went with emerging, but open for argument, due to the pressures of need for global carbon monitoring due to mCDR as that is not such a big topic. That area has not had sufficient support and that's why it's now emerging, also with climate ready fisheries. But happy to move it and explain it as an evolving space and highlight what is needed to have that infrastructure

ANNOUNCEMENTS

- The next NOAA Science Council meeting is January 9th from 10:30am to 12:30pm ET via Google Meet.

ACTION ITEMS

| Date Assigned | Due Date | Subject Line | Assigned To | Status |
|---------------|-------------|---|---|---|
| 20220510-01 | TBD | Cooperative Research Committee ToR | Group of NOAA Science Council principals and advisory members | The group is following up on the motion proposed by Gary Matlock at the May Science 2022 Council meeting. |
| 20220830 | June 2 | Science Council ToR | SC/NEP | Approved by NEC and memo received from Dr. Spinrad. |
| 20221104-2 | TBD | SoS Fact Sheet - Drought | NIDIS | POC working on updating the first draft. |
| 20230716 | July 16 | SoS Fact Sheet - NOAA's Greenhouse Gas Activities | OAR CPO | POC has provided a first draft; initial review beginning soon |
| 20230920 | TBD | SoS Fact Sheet - Climate Intervention 2-year review and updates | OAR | POC identified and working on revisions. |
| 20231010 | October 24 | DOC AI Policy Feedback | NOAA Science Council | Past due. |
| 20231012 | October 25 | Foreign Nationals Policy Compliance Working Group | NOAA Science Council principals | Past due. |
| 20231018 | October 26 | Foreign Nationals Policy Compliance Working Group | IA, OCIO, OCAO, GC, OSY principles | Past due. |
| 20231030 | November 13 | S&T Synergy Committee Transition to a Working Group | NOAA Science Council | Open |