	ATUC Recommendation	Director's Response	Traffic Light
2.	Commendations and successes		J
	 ATUC commends CASS on: Successful and well-attended Apollo 11 event at Parkes ASA Peter McGregor prize for the DiFX Collaboration ASA Louise Webster Prize for Shivani Bhandari Successful Radio School at Narrabri Diversity and Inclusivity initiatives led by Jane Kaczmarek Realisation of the first tranches of the ASKAP RACS High-profile ASKAP-CRAFT results on FRB localisation 	Noted	
Re	commendations		
3.	Diversity & Inclusion		
	a) CASS to retain the position of Diversity Champion with at least its current level of committed FTE resources, ideally seeking to appoint a permanent staff member to the role.	The CASS 0.2 FTE Diversity Champion Role is being advertised in January 2020.	
	b) CASS to share with ATUC as appropriate their response to any pertinent outcomes of the recent Pleiades awards, and future plans for engagement with the SAGE initiative.	Specific feedback was provided by ASA on CASS's Pleiades application which is being reviewed. In addition, they commented that 'It is clear that there is strong motivation on the part of the CASS Executive and Diversity Committee to effect positive change in workplace culture" CSIRO began implementing its 4-year 90-point SAGE Action Plan in mid-2018. As a business unit of the CSIRO, CASS has a set of targets to achieve within this SAGE Action Plan.	
	 c) CASS to explore options for improving the gender balance of students selected for the [CSIRO] Vacation Scholarship scheme. 	Additional offers were made to improve the gender balance for 2019/20, and one was accepted. Closer scrutiny will be made of the process in future years.	
4.	Anonymised proposal review		
	While ATUC was not unanimous on this point, the majority felt that CASS should consider implementing steps towards some level of anonymised proposal review (e.g.re-ordering of author names, and placing this part of the cover sheet at the end of the proposal to let	CASS proposes to implement the changes outlined at the next call for proposals. An analysis of historical data will be undertaken with a Research Assistant from the	

	the science come first), especially if thorough analysis of historical data reveals any bias. A formal assessment of the impact any changes have should be monitored, with special attention paid to any new biases that may be introduced.	Office of the Women in STEM Ambassador. A review will be undertaken of any impact the changes have.	
5.	Joint positions with the Universities		
	CASS continue to investigate the possibility of joint-appointments where there is a clear alignment, but carefully explore the associated challenges, and ensure that clear goals and expectations are set for each position.	Accepted. The full CASS University engagement strategy will be presented at the next ATUC meeting.	
6.	LIEF proposals and Technology development		
	 a) Continue active engagement with the community regarding LIEF priorities (as informed by the EoI process, with the coherent FRB backend and any potential resubmissions seeming to be the highest current priorities), and seek university partners for strategic projects. b) Explore the possibility of a future Community Workshop on UWBM+H, 	CASS is committed to this process and will follow up. We will continue with the Eol process in future years. Agree to future consultation on	
	looking towards a potential future LIEF submission in 2021.	the UWB systems for Parkes. Will also investigate whether a proposal could be raised for 2020.	
7.	ASKAP		
	Clear communication of the Terms of Reference for the SSP review process and the plan for transition to full operations.	CASS will provide ATUC an updated schedule for the commencement of the full ASKAP surveys and the SSP review, the Terms of Reference for which will be circulated in draft form for comment well ahead of the call for revised project plans.	
	b) That science observations for time-critical projects such as CRAFT, VAST and gravitational wave follow up be permitted during the Engineering consolidation	Agreed. CASS will continue to consider high- value, time-critical proposals for ASKAP.	
	phase. c) That CASS explore the effort and resources required for the various ASKAP-X options, to enable the community to provide input as to prioritisation.	A detailed presentation on the scope and status of the ASKAP-X project will be included in the program for the next ATUC meeting.	
	d) That CASS continue to work with the SKA Office to document the lessons taken from ASKAP commissioning, such that they can be applied during the SKA construction and commissioning phases.	Agreed. CASS will continue to contribute expert advice to SKAO, including experience from ASKAP commissioning, to inform SKA1 construction, commissioning and operations.	

0	AT	10 A	<u> </u>	
	a)	That CASS clarify reporting requirements for the Legacy projects, and provide assistance to ensure that the planned Legacy data releases can be implemented.	We will ask each Legacy project team each year to provide a report to the TAC, demonstrating their progress. We will also remind them during the relevant proposal periods that this report must be submitted. We have received several requests for assistance from the Legacy teams, and we are providing that assistance as the resources become available.	
	b)	That the success of the Legacy projects be evaluated, and the ATCA subscription rate be monitored, prior to making a decision on any future round of Legacy projects.	Accepted. We will also make it clear that projects of any size are always welcome to be submitted through the normal proposal process.	
9.	Pa	rkes		
	a)	Continue efforts to improve and consolidate the new User's Guide and support resources, as well as ensuring new and/or infrequent users obtain refresher training.	We will work to port the new users guide to the Docbooks format (comparable to ATCA user guide) and do a refresh busy-week prior at the start of the new semester. For training we will hold training workshops in March 2020 ahead of the new semester to provide training on the new systems. We will announce these soon to the community for those considering proposals in the current open call.	
	b)	Continue development of remaining observing modes with UWB-L, such as spectral line modes and data quality improvement through RFI mitigation.	Accepted.	
	c)	Clarify the cost-benefit trade-off of continued presence of the legacy down conversion system.	We will establish the cost of maintaining the legacy down conversion for the next ATUC meeting.	
	d)	Implement a competency checklist similar to that being developed for ATCA.	We will establish a first draft of a competency checklist (for trial at the March 2020 training workshops)	
10	. LB	Α		
	a)	CASS to continue efforts to maintain the viability of the LBA network, particularly		

with the potential capacity-building upgrades on the horizon such as the cryo-PAF technology and enhanced bandwidth from BIGCAT and the UWB. b) CASS to investigate the resources (particularly in terms of FTE effort) needed to realise the long-baseline, low-frequency concept.	Agreed. An update will be provided at the next ATUC meeting. CASS is already engaged in R&D for the low-frequency VLBI proposal. A prototype demonstrator will be built at Parkes or Narrabri. Will evaluate feasibility and costs once the technical issues are assessed.	
11. CASS Vision and Mission		
That CASS continue to develop the strategic vision for ATNF facilities.	Progress will be reported at the next ATUC meeting.	