

## OIRM Talking Points for the B&O Advisory Committee Meeting (Spring 2015)

This is my second BOAC – and what a difference six months makes. At the last BOAC, I had been in the position for about a week, and was only just beginning to understand how much I had to learn. Truth be told, I didn't fully understand the details of the update I gave you at that meeting. Now, six months later, I feel much more comfortable and at home in IRM; and have enjoyed the process of getting here.

### ➤ Relocation update

- Original lease for current space expired in 2013, renewed through end of 2017
- OMB approved the prospectus in 2010
- GSA submitted prospectus to Congress December 2010
  - House Resolution done March 2012
  - Senate Resolution done April 2013
- Lease procurement process resulted in award in June 2013 of 15 year lease for Alexandria location
- External construction began in Spring 2014; on schedule to be substantially dry by November 2015
- Interior design effort was suspended while negotiations with AFGE Union Local 3403 on workspace sizes were in progress; ultimately resolved by Federal Service Impasses Panel in October 2014
- December 2014: GSA, NSF and developers participate in design planning session
- January 2015: Interior design process resumes
- Modified 35% design intent drawings delivered to NSF on April 16 (showing layout of offices, workstations, special spaces, and shared spaces)
- NSF comments on drawings were delivered to GSA on time on May 7

### ➤ FEVS 2015 and Employee Engagement Action Planning

- The 2015 Federal Employee Viewpoint Survey launched a couple of weeks ago, will run through June 12
- NSF participation is over 40% so far (government-wide is 33%); both BFA and OIRM are above the NSF average
- At the same time, we are developing action plans to address areas of opportunity identified in the 2014 FEVS – doing a bottoms-up approach, where each directorate/office identifies a few areas that are relevant to them, then rolling them up to the NSF level. HRM is providing support both to OIRM's activities and to the NSF-wide activities.

### ➤ Other Employee Engagement info

- Attended a White House workshop last Monday on employee engagement, following up on President's December 2014 memo. One interesting note – OPM and OMB are moving away from focusing on increasing FEVS scores as a goal, and instead are talking about increasing employee engagement as the goal, which goes beyond FEVS.
- Successful Public Service Recognition Week activities, including an ice cream social for all NSF employees in the atrium (with the Director and senior leaders scooping and serving the ice cream) and a first-time ever article about NSF staff featured on the news banner at the top of the external web site.

### **Other OIRM highlights:**

#### ➤ **Support for NSF's Key Business Functions**

- Proposal Management Efficiencies (PME)
  - Significant investment in this initiative, which covers modernization of systems that support the management of proposals, reviews, and reviewers.
  - Increased user engagement, which improves our ability to meet customer expectations (planning and delivery).

#### ➤ **Protection of NSF Information and Systems**

- NSF's FY14 Federal Information Security Management Act (FISMA) results, as documented in the OMB FISMA Report to Congress, demonstrate that NSF continues to be a top performer among Chief Financial Officer Act agencies.
  - NSF achieved a 90% compliance score for FY14, up from 88% in FY13.

#### ➤ **Launched Federal Supervision at NSF Course**

- This spring, in partnership with the Office of Diversity and Inclusion (ODI) and the Labor Relations Officer, HRM launched NSF's first comprehensive course on Federal supervision. Feedback on the course was extremely positive. The three-day course is designed to give supervisors the tools and resources needed to succeed in a supervisory position here at the NSF. Topics include: Overview of NSF, Starting Off Right, Understanding Federal Law, Policy and Practice, Working with Labor Relations, Working with Your Team, Getting a Handle on Your Resources, Preventing & Addressing Threats to Physical Safety and Security, Creating a Highly Engaged Workforce, Developing Employees & Yourself, Managing and Recognizing Performance, Pay and WebTA, Preventing and Addressing Workplace Problems, Workforce Structure, Staffing and Classification.

#### ➤ **Preventing and Addressing Workplace Violence**

- NSF issued its first ever policy on preventing and addressing workplace violence. This was the culmination of a lengthy development process involving the OIRM front office, DAS, and HRM and drawing on best practices throughout the Federal government. It focuses on the role of supervisors and employees in identifying and reporting circumstances that have the potential to lead to violence at a time when prevention is still possible.

#### ➤ **New Security Enhancements**

- Visitors need to show photo ID every time they re-enter NSF space