




















Director's response to ATUC Report – November 2021



ATUC Recommendation	Director's Response	Traffic Light
<p>2. Commendations for S&A</p> <ul style="list-style-type: none"> • Parkes 60th anniversary celebrations • ASKAP science productivity - 44 publications • Keith Bannister for ASA Anne Green Prize and the Malcolm McIntosh Prime Minister's science prize • Bronze Pleiades award for ATNF • Gold employer status for LGBTQ inclusion 	<p>Noted.</p> <p>We would like to clarify that the Bronze Pleiades award was received by CSIRO Space & Astronomy as a whole (including ATNF).</p>	
Recommendations		
<p>3. Diversity and Inclusion (D&I)</p> <ul style="list-style-type: none"> • S&A present a report on the recent workplace culture survey and resultant 2021-2022 Action Plan at the next ATUC meeting. ATUC encourages future workplace culture surveys on the D&I committee's suggested cadence of 2 years, supplemented by additional evaluations of the effectiveness of the current Annual Action Plan in the interim. 	<ul style="list-style-type: none"> • We will continue to present D&I updates, including an overview of survey results and Action Plan progress and outcomes, at ATUC meetings including the next one. • We plan to undertake new culture surveys on a 2 year cadence, to continue monitoring crucial aspects but without creating a sense of 'survey burnout'. We are happy to note ATUC endorsement of this plan. • Additionally, we note that CSIRO is currently undertaking an organisation-wide survey focused on workplace behaviours and practices, which we will build into our S&A-specific tracking and planning as appropriate, and as results become available. 	●
<p>4. S&A Postdoc Committee</p> <ul style="list-style-type: none"> • Encourage S&A postdocs to have regular discussions with their immediate supervisor with regard to the required/appropriate FTE for any service roles and how that aligns with their longer-term career plans. 	<ul style="list-style-type: none"> • We will ensure that these conversations are taking place. Additionally, we will record and monitor an overview of these service roles to check that they are reasonably and fairly distributed. 	●
<p>5. ATCA</p> <p>5.1 Green Time Request</p> <ul style="list-style-type: none"> - ATNF to provide an update on the usage and allocation of green time at the next ATUC meeting (for transparency). - At the next call for proposals, ATUC recommends that <i>users are reminded of the policy</i> guiding green time allocation and that this should be adhered to. 	<ul style="list-style-type: none"> • The requested information about green time usage and allocation will be presented at the next ATUC meeting. • The green time policy will be reiterated in the call for proposals. 	● ●

<ul style="list-style-type: none"> - ATNF to engage with the international community via remote and in-person conferences and workshops to market the new capabilities of BIGCAT and to drive new science collaborations to exploit BIGCAT operations. 	<ul style="list-style-type: none"> • When BIGCAT's feature list is more settled, we will endeavour to advertise its capabilities in the ways the ATUC has suggested. ATUC support in communicating new capability and opportunities to the user community would be appreciated. 	
<p>5.2 BIGCAT</p>		
<ul style="list-style-type: none"> - ATNF to provide a timeline for the BIGCAT commissioning for the 2022APR semester call. 	<ul style="list-style-type: none"> • The current planning is for a change over to BIGCAT for the 2022OCT semester. Appropriate information will be included for 2022OCT call. 	
<ul style="list-style-type: none"> - ATNF to include a projected commissioning timeline on the S&A Narrabri web page and update it as needed. 	<ul style="list-style-type: none"> • We will communicate the timeline and impact on observing schedule when it is better defined, through appropriate channels, and will include relevant details in calls for proposals. 	
<ul style="list-style-type: none"> - ATNF to provide a clear statement with respect to the data format that will be used for BIGCAT observations by default. 	<ul style="list-style-type: none"> • Data format has not been decided yet. We will communicate any decision in this regard. 	
<ul style="list-style-type: none"> - ATNF to provide users with software tools to ingest data into (if not already available for the chosen data format) e.g. CASA and/or MIRIAD, in advance of the BIGCAT being commissioned, to ensure commissioning is not impeded 	<ul style="list-style-type: none"> • We will ensure whatever data format is chosen will be compatible with CASA and Miriad, either directly or conversion tools. We cannot guarantee 3rd party packages will be supported. 	
<p>5.3 ATCA Legacy Surveys</p>		
<ul style="list-style-type: none"> - ATUC requests a status update (e.g. progress, publications) from each Legacy Survey, as well as an update on their planned data releases (or current plan/timeline for how/when this will be achieved) at the next meeting. 	<ul style="list-style-type: none"> • The Legacy project teams have been asked for an update to be presented to ATUC at the next meeting. We are also commencing a more comprehensive review of Legacy Surveys and we will report on this as it develops. 	
<p>5.4 ATCA Science Case</p>		
<ul style="list-style-type: none"> - ATUC seeks an update regarding the current status of the ATCA science case document and planned release to the wider community. 	<ul style="list-style-type: none"> • The ATCA science case was initially produced for ATSC consideration and is already in a completed state. It is available on our website (in the ATUC area; a google search reveals the document as the top result). However, we acknowledge that the document could be updated with 	

	<p>community feedback, and made more prominently available. We will make it more visible on our website in the short term, and during this year we will ensure that the science cases for ATCA, Parkes, and LBA are up to date; subsequently we will find the best place to post and advertise these documents which may include posting on arxiv.</p>	
6. National Facility Observing Support		
<ul style="list-style-type: none"> - ATNF consults with ATUC to establish an appropriate timeline for transition, as the timeline for BIGCAT deployment becomes more definite. - ATNF socialise the plan during the upcoming call for proposals to alert users that a “soft-start” may be occurring in the upcoming semester. - ATUC recommends the inclusion of a <i>one-page summary to the current 17-page draft</i>. - ATUC supports the formal training approach, but notes that this will only be CV-boosting for PhD students and junior postdocs. - ATNF clarifies the requirements for external users in terms of the new facility support model. - ATNF considers priority access to green time to Project Experts as a means to incentivise serving in this role. - In calls for proposals, the ATNF makes clear that support will be provided to astronomers who 	<ul style="list-style-type: none"> • We will consult with ATUC as we formalise the implementation plan and incorporate the BIGCAT timeline. • Brief information was added to the call for proposals for 2022 APR and more detailed information will be provided for the subsequent call (2022 OCT) • We have started drafting a one-page summary as a companion to the full description. • We value training as a central aspect of our role in the community. Since many of the beneficiaries will be early career researchers, our plans in this area are underpinned by our role in contributing to the development of the next generation of radio astronomers. We foresee a broader role for training in the future. • We will do this as part of the next steps of the developing the model. • We will consider this for the detailed implementation. • We will do this as part of the next steps of the developing the model. The intention is to improve the 	      

<p>are new to ATNF facilities so they are encouraged to apply.</p> <ul style="list-style-type: none"> - Soft runs include a representative sample of projects and the user abilities in order to obtain constructive feedback towards shaping the eventual structure of the new support model. - ATNF to provide a <i>more concrete plan</i> to improve the observer training model. The draft document provides a long-term plan of developing an online course for certification, steps towards which can be made by planning a video tutorial series. <p>6.1 Student Programme</p> <ul style="list-style-type: none"> - To ensure that the benefits to students gained under the current NFS model are also provided in the proposed new model, ATUC recommends that ATNF evaluate the potential impact on students with the implementation of the new support model. Efforts should be made to retain the current benefits and opportunities offered (or available) to current ATNF-affiliated students. These benefits and opportunities include: <ul style="list-style-type: none"> 6.1.1 ATNF radio school 6.1.2 Undergraduate vacation studentships 6.1.3 Telescope operation training via online and/or video training modules. In addition to passive online tutorials, sessions that can include live student interactions should be considered 6.1.4 A strong level of collaborative engagement with University colleagues. This is necessary to identify when the engagement of suitable student(s) in instrument development and/or commissioning is of benefit to all parties – the project, the student, 	<p>overall system such that we do indeed encourage new users.</p> <ul style="list-style-type: none"> • We will do this as part of the next steps of the developing the model. • We will do this as part of the next steps of the developing the model. • We will add this element to our ongoing implementation activity. It can be anticipated that some of the current ATNF benefits to students will be unaffected by the new National Facility Support model, but it is certainly agreed that the current change offers new opportunities and that our new approach should not damage the student experience nor our strong University interactions. 	
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<p>ATNF and the University partner(s).</p> <p>6.1.5 Funding opportunities for ATNF students to visit co-supervisors (and collaborators) in Marsfield or Kensington for extended periods of time, be continued.</p>		
<p>7. Parkes/Murriyang</p>		
<ul style="list-style-type: none"> - ATNF consider updating the Parkes web pages and other Space & Astronomy web sites to include an explicit reference to Murriyang. - Pursue the UWH development plan and prospective com resubmission of the LIEF bid. 	<ul style="list-style-type: none"> • We have begun updating our Parkes users pages to reflect the Murriyang name and will update the broader ATNF webpages as part of the overall website refresh project. We have formed a working group to continue the roll-out of the name Murriyang and encourage its uptake; this is an ongoing process. • Plans for a resubmission have commenced as the previous proposal was unsuccessful. For the resubmission we have sought to include a larger cohort of collaborators and address feedback on original submission. 	<p style="text-align: center;"></p> <p style="text-align: center;"></p>
<p>8. ASKAP</p>		
<ul style="list-style-type: none"> - ATUC would like to seek further clarifications on the feasibility, timeline and possible strategies for minimising the operations downtime during the implementation of a split-band mode. - If the RASSP review also advocates for a split-band mode, ATUC would like to request a plan outlining how the implementation of spit-band mode affects the planned observations in Q1 2022 and how to ensure ability to maximise the science for various survey projects. ATUC further recommends ATNF communicates the details with the SSTs via the monthly 	<ul style="list-style-type: none"> • Implementing split-band mode involves coordinated changes to a large number of ASKAP sub-systems and would require a concerted campaign to be accomplished in a reasonable time, during which normal observing and processing would essentially be suspended. There is currently no consensus on how long this would take but the best estimates are between 3 and 6 months. As a result, we are not yet planning to implement this mode. • ATNF will certainly be guided by any recommendations of the RASSP review concerning split-band mode. Any detailed schedule to implement it will be made in consultation with the ASKAP PIs, and will be communicated to the SSTs through the ASKAP Science Forum. It is unlikely that there will be any impact on observations in the first half of 2022 as ATNF's priority is to commence a majority of the surveys as soon as possible, 	<p style="text-align: center;"></p> <p style="text-align: center;"></p>

<ul style="list-style-type: none"> - ATUC suggests a case study approach might be useful in encouraging astronomers to adopt RFI excision tools; in particular demonstrating how such tools could be applied to UWL observations. These could also serve as useful documentation for prospective users of such tools. Another possibility is a specific session on mitigating RFI from one of the ATNF telescopes, e.g., in a Radio School setting. 	<p>RFI-related efforts. We are currently finalising the questions within the committee and expect the survey to be sent out in April 2022. We will report on the survey results in the subsequent ATUC meeting.</p> <ul style="list-style-type: none"> • We agree that providing use-cases, demonstrations and having specific RFI parts to radio schools will help our user community. Discussions are ongoing about the timescale and content for the next radio school and the RFI working group is working towards ensuring the observatory user-guides provide sufficient information on RFI (and its mitigation). 	
11. User feedback		
<ul style="list-style-type: none"> - No recommendations 	n/a	
12. ATUC and S&A interaction		
<ul style="list-style-type: none"> - S&A consults ATUC with the planning of future meetings and in finalising agenda and the topics. 	<ul style="list-style-type: none"> • We took this advice on board and have worked directly with the ATUC Chair to ensure that the upcoming meeting maximizes efficient exchange of information between ATNF and ATUC, while remaining fit for purpose in our current landscape and with our changing communication constraints. This plan also serves one of the goals of our D&I Action Plan, to ensure that our interactions with the user community are accessible. 	
13. Date and format of next meeting		
<ul style="list-style-type: none"> - Travel out of WA will become possible starting February 2022 and the restrictions will likely be eased in the coming months. If not the next meeting, perhaps the October 2022 ATUC meeting should be planned as an in-person (or hybrid) meeting, which can also be combined with a dual science-instrumentation day that was proposed last year. 	<ul style="list-style-type: none"> • We welcome a safe and effective resumption of in-person aspects of ATUC meetings and will take this into account when planning the next ATUC meetings, pending the constantly evolving situation around border constraints and our ongoing need to appropriately manage risks to our staff, ATUC members, and Open Session attendees. 	