Negotiation Committee

- Rick Aster, IRIS Board Chair
- Becks Bendick, UNAVCO President
- Bob Detrick, IRIS President
- Lucy Flesch, UNAVCO Chair
- Ronni Grapenthin, UNAVCO Board member
- Samantha Hansen, IRIS Board member
- Glen Mattioli, UNAVCO staff
- Chuck Meertens, UNAVCO staff
- Ed Nissen, UNAVCO Board member
- Susan Schwartz, IRIS Board member
- Doug Wiens, former IRIS Board Chair
- Bob Woodward, incoming IRIS President
Goals

• Inform community members about progress on IRIS-UNAVCO merger negotiations.
• Provide an opportunity for community members to ask questions and seek clarification.
• Encourage community members to engage in upcoming activities related to the merger.
Why are we considering a merger?

- NSF Dear Colleague Letter (DCL) issued 1/23/2020
  “EAR is currently preparing the program solicitation for this competition [to succeed the GAGE and SAGE facilities], which is expected to lead to a single cooperative agreement for a geophysical facility at the end of the current SAGE and GAGE cooperative agreements on 30 September 2023.”

- A merger is the best option for us to successfully compete to manage this single, integrated geophysical facility.

- A merger will lead to a more innovative and interdisciplinary organization that will better serve the needs of our diverse and evolving research communities.
Where do discussions of a merger stand now?

- The Negotiation Team has been meeting since November 2019.
- We have made excellent progress in developing a vision for a new organization that leverages the strengths of our existing organizations.
- Topics discussed include:
  - Benefits and risks of a merger; desired outcomes
  - Mission and vision statements for the new organization
  - A legal framework for the merger
  - A governance model and by-laws for the new organization
  - Organizational structure and management models
  - Process for identifying office/facility locations
  - Financial due diligence; benefits comparison
  - A timeline for execution of a merger
What will the new organization look like?

- The new organization will be a merger of equals.
- The core values of our organizations will be retained.
- The new organization will be community-governed.
- Organizationally, it will look similar to our present organizations.
- Its name will come from suggestions made by our community and IRIS and UNAVCO staff.
What services will the new organization provide?

- A merged geophysical facility will support a broad range of scientific efforts.
- It will continue to deliver instrument services, data services and education, workforce development and public outreach.
- It will support emerging and novel applications for sensors, software, and geoinformatics by integrating and leveraging the expertise of the two merging organizations.
- A merger priority will be retaining the deep technical knowledge and staff experience that currently exists in both IRIS and UNAVCO.
Will the new organization have the same programs and budget?

• The budget and scope will depend on the RFP issued by NSF during the 2\textsuperscript{nd} quarter of 2021 (about a year from now) for the new integrated geophysical facility.

• There could be changes in scope, programs and budgets based on the CORES report (an NRC study of NSF’s EAR Division published in May 2020), a Portfolio Review which NSF will be conducting over the next 6 months, and recent and ongoing reviews of IRIS and UNAVCO activities.

• We expect funding for the new geophysics facility to be at or below our current combined funding level.
Where will the new organization be located?

- IRIS and UNAVCO are currently geographically distributed organizations and it is likely that the new organization will also have offices and facilities at multiple locations.
- Some IRIS and UNAVCO staff currently telework, and the number of teleworking staff may be significantly greater in the new organization (providing cost savings and staffing flexibility).
- An RFI process will be conducted during the coming months to identify member institutions from our consortia who may be interested in hosting one or more facilities/offices of the new organization.
How will the new organization be governed?

- The new organization will be community governed by a Board of Directors and its Advisory Committees.
- All governance bodies will be made up of members from the science community served by the new organization. This community may become broader than the current geodetic and seismic communities as the organization serves more areas of interdisciplinary and diverse research.
- Governance body membership will reflect the vision of a merger of equals by incorporating balanced representation of seismology and geodesy stakeholders.
When will all this happen?

Late May-June 2020: Town hall meetings for staff and community members

June-August 2020: Naming contest for new organization and Request for Information (RFI) for future facility operations and offices

August 2020: Boards of Directors vote on merger terms and merged corporation by-laws

September 2020: Second round of virtual town halls with staff, community and IRIS/UNAVCO member representatives

Fall 2020: Membership representatives from IRIS and UNAVCO vote on merger terms

September 2020-December 2021: Merger implementation planning

Spring 2021: NSF solicitation for a new geophysical facility released

Winter 2022: New geophysical facility proposal due to NSF

Fall 2023: End of current SAGE2 and GAGE2 Cooperative Agreements with IRIS and UNAVCO; transition to a new merged corporation managing a single, integrated geophysical facility
Looking to the Future

- The new organization will be vibrant, innovative and agile.
- We are confident that the merger will be successful, and that the sum will be greater than the parts.
- We are confident that the new community-governed organization created in this merger can compete for the new post-2023 award and can continue to serve the needs of the diverse research communities that we presently support.
- UNAVCO and IRIS were conceived to represent the interests of their scientific stakeholders. We will continue to do so throughout the planning and implementation of the merger while we work together to create a new community organization and prepare the next proposal.
- We thank our community for its long-standing and continued engagement.