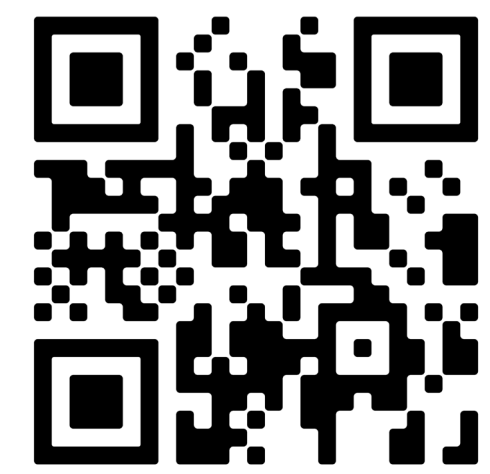


# CIRES Strategic Plan: staying strong and strategically growing



**Background:** In 2022, CIRES underwent the development of a new strategic plan. The development of the plan was led Dr. Maggie Tolbert (CIRES Associate Director) and a committee of CIRES fellows, scientists, and administrators. The result was a new CIRES strategic plan. You can see the new plan at <https://cires.colorado.edu/about> or scan the QR code at the left.

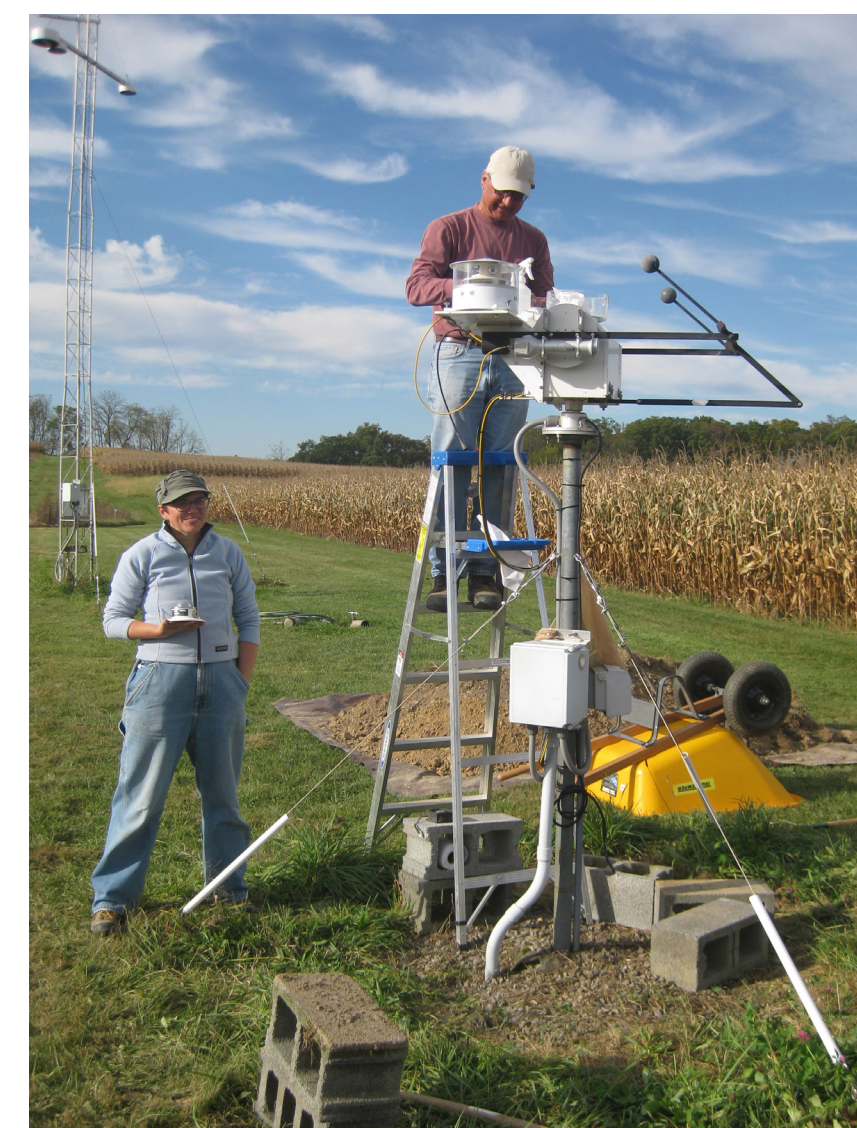
## Join the conversation!

On April 15, 2023, the CIRES Fellows met to review current activities and to identify new activities to move forward. They went through different exercises to brainstorm and prioritize. Several activities were identified as key actions that CIRES could take moving forward, and the Fellows voted for areas where CIRES might invest in the near term. Now we want your input!



Please vote on this poster by making checkmarks using the provided pens for the **TOP SEVEN ACTIONS** that you think CIRES should prioritize in the coming one or two years. Also, help us brainstorm new ideas! Use this QR code (to the left) to access a form to submit your ideas for action items that you think CIRES should pursue.

Upper left: "Mind's Eye," a petroglyph in the Three Rivers Petroglyph Site in south central New Mexico. Photo: Michael Rhodes/CIRES



Upper right: John Augustine and Laura Riihimaki install freshly calibrated radiometers on a solar tracking device that is part of the surface radiation (SURFRAD) measurement station near State College, Pennsylvania. Photo: Gary Hodges/CIRES

Lower right: Nathan Korinek, John Adler, Tyler McIntosh, and Nayani Ilangakoon watch their drone launch near Deckers, CO, at the edge of the burn scar from 2002 Hayman Fire during an EarthLab research outing. Photo: CIRES



Bottom left: Amy MacFarlane shovels the top layer of snow on the ice floe so that instruments can measure different aspects of ice during the MOSAIC expedition in the central Arctic. Photo: Lianna Nixon/CIRES

**IMPERATIVE 1:**  
Advance our robust and creative research capabilities to further knowledge in the environmental sciences and the realization of its benefits.

Involve more graduate students in the Labs and Centers at NOAA. This could include summer internships, co-mentoring/advising, periodic meetings.

Develop cross-cutting affinity groups for societal benefits. This could include divisions/groups around specific topics/themes.

Fertilizing across CIRES. This could include day-long symposia, workshops or meetings to learn new technologies, flash talks, science slams.

Create a science advisory board from across CIRES to provide grassroots input to CIRES science.

**IMPERATIVE 2:**  
Strategically link research groups and improve the mobility of our people and ideas to enhance innovation and interdisciplinarity across CIRES.

Create more effective processes and tools to work more effectively in a virtual world.

Organize activities and events to bring people together from across CIRES. This could include field trips, themed lunches, workshops, hiking/skiing, service activities.

Removing logistical barriers for collaboration. This could include dedicating space at different campuses to meet and work.

**IMPERATIVE 3:**  
Advance diversity, justice, equity, and inclusion through robust workforce development programs to promote excellence while inspiring engagement, innovation, collaboration, and leadership at all levels.

Create a CIRES road show, where CIRES scientists visit tribal colleges, MSIs, etc. This could leverage existing efforts in CMDS, NCCASC, WWA.

Create summer internships for students from MSIs and other groups. This could be used as a recruiting tool.

Provide opportunities for CIRES graduate students. This could include serving on hiring committees, creating a grad student advisory committee, peer mentoring program.

Strengthening a CIRES coordinated recruiting and hiring strategy for use across the Institute.

**IMPERATIVE 4:**  
Enhance the impact, accessibility, and reach of our science and data to the broader scientific community, NOAA, educators and students, policy makers, and the general public.

Create stronger ties between campus and the DSRC. This could include a cross CU-NOAA fellowship for students, researchers and faculty.

Make the CIRES E&O Program a CU Center. This may also include identifying an E&O expert on the CIRES Council of Fellows and creating rapid E&O grants for students.

Keep CIRES Communications strong and resourced. This may include development of communications workshops, making campus-wide connections (e.g., with CMCI), creating a CIRESpedia.