



CHARGE FOR AUI VISITING COMMITTEE

October 2019

Introduction

As an important element of AUI's governance model for NRAO, the Visiting Committee (VC) reviews and provides recommendations on scientific strategy, policy, and implementation; management, operations and performance; and other issues as charged. The VC report is presented to AUI for consideration of actions, and then presented to the AUI Board and the NSF by the AUI President.

Specific Charges – 2019

For 2019, the VC is invited to meet in Socorro to review and provide feedback on the following:

Strategic Planning and Goals

- Please comment on NRAO's strategic vision, with particular focus on the major initiatives such as planning for the Next-Generation VLA (ngVLA) project, the VLA Sky Survey progress, and the implementation of the Science-Ready Data Products (SRDP) concepts. Are the NRAO plans for providing input, including engaging the community, to the ongoing decadal study sufficient and appropriate?

Core research strength

- Please comment on the current levels of usage and scientific productivity of NRAO's instruments, facilities and support: Is NRAO competitive at the world level, in terms of scope and quality?
- Is the balance between current programs and research, and planning for future programs appropriate? Is support for NRAO's scientific mission and staff scientific and technical research adequate, and are resources used effectively?
- Is NRAO responsive to the needs of the broader US and international astronomy communities?

Operations and management

- Soliciting and evaluating input from employees is an important component of continuous improvement. The committee is invited to consider the 2018 NRAO climate survey and seek further input from NRAO staff. Are the processes and mechanisms for

raising suggestions and issues, and evaluating those items appropriate and sufficient?

- Has NRAO developed and implemented policies and best practices that attract and retain a world-class and diverse staff? Are there additional best-practice approaches to be considered?

Diversity & Inclusion

- NRAO's diversity program is designed to address workforce and scientific community trends, issues and concerns. Please review NRAO's diversity & inclusion programs and outcomes (statistics), and provide feedback to the Observatory based on your observations and own institutional experiences. If possible, identify new opportunities or activities that may be considered. Are there additional considerations related to diversity that could affect the NRAO's core activities and performance?
- Over the past few years, NRAO has made a number of changes to its hiring and retention methods, including recruitment strategies designed to continue to make progress toward our diversity goals. What additional strategies might NRAO employ to meet its diversity goals?