

Questions to address during science review.

- 1) Strategic Plan
 - a. What is the scientific (not programmatic) vision for the institute?
 - b. How is it related to the NOAA Strategic Plan?
 - c. What are the goals and objectives?
 - d. What criteria are used to measure progress in accomplishing these goals and objectives?
 - e. What are the major scientific themes?
 - i. How were they identified?
 - ii. Which themes/sub-themes are near completion?
 - iii. What are the emerging thematic areas?
 - f. Scientific partnerships
 - i. What is your relationship to the OAR Laboratories and other NOAA entities?
 - ii. What, if any, formal procedures do you have for cooperative planning?
- 2) Science Review
 - a. What are the Institute's most recent scientific highlights and accomplishments? (Note that this is an opportunity for early-mid career scientists to become acquainted to/by upper NOAA management).
- 3) Education/Outreach
 - a. What types of educational activities/opportunities (K-12, undergraduate and graduate students) does the institute offer on an ongoing basis?
 - b. What are the current and planned outreach efforts?
- 4) Science Management
 - a. How does the Institute identify new intellectual opportunities?
 - b. What are some recent examples of intellectual opportunities?
 - c. What is the strategy for new starts (projects, techniques, campaigns, etc.)?
 - d. How much of the Institute resources are reserved for new opportunities or bright ideas?
 - e. What is the demographic structure of the Institute employees?
 - f. What is provided for human resources development (recruitment, rewards, training, etc.)?
 - g. What is the state of the financial health of the Institute? (Provide a budget summary and identify imbalances or needed adjustments.)
 - h. How does the Institute intend to work towards accomplishing its financial goals?
 - i. Are there any issues in interacting with NOAA that require attention?
 - j. Are there any issues in interacting with the University that require attention?