
SAM

Recruitment Process

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Initiative Vision

As a national leader in the ESS community, NCAR and UCP must offer and support a scientific workforce advancement plan that attracts, develops, and retains the highest caliber of multi-generational talent. In order to do so, NCAR and UCP will update their scientific appointments process to help continue to build the talented and diverse workforce that will collectively drive the cutting edge, community-focused science necessary to advance the field.

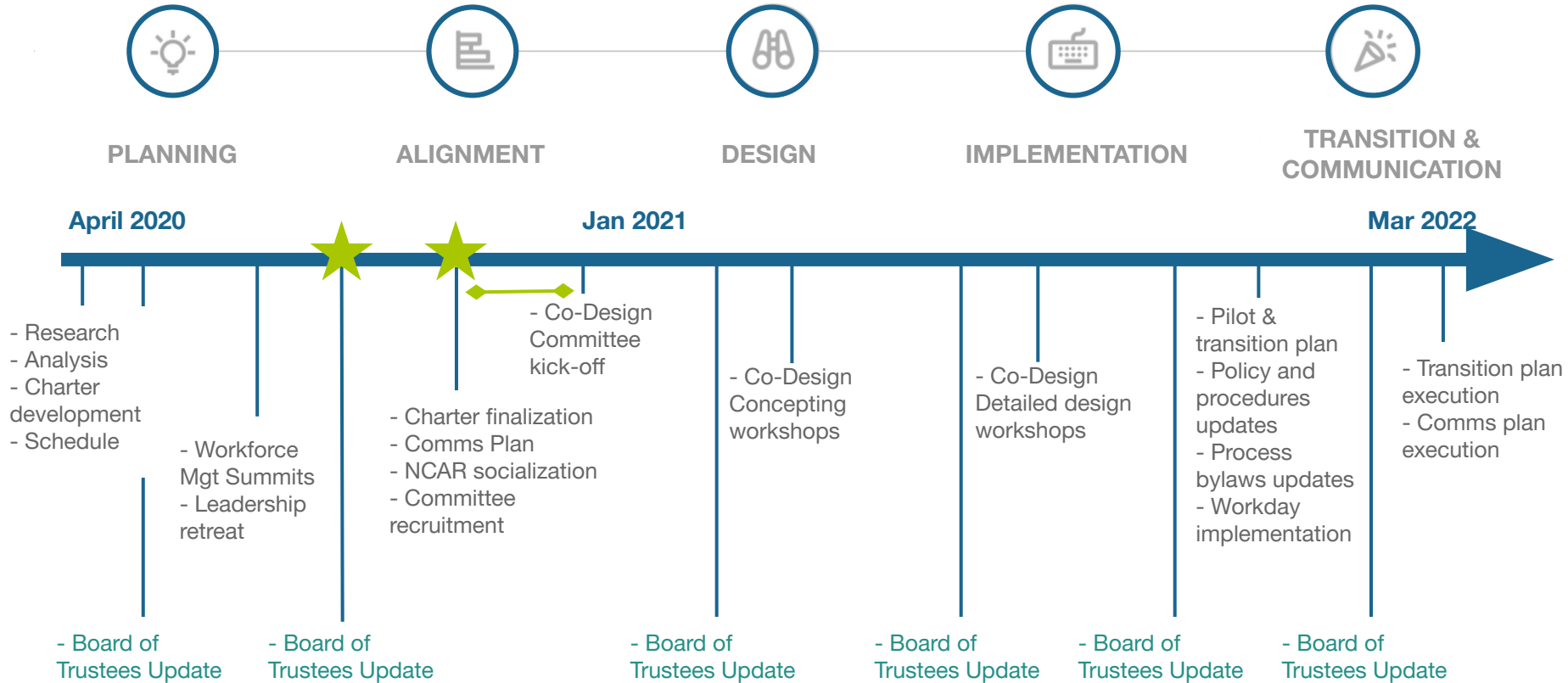
This initiative aims to further develop a system in which a highly talented and diverse workforce can navigate through their careers, be supported to do the work that will collectively tackle critical emerging community needs, and be recognized and rewarded for innovative scientific, exploration and research.

Specific Objectives

The primary objective of this project is to review and update the NCAR and UCP classification and promotion system as it exists today for scientific positions. It should broaden, support, and ensure equity in scientific career growth opportunities and organizational agility to align with NCAR and UCP's evolving strategic direction. Specific objectives include:

1. Provide clear definition of scientific categories, positions, and the expectations within each.
2. Provide clear and uncomplicated performance/advancement evaluation criteria for scientific staff that sets expectations between individual, team, and mission-driven objectives.
3. Enable early scientific career opportunities and foster a diverse workforce composition.
4. Define funding strategies that enable scientific career growth and increased organizational agility.
5. Define a process for transitioning to the modernized structure.

PROJECT ROADMAP



PROJECT ROADMAP



PLANNING



SOCIALIZATION



RECRUITMENT



CO-DESIGN TEAM
SELECTION



CO-DESIGN
KICK-OFF!

Oct 2020

Nov 2020

Dec 2020

Jan 2021

- Charter development & finalization
- Schedule Refinement
- Develop Co-Design Team Recruitment Plan

- Project Charter finalized
- Receive Feedback/Approval for Co-Design Recruitment Plan
- Comms Planning
- L/D/P NSA/ECSA socialization
- Alignment with WMP report
- Plan & prep for kick-off meeting

- Co-Design team recruitment
- Cont. Comms & Outreach
- Finalize recruitment & committee selection
- Plan & prep for kick-off meeting

- Co-Design team kick-off!

Co-Design Committee Makeup & Recruitment

- ❑ Recruitment Planning
- ❑ Cadence of Meetings & Time Commitments for Participants
- ❑ Selecting the Co-Design Team Members

Core Role of the SAM Co-Design Team

Some of the specific activities the co-design will be focused on:

- Identifying and assessing requirements for NCAR/UCP's future scientific needs
 - Reviewing NCAR/UCP's current approach to scientific career placement and advancement between the different scientific career paths
 - Evaluating what works well and where there are opportunities for improvement
 - Developing and recommending options through extensive stakeholder engagement (L/D/P, stakeholder groups/NSA/ECSA, and others)
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Cadence of Meetings & Time Commitment for Participants

Recommendations for Cadence & Participant Time Commitment:

- The commitment to participate in the Co-Design process will be for ~ one year
 - Co-Design Sessions will occur once every 6 weeks (~9 meetings total)
 - Sessions will be 2.5 hours long (including a short break)
 - Stakeholder meetings and workshops
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Recruitment Planning

**Success of this Initiative is
Dependent on Getting the Right
People on the Co-Design
Committee.**

Recruitment Planning

Desired Representation Based on SAM Retreat

- Committee Chair and Co-Chair (appointed by NCAR Director)
- Ladder Track Scientists
- Project Scientists
- Associate Scientists
- Recent Post-Docs (internal and/or external)
- Lead Administrators / Administrators
- Representation from UCP
- Representation from University, FFRDC, or research organizations with past NCAR affiliations/employment

**Equally
important is
forming a group
with diverse
backgrounds &
perspectives.**

Recruitment Planning

Process Recommendation:

Develop a simple, short application (should not take longer than 30 minutes to complete) with approximately 5 open-ended questions that will help the selection committee determine the best mix of people to make up the co-design committee.

Why Do It This Way?

- Creates more equal opportunity for staff across the organization to participate
- Helps to ensure that the co-design team members are committed to the mission of the initiative and want to help be a part of the solution
- Ensures that we not only have the right people on the co-design team, but also the right **mix** of people that will bring diversity in perspective, background, and experience
- EC and others can still encourage certain people to come forward and apply
 - EC members can either directly ask certain people to apply or can provide us with a list of names that we (Core Project Team) can contact and ask to apply

Recruitment Process | Co-Design Application

Recommendation for Co-Design Application Questions:

1. **Basic Info:**
 - a. Program/Lab, Position Title
 - b. Early, Mid or Late Career
 - c. How many years have you worked at the organization?
 - d. Do you foresee any major conflicts with the timing commitment? (Y/N)
2. **Why do you want to be a part of this co-design team?**
3. **On a scale of 1-10, what level of change do you feel is needed on the current scientific appointment structure and process? (Please note there is no right or wrong answer to this question!)**
4. **Please provide a summary of why you scored the previous question the way you did.**
5. **How in your opinion would modernizing our scientific career paths help build a talented and diverse workforce that will drive cutting edge, community-focused science?**
6. **Open Comment**

Recruitment Process | Co-Design Selection

The goal is to implement a transparent and fair selection/review process that aims to fill the roles previously identified by EC while also considering other important factors to ensure that the Co-design team members selected collectively represent diverse backgrounds and perspectives.

Recommendation for Co-Design Team Selection:

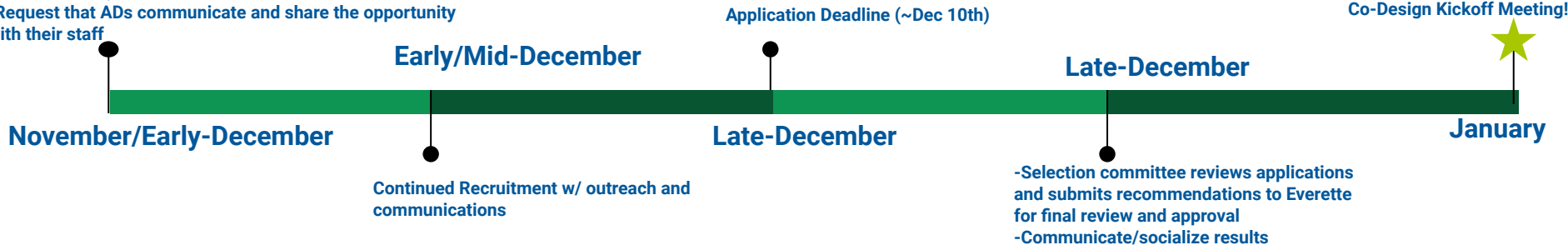
Core Project Team plus 1-2 EC members to initially review applications using both quantitative and qualitative scoring of questions and then bringing forward the recommendations to Everett for final review and selection.

Co-Design Recruitment & Selection Process

Next Steps

Once we have EC feedback and approval to move forward with recruitment, the Core Project team will move forward with the following recruitment schedule:

- Finalize communications plan & outreach strategies
- Publish outreach & communications materials to share with the L/D/Ps (Internal webpage, Google Form application, StaffNotes, etc)
- Request that ADs communicate and share the opportunity with their staff



Thank You!

- ❑ What questions can we help answer?
- ❑ What feedback do you have on the presented recommendations?
- ❑ Do you approve the recommended recruitment plan with your feedback incorporated?