

National Science Foundation
Advisory Committee for Business and Operations
Spring 2019 Meeting (Virtual)
Room E 3410

Tuesday, June 4, 2019

1:00 pm **Welcome/Introductions/Recap**
Co-Chairs: Chuck Grimes and Susan Sedwick

1:15 pm **BFA/OIRM Updates**
Includes yearly update on conflicts of interest.

Presenters: Teresa Grancorvitz, BFA; Wonzie Gardner, OIRM

1:30 pm **Cost Surveillance of Major Facilities – Implementing the Subcommittee Report Recommendations**

Presenter: Kevin Porter, Large Facilities Office, BFA

Discussant: Kim Moreland

The Cost Surveillance Subcommittee Report from December 2018 found that NSF policies and procedures are sufficient but also provided valuable recommendations for further improvement. NSF concurs with all Subcommittee recommendations and recognizes the importance of high-quality estimating and oversight in successfully supporting the science mission. NSF is actively implementing and tracking resolution of all recommendations. Internal Standard Operating Guidance is being updated or created and the externally-facing *Major Facilities Guide* has been updated to further strengthen estimates and oversight. NSF is in discussions with the National Science Board on the agency's handling of the potential cost impacts of "unknown-unknowns" in relation to the No Cost Overrun Policy.

2:30 pm **Government Shutdown Lessons Learned**

Presenters: Janis Coughlin-Piester, BFA; Javier Inclán, OIRM

Discussants: Adam Goldberg and Pamela Webb

After experiencing the longest lapse in appropriations (government shutdown) in US history, staff are working to revise required lapse contingency plans and processes prior to the end of this fiscal year. The effort seeks to accommodate updated legal interpretations from the Office of Management and Budget and the Office of Legal Counsel from the last lapse, the evolving nature of challenges faced as the duration of a lapse continues, and the application of lessons learned to both lapse planning and standard operations where applicable. Given the uncertainty and wide variance of lapse scenarios, NSF is applying an enterprise risk management lens to strike a balance in preparing for another possible lapse while not detracting from core operations and mission support.

Committee Action/Feedback:

- What were your observations and experiences as external stakeholders of NSF during the lapse?
- How did your organizations handle the uncertainty of the time?

3:30 pm **Break**

3:45 pm **Workforce Strategy Approaches at NSF**

Presenters: William Malyszka, OIRM; Allison Radford, OIRM

Discussants: Chuck Grimes and Doug Webster

Committee Action/Feedback:

Strategic workforce Planning is grounded in 5 CFR 250, a focus of the President's Management Agenda in "Developing a Workforce for the 21st Century" to align the workforce to mission requirements and emerging needs, and the "Renewing NSF" agency-wide effort to adapt the workforce to the work. NSF has taken a tailored approach to strategic workforce planning and human capital management to suit the

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various Directorates' and Offices' needs based on readiness, resources and maturity levels. The strategic workforce planning team has been engaging organizations across the Foundation to:

- Conduct workforce planning executive leadership interviews to define talent management requirements;
- Facilitate executive working sessions to define business needs and opportunities to aid in determining work demand as a step towards full-lifecycle strategic workforce planning;
- Scale a workforce planning approach to meet specific oversight requirements; and,
- Develop and institutionalize more formalized methods for staffing planning, as a segue to strategic workforce planning.

Committee Action/Feedback:

- Describe practical approaches to influencing leaders to articulate beyond the operational 0-2-year, uncertain budget constraint approach to staffing to meet mission needs to more of an unconstrained, strategic 3-5-year outlook?
- Strategic workforce planning should not be focused on all positions in the Foundation, only those that are the most critical to the mission. How have other organizations been able to “segment” those positions without risking morale of employees in other positions?
- A goal is to develop an agency-wide workforce strategy to balance the use of Federal and Rotator workforce. What are the essential components to consider in determining the right mix of any type of multi-sector workforce (e.g., Feds, contractors, rotators, military, etc.)?

4:45pm

Committee Business/Wrap Up/Virtual Hot Wash

5:00 pm

Adjourn



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