

Update on the OneSC Project: Reorganization Announcement
Anticipated in Mid Summer
June 20, 2003

I announced the OneSC Project to realign the Office of Science (SC) Headquarters and Field structure in order to streamline and improve management on July 22, 2002. This Project reflects the changes mandated in the President's Management Agenda (PMA) to manage government programs more economically and effectively.

I know that many of you have been wondering about the status of the Project. For the past several months, the OneSC Team and I have been addressing several coordination and approval issues. I am pleased to report that these issues have now been resolved, the formal approval process has been initiated within the Department, and informal coordination has begun with Headquarters (HQ) unions.

In my last update on the OneSC Project, I indicated that I wanted to arrange briefings for the SC Leadership in HQ and the Field as soon as progress on the Project was sufficient. Jim Decker met with our Associate Directors and Office Directors earlier today in Germantown. Milt Johnson will meet with Field Managers at the Site Managers' Meeting at Argonne on Tuesday, June 24.

If all goes as expected, the new, streamlined OneSC structure and my Leadership Team will be announced by mid summer. When the OneSC Project was announced last summer, I made it clear that the Project was not developed to cause involuntary Reductions in Force (RIFs). I committed at that time to no RIF in Fiscal Year (FY) 2003, assuming SC received the President's budget request from Congress. I'm sure you are aware by now that our FY 2003 appropriation adequately supports our program direction needs for the rest of this fiscal year. I once again commit to you that as long as appropriations are adequate to meet our future program direction needs, there will be no involuntary RIF during the reengineering phase of the Project.

There will be a video teleconference for all HQ and Field employees on announcement day so you can hear first-hand from me and the OneSC Team about the new organization. Additional specifics about time and date will be available after formal approval has been obtained from the Deputy Secretary. I cannot firmly predict our schedule because the approval and coordination process is not within our control.

Since joining DOE, I have developed a strong appreciation of your dedication to the mission of the Office of Science, as well as your sense of public service to the Nation. Ensuring SC research continues to deliver top quality science requires becoming "best in class" in our management practices. You deserve a management environment in which success and high performance can continue and be rewarded in the face of changing resources, requirements, and societal needs. I am excited that this long-anticipated milestone is now before us. It marks the beginning of an important transformation which will position SC to meet the challenges of the 21st century. I know I can count on all of you to make this transformation a success.