OIRM Update
November 18, 2009

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Director, OIRM
Topics

- It’s Been a Busy 6 Months
- New Executive Transition (NExT) Program Update
- Team to Invigorate Marketing & Outreach (TIMO)
- IT Update
Since we last met...

Interaction with OIG, Congress, OMB, OPM, OPM

Establishment of:
- Employee Satisfaction & Wellness Committee
- Hiring Reform SWAT Team

Future NSF on the move!
New Executive Transition Program (NExT)
NExT Update

Program Objectives:

Expand NSF’s executive capacity by quick and effective integration into Foundation.

- Support transitions into NSF executive positions
- Provide executives the tools, information, skill-enhancement
- Develop knowledge about NSF
**NExT Program Components**

**Current Components**
- Executive Resources Website - Official Launch – November 2009
- Elective Management Training

**Next Steps**
- Assigned HRM Sponsor
- Mandatory executive training
- Executive Coaching

**Longer Term**
- Organizational peer program
- Facilitated contacts with key management personnel
- Knowledge Transition Assistance

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**Executive Resources Website**
Your interactive online resource for critical information, key references, and contacts.

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**About the New Executive Transition (NExT) Program**

The New Executive Transition (NExT) Program is designed to enhance NSF’s capacity by quickly and effectively integrating new members of the executive corps. The NExT Program aims to:

1. Develop executive knowledge about NSF mission, culture, organizations, priorities, and broad program areas.
2. Provide executives the tools, information, skills enhancement, and support to reach full performance as quickly as possible.
3. Support transitions into NSF executive positions from outside the government, from other Federal agencies, & from within NSF.

The Program is currently under development and is scheduled to be completed and fully implemented in FY 2010. Click on the links below to learn more about the history behind the development of NExT.

- NExT Program Facts - Describes the components of the NExT program and outlines the phased plan for development and implementation.
- NExT Phase 1 Pilot Results - Provides a summary of the feedback received from the pilot of the Executive Resources Website and the Executive Leg completed in FY 2009.
Executive Resources Website

- Interactive online resource
- Welcome from leadership
- Tailored information about their role
- Quick references to key knowledge and contacts

Resources

Key Points
- Report temperature problems to the Reception & Information Center.
- Reserve central meeting space with the Conference Room Scheduler.
- Request special rooms or meeting equipment from NEXT at least 48 to 72 hours in advance.

Key Points
- NSF's Meetings and Events Management Unit (MEM)

RESOURCES AT THE FOUNDATION

The National Science Foundation provides a variety of resources to support the day-to-day activities of you and your staff. This section of the website describes the core resources you will use as an NSF employee, from meetings and events support to travel and information services. For a comprehensive list of resources available across the Foundation, refer to NSF's directory of internal services. Click on the icons below to access detailed information on NSF's resources.

Welcome to the National Science Foundation Executive Team!

Dr. Arden L. Bement, Jr.
Director

Dr. Caren B. Harrell
Acting Deputy Director

As an executive at NSF, you play a crucial role in driving the Foundation along the path of its mission "to promote the progress of science; to advance the national health, prosperity, and welfare; and to secure the national defense." Your work with NSF staff and the larger scientific and engineering community will help enable the Foundation to fulfill its strategic goals in Discovery, Learning, Infrastructure, and Stewardship.

You will find the people at NSF to be innovative, talented, and dedicated. These individuals - permanent and rotating staff - are the intellectual capital of our agency. You are called upon to inspire your staff and provide the leadership needed for their success in contributing to the agency's goals.
Website Pilot

- Website pilot tested with 36 current leaders and subject matter experts
- Results strongly demonstrate that the website is an effective mechanism for transferring key knowledge to new executives

**Website Pilot Results**

Over 95% of senior leaders and subject matter experts surveyed indicated that the information provided on the NExT website is “relevant for a new executive”

<table>
<thead>
<tr>
<th></th>
<th>Strongly Agree</th>
<th>Agree</th>
</tr>
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<tbody>
<tr>
<td>Visually appealing</td>
<td>58.3%</td>
<td>29.2%</td>
</tr>
<tr>
<td>Easy to navigate</td>
<td>47.8%</td>
<td>43.5%</td>
</tr>
<tr>
<td>Arranged and grouped intuitively</td>
<td>50.0%</td>
<td>45.8%</td>
</tr>
<tr>
<td>Covers the right topic areas</td>
<td>50.0%</td>
<td>50.0%</td>
</tr>
<tr>
<td>Appropriate in its level of information</td>
<td>58.3%</td>
<td>33.3%</td>
</tr>
<tr>
<td>A useful resource for new executives</td>
<td>70.8%</td>
<td>25.0%</td>
</tr>
<tr>
<td>Should be available before EOD</td>
<td>41.7%</td>
<td>41.7%</td>
</tr>
<tr>
<td>I would have used this before EOD</td>
<td>45.8%</td>
<td>33.3%</td>
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Recent Management Training

- Basic Management Rights & Responsibilities

- Introduction to Management Responsibilities on Attendance & Leave

- Supervisory Responsibilities for Employee Development
Timeline for NExT’s Next Steps

- HRM New Executive Sponsor Liaison - February 2010
- Mandatory New Executive Classroom Training – May 2010
- Executive Coaching Pilot June 2010
Team to Invigorate Marketing and Outreach (TIMO)

- Chartered in February 2009
- Objectives – determine recruitment strategies, evaluate current approaches, develop new products & approaches.
- Accomplishments – Recruited at over 30 outreach events, developed partnerships, and created new products.
IT Update
New IT Governance Framework and Funding Model

• Executive-level bodies govern NSF’s IT to help ensure:
  – NSF’s portfolio of IT investments reflects NSF priorities
  – IT solutions and services are modern, innovative, and meet the needs of NSF staff and the research community.
  – Stable and predictable funding for day-to-day operations and IT initiatives
New IT Governance Framework and Funding Model

Senior Management Advisory Roundtable
NSF Deputy Director (chair)

Executive IT Resources Board
Chief Information Officer (chair)

CPICWG
Capital Planning and Investment Control Working Group

EAWG
Enterprise Architecture Working Group

SPWG
Security and Privacy Working Group

KMAT
Knowledge Management Advisory Team

National Science Foundation
Office of Information and Resource Management
Division of Administrative Services
Division of Human Resource Management
Division of Information Systems
Support for ARRA and FY 2009 Activities

• Estimated Proposal and Award Volume
  – 45,000 Proposals
  – 40,000 Project Reports
  – 333,500 e Correspondence
  – 18,000 Cash requests
  – 15,000 Awards
    ➢ 4,677 ARRA awards
      ✤ 4,359 New proposals
      ✤ 318 Reversal of Decision
Support for ARRA and FY 2009 Activities

- Reviewer Thank You Letters
  - Each year since FY 2007, NSF sends an electronic email to individuals who have served as an NSF Proposal Reviewer within the Fiscal Year.
  - 44,215 Thank You letters sent on 10/5/09 from Drs. Bement and Marrett (enclosed)
Improved Award Processing for NSF staff

- For the past several years, NSF program staff have relied on paper processes and legacy systems to complete and process award recommendations.

- The new eJacket Division Director Concur functionality provides robust, flexible capabilities for all award actions and budget activities to be completed in eJacket.
  - Being rolled out to the Foundation by Directorate in phases
  - Expect streamlined process will ease administrative burden on staff
PO Recommends the Proposal for Award and Forwards the Co-Funding Split(s)

PO Signs-off the Proposal for Award

Additional actions if co-funded

Co-Funding Program Officer Approves
Co-Funding Admin Review Finished
Co-Funding Financial Review Finished
Co-Funding Division Director Sign-off

Managing Program Officer

Administrative Review

Financial Review

Awards and FAS Updated

Managing Division Director

Managing Program Officer

Co-Funding Program Officer Sign-off

Office of Information and Resource Management

Division of Administrative Services
Division of Human Resource Management
Division of Information Systems
- Public Facing Services
- Research Community Services
- Research.gov Desktop for NSF Staff
The Research.gov Desktop will provide NSF staff the tools and services they need to plan programs, conduct merit review, manage proposals and awards, and share results.
First service on Research.gov Desktop to help NSF staff find reviewers:
- Consolidated view of information from external and internal data sources
- Easy access to information staff use to qualify reviewers
- Searches proposals, publications, and information about NSF reviewers and principal investigators
Welcome To The NSF SharePoint Collaboration Portal

Join the Collaboration Nation
All around NSF, people are sharing information through the NSF Collaboration Portal.

For training opportunities, please contact the NSF Academy at x4564 or click here to go to the NSF Academy Document Collaboration (SharePoint 2007) Training page.

Create your own "My Site"
- Create a personal site by clicking "My Site"
- Search over sites, documents, and people

Attend a SharePoint User Group Meeting
- Wednesday, 9/2, 11 AM - Noon, Room 430
  Topic: SharePoint Presentation by Steven Buhneing from CD/OIA
- Wednesday, 10/7, 11 AM - Noon, Room 430
  Topic: TBD
Social Media and Web 2.0

At NSF:
- Facebook
- Twitter
- YouTube
- Flickr
- SecondLife
- Community Wikis
Virtual Connections

- NSF offers a wide variety capabilities to facilitate and enhance mission operations and support program activities through virtual technologies, including
  - Video Conferencing
  - Teleconference
  - Webcast
  - Collaborative Conference (WebEx)
  - Telepresence