

March 19, 2019

Neil A. Jacobs, Ph.D.
Assistant Secretary of Commerce for
Environmental Observation and Prediction
Herbert C. Hoover Building, Room 6811
14th Street & Constitution Avenue, NW
Washington, DC 20230

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Dear Dr. Jacobs:

On behalf of the NOAA Science Advisory Board (SAB), I am pleased to transmit to you a report from the SAB on the *Review of the NOAA Climate and Global Change Postdoctoral Fellowship Program*. The SAB approved this report at its February 27, 2019 virtual meeting. The purpose of the report was to review the postdoctoral program that has been funded in NOAA since 1991 and provide suggestions for alternative funding.

The report includes conclusions and suggestions made by the Climate Working Group (CWG) of the SAB.

The report provides a number of key findings and recommendations. First, the panel found the program is an excellent one that promotes NOAA's mission and prestige both domestically and internationally, serves the nation and society, fosters and develops the next generation of earth system and climate scientists, and is building a nimble, and interdisciplinary community that addresses weather, water and climate issues.

The panel made five overarching recommendations about the program. It recommends: (1) funding at least ten postdoctoral Fellows per cohort; (2) improving Fellow interaction with NOAA; (3) enhancing diversity and inclusion; (4) incorporating ongoing and well-maintained metrics; and (5) a note about alternative funding. Under (5), the panel declined to make specific recommendations but identified four criteria: (1) a single home and point of contact for the Program; (2) overarching accountability; (3) split funding with already-funded projects should be precluded; (4) NOAA should be entrepreneurial in its approach.

An important point in the SAB's discussion of the report was about recommendation (1) on the need for at least ten Fellows in each cohort. The SAB members were concerned that the language could be interpreted to mean that if ten could not be funded per cohort then none should be funded. The SAB believes this "all or none" possibility is not an appropriate interpretation, and, while it agrees with the CWG and the review panel that ten is desirable, future funding scenarios may preclude this. It would be better to fund some postdoctoral Fellows rather than none.

The SAB encourages NOAA to provide feedback, as you deem appropriate, at the first opportunity. Please let me know if you have any questions, comments or concerns.

Sincerely,



Lynn Scarlett
Chair, NOAA Science Advisory Board
Vice President for Policy & Government Relations, The Nature Conservancy

Attachment: Final Report

CC: Tim Gallaudet
Craig McLean
Wayne Higgins
Louisa Koch
Cynthia Decker
Ben DeAngelo
Neil Christersen
Paul Knight
Ruby Leung
Joellen Russell
Murielle Gamache-Morris
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