



GEMINI BOARD MEETING
22 MAY, 25-26 MAY 2023
RESOLUTIONS

Resolutions Arising from the 22 May and 25-26 May, 2023 Gemini Board Meeting

Introduction

The Board met in person and by videoconference on 22, 24-26 May 2023.

The Board would like to acknowledge the tremendous effort made by many Gemini and NOIRLab staff members regarding the repair work for the Gemini North primary mirror, its recoating, and the successful reintegration of the telescope system. The participation from NOIRLab staff was not only essential, but spectacular. By the time this report is finalized, Gemini North will be back on-sky. Congratulations!

The Board would like to thank Janice Lee for her outstanding service to Gemini as its Chief Scientist. We wish her well in her new endeavor.

The Board would like to welcome the following Board and STAC members, who have just started their tenure: Dr. Matthew Bayliss, Dr. James De Buizer, and Dr. Rene Mendez, Dr. Ben Shappee, Dr. Breann Sitarski.

The Board is pleased to see the new Gemini Logo

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

2023.A.1. STAC Report and Recommendations. The Gemini Board thanks the STAC for providing a detailed report from its 22-23 May 2023 meeting. The Board endorses the recommendations contained in that report, in particular, the engineering time request and the development priorities as listed below.

2023.A.2. 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 study.

2023.A.2.a. The Board endorses the framework for transitioning new facility instruments into regular Gemini science operations.

2023.A.2.b. GMOS is a critical workhorse instrument that accounts for a significant fraction of Gemini observations yet this is an old instrument. Planning for an upgrade/replacement should be prioritized.

2023.A.3. Climate Survey - The Board thanks Gemini, AURA and NOIRLab for conducting the climate survey and is encouraged by the engagement of AURA HR in analyzing and proposing a follow up to address the questions that arose on the survey. The Board recognizes the importance of the Climate Survey application, analysis and follow up, and believes this was the first step in understanding the staff culture and questions.



GEMINI BOARD MEETING

22 MAY, 25-26 MAY 2023

RESOLUTIONS

1. The Board would like to have access to the complete survey result, or in case of policy limitations, at least access to the part related to Gemini.
2. The Board would like to hear a report at the November meeting related to follow up of the climate survey and any results of the actions taken to address and improve the climate.
3. The climate survey indicated some areas where morale could be improved. One of these was that some people feel that they have a local manager who knows them and a remote manager who does not. Often the remote manager is deciding issues related to promotion, travel, and career development.

2023.A.4 AURA CAS - The Board recognizes that Gemini and NOIRLab cannot function well without strong support from Administrative services and HR. It is vital that AURA work as an integrated team to ensure that there are sufficient staff to enable timely execution and good management of instrument contracts. The Board encourages the development of a structure at CAS that will facilitate strong support for Gemini since CAS interactions continue to be a source of frustration from the staff.

2023.A.4. GNAO AOB spending approval - The Board is apprised of a meeting during the week of 10 July to be briefed on the selection of the GNAO AOB Phase B contract and, if in agreement, to approve the selection budget.

2023.A.5. Gemini Budget. The Board was pleased to see that the operations and management budget is in good shape and things are on track to spend the FY23 allocation, and that the IDF is going to be spent down by 2027.

The Board was pleased to see materials related to long-term planning for maintenance. It was noted, however, that there was an underspend in the category of obsolescence. While the reasons for this were well understood (GHOST commissioning and the M1 repair), the Board wants to ensure that maintenance remains a high priority and isn't always the category of spending that gets deferred. The planning for obsolescence will not start until FY24.

2023.A.6. Software. The Board is pleased to see progress on Gemini software, especially the release of DRAGONS 3.1. The Board looks forward to the many exciting Gemini software releases on the horizon. We encourage Gemini to take more steps to engage the community continuously throughout development to help set priorities, gather feedback, and make use of open source contributions.

2023.A.7. Note to the Observatory and NSF: The Board is concerned over the delayed confirmation of 3% annual increase of US O&M contribution. It may have serious impacts on the financial health of the Observatory should it be repeated in the future. Another concern is the uncertainties that may be caused by a possible US Federal Government shutdown. The Board understands that neither the Observatory nor the Board have any control over this. However, the Board was pleased to see that the Observatory and NSF are prepared with action plans that can be employed promptly whenever needed.