

**Minutes for the Scientific and Technological Activities
Commission (STAC) Chair Annual Meeting
100th AMS Annual Meeting
Westin Waterfront Marina Ballroom 1, Boston, MA
January 12, 2020**



Photo of attendees at 2020 STAC Chairs Meeting

Attendees:

<u>Name</u>	<u>Board/Committee/Role/Affiliation</u>
	Committee on Agricultural and Forest Meteorology
	Committee on Air-Sea Interaction
	Committee on Applied Climatology
Philippe Tissot, David John Gagne	Committee on Artificial Intelligence Applications to Environmental Science
	Committee on Atmospheric & Oceanic Fluid Dynamics
Kyaw Tha Paw U (for Timothy Griffis)	Board on Atmospheric Biogeosciences
Jonathan Jiang	Committee on Atmospheric Chemistry
Geoffrey Stano	Committee on Atmospheric Electricity
	Committee on Atmospheric Radiation
Matt Fronzak	Committee on Aviation, Range, and Aerospace Meteorology
	Committee on Boundary Layers and Turbulence
Kerry Cook	Committee on Climate Variability and Change

Zachary Lebo	Committee on Cloud Physics
Andre Van Der Westhuysen	Committee on Coastal Environment
Doug Schuster, Tiffany Vance	Board on Data Stewardship
Jennifer Vanos	Board on Environment and Health
Nazila Merati	Board on Environmental Information Processing Technologies
Kristie Franz, John McHenry	Committee on Hydrology
James Campbell	Committee on Laser Atmospheric Studies
	Committee on Measurements
Gretchen Mullendore	Committee on Mesoscale Processes
Saravanan Arunachalam	Committee on Meteorological Aspects of Air Pollution
	Committee on Meteorology and Oceanography of the Southern Hemisphere
Amy Butler	Committee on Middle Atmosphere
Justin Minder	Committee on Mountain Meteorology
Sarah Tessendorf, Jeff French	Committee on Planned & Inadvertent Weather Modification
Ryan Fogt	Committee on Polar Meteorology and Oceanography
Liz Satterfield	Committee on Probability and Statistics
Ali Tokay, Scott Collis	Committee on Radar Meteorology
Mitch Goldberg	Committee for Satellite Meteorology, Oceanography and Climatology
Curtis Alexander	Committee on Severe Local Storms
Kathy Sherman-Morris	Board on Societal Impacts
Richard Behnke, Barbara Thompson	Committee on Space Weather
Scott Braun	Committee on Tropical Meteorology and Tropical Cyclones
Dev Niyogi	Board on Urban Environment
Clark Evans	Committee on Weather Analysis and Forecasting

STAC Leadership

Commissioner: Genene Fisher, genene.fisher@noaa.gov

Past Commissioner: Bruce Telfeyan, rbt48@cox.net; and/or r_bruce.telfeyan@us.af.mil

Incoming Commissioner: Ankur Desai, desai@aos.wisc.edu

Other AMS Attendees

Tim Spangler

Bill Gail

AMS Staff Members

Director of Meetings: Claudia Gorski, cgorski@ametsoc.org

Director of Career Development: Kelly Savoie, ksavoie@ametsoc.org

Director of Digital Products and Design: Brian Mardirosian, bmardirosian@ametsoc.org

Policy Program Director: Paul Higgins, phiggins@ametsoc.org

Digital Content Operations Manager: Melissa Fernau, melissa.fernau@ametsoc.org

Senior Member Services Coordinator: Erica Callahan, ecallahan@ametsoc.org

Minutes Recorder for meeting, Project Coordinator: Rebecca Perriello, rperriello@ametsoc.org

10:00am Discussion Session on Conference Planning (optional)

- Claudia Gorski, Director of AMS meetings, will lead an open discussion on the planning process for conference program chairs (or those who would like to be) - Q&A on how to plan, develop, and run a conference or symposium

STAC Board/Committee Chair Meeting Agenda

11:00am – Introductions: Board/Committee (B/C) Chair, Vice-Chair, any members in attendance, commissioners, and guests

Genene Fisher provided an overview of the agenda.

Acknowledgement of all the work involved in STAC - total of 437 volunteers.

Introductions

11:15am – Overview of STAC (Genene Fisher)

[slides]

New and departing board and committee Chairs were acknowledged. Outgoing chairs will receive a token of appreciation.

STAC B/C Best Practices - New conference report format (Bruce Telfeyan)

[slides]

Bruce Telfeyan provided an overview of best practices, noting that the guidelines exist as a living document. There is a link to a new Google form that Claudia Gorski created to make it

easy to create a report.

Bruce Telfeyan: When you bring on a new member (whether student or full) give them this document to give them a good feel for how STAC works. I am always happy to receive suggestions for improvement.

Question: How many find this helpful?
All hands raised.

Question: Can we have a video too?
Claudia Gorski: We can work with DPaD staff to make that happen.

Gene Fisher: Encouraged chairs to assign roles within commissions.

Bruce Telfeyan: you don't just want people who do it as a resume builder.

Matt Fronzak: First step is defining what all the roles actually do before assigning.

Gene Fisher encouraged everyone to make use of primary contacts (shown on slides).

Ankur Desai: [New Conference report format slide]

There is a feeling that people find creating reports is a burden. He encourages others to take a look at the form - they want to make the process as low effort as possible. The form includes requests for basic info, and details like conference highlights, what worked and what didn't.

Nazila Merati: It would be interesting to know what to expect and if we're matching that.

Claudia Gorski: For the Annual Meeting we have students counting attendance in each of the rooms.

Ankur Desai: if you're looking for previous reports, we can get those to you so you can use.

Matt Fronzak: Can Ankur and others provide more in-depth data? At my organization I am unable to access the Google form.

Gene Fisher: we'll see what data comes in and then see how we want to use it.
Also if you still want to do written summaries to put on your webpage, please do that.

Gene Fisher for Ward Seguin (Glossary of Meteorology):

[slides]

Acknowledges the update of the space weather terms

DOD terms - Ward Seguin will be reaching out regarding these

Proposed new workflow: Ward Seguin suggests that someone on a committee is identified to draft a term, then the entire committee reviews the draft.

Gene Fisher: how many have worked with Ward on the Glossary?

Many hands raised.

11:45am – Perspectives on best practices and key challenges from three STAC Chairs

- Committee on Mountain Meteorology, Justin Minder - Board on Societal Impacts, Kathleen Sherman-Morris - Committee on Aviation, Range, and Aerospace Meteorology, Matt Fronzak

Justin Minder (Committee on Mountain Meteorology):

[slides]

In developing membership we try to focus on diversity (e.g. research areas, career stage, gender, race, and ethnicity).

There is an open process for bringing on new members (through email lists, announced at meetings)

The biggest thing we do is the Mountain Meteorology Conference - Park City Utah, close connection with European Mountain Meteorology.

Successes - small size, strong community, visibility of student presentations

Side events - women's dinner, mentoring breakfasts, afternoon "outings"

Challenges - venue selection (mountainous), finding other AMS specialty conferences to partner with, coordinating with Europeans, support for non-traditional attendance (remote options?

Parents with children?)

New for 2020: Special session on diversity, inclusion, education, and outreach.

Work to have an effective, transparent, and unbiased process. Half of the committee is eligible, so they tap into previous committee members to vote.

The committee uses the AMS Community for discussion and they also make use of online polls.

The committee hosts a webinar series (started 2013) which is advertised via social media and email blasts.

Past presentations are archived and available on their website

-working to use the AMS Community more

-mostly minimal social media

-would like to improve outreach

Comment from Ali Tokay: Re. conflicts: AMS will have lists of attendees so can facilitate avoiding conflicts when organizing meetings.

Scott Collis: How do you maintain diversity in speakers - in terms of topic etc. And how do you advertise?

Claudia Gorski: AMS staff is able to provide a lot more support now and can help. Brian Mardirosian (or someone else from DPAD) will be in attendance later and can report back regarding issues like live captioning and maximum attendance.

Kyaw Tha Paw U: How do you ensure more diversity in the award nominations?

Gene Fisher: We are working on this, but I don't believe there's a statement for each award that encourages nominators to think about diversity.

Bruce Telfeyan: Many of the awards elicit very few nominations/ STAC as one of the commissions doesn't have a lot of control.

Gene Fisher: notes that announcements will be made at Council today on this topic.

Ankur Desai: we could update our wording in terms of nominations criteria and propose to Council.

Tiffany Vance: Have you considered mid-level career awards? Can we add an explicitly mid-career award?

Bruce Telfeyan: all the lectureship awards are mid-level.

Gene: but many don't know this

Scott Collis: What is the process, and what do they get?

Gene Fisher: This is the second instance of approving STAC level award.

Ankur Desai reads out the different types of award.

Gene Fisher: 36 boards and committees. They only got 13 awards.

Kathleen Sherman-Morris (Board on Societal Impacts):

[slides]

Noted that this is a fairly young board (2001). The first symposium was held in 2006. Provides an overview of recent goals.

The board surveyed members to ask "What are we doing well?" and "What do we want to do?"

Currently working on a new vision and mission to help direct their next 10 years.

Explained there are plans to reinvigorate - want to be more active in integrating social science among the broader AMS community.

The board is working on a memo (a sort of policy statement) - we want to get members more active.

Explained areas for improvement: website, communications (nobody has stepped forward to update the website)

Overview of what has worked well: subcommittees, having a vice chair (Kim Klockow.), many more active members in 2019.

Question from Bruce Telfeyan: Are more of your conferences joint or solo?

Kathleen Sherman-Morris: Weather Warnings is the only one where every other year they occur with in conjunction with the broadcast meteorology conference.

Scott Collis: Is there an exemplar website?

Amy Butler: Are there plans to update the website?

Genevieve Fisher: I'm very concerned about this.

Ankur Desai: Some of the boards and committees have been more hands on.

Suggestion is made to identify someone on each committee to make the updates.

Bruce Telfeyan: There is advice in the best practices documentation. Take a look at Mountain Meteorology and WAF for exemplars.

Comments from some about how it is a user-friendly system, and that the sites can be easily updated.

Question from Kerry Cook for Kathy Sherman-Morris: Are they working on having more of a focus on climate?

Kathy Sherman-Morris: We do consider climate and weather.

Ankur Desai: How connected are you to the AMS Policy department?

Kathy Sherman-Morris: We have worked with Bill Hooke on the memo.

Matt Fronzak (Committee on Aviation, Range, and Aerospace Meteorology):

[slides]

Overview of the committee - supports 3 related disciplines, has 21 full members, and 3 student members. The hope is to increase this in the coming years.

The committee holds an annual ARAM conference at the Annual Meeting. While it used to be somewhat inactive, the committee now has younger vice chair (Ryan Decker) and both bring their own perspective.

Matt Fronzak emphasized the importance of covering diverse ranges of perspectives

If you step up to chair, you have to do the work. Stresses the importance of shared leadership.

ARAM now has a Twitter account.

At the last ARAM meeting, we have had UAS/UAM sessions going on. They deserve a place to land.

There are plans to reach out to expand the ARAM committee, so by next committee meeting in the spring there will be additional members. They also want to be more open and transparent about the process.

On the topic of committee diversity, Matt Fronzak noted that for ARAM 2020 they are replacing 2 that are cycling off (mid-late career people) with more junior people. There is a range of ages involved in the committee. Emphasized the importance of actually getting to know each other - has requested bios from members to assist in this. Commonality catalyzes communication.

The committee chairs have been persistent in trying to create change, demanding engagement of members, and if people aren't doing anything they need to be replaced. Spread the workload.

What ARAM needs to be more successful:

- Members need to be active. Let people cycle off naturally (if non-active). This is better than taking them out mid-cycle.

Bruce Telfeyan noted that non-active members can be removed. It has happened.

- More Inter-STAC communications and engagement. Would like to figure out ways to have more ongoing dialog about this. STAC could be helpful in this inter-committee dialog.

Suggestion from Philippe Tissot: Have an inter-committee focal point.

Matt Fronzak noted that while he is not an AMS veteran or an AMS insider, he has the benefit of having listened to Bruce Telfeyan.

- Outreach activities: we need to do more. For example, how does an airline decide what to do based on a weather report? The committee chairs need to take a step back and contact others who have done it for guidance and advice.

The committee has set up, but not yet given guidance to have a student member and a full member to let universities with meteorology and aviation know that ARAM exists, what it does, and offer guidance, mentorship, and offer to talk in a class. The structure has been set up for this, but it hasn't yet been implemented.

Question from Andre Van Der Westhuysen: Is there an optimal number of committee members?

Genevieve Fisher: There is an AMS organizational procedures document that could be updated. There is a number for boards but not for committees. Not sure why. You can have as many members as it is useful to have.

Matt Fronzak: Existing ARAM guidance does not exist. At quarterly meetings mentioning who is cycling off and requesting nominations.

Dev Niyogi: It is important to maintain flexibility and independence in the midst of procedures.

Ankur Desai: Do your due diligence. This is why there is oversight, but let us know if there are things we can do better.

Bruce Telfeyan: Reaching out to us is always encouraged.

Ali Tokay: Emphasized frustration with members not being responsive. If a member is going to be out of touch, these committee members should send an alert ahead of time.

Suggestion from group to be magnanimous in understanding that people have issues and there may be valid reasons for non-communication

Scott Collis: These presentations are very useful. Hearing what works for others is helpful.

Tim Spangler (Board on Best Practices, Co-Chairperson):

Instead of 3 year terms, Tim Spangler recommends 2 year terms, which can be extended for another 2 years.

The importance of continually engaging new people is emphasized.

Here to talk about a couple of things:

- 1) Board of Best Practices (which he founded in 2015) was modeled after other societies, primarily the American Vacuum Society. They have created 3 best practices, including disseminating weather warnings, and data stewardship. The board is currently working on best practices for major retail outlets.

STAC committees should be thinking what best practice they want them to be working on. They want at least 1 chair of one STAC committee on the Board of Best Practices for representation.

- 2) Tim Spangler describes how he has been encouraging AMS to develop a volunteer program, in the content of the AMS Centennial Committee, which has over 50 people involved in various teams. There are four major areas:
 - a) TEX - working with AGU
 - b) International academic volunteering - Walt Dabbert and Tim Spangler are working to create a cadre of people around the world.

- c) A social media team - how do we engage with social media that can provide facts about what's going on? Eventually we want to create a network of social media volunteers throughout the country to engage the facts.
- d) Education program - working on recruiting mentors and volunteers

Request from Tim Spangler: Someone in this room should volunteer to be a liaison on this.

Question: Is there anything that has become more of a factor now than before?

Tim Spangler: Email has made it much easier, but otherwise it is very similar. Grooming your replacement is essential. Identify a replacement chair the first year you are chair. Having a co-chair takes some of the weight off. Past chair provides context, and helps finish jobs that have been started.

There will be a committee meeting on Wednesday and Thursday to make direct contact with faculty members.

Dev Niyogi notes that he has connected with UNESCO and Indian Met Society - nice avenue to develop this.

Paul Higgins (Policy Program Director):

Provided an overview of what the Policy department does, in pursuit of the scientific community having what it needs, and the nation and the world having the information and services it needs to help the larger society.

Paul explained that they try to stay away from value judgements and focus on how what we have is useful.

There are three primary approaches

- To equip the scientific community for effective engagement (e.g. through the summer policy colloquium)
- To direct and inform the policy process (meetings with policy makers)
- To expand the knowledge of the science policy interface (e.g. workshops, studies, reports)

Kelly Savoie (Director of Career Development):

Provided an overview of the new department.

Summarized a number of initiatives: webinar program, revamped website (opportunities, mentorships), career corner (AMAs), podcasts.

Noted that the department has very limited resources, so she looks to the boards and committees for volunteers.

Summarized goals of department: to focus on traditional and non-traditional careers, and to have a diverse group of people represented.

Genevieve Fisher: It would be great if the boards and committees would designate someone to volunteer for career development issues.

Melissa Fernau (Digital Content Operations Manager):

Provided an overview of DPaD and notes that the forthcoming updated website will include more responsive design that is easier to update. There will be an area where boards and committees can add their social media. In February or March there will be a training for whoever is managing the STAC webpages. Melissa recommends that each board should designate someone to handle this.

Melissa noted that AMS has a new marketing associate (Kristen Knight) who is working hard on our social media. If a board or committee wants to be more active in this sphere, they can connect with Kristen.

Melissa asked for feedback on the volunteering process. How is this working using the online form, plus posting on the Community?

Genevieve Fisher: unsure if this is a good process, because she receives the email saying someone wants to be on a board, then she looks at the board membership and they are full. It isn't going well.

Melissa Fernau: We were trying to increase the diversity of people who were volunteering.

Ankur Desai: Different boards and committees need different things. Switch the request - have it on a bulletin board type thing when positions are actually available.

Melissa Fernau: Beth Farley (Director of Membership) just hired a volunteer outreach person.

Gretchen Mullendore: Publish what the terms are, so people can see what is available and when.

Scott Collis: Start with journals, lower-level obligations. Have some expectation management. Would be good to have this data on their performance/capabilities.

Tiffany Vance: prove yourself as a session chair first.

Clark Evans: Have had 30 people express interest each cycle, when they have 5 people to onboard. Ones that aren't taken on might be invited to be taken on the meeting program board... Push people to a broad range of volunteering

Ali Tokay: You need to include a proposal for what you are going to do.

Nazila Merati: They have monthly meetings for the meeting program committee

Bruce Telfeyan: Across the spectrum of 36 STAC boards and committees there is a variety of difficulty in getting numbers.

Dev Niyogi: Have a broader link and a common interface

Scott Collis: The people who volunteer via the form are young white men. How do we get the people who may not be confident enough to put themselves forward?

Bill Gail (Centennial Committee, Chair):

Outlined the five initiatives that have been approved by Council:

1. Lifetime Career Advancement
2. Local Collaboration Networks
3. Member Volunteer Portal
4. Partner Organization Web
5. Historic Research Network

These will add to the core things AMS does as a Society.

The first initiative is focused on career enhancement, looking at different stages of people's careers and what they need. We want AMS to be with people throughout their career

The Local Networks initiative seeks to connect local assets, respond to local events. This is an asset AMS has that AGU does not.

Member Volunteer Portal is focused on external activities, trying to build up capacity to leverage resources.

Partner Organization Web - Other meteorological societies (e.g. AGU, NWA) and AMS haven't been collaborating well. It would be great if we had a network platform with ~50 orgs.

Historic Research Network - Seeks to build a virtual museum - a network of historical research to collect the wisdom of the past 100 years and be generated over the next 100 years.

Question from Genevieve Fisher for Bill Gail: Will you be reaching out to STAC?

Bill Gail: Action item for right now is to familiarize yourself with these initiatives, all of which are built around networks. The initiatives will be rolled out slowly (1-3 years from now).

12:15pm – Working Lunch Discussion

- Group photo - AMS Awards and STAC-Level Awards

Gene Fisher: AMS AWARDS [slides] - Emphasizes need to recognize mid-career scientists.

Tiffany Vance: Suggests AMS level mid-level career technical award (rather than academic).

Bruce Telfeyan points out there is an AMS award nominations committee.

Sarah Tessendorf: Timing of nominations is very burdensome. It's a lot of work even for just one. Everything is due May 1.

Dev Niyogi: The process is onerous. Perhaps it should start at the STAC level.

Clark Evans mentioned there has been discussion on the WAF committee regarding a desire for more transparency. Does it make sense to lead a push for more general feedback going to unsuccessful award nominees?

Ankur Desai: AGU does give nominees feedback.

Scott Collis: The fact there is no exemplar is propagating the problem.

Philippe Tissot: Can someone from Fellows Committee come to their Commission to give advice?

Gene Fisher: We don't have to wait, we can have a call (This will be Jenni Evans?)

Bruce Telfeyan: Fellows Committee members serve for 3 years. There are 14 members, plus past president and second past president.

Dev Niyogi: What role does the STAC commissioner have in terms of interfacing with the fellow committee? STAC commissioners should become part of the conversation.

Gretchen Mullendore: Could we have a webinar, or some sort of recorded presentation?

Sarah Tessendorf: We need better descriptions about criteria for nomination. We need to see some kind of rubric, so the review committee has a way to consistently evaluate the nominees. Somebody on the review committee mentioned that there is a line of succession for the award. The expectation is the first year you submit it will be unsuccessful, because there are so many good people in the pool already and they stay there for three years.

Gene Fisher and Bruce Telfeyan emphasize this isn't true of Awards.

There is much agreement from the group regarding the importance of having a rubric. This is much clearer in some other organizations.

Kerry Cook: We don't want to be the nominators and the selectors. Her understanding is that the committee should not be nominating. Request for clarification.

Gene Fisher: Some portion of a committee has to be responsible for nomination, and some should be responsible for judging. Do not say the committee nominated, but a group of individuals nominated.

Clark Evans: Do you have continuity of the members? Is there a sense of utility in STAC saying this is how it should be done? WAF has used a rotation, to have complete turnover in who is evaluating the awards. Interested in hearing from other boards and committees how they manage this.

Gene Fisher is going to take this feedback to the Awards Oversight Committee so they can start thinking about this.

STAC-level awards 2020 [slide]

- 10 B/Cs submitted nominations in 2017
- 13 B/Cs submitted nominations in 2019

Gene Fisher opened up the floor for questions.

Scott Collis: What do they get?

Gene Fisher: A certificate, presented at the conference.

Bruce Telfeyan: What can be done? Your individual board/committee can make the presentation as unique and special as they want. Add to your webpage and announce it there. AMS award winners are recognized at the AMS banquet.

Matt Fronzak: The recognition is the key issue - and the perception is that AMS level awards are a lot higher than STAC level awards.

Dev Niyogi: let B/Cs have more people be nominated each year, make the process simpler (like the meeting reports form).

Bruce Telfeyan: Stensrud was the commissioner who was the person who pushed this through, this doesn't mean we can't go back to the Council to increase the number.

Scott Collis: You have an opportunity every 3 years to pick one person from one area.

Bruce Telfeyan: In terms of complexity, we've made it pretty simple to submit. A CV, a proposed citation, and a nominating statement.

Geoffrey Stano highlighted the importance of recognition - e.g. flair for your meeting badge would generate a conversation about how to get involved.

Clark Evans: Tried making blank all of the nominator's information. Does it make sense to at some level anonymize the nominator's info to level the playing field?

Bruce Telfeyan agreed this is a good topic of conversation.

Claudia Gorski asked for questions/comments.

There is a brief mention of issues with the Annual Meeting app.

Gretchen Mullendore noted that she had a great lead meeting planner.

Question: Are there AMS staff awards?

Jenni Vanos noted that she was hosting a side meeting over lunch one day and it was \$200 to book a room at the Westin.

Claudia Gorski detailed the difficulties in finding a room and getting a space, particularly at the last minute. Cost is a big issue too. Sometimes venues have areas where it's easy to gather. It's a challenge just to accommodate all the committee meetings let alone side meetings. Tip: plan something early and let her know so she can try to accommodate.

3:00pm Meeting adjourned