OIRM Update
for the B&O Advisory Committee Meeting (Spring 2018)

OIRM Senior Staff Changes
- There have been many changes to OIRM Senior Staff since we last saw you in December.
  - Joanne Tornow is currently on a detail as Acting Assistant Director of the Directorate of Biological Sciences. As a result of Joanne's detail, there have been a number of subsequent staffing shifts.
  - In the OIRM Front Office, I (Donna Butler) am Acting Head of OIRM and Acting CHCO. Wonzie Gardner, Director of the Division of Administrative Services, is currently Acting Deputy Head of OIRM.
  - In the Division of Administrative Services (DAS), Javier Inclan, Deputy Director, is currently Acting Director of DAS.
- I'm pleased to announce that Dan Hofherr, Deputy Division Director of the Division of Information Systems (DIS) has very recently been appointed the Division Director, DIS. Dan served as the Deputy for 10 years and the Acting Division Director of DIS since December 2017. We congratulate Dan on his new appointment!

Records Management
- Since we last met, NSF has made additional progress in our records management program. In December, National Archives and Records Administration (NARA) approved NSF's use of the Capstone Approach for managing emails of senior officials. Additionally, in April, NARA conducted a three-hour on-site assessment of NSF's Records Management Training Program and policies related to records management. We demo'd the new Records Management for Everyone and eRecords Management System online training courses, and reviewed five recently issued records management-related internal policy bulletins. At the conclusion of the assessment, NARA praised the training modules and Bulletins, and said they would like to use NSF as a model for building a records management training program.

New Content Management System for NSF.gov
- With the support of GSA's 18F team, OIRM's Division of Administrative Services completed an evaluation and selection of open source content management systems for NSF's external website, NSF.gov. We worked with 18F to set up the environments on cloud.gov and to build a proof of concept. We are currently working to select a contractor to provide user-centered agile development services to build out the site.

Safety and Occupational Health Manager
- In March of this year, NSF hired its first ever Safety and Occupational Health Manager – Barry Carlisle. Barry comes to us from GSA, and has also worked for other agencies including the Army Corps of Engineers and the Army Test and Evaluation Command. Barry is working in DAS, and is focusing on the development of a holistic safety and occupational health program for NSF. He has been quite busy, working on issues such

as indoor air quality and developing a bloodborne pathogen training program for the Office of Inspector General.

FEVS 2018
- The 2018 Federal Employee Viewpoint Survey is underway, and open through June 19. Results will be available starting in late August. HRM will work with directorates and offices to review their results against their existing employee engagement plans in order to update and reprioritize based on progress made and emerging needs.
- This year, OPM is piloting new FEVS questions. Regulations issued in Spring of 2017 reduced the number of required FEVS questions from 45 to 16. OPM is using this as an opportunity to update the instrument while maintaining the ability to benchmark and track key established measures.
- NSF continues to enjoy high participation levels, and with a week left, we are currently well above the government-wide average (to be updated day of the meeting; as of 6/7/18, NSF response rate is 54.9% vs. 31.1% government-wide).

Employee Engagement
- Building on the results from the 2017 FEVS, NSF continues to implement its 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.
- HRM manages our internal Employee Engagement SharePoint Site, *Together We Thrive.* The site includes information on engagement at NSF and action planning. Recently published resources address informal recognition, getting employee input on engagement, building employee motivation for supervisors, and enhancing teamwork.

IT News
- In FY18, we remain focused on preserving secure, reliable day-to-day operations of our IT systems and services.
- **Our IT modernization efforts are resulting in incremental improvements for the external research community. We are reducing administrative burden while improving the ability of the workforce to support NSF's mission.** For example, the initial release of the new Proposal Submission System occurred in April - after a two-month preview period when 611 individuals and 354 organizations tried out the new functionality. Thus far, over 350 proposals have been started with 6 being submitted. This is the first phase in replacing the FastLane proposal submission functionality, a major step toward reducing administrative burden on the research community.
- **Internally, modernization of our internal grants processing systems is resulting in retirement of legacy functionality while increasing the resiliency (availability) of IT resources.**
- In addition to these functional improvements, **we are adopting leading technologies and software development practices.** For example, NSF has already implemented numerous business functions following the microservices architecture. This architecture supports cloud readiness and is characterized by building applications based on loosely

coupled components that provide discrete business functions. Currently, NSF is developing a proof of concept (POC) for a new target state architecture platform to improve performance and reliability of our microservices technical stack as re-use of services across business applications expands. After review of the POC, NSF plans to migrate all of its microservices to this platform.

- **We continue to partner with NSF's Evaluation and Assessment Capability office to build out NSF's analytics capabilities.** The funding they provided has led to additional developments in our plans to incorporate artificial intelligence into our merit review processes by automating the identification of qualified reviewers. Additional data and data sources continue to be added to NSF's data warehouse and usage of our business intelligence capability continues to increase.

- DIS is also **laying the groundwork to enable the migration of several of our systems to the cloud.** DIS expects to begin migrating applications to the cloud in 2019 after the network connections are in place.