**March 30, 2023 GEM Steering Committee Meeting**

**Present:** Adam Kellerman, Christine Gabrielse, Chris Mouikis, Joe Borovsky, Chih-Ping Wang, Dan Welling, Erik Vandegriff, Rick Wilder, Howard Singer, Hsinju Chen, Ian Cohen, Jing Liao, Kevin Genestreti, Lunjin Chen, Lynn Kistler, Fraz Bashir, Sarah Vines, Yihua Zheng, Ying Zou, Chia-Lin Huang

**Actions:**
1. Vote on whether to form a banquet entertainment subcommittee (look for email from Adam)
2. Volunteer to be on entertainment subcommittee (assuming vote passes)
3. Discuss other agenda items via email

**Agenda (bolded was covered)**
1. **GEM Workshop 2023 (Chris)**
2. **FG selection feedback (Adam)**
3. **Early Career subcommittee or student-rep (Fraz)**
4. Gateway-related science and modeling (Adam on behalf of John Manuel)
5. GEMStone (Adam)
6. **Entertainment subcommittee (Adam)**
7. External participants in SC-related meetings (Adam)
8. Open SC-related meetings (Adam)

**1. Welcome (Adam)**

**2. GEM Workshop 2023 (Chris and Jing)**

- GEM financial aid application design
    - A subcommittee was formed to define application process and selection rules
    - Can see details on the GEM Website
    - 72 applicants (85 available)
    - 2 undergrads (5 available)
    - 13 EC (10 available)
    - 59 advisors responded: only need to mark support of attendance and financial need if there is any.
- Registration
    - $680 early, $720 late
    - Hotel room reservation and registration links are up.
    - Free for virtual attendees—same registration site but fee is $0
- Poster
    - To encourage discussion outside the poster presentation sessions, posters will be up all week and posters will be next to the session roms
    - Sessions are Tues and Thurs night. Mon morning to Tues night, and Wed morning to Thurs night.
    - Est 80-100 posters
- Schedule

    - 3 concurrent sessions per day (with a 4th room available)
    - Email sent to FGs to collect info
- To-do
    - Poster title submission by end of this week
    - Close financial aid application on April 5, decision made by April 10
    - In April go through several iterations of the schedule
    - VGEM: online meeting site open in May.
        - VGEM doesn't mean virtual GEM attendance, it's the platform that the schedule and such is hosted on.
- **Sunday evening GEM SC meeting? Aiming for Sunday evening for now.**

**3. Early Career subcommittee or student-rep (Fraz)**

- We have student reps, but nothing for EC people.
- AGU is implementing an EC subcommittee.
- Students and EC are separate but coordinate together to create combined activities.
- Can we do something for GEM?
- Definition: for AGU, it is 10 years after PhD. We can define how we want.
- How would it look? Reps? Advisory committee?
- There is a student community that doesn't exist for the EC. Would this EC person be elected like the student reps? How do we organize that? We do already have a lot of EC people on the SC. What would the rep be doing differently than the current SC members?
    - EC rep similar to student rep.
    - Ideas to increase/enhance opportunities for ECs.
    - An EC rep could focus on the gap. Can post docs attend student tutorials? No distinction between EC, mid, senior. Want to provide a bridge between student and EC status.
    - Concern about making EC rep a voting member when they should be one of the community. Don't want them to feel like "junior members" of the community. Don't want something equal to the student community.
    - What if we drop "student" tutorial day, so that anybody can attend tutorial day? E.g. post docs and other ECs?
        - Have a professional growth tutorial
        - Student perspective: Would be okay letting post docs attend (probably was with number of lunches, number of seats, logistics). Can we make it more accessible?
            - Don't want it open to senior scientists. Want it to be a safe space for students to ask "stupid" questions and not feel judged.
    - Instead of having a rep to the SC, what if we have an EC townhall or EC session during GEM so anyone can come and have face time with the SC, ask questions to the SC, etc.
    - Could it be included in our DEI activities? Worry that it could add too much pressure on the SC. DEI subcommittee and EC scientists on that committee. Townhall could be scheduled within the DEI committee. We didn't have subcommittees in recent years, and suddenly we have lots of subcommittees. Don't want to overburden the SC with additional committees.

- Opening the tutorials to EC folks is a good idea, but ONLY to folks within 5 years of graduating. At one point they were open to everybody, and sometimes strong personalities within the senior scientists would show up and be disruptive/intimidating.
- Disagree with opening it up beyond students. If you want to, it really can't go beyond post doc level. It's a really special thing for students. Liked the suggestion to fold it into the DEI activities. Addresses inclusivity and communities within our broad community. There's only so much that GEM can address and make actionable. Having a townhall or panel discussion just to address EC needs: very different in the initial 10 years compared to the end of the 10 years. Townhall would help feel out the needs.
- Opening that career panel that was geared to students to post docs is an idea.
- When we talk about including this into DEI activities…We hardly have time to add anything additional to our GEM schedule. Cannot see how we can fit a separate event. When I think of EC scientists, I think of the demographic that touches both…the students and the scientists. So they could be a part of the student day.
- Like the idea of having a rep so there is a guaranteed voice. But concerned if this is delegated to the DEI committee since we can't ensure there is an EC rep there. A rep ensures there is a voice.

**4. Banquet Entertainment subcommittee (Adam)**

- DEI-related activity at the banquet? Ensures more people attend.
- Have additional subcommittee organizing this just for the banquet.
- What do we mean by entertainment? Family Feud was done in the past. Does need to be more light-hearted/entertaining.
- What are our thoughts on including DEI? Do we want to form a committee to do this?
- Do we need entertainment at all?
- Having SOMETHING is good to keep it from being anti-climatic. Even if it's just a music piece. We need SOMETHING.
- Feedback from students: interactive entertainment helps bring people together better.
- To make the entertainment associated to DEI has potential to be offensive to some people. Mix humor with serious has potential to be problematic.
    - Agreement.
- Suggest create subcommittee to figure out entertainment, but don't force DEI issue. That's just one idea.
- Ask people to sign up via email. Get votes to create subcommittee via email.
- More ideas: table-based entertainment like trivia, scattegories…
- Entertainment from talented students/EC

**5. FG Selection Feedback (Adam)**

- Feedback from Larry Lyons was shared.

**6. Will try to go through remaining agenda items via email if possible.**