



## **The Climate Working Group Subcommittee Response to the External Review Report of the NOAA Climate and Global Change Postdoctoral Fellowship Program**

The Climate Working Group Subcommittee Members were pleased to read the Review Panel's report on the NOAA Climate and Global Change Postdoctoral Fellowship Program. Given the history of the program and the prestige of the Fellows funded to date, this Subcommittee reaffirms the importance of the Program's mission and prestige.

Relative to the individual findings of the Review Panel Members, the Subcommittee Members agreed with each, noting:

- 1. An excellent program.** Agreed, as presented. This is an excellent Program that promotes NOAA's mission and prestige both nationally and internationally.
- 2. Serving the nation and society.** Agreed, as presented. Because this is a critical component of the Programs' mission, the Subcommittee acknowledges the Review Panel for identifying and reporting the many ways in which this Program serves our nation and society.
- 3. Fostering and developing the next generation.** Agreed, as presented. This also is an important component of the Program's mission because the next generation of earth system and climate science leaders are much-needed in the research community.
- 4. Building the nimble and interdisciplinary community.** Agreed, as presented. The Subcommittee notes the importance of distinguishing this point from the previous point and acknowledges the research nexus around weather, water, and climate.

Relative to the recommendations of the Review Panel Members, the Subcommittee Members agreed with each, noting:

- 1. Funding at least ten postdoctoral fellows per cohort.** Agreed, as presented, although competing demands and short budgetary cycles are ongoing constraints.
- 2. Improving fellow interaction with NOAA.** Agreed, as presented. In particular, the Subcommittee requests that the Program ask each fellow to complete at least one of the following activities per fellowship: attending a lab review; visiting or giving a talk at NOAA Headquarters; or joining NOAA scientists at the AGU [American Geophysical Union] lunch or Summer Institute.
- 3. Enhancing diversity and inclusion.** Agreed, as presented. In particular, the Subcommittee requests that the Program immediately enhance the language on the website and advertisements for fellows, hosts, and host institutions. Similarly, the Subcommittee asks that the Program incorporate best practices to encourage inclusive and diverse candidates.

**4. Incorporating ongoing and well-maintained metrics.** Agreed, as presented. In particular, the Subcommittee requests that the Program collect the following metrics, at a minimum: an aggregated h-index (one-year trailing); career progression statistics (narrative of positions over time); grant funding (amounts and counts); early-career grants (amounts and counts); awards and medals (count); Ph.D. students (count); other postdoctoral fellowships awarded (count); service to NOAA (narrative); use of NOAA data and resources (narrative); and fellows hosted by joint institutes, NOAA employees, and cooperative institutes (count).

**5. The note about alternate funding.** Understood. While the Subcommittee neither agrees nor disagrees with the Review Panel's notes about alternate funding, Subcommittee Members are grateful for the discussion and insights.