

## **Resources Group 1**

### Our skills

Modeling

DA

Radar

Observation

Expertise in physical analysis

Field experimentation

### Brainstorming ideas

- Emphasize HRD's uniqueness in proposals
- Canvas employees' skills
- Have science resources meetings, regular weekly meeting
- Explore non-traditional funding sources (Dept. of Energy, Dept. of Interior, Climate program, private industry) and partner with them
- Meet with CIMAS Director to leverage the resources of the Office of Sponsored Programs (eg. NSF like to see academia, Univ. professors)
  - May help to streamline paperwork on proposals
- Help HRD obtain recognition, self-promotion via a more resourceful, effective, informative web site
- Create a database of efforts to document return of investment for proposals
- Maximize technology to avoid travel (virtual meetings)
- Create and use an HRD-wide frequent-flier account
  - To avoid ridiculous airfare prices (\$900 federal vs. \$200 individual)

## **Resources Group 2**

### **What are the issues/problems?**

1. Raising Revenue (Proposals)
  - What are the sources (CIMAS vs Fed)?
  - Logistical issues (performance plans)
  - Consulting
  - Union/Congressional Lobbying
  - Teaching opportunities (CIMAS staff)
  - Selling new products/QCed data (e.g. China?)
2. Cutting Costs
  - CIMAS
  - NOPP (though no longer an ongoing cost)
  - Boosting CIMAS Vacation/Sick time for more CIMAS-Fed equity
  - Cost associated with offsite employees?
  - RIF

## **Resources group 3**

### **Brainstorming ideas**

1. Investigate ways to increase/improve base funding
  - PR, Congress, Unions, local reps.
  - More representation by management/scientists in DC
  - Quantify HRD's historical accomplishments – document on web, social media
2. Clarify/establish procedures to allocate external funds from UM to HRD (i.e. CIMAS proposals)
  - More knowledge of budget –how is it distributed
  - Coordinate with Paul/Joe about what is needed when writing proposals
3. Procedures for allocation of office space/computers
  - Develop rules for offices/computers
  - Better organization/efficiency of office space
  - Have certain rules for maintaining spaces
  - Effective use of active room allocation committee
  - Ensure safety procedures are followed as well
    - (more action from safety inspections)
  - Solicit input from employees for computer purchases – saves money
4. Solicit a “wish list” from employees if/when funds become available – employees should be prepared. The wish list can include computer equipment, furniture,

## **Resources Group 4**

### **What are the issues/problems & some possible solutions?**

1. Proposal-writing mentorship is lacking
  - We don't take full advantage of UM and CIMAS partnerships/resources
2. Identify UM resources for HRD employees (e.g. employee trainings, resources, etc.)
3. Generate a catalogue of available funding sources
  - Would require an oversight person/group/committee to implement & maintain
4. Optimize office space (e.g. overcrowding?, empty spaces, favoritism)
  - Better productivity
5. Staff
  - Maintaining staff
  - Maximizing performance & accountability for low performance
6. HFP
  - Travel budget restrictions
  - Camaraderie
  - Flight hours and aircraft availability
  - Define HRD's investment in the HFP

## **Resources Group 5**

### **Problems:**

- HRD has a limited base budget not likely to grow with a potential to shrink
- Limited options on improving budget shortfalls
- Hiring decisions for Feds can have a greater than 30 year impact on resources
- HFIP, currently our largest funding source outside of base, is not a line-item in budget for OAR
- Lack of communication at all NOAA levels on opportunities to reduce costs on programs such as VERA (Voluntary Early Retirement) and VSIP (Voluntary Separation Incentive Payments).
- unfunded mandates reduces flexibility, for example IT security
- limited man power for specific tasks

### **Solutions:**

- opportunities for CIMAS to secure funding from NSF,NASA,ONR,NOAA
- opportunities for Feds to secure funding to support CIMAS scientists (e.g. NASA,ONR,NOAA) and fed support staff (e.g. NOAA JHT & HFIP) and combination
- actively seek and provide information on VERA & VSIP and potential to transfer the retiree to CIMAS
- seek out potential for support from international agencies
- seek out opportunities for support from "non- traditional" HRD sources e.g. NESDIS, DHS,BOEMRE
- provide mentoring on proposal writing through UM, scientists at HRD who have had success

## **Resources Combined Group Discussion**

### **Possible Solutions**

1. Workshop/mentoring program on proposal/grant writing
  - 21 sticker votes
2. Funding source guru/committee to seek out funding options (e.g. database or website)
  - 26 sticker votes
3. Better website for HRD (enhance online presence)
  - 32 sticker votes
4. More lobbying and outreach by management and staff (e.g. utilized Erica more)
  - e.g. enhance our visibility to the public and Congress
  - 49 sticker votes
5. Identify and leverage UM/CIMAS resources (e.g. teaching options, student access, computes, etc.)
  - 15 sticker votes
6. Better use of HRD's resources (e.g. office space, staff's skill sets, computers, equipment, etc.)
  - 9 sticker votes
7. Other topics
  - Find ways to increase HFIP funds to HRD (e.g. through increased visibility & leadership)
  - 10 sticker votes