

GEM SC Meeting October 26, 2022

Attendees: Adam Kellerman, Christine Gabrielse, Dan Welling, Chia-Lin Huang, Joe Borovsky, Chris Mouikis, Erik Vandegriff, Rick Wilder, Howard Singer, Hsinju Chen, Jesse Woodroffe, Jing Liao, John Lyon, John Manuel, Muhammad Fraz Bashir, Sarah Vines, Hyunju Connor, Lisa Winter, Ian Cohen, Lunjin Chen, Brian Walsh

1. Welcome

- Introduction of new SC members
- Go over housekeeping rules
 - Discussion points brought up in advance for agenda
 - Motion then vote to end discussion

2. Anti-harassment policy (Adam)

- Summary of sexual harassment complaint made after the 2022 GEM summer meeting.
 - Harassment occurred after the meeting.
 - Reached out to Title IX offices, NSF
 - Keeping identities confidential for privacy
 - After months we discovered there is little that can be done by UNH Title IX office or NSF. Out of their jurisdiction since it occurred after (not during) GEM.
 - Last action is to contact the perpetrator's department
- Will revise anti-harassment policy after this and will send update to SC.
- Update from Lisa Winter:
 - NSF is looking into the issues. Guidance so far has been that the anti-harassment enforcement comes through the institution that has the grant (UNH). For the future, for CEDAR, UCAR has put in the code of conduct that if there are cases of harassment that people will be asked to leave and they will not be invited back in the future. Something to look into for the next GEM meeting. Looking into how to enforce on the NSF side, but not much useful. Incidents in Antarctica with NSF operations there as well. At the director level, this has been a priority in how to handle this better and hopefully we'll have some movement on that. For now, point to policy like CEDAR.
 - Comments: SC/organizers are liable. They have the right to get lawyers and sue the SC and/or organizers if they are banned from attending in the future. UNH would always back Chris up, but we should consider this possibility/limitation.
 - UCAR policy: people agree to the condition.
 - If it is a clear case, the suit is easy/straightforward. Still would involve lawyers. But if it isn't clearcut, it becomes more difficult.
 - How are potential concerns adjudicated? If something is raised, how is it handled? If the violation is clear, ramifications are clear. But how decision is made could be troublesome.
 - SHINE will also be managed by UNH—consistent.

- Comment: Note that developing countries' institutions don't have Title IX or any structure to deal with it. Women are especially hesitant to report these incidents because they aren't taken seriously. We need to be communicative to institutions/departments in developing countries as well about this topic.
 - Any ideas on how to better communicate it to those institutions?
3. Best practices (Adam)
- Best practices document is online: roadmap for new SC members.
 - Has been around for some time but got lost...recently dug up by student reps.
 - Will be forwarded to SC after the meeting.
4. Student survey results (Erik and Hsinju)
- Provided student demographics
 - Provided feedback about the disappointment in the DEI presentation about the telescope in Hawaii (particularly the scientists who talked about needing to work with native communities who didn't want the telescope there). Want more local/native perspectives.
 - **Action:** Please send results to the DEI Subcommittee.
 - Mentorship was mostly positive, some didn't like it (no feedback though).
 - Why 10% of students didn't attend the student day? Don't know. Could be the post-docs that didn't attend.
 - Students who are supported by the NSF grant are obliged to attend the student day. Did statistics separate between supported/non-supported? Everyone who was obliged did attend student day.
 - Good feedback on the career panel.
5. Mini GEM 2022 and GEM 2023 (Chris)
- Mini-GEM
 - Reschedule student townhall to earlier to avoid overlapping science sessions?
 - What about the new FG Proposal that usually happens at 5pm?
 - GEM 2023:
 - Finding a location was difficult. Looked at 60 possible venues.
 - Contributing factors: time of year, hotel prices, hotel availability, accessibility, location. Wanted to coordinate with CEDAR back-to-back but couldn't due to holidays (Juneteenth and 4th of July) and they had already booked their week without coordinating with GEM. (June 25th)
 - June 11-16th for GEM in San Diego
 - At the waterfront
 - Big hotels nearby but not tourist trap like Hawaii.
 - Comments:
 - We originally wanted to do a joint GEM-CEDAR meeting but it did not pan out.

- If we want to coordinate with CEDAR, then we need to be in touch with CEDAR earlier or not bother with where they're going.
- CEDAR organizers did not consider GEM.
- June is difficult to do back-to-back, because of the two holidays.
- So back-to-back will have to take place after the July 4th week, but the issue is that the hotel prices are much higher in July/August.
- Suggest GEM 2024 Workshop: Hilton at Ft. Collins, CO July 8-12
 - Comments:
 - Concern with it being the week after July 4, people take extended holidays over the long weekend.
 - Near university, walking distance to hotel.
- How do we improve joint CEDAR planning?
 - Their SC is discussing this now. We are awaiting feedback.

6. Potential subcommittee (Christine): Keep GEM GEMY

- Volunteers
 - Joe Borovsky
 - Dan Welling
 - Sarah Vines
 - Christine Gabrielse
 - Adam Kellerman
 - Fraz Bashir
- Votes to form subcommittee: Send votes to Adam. 11 Votes Yes.

7. Email lists and GEMStone (Adam)

- Allison used to maintain this. Any volunteers on how to maintain either?
- GEMStone was previously handled by the communications' officer. Would like to bring back that position if possible.
- Fraz volunteered for the email maintenance.

8. DEI Subcommittee (Adam)

- Adam was previously chair but wants to step down as GEM Chair.
- Lost many members because they graduated from the SC.
- Hyunju: Also needs a replacement for the GEMEE program.
- Need more DEI members.
- Volunteers:
 - Hsinju Chen
 - Fraz Bashir
 - Lunjin Chen
 - Rick Wilder

- Ian Cohen (already on)

9. SC subcommittees: Open or closed?

- Invite others from the community (non-SC members)?
- What if the # of volunteers is too much to handle? Have to find a selection process. Term limits?
- Nothing in bylaws sets subcommittee lengths.
- Formal review process annually. Subcommittee annually reports on their actions.

10. Vote to formalize subcommittee annual report: short summary each year that will ask for the subcommittees to SC so we can assess project. Not formal/time-consuming.

- 11 Yes 1 No, so it passes. We will revise the bylaws.
- Note on August 5, 2024: This did not happen.

11. Future Meeting Topics:

- Discuss opening various aspects of the SC activities to the entire community
 - Subcommittees
 - Meetings (some open, some “executive” meetings still closed)
- Anti-Harassment updated bylaws