

4 April 2008

**EMCOL**  
**MONTHLY MEETING**  
**Minutes**

The meeting was convened in the EMCOL meeting room at 10:30 hours on Friday, 4 April 2008, with the following agenda:

1. Communication items
2. EMCOL labs
3. Presentation by Naci Görür of a performance-based management model for EMCOL and its discussion.
4. Other matters

### **1. Communication items**

Namık Çağatay informed the meeting with the following communication items:

- The FP6 ESONET NoE project coordinator Roland Person and FP7 EMSO project coordinator Paolo Favali visited EMCOL on 28 March 2008 before a meeting with KOERI (Kandilli Observatory and Earthquake Research Institute) on the Marmara observatory activities of ESONET Marmara-DM project and KOERI. The meeting with KOERI was also attended by Namık Çağatay, Louis Geli (IFREMER) and Pierre Henry (CNRS, Aix-en-Provence). This meeting was important especially for coordination of work to be done in the Sea of Marmara.
- Several EMCOL scientists and graduate students participated in the 61th Geological Congress of Turkey in Ankara during 24-28 March and presented papers in the “Coastal and Marine Geology” and “Sea of Marmara” sessions held on 26 and 27 March.

### **2. EMCOL’s Labs**

Sven Norder, the engineer of Cox Analytical (Sweden), visited EMCOL during 2-3 April 2008 for the annual maintenance of the Itrax XRF Core Scanner. The new Mo X-ray tube arrived in the customs, which will be withdrawn after completing the necessary customs documents.

### **3. Presentation by Naci Görür of a performance-based management model for EMCOL and its discussion.**

Naci Görür presented a performance-based management model for EMCOL, which was similar to the one Naci used in TÜBİTAK Marmara Research Centre during his term as the president between 1999 and 2003. Namık Çağatay thanked Naci Görür for preparing such a useful document for EMCOL. It is based on definition of realistic and measurable targets for strategic work units (e.g., labs, study groups, or projects). Such a model would ensure fair work distribution for individuals and measurable performance evaluation for the individuals and the strategic units within EMCOL. There were some detailed discussion on the various aspects of the model. It was decided the the model is useful, but needed detailed work on defining the strategic work units and their targets, and on the responsibilities of EMCOL researchers and research assistants within each strategic unit. It was decided that Namık Çağatay and Naci Görür prepare these details within a month and present it in the next EMCOL meeting for discussion.

There was no other items for discussion and the meeting was adjourned at 11:55.