

Backgrounder: Fall 2017
National Science Foundation
Advisory Committee for Business and Operations

Nature of Agenda Item: 2017 Federal Employee Viewpoint Survey (FEVS) results and use of the FEVS data in NSF's effort to maximize employee performance, pursuant to OMB M-17-22.

Presentation:

NSF has received its 2017 FEVS results. NSF continues to enjoy a very high participation rate by staff, well above the government average, and scores in most areas rank among the top federal agencies. As reflected in NSF's FEVS scores on topics such as supervisor feedback, recognition, and communicating performance expectations, the employee performance management culture at NSF has shown continuous improvement over the last five years. While we have steadily improved and have strong FEVS scores in these areas, there is always room for reflection and improvement.

In the Office of Management and Budget (OMB) Memorandum M-17-22, the White House has required that each federal agency develop a Plan to Maximize Employee Performance. NSF prepared a response to address the five items required by OMB, as they relate to enhancing our performance culture by increasing employee engagement and accountability. OMB approved NSF's plan in late July 2017.

Following OMB's approval, our plan was shared in leadership briefings and employee focus groups to gather internal feedback on all aspects of the plan. This feedback will be incorporated into the implementation of significant changes, to include performance and conduct policy revisions and enhancements to our employee training and guidance in these areas. Implementation of required items is to be completed by October 2018.

Our improvement efforts will also incorporate insights from our FEVS results.

Committee Action/Feedback

- How do we ensure employee engagement in the planning efforts?
- How do we evaluate the effectiveness of our planning efforts?

Contact Persons:

Joanne Tornow, 703-292-8100, jtornow@nsf.gov

Dianne Campbell Krieger, 703-292-8180, diacampb@nsf.gov