



Strategic Vision Statement

The Greater IPAC Environment Committee (G.I.E.C), made of a wide cross-section of concerned and caring IPAC employees, seeks to be a voice for all IPAC employees. Together and towards this end, we will strive to build a stronger, more vibrant community by listening to the concerns of our colleagues, eliciting suggestions for improvement and advocating for positive changes by representing the voice of the employees to the management. We will facilitate a clear, candid and constructive dialogue between all IPACers.

Greetings!

In this first newsletter, we report on the activities of the Committee so far. After the organizational meeting in December, we have met three times (Jan 4, Feb 1 and March 6). A summary of the meeting minutes from each meeting is provided at this website:

<http://www.ipac.caltech.edu/local/giec>. Some logistics first:

- * GEIC members will serve for 12 months at a time, with three new members rotating off every four months. At the end of July Seppo Laine, Dave Frayer and another person (TBD) will rotate off. Please let your representative know if you are interested in serving on this committee
- * Every non-management member of the staff was assigned a representative. We hope they have gotten in touch with you. Please feel free to contact them for any questions, concerns or suggestions. The current assignments are listed at this website: <http://www.ipac.caltech.edu/local/giec>
- * The committee will be known as the Greater IPAC Environment Committee (or "geek" for short!). It meets on the first Wednesday of each month from 2:30-3:30 in KS 410. We will publish our meeting minutes on the website indicated above and post them around the building.



- * Carolyn Brinkworth & Andrea Dean teamed up to get an updated postdoc list. In the past, postdocs have not been included in some emails and that has caused confusion. This should be fixed now!
- * John Stauffer also emailed us regarding the current exploders on IPAC net (Note these are being streamlined by Davy & Mary Wittman as we speak to allow for proper nesting):
 - ★ ipac-postdoc - All postdocs at IPAC
 - ★ ipac-scistaff - All science staff at IPAC
 - ★ ipac-sci - Anyone interested in science at IPAC
 - ★ ssc-scientist - All science staff at SSC.

Committee Membership (2006-2007)

- Anastasia Alexov
- Bidushi Bhattacharya
- Carolyn Brinkworth
- Alberto Noriega-Crespo
- Andrea Dean
- Jim Ingalls
- David Frayer
- Russ Laher
- Seppo Laine
- Ranga Ram Chary
- Gerard van Belle
- Kartik Sheth

Management Contacts:

- ▶ John Stauffer
- ▶ Gordon Squires

- * At the end of January, the management presented a detailed report on the future staffing of IPAC. Here is our summary of the main points:

Spitzer's cryogen is expected to run out around 30 April 2009. SSC management is discussing an extended post-cryo mission with NASA. SSC staffing will be fairly constant (small decreases every year) until FY08 (90-95 FTEs). Significant Spitzer staff decreases starting FY09. All MIPS+IRS work "ends" by Nov 2011. With extended IRAC operations, Spitzer work ends by Feb 2015. Without extending the post-cryo operations, SSC work ends by 2012. SSC management will give folks notice well in advance before the termination of their jobs as the Spitzer project phases down. Herschel+Planck ~Aug 2008 launch. Expected Herschel mission duration is 3--5 years and Planck is 1--2 years. IPAC's future after Spitzer and Herschel is less clear (as are all NASA programs in that time frame), but a key component is SIM. SIM will be comparable in scope to Spitzer. IPAC-archive services expected to continue well into the future. Possible future projects include LSST, SNAP, JEDI, Eclipse, etc.

For further details about the presentation, please contact your representative who has hard copies of the presentations. In general the staff had many positive comments about the presentation. The employees have encouraged the management to do such a report at least twice a year.

- * The Committee decided that an important concern for all employees at IPAC was regarding travel and forecasting procedure and policy. We solicited questions/comments from our representatives and delivered these concerns to the management. Travel / Forecasting will be the topic of the next all-hands science staff meeting on Tuesday, March 14 at 3:15 pm! Please come to this very important meeting for clarification of our concerns, new changes and some exciting news!!
- * A request for a screen for maternity needs in Keith Spalding (KS) was voiced by the employees. It was installed last month. Many thanks to Suzy, Roseanne and Lisa for their prompt attention in addressing this need.
- * Future issues that will be addressed by this committee are:
 - ★ Performance evaluations - what? when? why? how?
 - ★ Managing grants - what do those spreadsheets mean?
 - ★ Using Grants / Postdocs as PIs / Hiring / Office space & Computing needs
 - ★ Improving the image of IPAC - Changing the Culture / Promoting Younger Scientists / Merit Rewards / Enhancing Science environment?
 - ★ Salaries / Compensation