

DESERT RESEARCH INSTITUTE
University of Nevada System

Attachment 5a

PROFESSIONAL PERSONNEL EVALUATION REPORT

Name Ricci Capirci Position No. P-10-040Center Atmospheric Sciences Center1983-84 Rank 2 % of Fulltime or FTE 100Approved 1984-85 Rank 2 % of Fulltime or FTE _____1983-84 Salary \$30,900.001,236.00

Merit _____

1984-85 Salary 32,136.00The evidence which justifies the above recommendation is based on the following criteria: Plus attached responses.

Ric is an extremely hard worker and exhibits much interest in air quality monitoring and quality assurance. He performs his routine audit work well. However, in a small organization such as the Air Resources Laboratory, the QA officer needs to take much more of an innovative and leadership role. Ric has not done this. He has several major limitations which keep him from both fulfilling his responsibilities as quality assurance officer and attaining his personal scientific goals. These limitations are:

oHe does not define the necessary elements of a problem and prioritize attention to them. For example, when given the assignment to develop an aerosol filter processing procedure, he spent all of his time developing a data management system and neglected the actual inspection, weighing and loading of the filters. The data system is irrelevant if the other processes don't get completed.

oHe does not communicate well with other staff members. For example, he feels he has been purposely been kept uninformed about ongoing programs. In reality, his peers just get so tied up in their own work that they don't think about whether he might be interested or not. He needs to discuss other people's projects with them on an informal basis at periodic times.

oHe has not developed a business acumen. For example, an audit proposal he prepared this year, while extremely humorous, was totally inappropriate for submission to the potential sponsor. Given potential cutbacks in our auditing of existing programs next year, it is imperative that Ric develop the QA business beyond its present market.

During the coming six months I plan to spend much more time with Ric, working with him to develop his abilities in this area. The prime responsibility must rest with him, however.

Employee Ricci Capirci Date 6/22/84Executive Director [Signature] Date 6/22/84Recommended Not Recommended

Reason _____

President _____ Date _____

Two copies of this report should be completed by the staff member's immediate superior and reviewed by each higher administrative officer. One copy should be retained by the Executive Director of the Center and one filed with the President. It is the obligation of the evaluator to advise the individual being evaluated whether or not he is being recommended for a salary increase and, in general, the reason therefore.

Attachment 5b ①

RESPONSE TO PROFESSIONAL PERSONNEL EVALUATION REPORT Ricci Capirci For the Period 1983/1984

I would like to make five formal comments on the referenced document in order to help clarify, as well as correct, the several points discussed.

Introduction: It is correct to say that I have great interest in air quality monitoring, however, it is incorrect to state that I show much interest in quality assurance. In past discussions I have attempted to relay two facts: 1) that my interest in QA is only contributed to my interest in working with instrumentation (to repeat a statement, I would much rather contend with an inoperative monitoring system for 24-36 straight hours than deal with 1 minute of irresponsible politics, which is more than plentiful within our group); and 2) my gravitating to a QA role (by the way, I despise the term "QA officer") was only due to the necessity of filling a void shortly after my arrival. Back then, when I was fresh, confident, and willing to do more than my share, I was instrumental in defining problems with the SCE monitoring network, then showing as much as 60% deviations between site measurements and audits, and solving them as well as setting up a portion of the data processing system which utilized the Autocal data, thus saving the expense of sending a technician from Reno to Bullhead City every week. And I did this despite strong internal resistance from some DRI elders. I had no intentions of remaining in a QA role, especially when other PI attitudes became well defined: "QA is fairly worthless, but is a requirement defined by EPA, therefore, as the QA manager (which of course enjoys a status equal to the PI, look at this organizational chart) you will write your section of the annual report and do an audit a couple of times per year -- but don't try to change anything." This probably does not deserve quotes, but it is a damn close paraphrase. This attitude is still very prevalent with ARL, despite my attempts to change it through examples from our programs, as well as problem solving for other clients (the SPPC audits are the only times in five years I've felt my work was appreciated). To conclude, this effort has only been put forth as a means for being around individuals that would teach me, by project participation, how to recognize, organize, carry-through, and write about applicable subjects in our work. I nearly attained this goal two years ago (please read my last evaluation by Dave Miller) but have since drifted away from those goals (which is not to say that my interests have become aimless, but rater, redirected).

why I
don't spend
much time
around JV/OE

Limitation 1: The first sentence of this criticism is in part true, I do have trouble defining a problem in such a way that individual tasks can be prioritized. As stated in an earlier paragraph, this is one of