ADS Staffing

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Panel Recommendations

The existing organizational structure is vulnerable to the loss of a single staff member in many places […] *We therefore recommend the creation of two new roles, funded by two **additional** FTEs funding to enable overlap on critical development and infrastructure tasks.*

The staff should have time for self-directed learning, and keeping up with new technology is essential. For science staff, independent time for research in astronomy or data sciences would benefit ADS: as the field evolves, it is important to stay engaged with the astronomy research community so as to provide the right services.

Finally, the success of ADS to date is owed substantially to its clear leadership. Succession planning for leadership positions (or at least risk management for changes) is needed. ADS should expand its searches to include people who could become appropriate replacements for the Principal Investigator and Project Scientist.

Actions Taken in Q3&4 of FY2017

- Successfully filled four vacancies as originally planned: one front-end developer, two back-end developers, 1 sysadmin / devops
- Secured funding from Sloan Foundation to work on collaborative project with AAS on Software Citation (1 FTE for 1 year)
- Identified NASA budget underrun due to low staffing levels for past two years and used it to project budgets over life of Cooperative Agreement
- Created positions for two additional FTEs (one developer, one curator) to provide the desired overlap and redundancy in team
- Evaluated over 100 applicants, filled positions during the spring/summer of 2017
- Out of the six new hires, three have a PhD in Astronomy, three have background in Computer Science, Engineering and Applied Math

ADS Staff

- Alberto Accomazzi, PI & Program Manager
- Michael J. Kurtz, Project Scientist
- Carolyn S. Grant, Data Ingest and Curation
- Edwin A. Henneken, System Development and Operations
- Donna M. Thompson, Data Curation Librarian
- Roman Chyla, System Architecture and Development
- Steve McDonald, System Development and Operations
- Tim Hostetler, User Interface and Front-end Development
- Sergi Blanco-Cuaresma, Back-End Development (pipelines)
- Golnaz Shapurian, Back-End Development (applications & services)
- Taylor Shaulis, System Operations and Cloud Computing
- Matthew Templeton, Data Ingest and Curation Support
- Kelly Lockhart, Back-End Development (ingest, ORCID) & User Support

What ADS Offers

- Work for a project with a high impact on the worldwide astronomy community, at one of the leading institutions in the world
- Access to professional development through continuing education classes and ongoing training at conferences, workshops
- Build and operate systems using state-of-the-art computing technologies, never worry about your skills becoming obsolete
- System development and planning is a collaborative effort, with daily and weekly meetings to track progress
- Collaborate with like-minded projects and efforts in scholarly publishing and research
- Take advantage of (limited) telecommuting benefits (both local and remote)

Leadership Planning

- We are aware of the need to think about long-term succession planning, but first want to "digest" new staff increase, evaluate group needs
- What is not so clear is how to best structure roles going forward, given upcoming retirement of Project Scientist (0.5 FTE) and increase in IT staff
- As part of annual NASA budgeting, floated the idea of creating the role of Technical Project Manager focused on IT effort, but received no feedback
- Also to be evaluated is any potential expansion of our role in Planetary Sciences and outcome of next NASA review
- Suggestions welcome!