



EarthScope
Consortium

2025-2030 **STRATEGIC PLAN**







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Consortium

MISSION

The EarthScope Consortium supports transformative global geophysical research and education.

WHO WE ARE

The EarthScope Consortium is a global community of employees, scientists, scholars, and educators. Our goal is to advance understanding of Earth and its physical systems by democratizing access to geophysical instrumentation, observations, and practices.





CORE PRINCIPLES

- 1** We are stewards of geophysical facilities supporting long-term, fair, and open access to geophysical instrumentation, observations, and practices.
- 2** We collaborate as an engaged and broad community.
- 3** We empower employees to find solutions through trust, teamwork, and communication.
- 4** We embrace and respect diverse backgrounds, perspectives, and talents, and foster an inclusive work environment.
- 5** We adhere to the highest standards of honesty, ethics, and transparency.
- 6** We are dedicated to service, craftsmanship, and technical excellence.
- 7** We embrace change built on a rich history of innovation and accomplishment.



STRATEGIC **IMPERATIVES**

2025-2029

REALIZE MISSION AND PRINCIPLES

Operate with integrity, actively pursuing our mission and adhering to our guiding principles.

- Exercise leadership and stewardship in all we do.
- Assess all opportunities, decisions, and activities with our mission and principles in mind.

DEMOCRATIZE ACCESS

Democratize geophysics through access to scientific infrastructure, data, and training.

- Ensure community access to state-of-the-art geophysics capabilities.
- Meet community needs in project design, management, engineering support, hardware deployment, advanced computing, software tools, data access, training, and teaching.



Photo credit: Jim Normandeau



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STRENGTHEN COMMUNITY

Reinforce existing and build new pathways for effective communication and community building.

- Treat communication as a core component of operations.
- Build EarthScope as the recognized brand for our mission.
- Serve as a hub to facilitate equitable community-building, networking, workforce development, and career pipelines in Earth science.
- Connect staff, Advisory Committees, funders, the Board, and the user community in a strong network.
- Elevate EarthScope and EarthScope-supported science through outreach to interested and impacted groups.



Photo credit: Emily Zawacki

BUILD ORGANIZATIONAL RESILIENCE

Ensure the long-term financial health of EarthScope.

- Be effective and efficient stewards of existing resources.
- Diversify funding.



INNOVATE CAREER PIPELINES AND PATHWAYS

Invest in innovative career pathways for EarthScope staff and act as an exemplar of employment best practices.

- Continue to evolve processes for recruitment of highly-qualified employees.
- Continue to develop best-in-class opportunities for training and professional development of staff.
- Share innovations for recruitment, retention, and career advancement with peer organizations.

ENHANCE PRACTICES AND PROCESSES

Implement best practices in all of our internal systems from business to engineering to management.

- Identify, standardize, and implement practices that support achievement of our strategic imperatives and goals.
- Assess internal processes to ensure a balance of efficiency, flexibility, and creativity.



Photo credit: Annie Zaino



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