OIRM Update
for the B&O Advisory Committee Meeting (Fall 2017)

OIRM Senior Staff Changes
- I'm pleased to announce that Dorothy Aronson, Division Director, Information Systems, has very recently been appointed as NSF's CIO. Dorothy has been reassigned to the Office of the Director, reporting directly to the Director. I'm also pleased that Dan Hofherr, our DIS DDD, has agreed to serve as the acting DD in DIS. We congratulate Dorothy on her new appointment, and thank Dan for stepping up to the acting DD position!

Relocation Is Complete!
- Greetings from our beautiful new headquarters here in Alexandria!
- Since our last meeting, we have completed the NSF Relocation, with the last wave of employees reporting to work in Alexandria on October 2, 2017. We completed the relocation project on schedule and within budget, thanks to the development and use of our integrated project schedule. We also met our goal of moving a functioning agency while minimizing impact on the mission. And, through extensive communications and engagement efforts, we minimized impact on employee morale, as evidenced by strong FEVS scores and low attrition of staff.
- Due to a successful effort in scanning and retiring documents, as well as recycling, excessing equipment/furniture and disposing of trash, we disposed of over 1M pounds of material, simplifying the move and the decommissioning of the Arlington buildings.
- The decommissioning and return to ownership of the leased facilities in Arlington and Rosslyn was completed on schedule in spite of constraints requiring the majority of the moving to be done at night, and the discovery of some essential Internet utilities within the old NSF spaces. This accomplishment negated NSF's responsibility to pay "double rent", and therefore provided a cost avoidance of several million dollars.
- This project has served as a testament to the agency-wide planning and coordination that went into making it a success. Throughout NSF, for several years, staff at all levels worked closely to achieve this. The partnership of OIRM and BFA particularly on budgetary and financial management issues played a significant role in this major accomplishment.
- Later this afternoon, we will provide you with a tour of the new building.

Security
- Now that we are in the building, we've been able to fully implement new headquarters security systems and protocols. We now meet or exceed, by design, Interagency Security Committee requirements for a facility and staff of this size. The cornerstone is our state-of-the-art Security Command Center which features integrated perimeter surveillance and building access control with expandability for future capabilities.
- In order to comply with our new security posture, we also established a new process whereby we conduct the screening (vetting) of new personnel prior to extending a final offer letter. In this manner, new personnel receive their PIV card on the first day of New Employee Orientation, thus facilitating their access to the building and the NSF network.

FEVS 2017
- Results from the 2017 Federal Employee Viewpoint Survey (FEVS) were again positive. (you'll hear more about this in my presentation later in the agenda).
- In short, NSF's FEVS scores continue a five-year trend of increases.
  - Among mid-sized agencies, NSF ranks 4th for Employee Engagement and 5th for Inclusion (New IQ)
  - Among CFO Act agencies, NSF ranks 4th for Employee Engagement, 5th for New IQ, and 3rd for Global Satisfaction
- 52 of the 71 core survey items (73%) are identified as strengths (i.e., positive scores of 65% or higher). No items identified as challenge areas (i.e., negative scores of 35% or more negative).
- NSF's 2017 response rate remains high at 76% (compared to 46% government-wide).
  - CISE, OIRM, and BFA had the highest response rates for 2017.
  - The response rate to the supplemental survey (for IPAs, VSEEs and other temp employees who do not receive the primary FEVS survey) was also 76%; NSF pays OPM to survey this additional population.

Employee Engagement
- NSF continues to implement an agency-wide *Plan for Engaging the Workforce*. The plan establishes a framework for engagement that serves as a foundation for agency-wide and directorate action planning.
- The agency-wide plan focuses on four key areas: career development, performance and recognition, workload, and diversity and inclusion. We have Executive Champions for each of the four focus areas; champions meet quarterly to discuss promising practices, broader actions for their focus areas, and ways to maintain leadership attention on employee engagement.
- We launched an Employee Engagement SharePoint Site, *Together We Thrive*. The site includes information on engagement at NSF and action planning as well as tools and resources to be updated on a regular basis.
- We are conducting employee engagement action plan check-ins with all directorates and offices to determine changes needed in FY17-FY19 directorate/office action plans based on the 2017 FEVS results. In addition, promising practices will be collected to share within the agency.

GPRA/PMA Benchmarking
- NSF collaborates annually with OPM, the General Services Administration (GSA) and the President's Management Council to collect data and conduct analyses about the costs and effectiveness of agencies' "mission support functions" including human capital management, federal real property and IT services, all areas within OIRM's portfolio.
- The FY 17 results for the 24 CFO Act agencies are in: NSF's "Human Capital Services" ranked #1 in customer satisfaction for the second consecutive year while costs have dropped by 20% during the two-year period. NSF's IT Commodity Services ranked #2; while Real Property Services ranked #3.

- The FY18 effort begins with costs data collection in Q1 of FY18 and customer satisfaction data collection (via GSA survey) in Q2.

IT News
- We successfully submitted the FY 2017 Federal Information Security Modernization Act (FISMA) report to the Office of Management and Budget (OMB) and the Department of Homeland Security (DHS) on October 31. The OIG rated NSF's IT Security Program at maturity Level 4, "Managed and Measurable," which describes NSF's ability to consistently implement, monitor, and manage risks associated with IT security and maintain an effective IT security program. With the completion of this year's review, NSF's FISMA reports have been free of significant deficiencies for the past thirteen years.
- In FY18, NSF is focused on preserving secure, reliable day-to-day operations of our IT systems and services. We also plan to protect efforts essential to realizing long term benefits for NSF staff and the research community through efficient and effective continuous modernization of NSF's business systems, while working to improve data quality – a key theme among IT governance groups.
- IT modernization efforts continue to provide incremental improvements to NSF staff, reducing administrative burden while improving the ability of the workforce to support NSF's mission. The initial release of the Proposal Submission Tool will be the first phase in replacing the FastLane proposal submission functionality, a major step toward reducing administrative burden on the research community. A demonstration of the new Proposal Submission Tool to over 60 PIs and Administrators at the annual Grants Conference in November was received with great enthusiasm. This new tool is scheduled for public preview in February 2018 prior to the anticipated release in April.
- We continue to partner with NSF's Evaluation and Assessment Capability office to build out NSF's analytics capabilities. This fiscal year, we plan to identify a path forward for "data governance" as part of our initiative to identify improvements in IT governance. Recognizing that data governance intersects with information and analytics governance, we anticipate aligning with the emerging NSF effort to establish a dissemination policy for outputs using non-public NSF data.
- We are also looking to make improvements in IT governance, to better enable senior leaders to make informed decisions about investments in IT in support of NSF's mission. Specifically, there is a need to better align and hasten IT modernization efforts to support the business of the Foundation; to provide increased resiliency (availability) of IT resources; and to refresh IT governance to align with Agency-wide perspectives. One way we hope to improve IT governance is to connect IT to the business of NSF, enabling a conversation about IT investments in terms of their "value" to the Agency. As part of the "NSF modernization", which you'll hear more about later on the agenda, NSF has identified IT as an area of focus.