



GEMINI BOARD MEETING

14 NOVEMBER, 16-18 NOVEMBER 2022
RESOLUTIONS

Resolutions Arising from the 14 November and 16-18 November 2022 Gemini Board Meeting (Actions re-numbered accordingly from September 2022 Board Meeting Resolutions)

Introduction

The Board met in person and by videoconference on 14, 16-18 November 2022. The Board is pleased to see the continued operations at Gemini North and Gemini South, despite some continued challenges associated with the COVID-19 global pandemic. The Board congratulates the Observatory on achieving a number of milestones since the last meeting, including the start of GHOST commissioning; the signing of contracts for the GNAO Adaptive Optics Bench conceptual designs; a successful Gemini Science meeting in Seoul, Korea; and the installation of the GNIRS IFUs.

The Board would like to thank the following Board and STAC members, who have just ended their tenure, for their service: Dr. Federica Bianco, Dr. Ryan Foley, and Dr. Jeyhan Kartaltepe.

The Board wishes to thank René Rutten for serving as Interim Gemini Deputy Director for the past six months.

The Board resolutions below are for public release. In addition, the Board approved a number of Actions directed to the Observatory, Gemini's Executive Agency, the Board, and its subcommittees.

RESOLUTIONS

2022.B.6. STAC Report and Recommendations. The Gemini Board thanks the STAC for providing a detailed report from its 13-14 November 2022 meeting. The Board endorses the recommendations contained in that report, in particular:

2022.B.6.a. The Board endorses the following development priorities: GNAO + GIRMOS, SCORPIO, GHOST, IGRINS-2, GPI-2, GeMS Improvements, GLAO CoD, GNIRS IFU and GPOL, MAROON-X facility conversion.

2022.B.6.b. The Board approves the STAC recommended science time goals:

1. Gemini North 2023A: 94.8%. This includes IR Detector Controller and vibration testing.
2. Gemini North 2023B: 84.2%. A&G Maintenance, GPP XT, IGRINS-2 commissioning.
3. Gemini South 2023A: 81.2%. This includes the M1 coating shutdown, and GMOS-S detector recommissioning.
4. Gemini South 2023B: 93.5%. No major engineering items.

2022.B.7. The Board approves the change of reporting for the Science Time report as described in Section 4 of the November 2022 Science Time report.

2022.B.8. The Board approves the terms and conditions of the new NOIRLab Cooperative Agreement (CA) and Gemini Cooperative Support Agreement (CSA) between NSF and the



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Managing Organization of the Gemini Observatory, AURA, Inc.. The CA and CSA cover the period 1 October 2022 to 30 September 2027.

2022.B.9. Staff Morale. The Board appreciates that NOIRLab, AURA and Gemini have been responsive to the concerns about staff morale and have initiated the process for a comprehensive climate survey to be conducted in January 2023 for the whole of NOIRLab. In the short term, the Board was pleased with the quick initiation of staff listening sessions with a neutral party. These have already had a positive effect on staff morale. There is some concern that the schedule for planning and implementing a response to the issues raised by the listening sessions and climate survey is tight, and we're glad to hear that this schedule can be flexible based on what is learned.

2022.B.10. Gemini North M1 Mirror Repair. The Board was pleased with the effective and thorough response to the Gemini North M1 issue including working in parallel to get a plan for repair in place. The Board believes that Gemini handled community communication well by preventing the rushed release of inaccurate or incomplete information and we appreciate that the Board was informed promptly.

2022.B.11. Obsolescence vs Development. The Board appreciated the detailed discussion which took place at the STAC meeting on obsolescence vs. development. Some STAC members with relevant experience were recommending that more resources be put into the telescope systems before it is too late even if it meant that some development projects would be delayed or paused and available science time might go down. Gemini is "development heavy" and perhaps not enough resources are being devoted to the existing telescope/observatory systems.

2022.B.12. Cybersecurity. The Board appreciated the information about the recent cyber attack on ALMA. The Board also appreciated the presentation of high-level plans at NOIRLab, but is interested in an audit of the Gemini systems for cyber security.

2022.B.13. Gemini Logo. The Board appreciated the in-depth effort and report in response to the Gemini logo concerns discussed at the May 2022 GBOD meeting. The Board is happy with the new logo and endorses it. The Board understands a few minor changes are currently underway and look forward to seeing the new logo launched very soon. Please retain use of the slogan, "Exploring the Universe, Sharing its Wonders," but does not need to be on the logo.

2022.B.14. Scientific Communications Plan. The Board is pleased to see the plan for strategic communications on the exciting future of the Observatory led by the Chief Scientist. The Board suggests that it could be broadened to incorporate empowering the community as ambassadors. Successful examples of this include providing outreach materials such as slides and communications/media training, e.g., in the form of webinars to members of the science community to use. Also, developing content beyond pure science could support recruitment efforts, particularly for engineers and other technical staff. Engagement of the Gemini Users Committee members, community scientists via working groups led by Gemini Staff may be a model to consider. Graduate students are a valuable target audience as they are typically enthusiastic about science and professional development opportunities.



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2022.B.15. Communication. The Board appreciates the work of CEE in producing press releases featuring Gemini science at a steady pace and for their effort to identify Gemini as an International Observatory. The press releases have had a positive impact. The Board also recognizes the importance of local education and community outreach efforts in Hawai'i and Chile, especially by local, trusted staff. The Board feels that the identification of these programs with the Gemini Observatory is important.

2022.B.16. Gemini Senior Management. The Board is pleased that there were qualified candidates for senior Gemini management positions and that hiring into these positions has happened. The Board feels that the Observatory needs to have a plan to maintain substantive presence of Gemini Senior management at both Gemini North and Gemini South sites.

2022.B.17. Recruitment and Hiring. The Board was pleased to see that the recruitment efforts in Latin America are being expanded to take advantage of local talent and recruit more broadly. The Board supports restarting internship programs at both sites as these are excellent mechanisms for finding good people. What are the plans to develop a pipeline for local talent in Hawai'i? This likely requires more deliberate investment, and partnering with University of Hawaii or other appropriate organizations.

2022.B.18. GNAO. The Board recognizes the significant progress of the GNAO project since the last Board meeting. The effort put into the detailed planning of GNAO provides a solid plan going forward for IDF spending. The Board is concerned that the time from CDR to first light is very short and we encourage Gemini to start working on the GNAO procurement in advance so it proceeds in a timeline commensurate with the plans. In addition, early work to prepare a strategy to get the Phase B contracts in place as soon as possible is advisable.

2022.B.19. Residual/Carryforward Plans. The Board strongly endorses The Observatory plan to spend the residual /carryforward funds.

2022.B.20. GPI-2 Compensatory Time. The Board thanks the Observatory and the Gemini Chief Scientist for bringing together the GPI-2 Compensatory Time Working Group. The Board thanks the members of this committee for their time and the STAC for their detailed analysis of the recommendations of that working group. The Board endorses STAC Resolution 23.20 in terms of its findings and recommendations.

STAC 23.20 (from Nov. 2022 STAC report). We thank Gemini for bringing together the GPI-2 Compensatory Time Working Group to discuss the policy and for considering the inputs from all of the participants. We recognize that there was not a complete consensus by the group but also that GPI-2 brings a range of values to the observatory and our communities. The STAC recommends that the Observatory move forward with the recommendations of the GPI-2 Compensatory Working Group and the formation of the GPI-2 SAC. We recommend that the GPI2 SAC should get clarity on how members will be accepted into the LLP. The STAC recommends that the policy for compensatory time should explicitly address the possibility that the instrument does not meet its expected performance, losing value to the community. We also have some concerns that this agreement sets a questionable precedent for instrument teams.