

Business and Operations Advisory Committee- Recommendations Tracking- Fall 2010

Title	Meeting Date	Recommendation	NSF Contact	Status	Explanation
Advisory Committee Integration	Fall 2010	NSF needs to bridge the data connections between its numerous advisory committees in order to integrate their recommendations	Charisse Carney-Nunes; Jeff Rich; Jamie French;	Open	After consulting with the NSF Office of the Director, BOAC staff forwarded this recommendation to the NSF Committee Management Officer for consideration at an upcoming agency-wide meeting of advisory committee support staff.
Changing workplace A	Fall 2010	The Committee advises that the most effective approach to managing the workforce of today and of the future is through clear organizational principles and values (as opposed to managing by “compliance.”) This does not imply that NSF needs a “Code of Conduct.” It is recommended that NSF consider developing organizational principles and values important to the Foundation and then communicate them clearly and widely.	Judith Sunley	Open	NSF’s most recent Strategic Plan, “Empowering the Nation Through Discovery and Innovation” stresses NSF’s core values early in the Plan. The Office of Information and Resource Management (OIRM) has conducted a visioning session with its senior leadership to discuss that organization’s guiding principles and values and how they can used to better engage its workforce.
Changing workplace B	Fall 2010	The Committee believes that the NSF workforce needs to be fully engaged in order to be productive and successful. To increase workforce engagement, NSF should consider: <ul style="list-style-type: none"> • Setting expectations and holding employees accountable in meeting expectations • Communicating its vision and goals through the Strategic Plan • Increasing communication across the Foundation, especially involving employees in bottom-up communication such as focus groups. Note: new Director provides an excellent opportunity to reengage employees who may not feel like they are being heard, i.e. NSF idea bank.	Judith Sunley	Open	The NSF Director has increased NSF’s focus on both internal and external communication. A number of efforts have been set into motion to help enhance communication at NSF: <ul style="list-style-type: none"> • Initiation of the Weekly Wire tool, which informs the NSF workforce on important news and contributions from programs and offices across the agency on a weekly basis; • Roll-out of NSF IdeaShare, an on-line blog where employees can openly contribute questions and ideas. Regular dialogue questions are posed to elicit employee response and further engage them • Formation of a Communications Task Force will make recommendations on how to improve and strengthen NSF outreach to all its constituencies by the end of the year. The Task Force will actively seek input and feedback from a wide cross-section of NSF staff and various internal and external stakeholders in a dynamic process that will empower and inform both internal and external audiences.
Changing workplace C	Fall 2010	The Committee recognizes that more extensive NSF “branding” can be used as a means to further engage the workforce and smooth the change management process. If there is an NSF brand/logo that is dynamic and properly represents NSF’s goals and values, the staff will feel that much more identity with NSF and will be more highly motivated and engaged. Similarly, the future NSF headquarters provides an opportunity to be more “crosscutting” in the building layout so that all areas of the Foundation know what is going on.	Judith Sunley	Open	The new NSF headquarters will be designed, both vertically and horizontally, to promote staff interaction and communication. This will be achieved through strategic placement of public spaces and layout of circulation space; through the use of flexible design concepts and components in office space; and through effective use of communication tools and technology throughout all office and support space.
Changing workplace D	Fall 2010	The Committee recommends that NSF create a robust performance management system that reflects NSF’s strategic goals and holds employees accountable for meeting those goals.	Judith Sunley	Open	NSF is currently reviewing its performance management system as a whole (this is a near-term action in the Strategic Plan). This year, NSF will initiate expansion of coverage of Senior Executive Service (SES) and General Workforce (GWF) performance management to all rotating staff.
Committee Expectations A	Fall 2010	Increase the use of on-line exchange to enhance the semi-annual face-to-face committee meetings.	Jeff Rich; Charisse Carney-Nunes; Jamie French	Open	NSF has set-up a collaboration website for use for all members of the NSF Business and Operations Advisory Committee. This tool will contain all past meeting documentation, member information, a blog and other features. The website has been reviewed and approved by the committee co-chairs and will be rolled out to all members shortly.
Committee Expectations B	Fall 2010	Use the formal subcommittee mechanism to examine specific business matters in more depth and with broader external membership than would normally be on the Committee itself. In the past few years, subcommittees have been successful at examining key business processes.	Jeff Rich; Charisse Carney-Nunes; Jamie French	Open	NSF is planning to utilize the subcommittee mechanism more extensively and is looking to form new subcommittees for relevant topical areas in time for discussion at the Spring 2011 meeting.

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Open Government A	Fall 2010	<p>The Committee recommends that NSF rethink its effort in the prize/challenge arena; this should be treated as an opportunity to engage the public, particularly school age children, with scientific, mathematical discovery-driven possibilities.</p> <p>NSF should consider emulating the Open Government work of NASA and other research-related agencies that have had more success in prizes and challenges to attract public interest. The Committee challenges NSF to do more as an agency predicated on curiosity, discovery and intellectual challenge.</p>	Jose Munoz	Open	<p>This is moving forward. NSF now has one challenge in www.challenge.gov (a video challenge with a non-monetary award). We also are working on incorporating the 8 year-old NSF Visualization Challenge into challenge.gov and broaden participation. SMART is actively pursuing Directorate/Office specific prizes and challenges. Finally, SMART will be having a discussion with OSTP on the subject of Prizes/Challenges. The goal here is to identify Prizes/Challenges that engage the general public.</p>
Open Government B	Fall 2010	<p>The Committee recommends that NSF designate an “owner” for the prizes/challenges activity and provide a satisfactory budget to make it happen.</p>	Jose Munoz	Open	<p>As the NSF Senior Accountable Official for Open Government, Jose Muñoz is the “owner” of this activity. However, the SAO does not have any budget; instead the SAO works with the various Directorates/Offices encouraging them to participate in the Prizes/Challenges activity (above).</p>