

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

OIRM Senior Staff Changes

- It is with sadness that I inform you that Ms. Amy Northcutt, NSF's Chief Information Officer (CIO), died suddenly on Saturday, May 6, following a brief illness. Dorothy Aronson, Division Director for the Division of Information Systems and Deputy Chief Information Officer, has stepped up to fulfill the CIO responsibilities in the interim.
- In January 2017, our former Deputy Division Director for Human Resource Management, Gerri Ratliff, left NSF. Sanya Spencer, Branch Chief in HRM's Executive Services, is currently acting in that capacity. A vacancy announcement to recruit for a permanent Deputy Division Director is currently posted.

Federal Hiring Freeze

- The federal hiring freeze imposed in January 2017 has been lifted, and NSF has restarted hiring. All offices have provided their priority hiring needs to HRM, and they are very busy working with offices to draft and post vacancy announcements.
- NSF will continuously evaluate hiring requests to ensure alignment with NSF's agency reform plans, which are currently under development. The agency reform process will be the topic of a significant part of this meeting's agenda.

Relocation Update

- Since our last meeting, the relocation project has moved forward swiftly! Later in the agenda, we'll discuss the relocation, so I will only briefly touch on it here. The project remains on schedule and we will begin the 6-week move of NSF staff on August 24th.
- We have completed the last of the 3 phases of relocation negotiations with our Union, AFGE Local 3403, and reached agreement on two key areas during this last phase: impact on employees during the physical move and parking at the new building. We are now working very diligently to develop additional guidance and processes for employees on both issues.
- Exterior construction is complete, and the build-out of the interior space has advanced, with furniture installation already completed on several floors.
- NSF's public space build-out on floors 2 and 3 is progressing, and one feature we are very proud of is our new full-service cafeteria on the 2nd floor. The cafeteria will be for use by staff and visitors, and is not open to the public. A variety of food and beverages will be available, to include five different food stations. The cafeteria will also offer take-home dinners, cakes or desserts for special events, as well as catering/light refreshments for NSF meetings/events.
- We began employee tours in April and will offer them through August. As of June 9, 20 tours have been conducted, and 334 employees have participated.

FEVS 2017

- As you may know, the 2017 Federal Employee Viewpoint Survey (FEVS) opened the week of May 8th, and will close today (June 20, 2017).
- Last year NSF moved up in ranking to 8th among 37 large agencies in both Employee Engagement and Global Satisfaction Indices). Among the 24 CHCO agencies, NSF ranks 4th on Employee Engagement (behind only NASA, OMB, and NRC). NSF also improved its ranking in the Best Places to Work lists, moving up to #10 overall among medium-size agencies.
- Like previous years, the survey is again open to all employees who have been onboard since October 31, 2016. NSF again requested a supplemental survey to include IPAs, VSEEs, and temporary employees who were on board as of that date as well.
- NSF has consistently achieved a response rate higher than the government-wide response rate. As of June 14, 62% of NSF staff had responded to the FEVS, keeping the same pace as the last few years. Both OIRM and BFA have some of NSF's highest response rates among Directorates/Offices.
- We anticipate receiving the initial high-level results in the late summer, with agency-specific results expected in the Fall.

Employee Engagement

- NSF has developed and is now implementing an agency-wide *Plan for Engaging the Workforce*. The plan establishes a framework for engagement that will serve as a foundation for agency-wide and directorate action planning.
- The plan focuses on four key areas: career development, performance and recognition, workload, and diversity and inclusion. Executive champions have been established for each of the four focus areas, who will help drive knowledge sharing of promising practices, broader actions for their focus groups, and keeping leadership attention on employee engagement.
- Directorates/Offices completed employee engagement action plans based on 2016 FEVS results. Each organization developed their plan based on the unique needs of their organization, but were asked to include one action or set of actions to strengthen the supervisor-employee relationship. This is a key element of engagement that NSF has been developing through such activities as the Federal Supervisor training course and a revamping of the supervisor onboarding process which is in development.

IT Modernization

- In updates in IT, we have been fully focused on resourcing the relocation to the NSF headquarters in Alexandria, including ensuring that staff will continue to be able to access the IT services they need to do their work during the physical move. As part of this, we are preparing for a "forklift" move of our data center the weekend of July 4. Much of the data center equipment will be moved from Arlington to Alexandria during this time and certain IT services will be unavailable. We have been broadly communicating with staff and the external community about the planned system outages.

- In light of budget constraints in FY 18, NSF is focused on preserving secure, reliable day-to-day operations of our IT systems and services. We also plan to slow, but not stop, IT modernization efforts, while also starting new and emerging efforts at a low level in FY18. We worked with our IT governance bodies and investment stakeholders to determine the IT modernization priorities for FY18, which will focus on reducing the administrative burden to the research community and NSF staff associated with the proposal and award lifecycle.
- We are engaged in continuous, incremental modernization of the systems that support the merit review process. This initiative currently involves over 150 internal stakeholders. The initiative also engages thousands of external stakeholders from a cross section of institutions and roles through various formats. For example, in 2015, NSF surveyed over 115,000 members of the research community with 17,000 responding. This survey was used by NSF to prioritize what should be addressed in the new proposal submission system. In 2016 and 2017, NSF hosted virtual forums to collaborate with the research community with the most recent engaging nearly 1,000 participants. During these forums, NSF is getting specific feedback about the system design of the new proposal submission system which is scheduled to be piloted in Spring 2018.
- We are partnering with NSF's Evaluation and Assessment Capability office to build out NSF's analytics capabilities. We are continuing to treat data as a major Foundation asset and as an important investment area for IT.

Green Out 500K Challenge

- Previously the Division of Administrative Services reported on a new sustainability initiative – the DAS Green Out 500K Challenge. It began as an aggressive goal of disposing of 500,000 pounds of materials before we moved to the new building. We are doing this by scanning and retiring documents, as well as recycling, excessing equipment/furniture and disposing of trash. As of last month, we had disposed of over 247,425 pounds.

PrintWise

- With our move to the new building, NSF is changing the way we print!
- PrintWise is an NSF organizational change campaign designed to help NSF employees and staff print less and make cost-cutting print decisions through simple behavior changes.
- When implemented, NSF will improve upon current printing behaviors, such as more double-sided printing and default to black/white; and eliminate most our personal desktop printers (which is an industry best practice and cost cutting measure) by deploying a 15:1 employee to print device ratio.