

IRIS-UNAVCO

joint annual meeting

Meeting rules

- Please make sure your real name shows in the participant list,
- Please treat other participants with respect and consideration,
- Please mute your microphone,
- Please turn off notifications, minimize apps, and mute your smartphone,
- Auto-transcripts (closed captions) are available on the bottom Zoom toolbar, and
- Please message one of the hosts if you need assistance.



NSF comments

Introducing IRIS Senior Management



John Taber (Education
and Public Outreach)



Andy Frassetto (MT)



Katrin Hafner (Global
Seismographic Network)



Bob Woodward
(President)



Kent Anderson
(Portable/Polar)



Candy Shin (CFO)



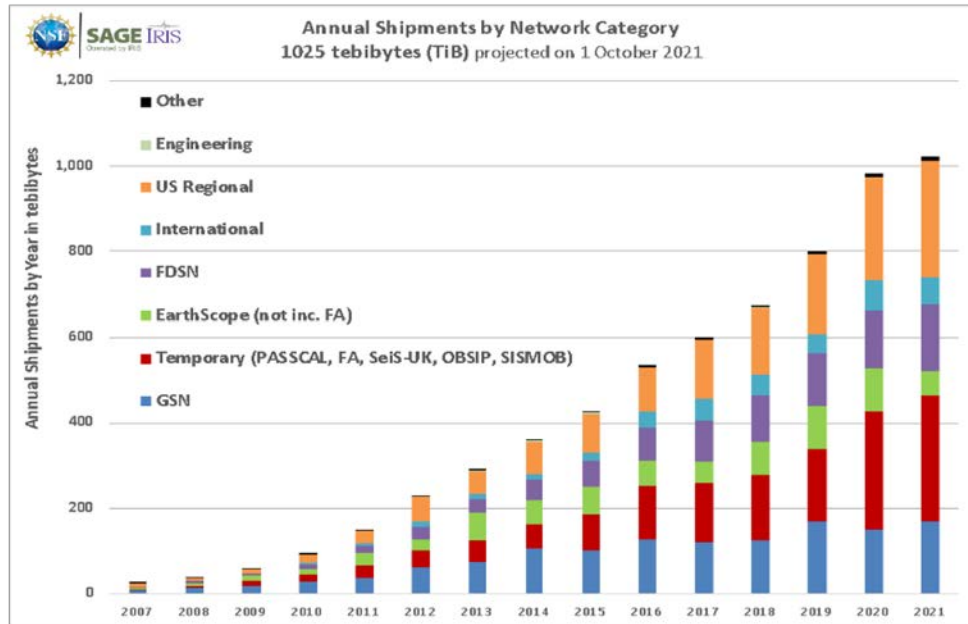
Bob Busby
(Transportable Array)



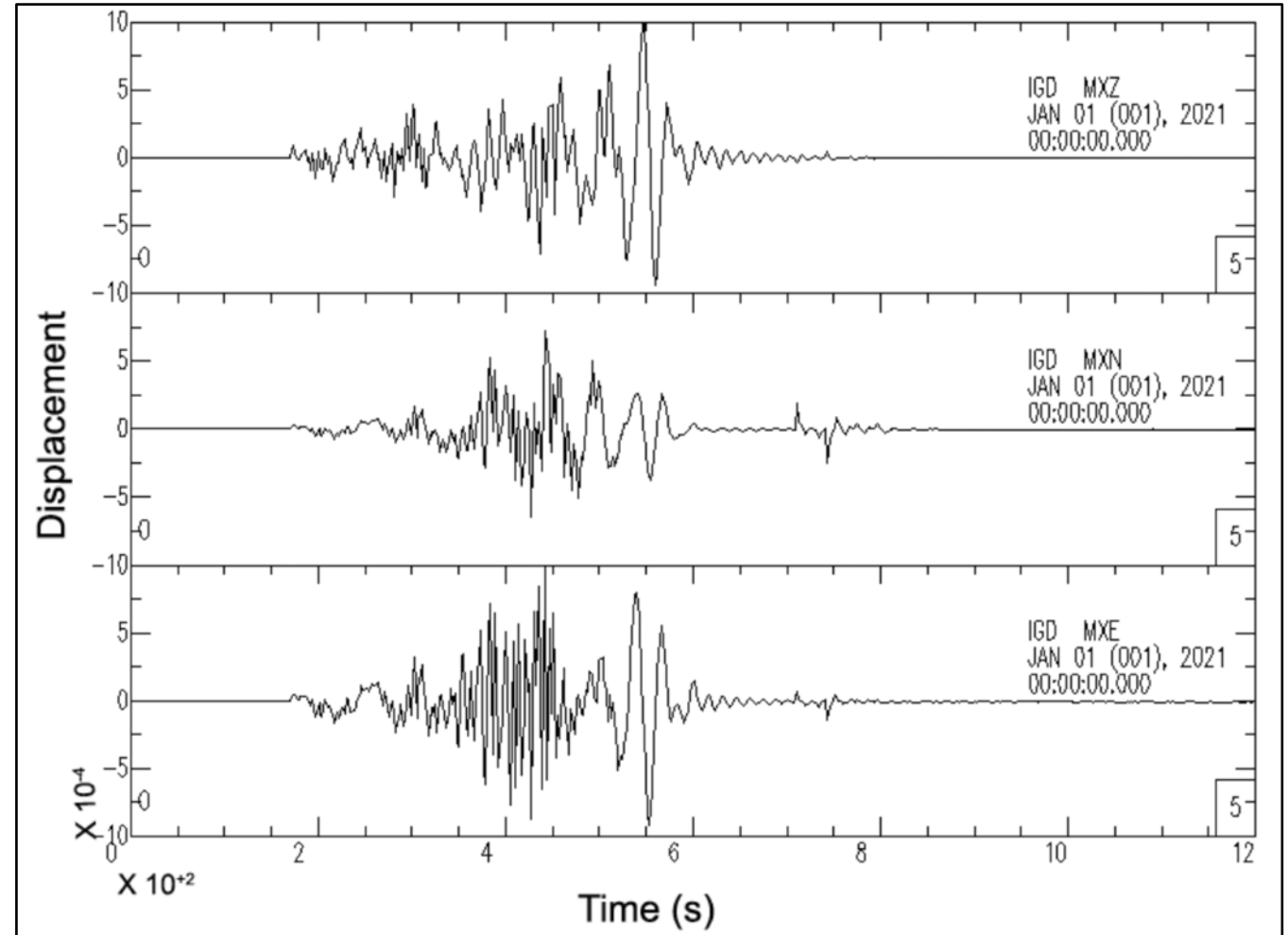
Jerry Carter (Data
Services)

Data Services

- 9 consecutive quarters with 100% uptime
- Delivering over 1 Petabyte of data in 2021



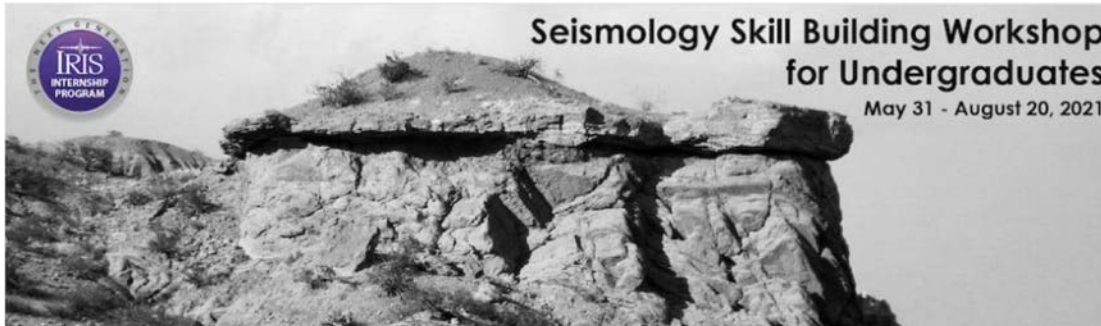
Mars data, event service, and
synthetics



Education and Public Outreach

Interns and Courses

- 2021 REU program
 - 12 interns: 6 virtual, 5 in-person, 1 hybrid
- Seismic Skill Building Workshop
 - 452 participants, 117 completed
 - 59 countries represented



Women in Geoscience video series

- Collaboration with AAAS IF/THEN Ambassadors program



Diversity Initiative

- Final revision phase of Careers and IGUaNA modules
 - Plan to release first 3 IGUANA modules by early 2022
- HBCU collaboration
 - Fort Valley State University GEOPaths project
 - Piloted parts of IGUANA resistivity, GPR and Careers Modules

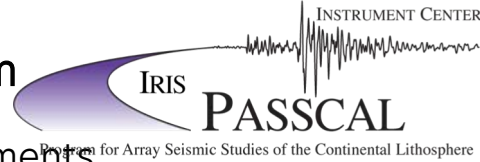


Photo Credit- Dr. Aditya Kar, NSF GEOPaths GPR Project, Fort Valley State University

Instrumentation Services

Portable (PASSCAL) program

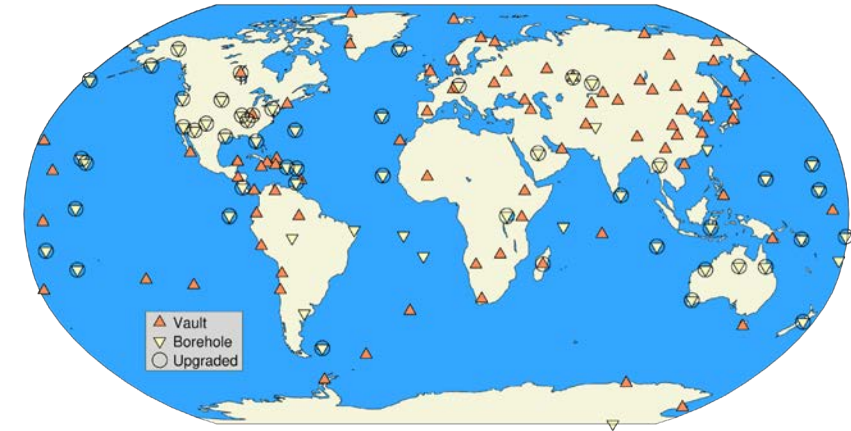
- Support for PI experiments
- Dramatic growth in nodal instruments
- New magnetotelluric instruments & SW



Assisting with new stations in the Caucasus and Central Asia

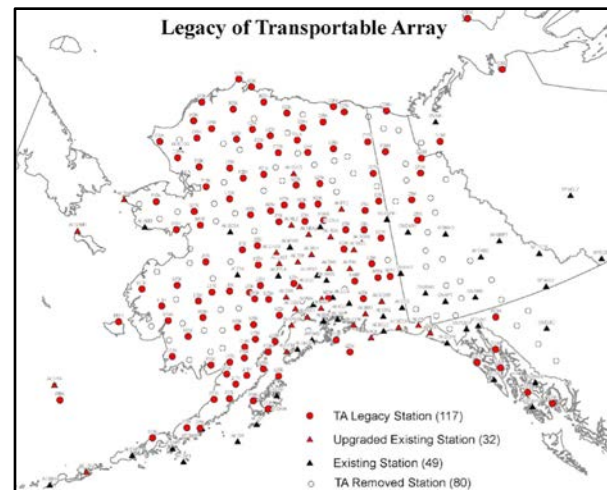
Global Seismographic Network

Major upgrade of all primary sensors is ongoing



Alaska Transportable Array

- Demobilization complete!
- 80 stations removed / 0 injuries
- 117 stations adopted into existing networks

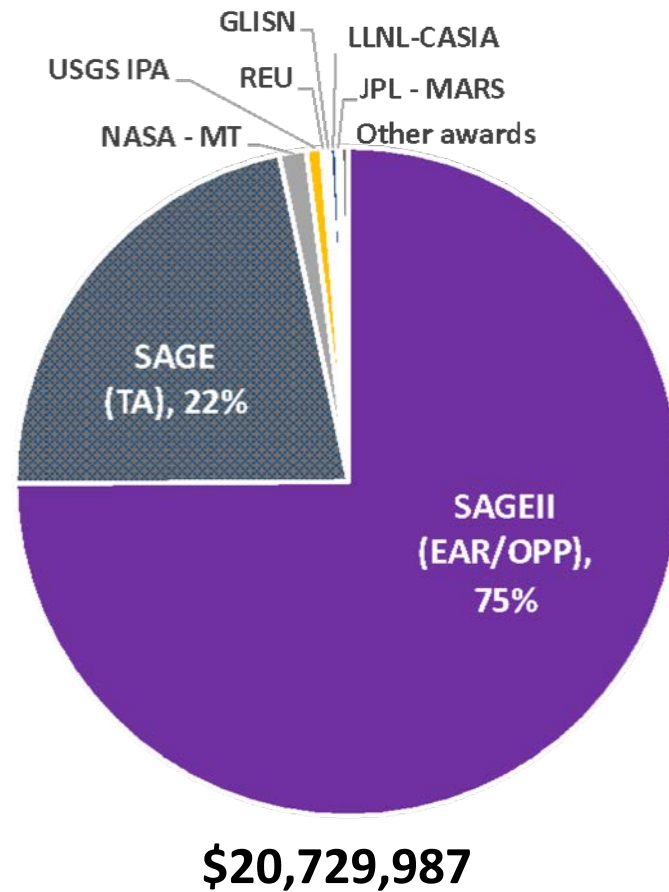


Polar - PI experiments on ice

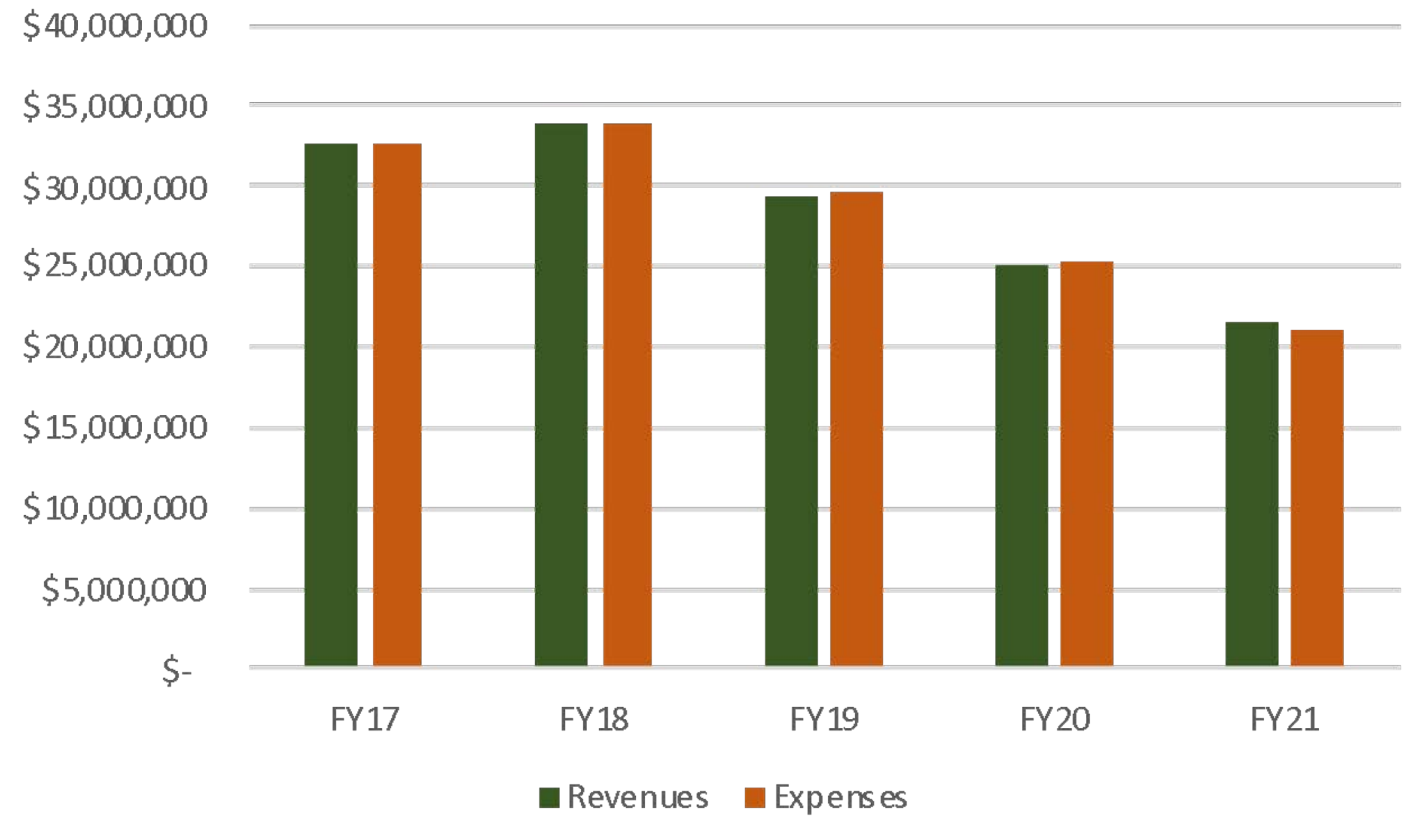
- Antarctic Team deployed - added NZ quarantine process
- No new starts in 2020-2021 due to COVID reductions
- Hopefully, we will see lots of renewed activity in 2022-23



FY21 Federal Award Revenues

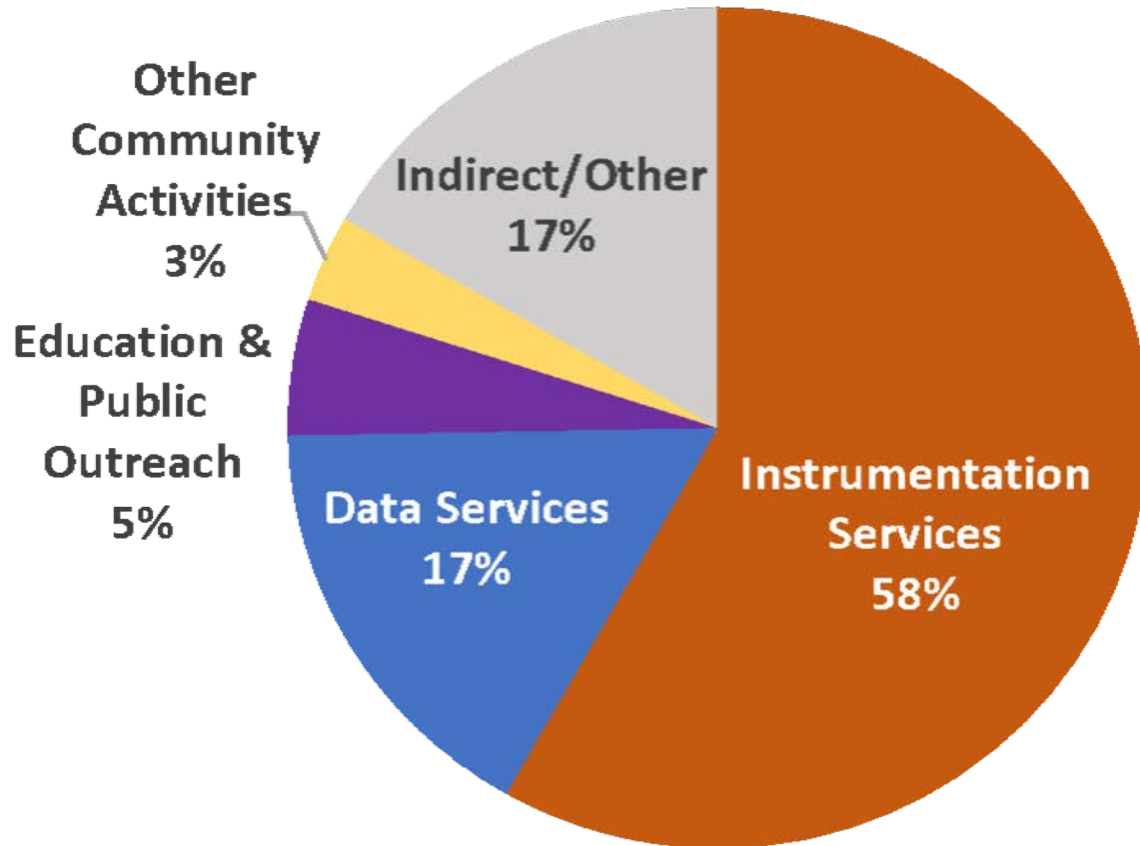


FY17 - FY21 IRIS Revenues/Expenses

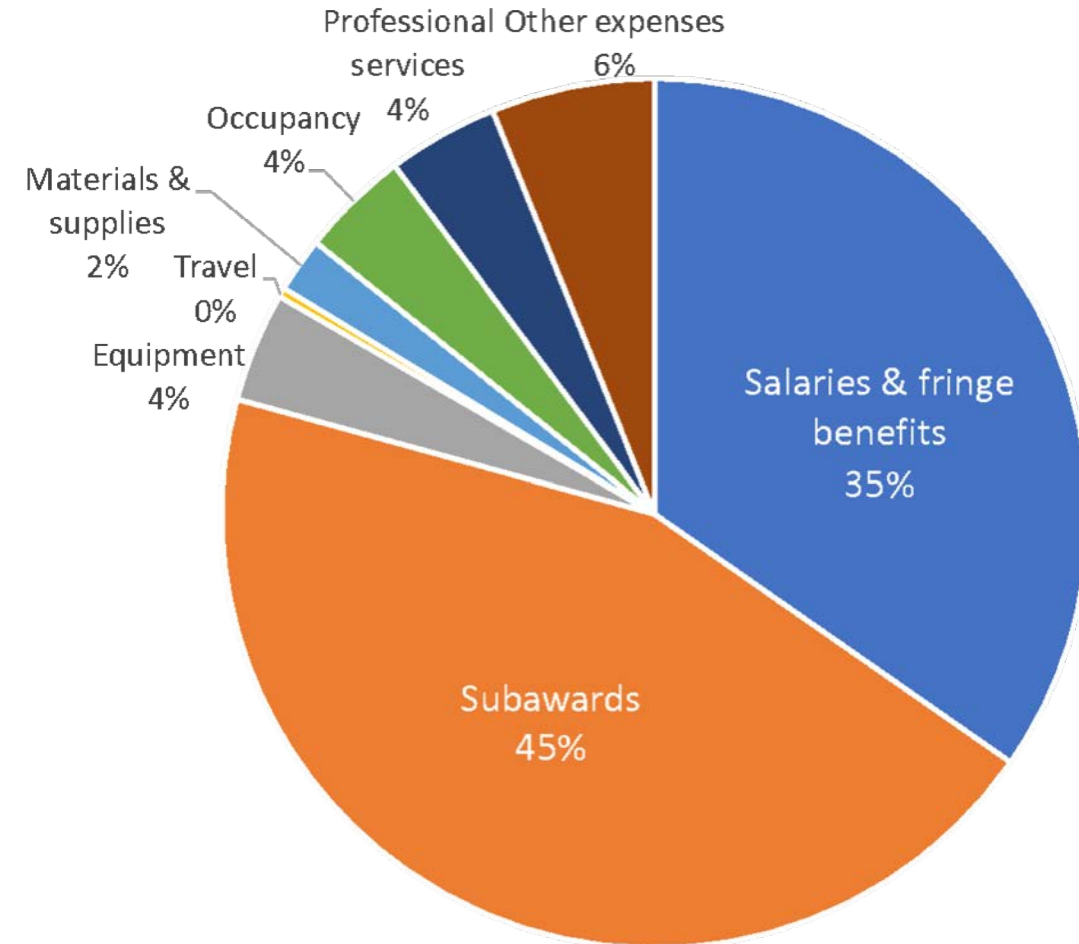


FY2021 IRIS Expenses

Expenses by Program/Budget Group



Expenses by Category



July 1, 2020 – June 30, 2021

IRIS Board election

Welcome to new the members of the Board of Directors

Brandon Schmandt, University of New Mexico

- Will serve as vice-Chair (for remaining year of his term)

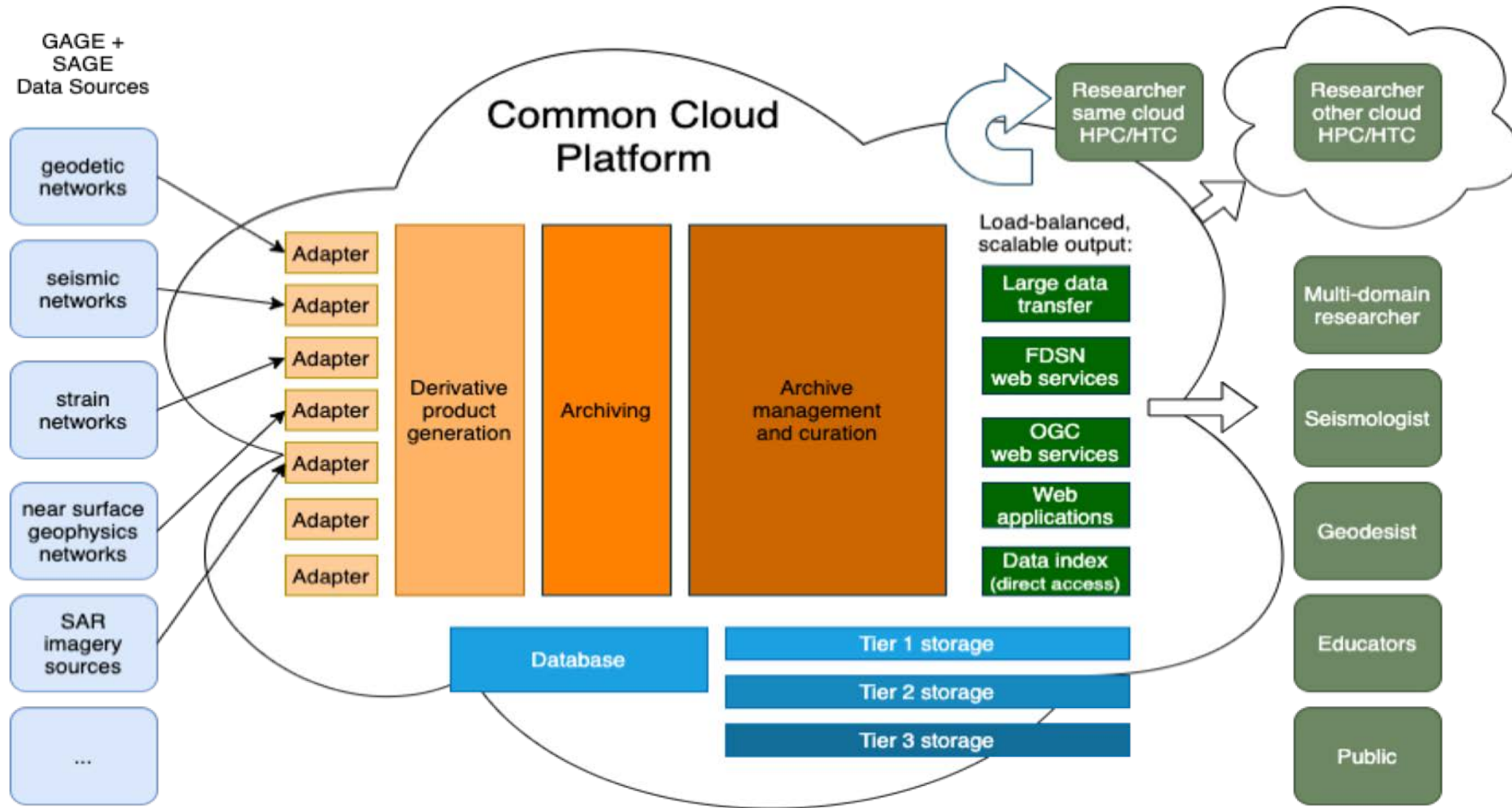
New Board members elected to three-year terms

- Jeffrey Freymueller, Michigan State University
- Anne Tréhu, Oregon State University

Thank you to all the candidates!

Also, a special thanks to all those completing rotations on IRIS governance committees!

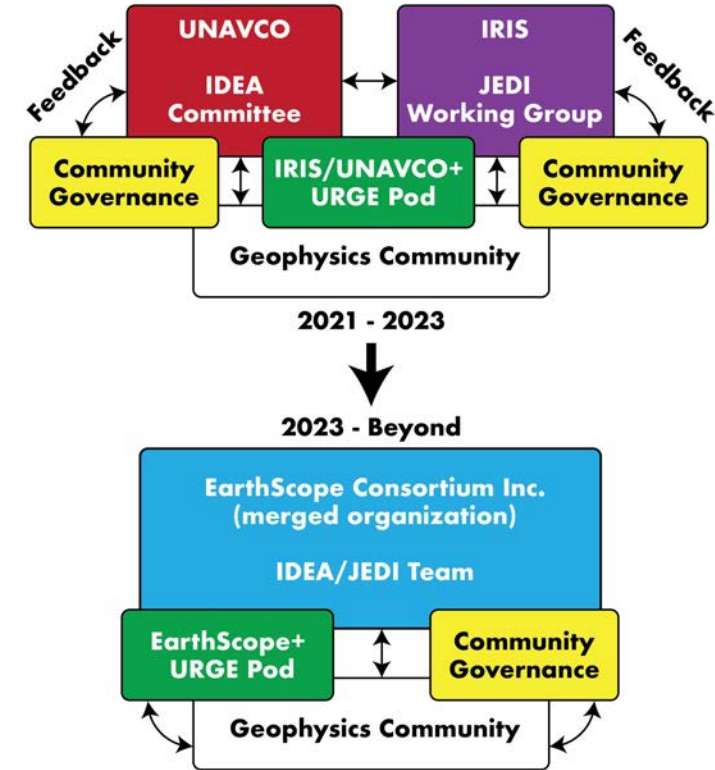
IRIS+UNAVCO together



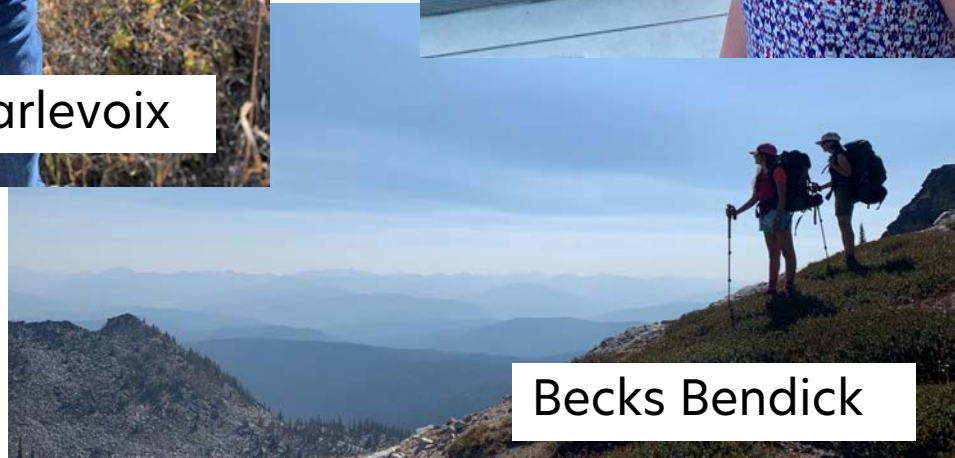
IRIS and UNAVCO combined data services are prototyping a cloud-based system for our integrated data system (CCP) on Amazon Web Services.

Justice, Equity, Diversity, Inclusion, and Access

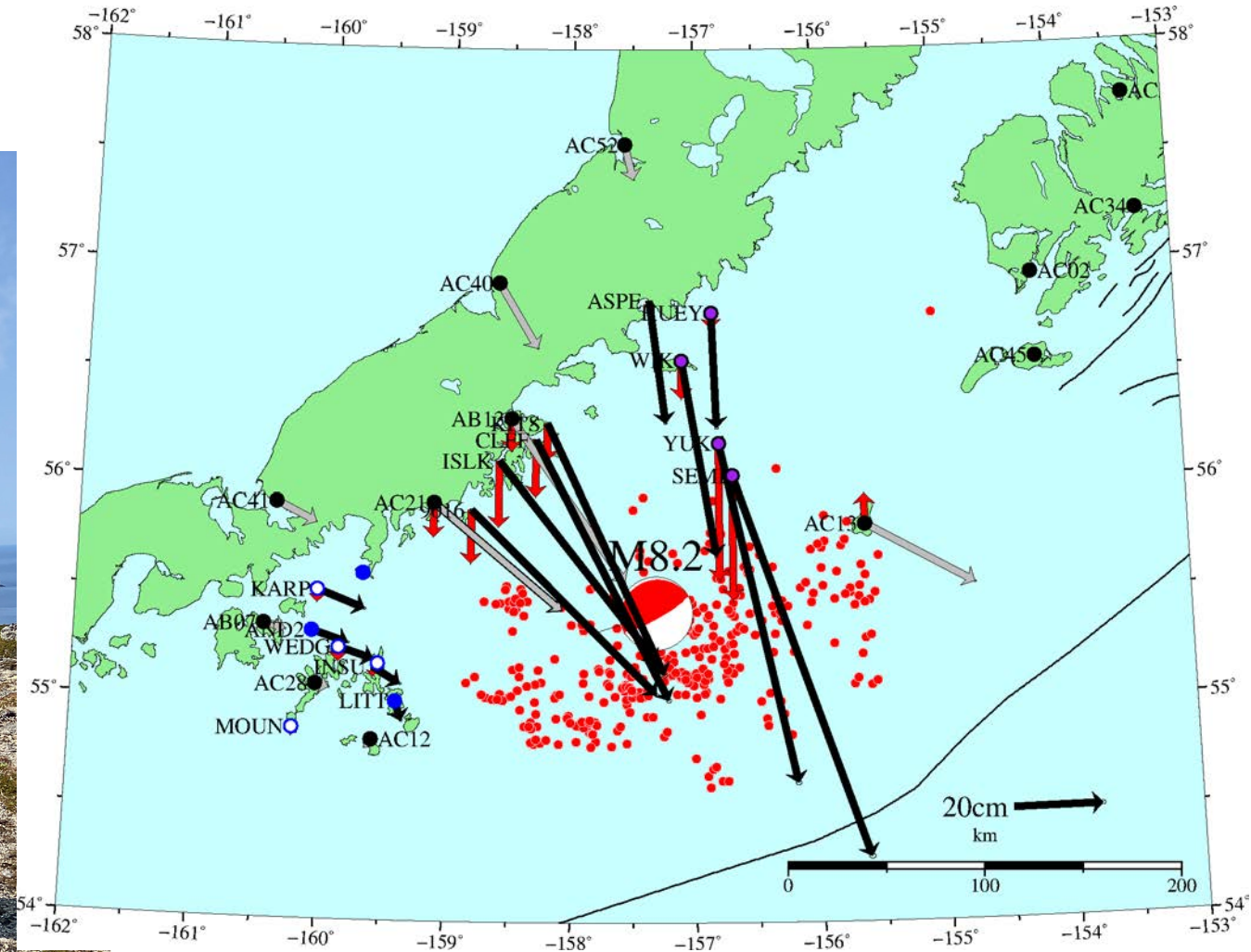
- UNAVCO IDEA Committee and IRIS JEDI Working Group
 - Get in touch via idea@unavco.org and jedi@iris.edu
 - Separate ongoing action plans, but coordinating and merging
- Joint Cultural Survey of IRIS and UNAVCO Staff
- Joint Training in Bias, Language, and Microaggressions
- UNAVCO IDEA and IRIS JEDI are working with joint staff and community members through additional collaborations, task forces, and committees
- Updates and resources available on the websites:
 - www.iris.edu/hq/about_iris/jedi_efforts
 - www.unavco.org/committees/idea-committee



Introducing UNAVCO senior management

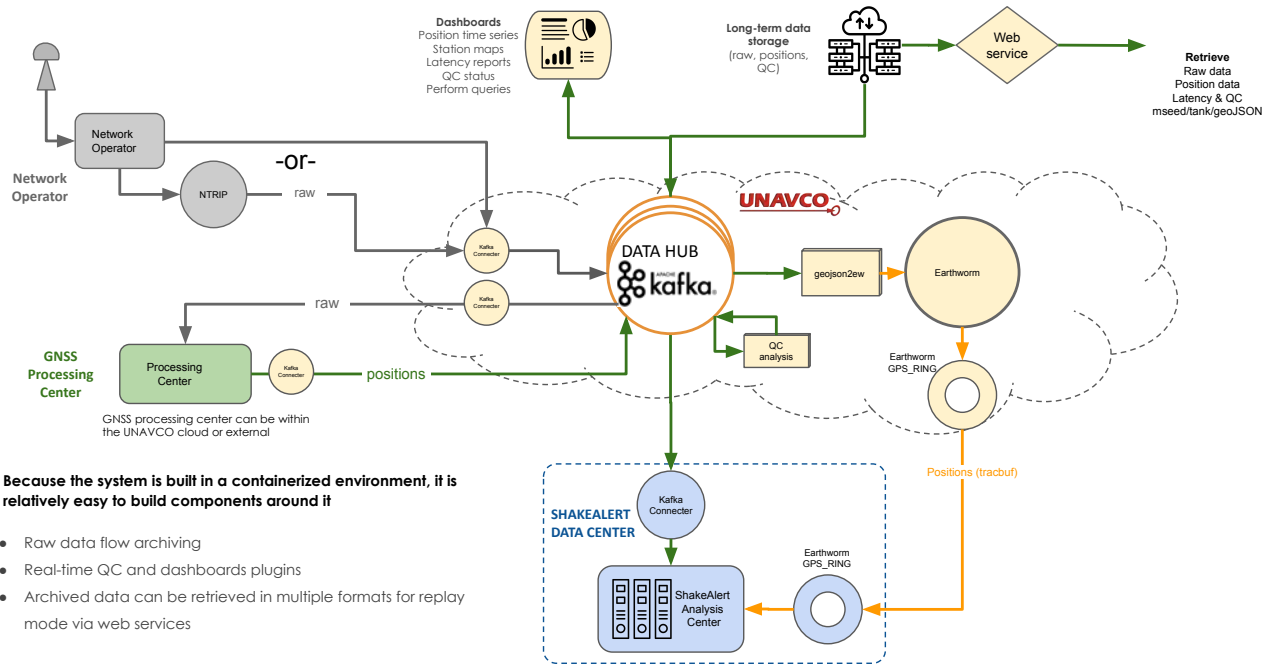


UNAVCO



UNAVCO

UNAVCO GNSS Architecture for ShakeAlert



ShakeAlert geodetic



Volcano Hazards Program stations

UNAVCO



2021 intern class



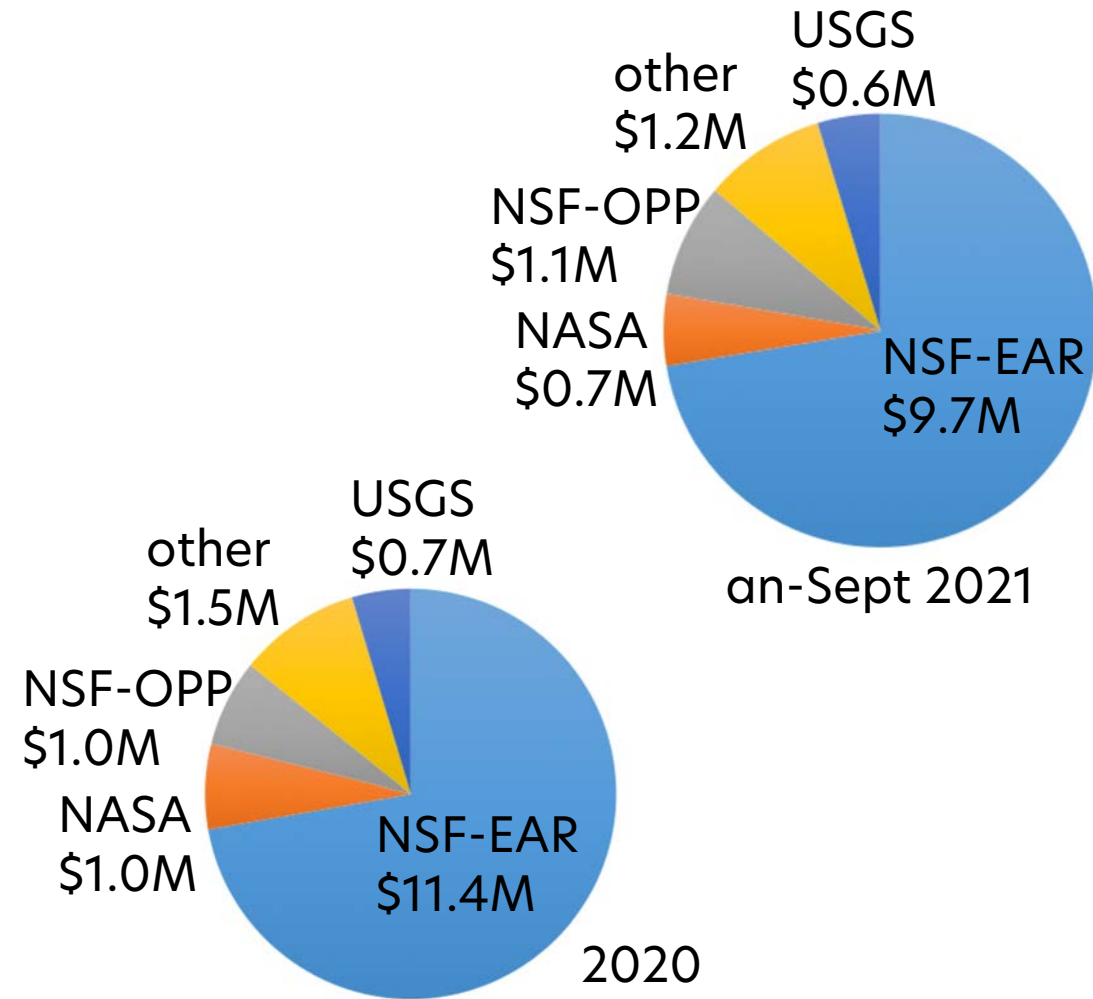
2021 Science Workshop

UNAVCO annual report

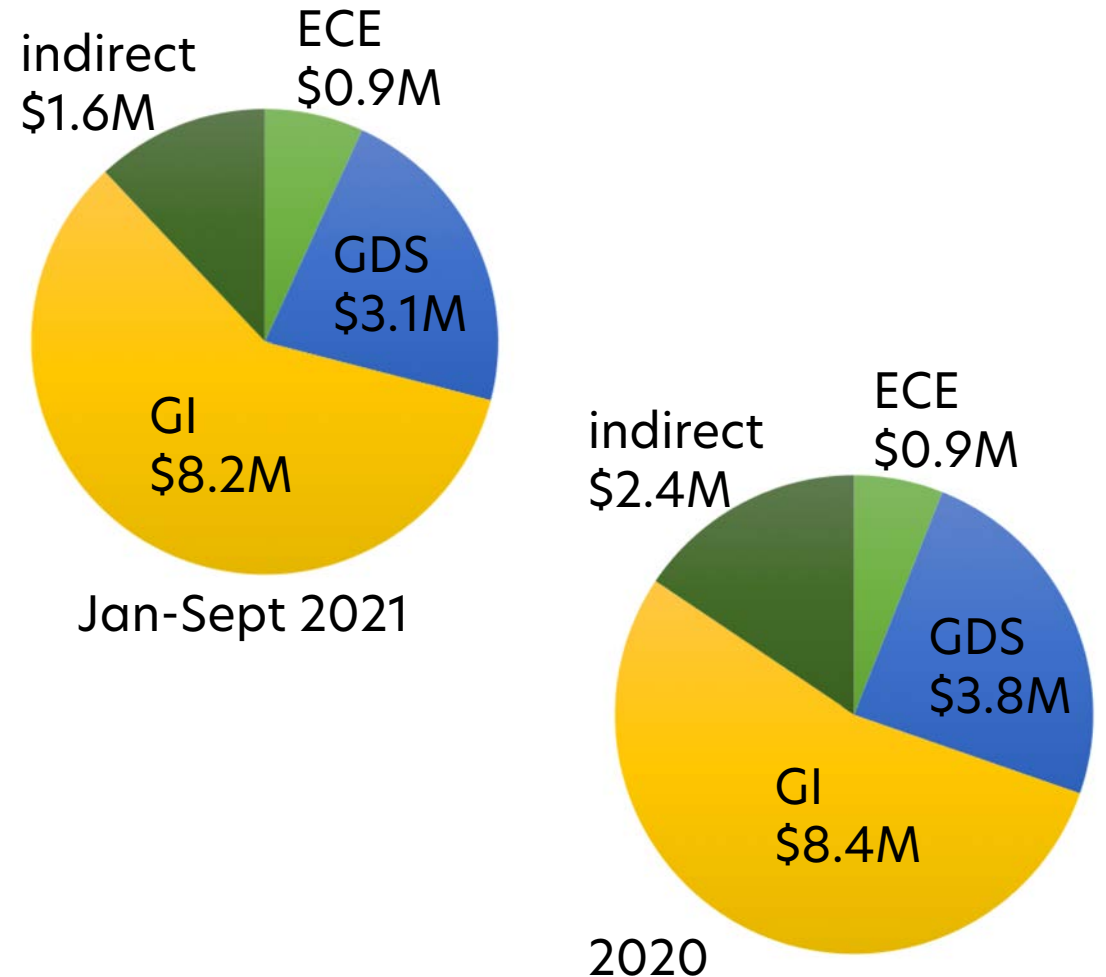
	2017 ACTUAL	2018 ACTUAL	2019 ACTUAL	2020 ACTUAL	2021 FORECAST
TOTAL DIRECT COSTS					
Actual / Forecast	\$12,522,280	\$12,693,620	\$12,790,510	\$12,470,105	\$13,912,844
Indirect Rate	17.51%	18.12%	16.74%	19.46%	17.94%
TOTAL INDIRECT					
Budget	\$2,323,241	\$2,327,240	\$2,318,527	\$2,512,446	\$2,475,517
Actual	\$2,192,368	\$2,300,515	\$2,141,476	\$2,426,610	\$2,495,964
LABOR FRINGE					
Regular	54.06%	55.16%	51.90%	53.87%	56.02%
Temp	12.61%	11.42%	10.83%	10.64%	10.55%

UNAVCO annual report

REVENUE



EXPENSES



UNAVCO Board election

Thank you, candidates!

A man with a beard and mustache, wearing an orange jacket, holding a baby in a red and black plaid shirt and a grey hat.

Brendan Crowell



Enrique Cabral-Cano



Pippa Whitehouse



Anne Sheehan



Lindsay Worthington



Tony Lowry



Cathy Manduca



Dara Goldberg



Junle Jiang



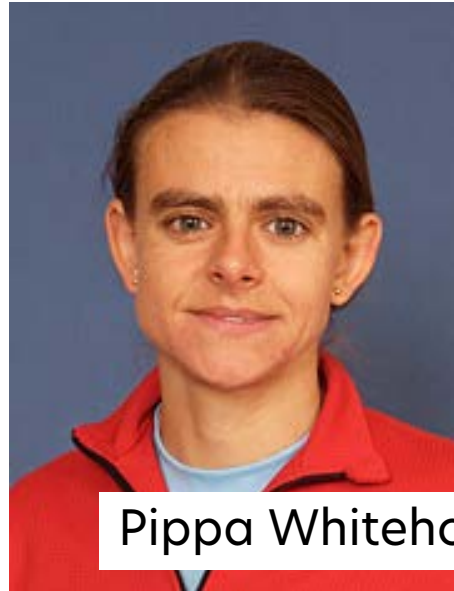
Hilary Martens

UNAVCO Board election

Thank you, candidates!



Brendan Crowell



Pippa Whitehouse



Dara Goldberg

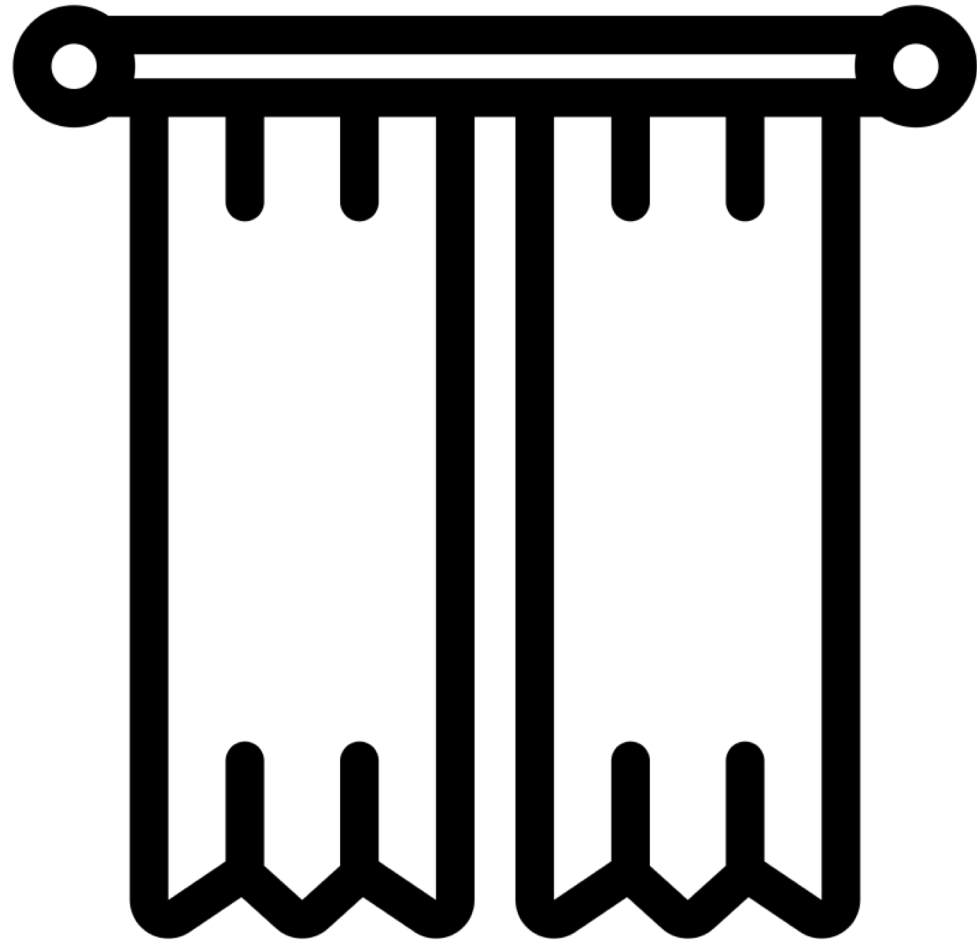


Anne Sheehan



Hilary Martens

Introducing EarthScope Consortium



Final logo



- Mark represents the idea of “seeing the unseen” in the study of seismology and geodesy
- Colored circle represents a metaphorical “scope” that hovers over the top of topographic lines / seismic waves
- Purple / red gradient stands out from peers’ color palettes and serves as a subtle nod to IRIS and UNAVCO heritage
- Clean, legible sans serif typeface creates clear hierarchy between “EarthScope” and “Consortium”

Brand Typeface

Headlines: Hero New Semibold

Subheads: Hero New Light

Body copy: Hero New Light

EarthScope
Consortium

Lorem ipsum dolor sit amet, consectetur adipiscing elit, sed do eiusmod tempor incididunt ut labore et dolore magna aliqua. Ut enim ad minim veniam, quis nostrud exercitation ullamco laboris nisi ut aliquip ex ea commodo consequat. Duis aute irure dolor in reprehenderit in voluptate velit esse cillum dolore eu fugiat nulla pariatur. Excepteur sint occaecat cupidatat non proident, sunt in culpa qui officia deserunt mollit anim id est laborum.

Brand Color Palette

#000000

#939598

#cc2929

#363c92

#cc2929#363c92

Alternative logos

EarthScope vision and mission

The EarthScope Consortium is a university consortium dedicated to transforming global geophysical research and education.

We have a vision of an engaged society, resilient to geohazards, informed by geophysical discovery and global collaboration.

Facilities facilitate



Facilitate discovery

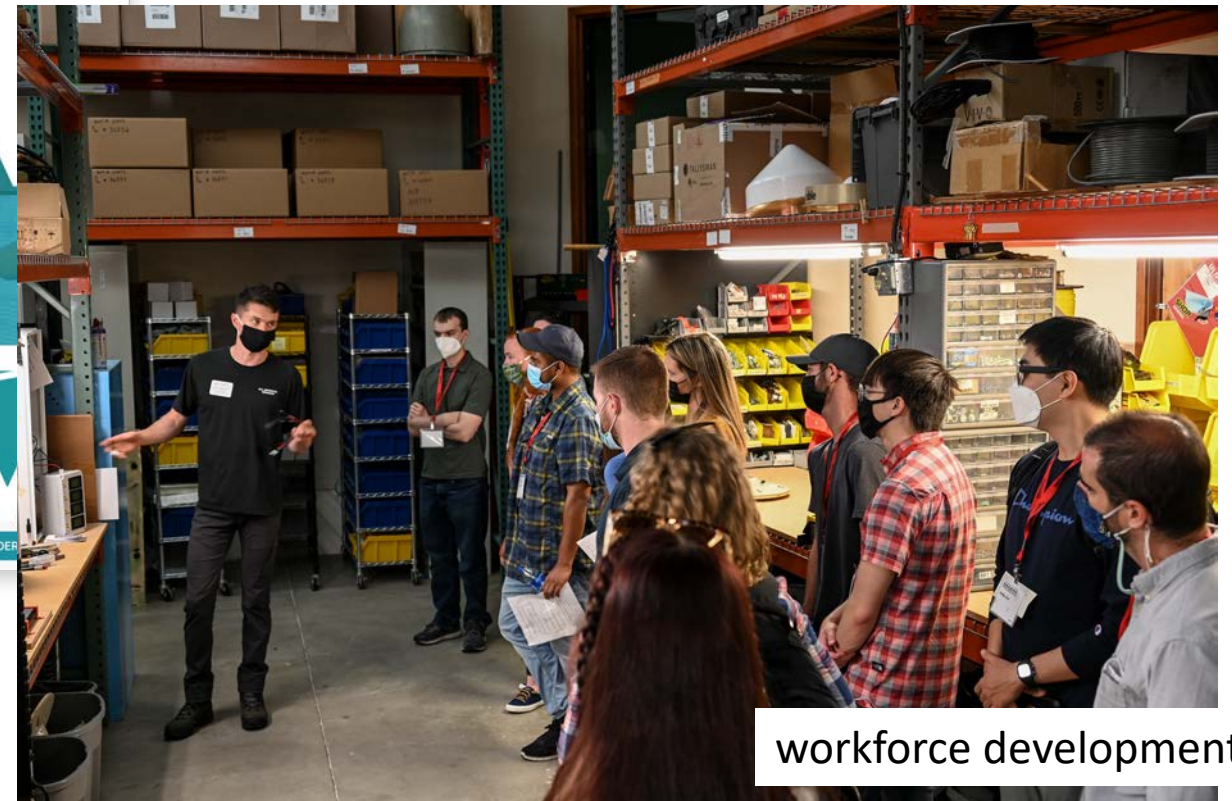


Thwaites multiphysics



Chignik event response

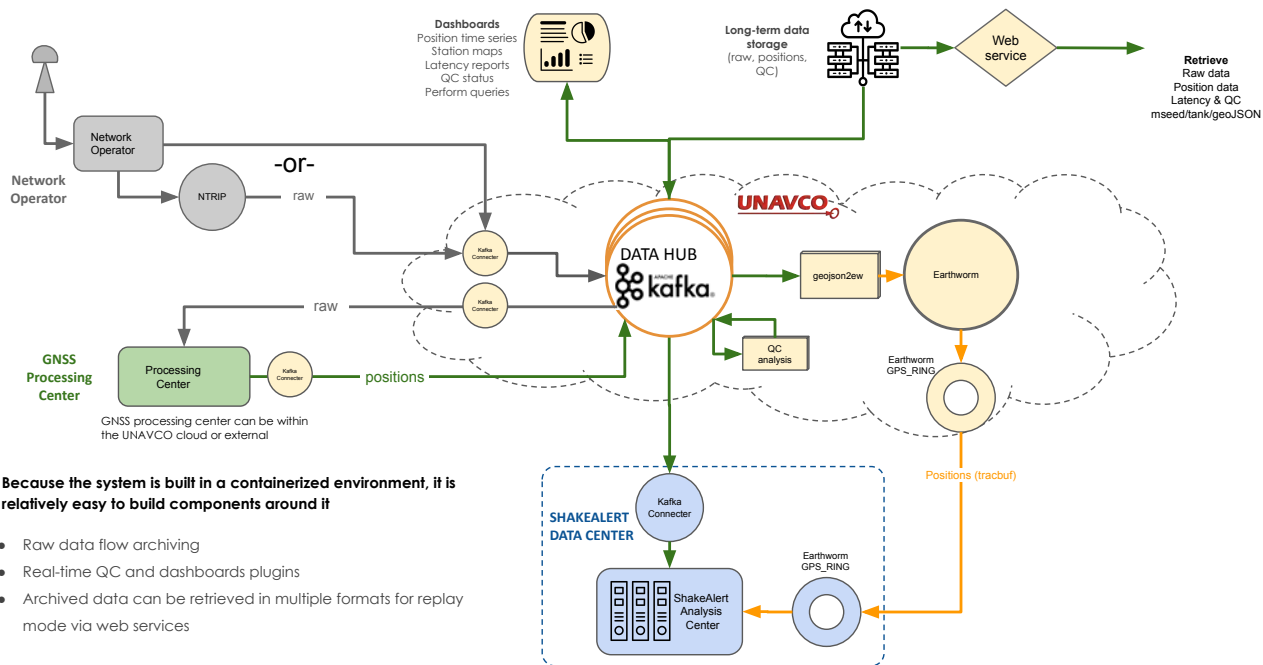
Facilitate access



workforce development

Facilitate innovation

UNAVCO GNSS Architecture for ShakeAlert



big data handling

The screenshot shows the **Observable** platform interface. The top navigation bar includes **Observable**, **Explore**, **Learn**, **Community**, and a **Search** icon. The main content area is titled **Notebooks** and shows a list of 13 notebooks. The notebooks are:

- Geoid Height Function** (You edited 30 minutes ago, republished Sep 27)
- UNAVCO Station Maintenance** (You republished 21 hours ago)
- Event Search** (You republished Nov 10)
- GNSS Position Timeseries** (You edited Nov 8, republished Nov 8)
- GNSS Data Access** (You republished Nov 8)
- GNSS Web Services** (You republished Oct 26)

The notebooks are displayed with thumbnail images and brief descriptions. The UNAVCO logo is visible in the bottom right corner of the screenshot.

data visualization notebooks

General Merger Progress Timeline

- Fall 2019 - Aug. 2020: Negotiations
- Aug. 2020: Boards approved bylaws and terms of merger
- Fall 2020: Members approved bylaws and terms of merger
- Since Fall 2020: Ongoing merger Planning
- December 2022: Target Merger (exact date still TBD) and inception of the EarthScope Consortium

Key Results - Merger Planning

- Development and Board Approval of Key Principles:
 - Parity; Labor; Workplace; Locations; Diversification; JEDI
 - Communications around these
- Determination of target merger time (currently mid-Dec. 2022)
- Master timeline development and coordination
- Establishment of dedicated planning teams (with regular report-outs to Merger Steering Committee)
 - Finance, HR, Programmatic, Management and Governance
- Location:
 - RFI, identification of process & criteria, ongoing negotiations
- Development of Communications Plan (internal, external):
 - Regular Newsletter (last 11/9)
 - Joining Forces Website
 - Town halls (last on 9/2)
 - Upcoming Board-Membership activities (described later)

Key Results - Merger Planning

- Branding:
 - Revealed today
- Corporate leadership transition / interim solutions:
 - Interim leadership envisioned during ESCO CEO search and onboarding
 - Senior managers to be propagated as interim until CEO in place, then open searches
 - All other IRIS/UNAVCO staff propagated into ESCO
- Governance Planning Team Discussions:
 - Minimally complex initial Governance structure (and in sync with programmatic and management considerations):
 - Will relay functional corporate governance to ESCO
 - Allows for subsequent agility on the part of the ESCO Board
 - Involvement of community in process (e.g., 2022 Governance workshop, Board outreach, advisory committee feedback)
 - ESCO board election process and 2022 timing
 - Initiate joint meetings and merging of our programmatic advisory structures in 2022

Merger Project Plan – Going Forward

- Through 2021 – Continue to build and align timeline
- Rolling wave – Future details will be determined as we proceed
- Identify and target milestones and dependencies; manage timeline and adjust as needed.
- Recognize that critical tasks will be complete by target Effective Merger Date (December 2022), but there will be a “tail” with transition and interim structures during early EarthScope Consortium history.
- Focus is presently on the many (financial, contractual, HR, etc.) details of the corporate merger to ensure operational continuity starting Day 1.

Joint Board Focus Areas

- Leadership and people
- Alignment of operations
- Joint governance

Transition Period of Leadership and People from IRIS & UNAVCO into EarthScope by or before 30 September 2023:

The Joint Boards recommend:

- The EarthScope Board integrate the current consortia presidents into the new organization to ensure facility and program management continuity through to their hiring of the first EarthScope lead executive.
- IRIS and UNAVCO senior management (Director-level) positions should be mapped to EarthScope senior manager positions until the new EarthScope lead executive has completed searches for their leadership team.
- IRIS and UNAVCO staff below Director level will be offered corresponding positions in EarthScope without competition.

Joint Operations

The Joint Boards directed:

- UNAVCO and IRIS Data Services jointly commit to the goal of implementing a cloud platform for most data operations by the December 2022 merger.
- UNAVCO and IRIS Data Services jointly accelerate the documentation of our data users and uses, and communicate these enhanced metrics to NSF (highlighted in the Fall 2021 NSF management review).
- UNAVCO Geodetic Infrastructure, IRIS PASSCAL, and UNAVCO/IRIS Polar groups begin or continue cross-training engineers and integrating instrumentation and support equipment, as advisable, including continued targeted alignment of suitable field operations during 2022.

EarthScope Governance

The Joint Boards directed that:

- Corresponding IRIS and UNAVCO advisory committees (instrumentation, data, education and outreach, etc.) hold regular joint sessions through the end of 2022 to prioritize and realize operational alignments and joint projects prior to the December 2022 merger.
- The Boards establish a joint Board-Community outreach program in Q1 2022
 - IRIS/UNAVCO pairs of Board members (9 pairs) will reach out to the future EarthScope member community (~ 185 institutions) with uniform communications and to solicit membership comments and ideas for the joint Boards. Facilitate initial EarthScope Board elections with an accelerated schedule
- Establish nomination committee(s) and conduct elections by Q2/3 of 2022 to establish a EarthScope Board-in-waiting, that will be integrated/engaged prior to the December 2022 merger
 - In subsequent years, elections of EarthScope Board members will likely be held during Q4
 - Four members of the current 9-member Boards (two from each of IRIS/UNAVCO) will migrate to the 12-member EarthScope Board.
- The Boards coordinate an early 2022 of community workshop to prescribe congruent and effective recommendations for EarthScope governance structures
 - Concordant with the general envisioned (matrix management, etc.) organizational structure of EarthScope management and staffing.
 - Will include feedback from Board-member outreach and surveys of the full community.

We Want to Talk with YOU!

The IRIS & UNAVCO Boards are teaming up in Teams of Two (one director from each board) to reach out directly to Member Representatives at all UNAVCO & IRIS Member Institutions

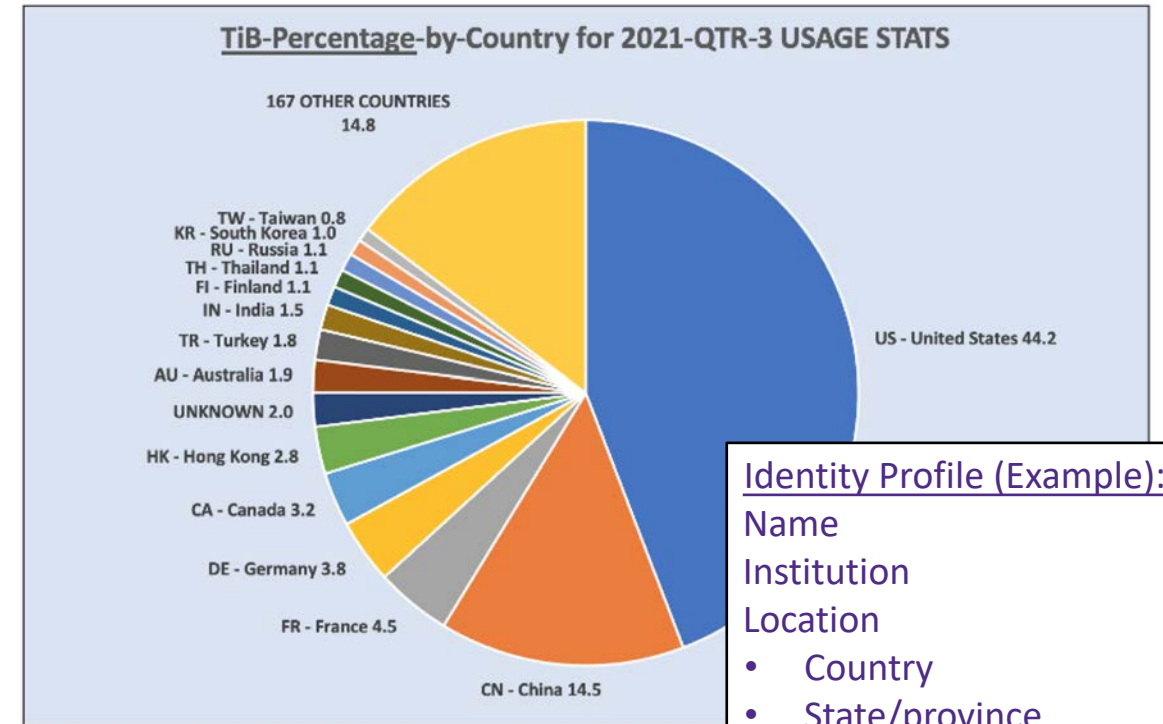
Lead coordinators: Adrian Borsa (UNAVCO) and Lara Wagner (IRIS)



- Keep an eye out from an email from a Team of Directors.
- Email will include a questionnaire & when2meet to schedule a Zoom call.
- Your Team of Directors will be a direct line for your questions/concerns/ideas regarding the merger - the Zoom call is intended to initiate this dialog.
- Please fill out the questionnaire to the best of your ability before the call - but feel free to discuss issues more informally during the Zoom meeting.

Facility acknowledgement is a priority

- Please continue to acknowledge SAGE and GAGE facilities that you use in your research
 - Acknowledgement guidelines are provided on the IRIS and UNAVCO websites
- IRIS and UNAVCO Data Services will be implementing identity management systems to:
 - Provide accountability to NSF for the funds we receive
 - Gather information to better serve our users
- Users who download data:
 - Will register and build a profile
 - Will receive a token to access data



Identity Profile (Example):

Name

Institution

Location

- Country
- State/province

User Class

- Education (grp)
- Academic Res.
- Government
- Commercial
- Public

See you at the 2022 Science Workshop

