



***U.S. Department of Energy's
Office of Science***

OneSC Restructuring Project

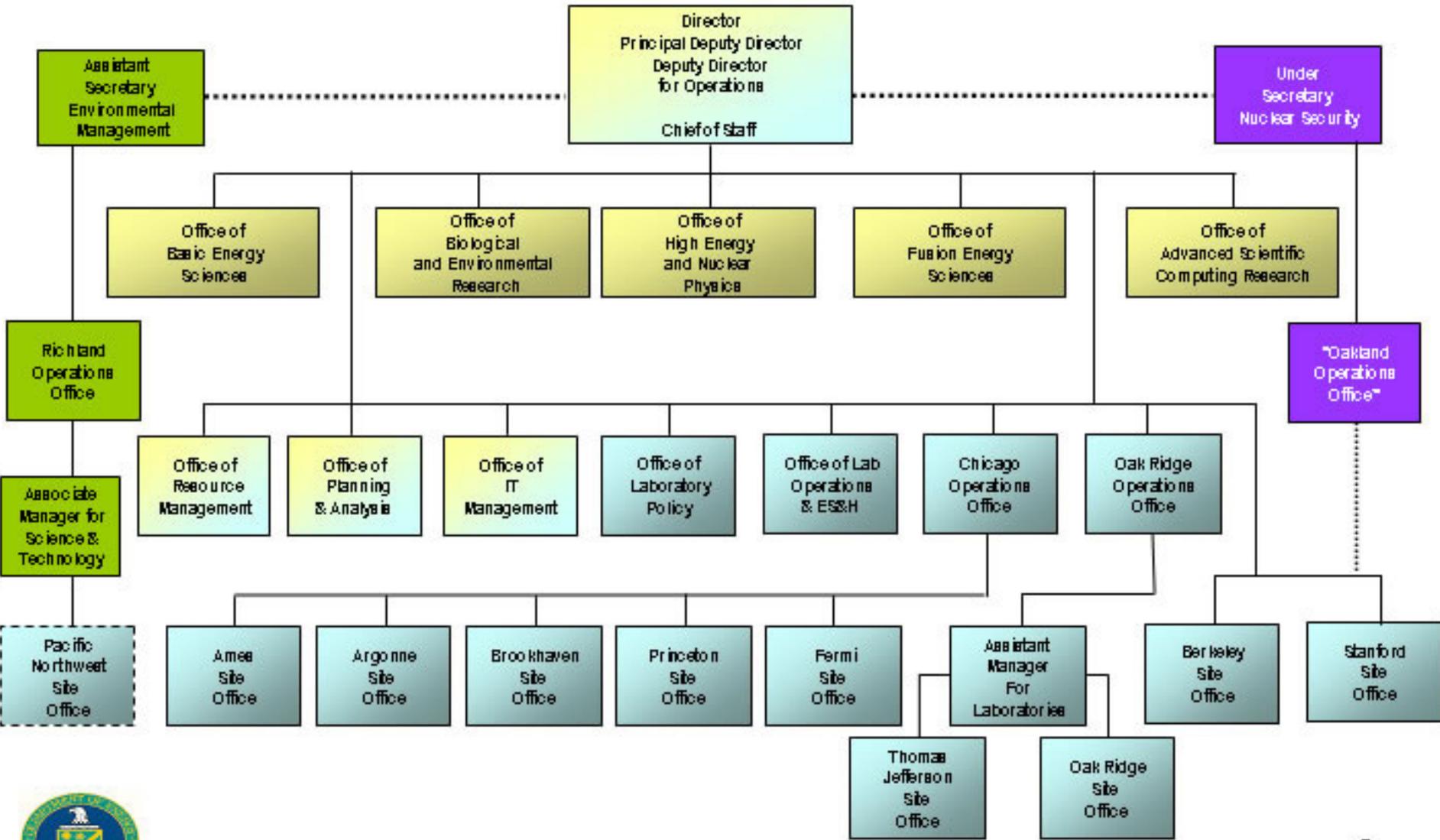
Energy Sciences Coalition

April 13, 2004

Dr. Raymond L. Orbach

Director, Office of Science

Previous Office of Science Structure





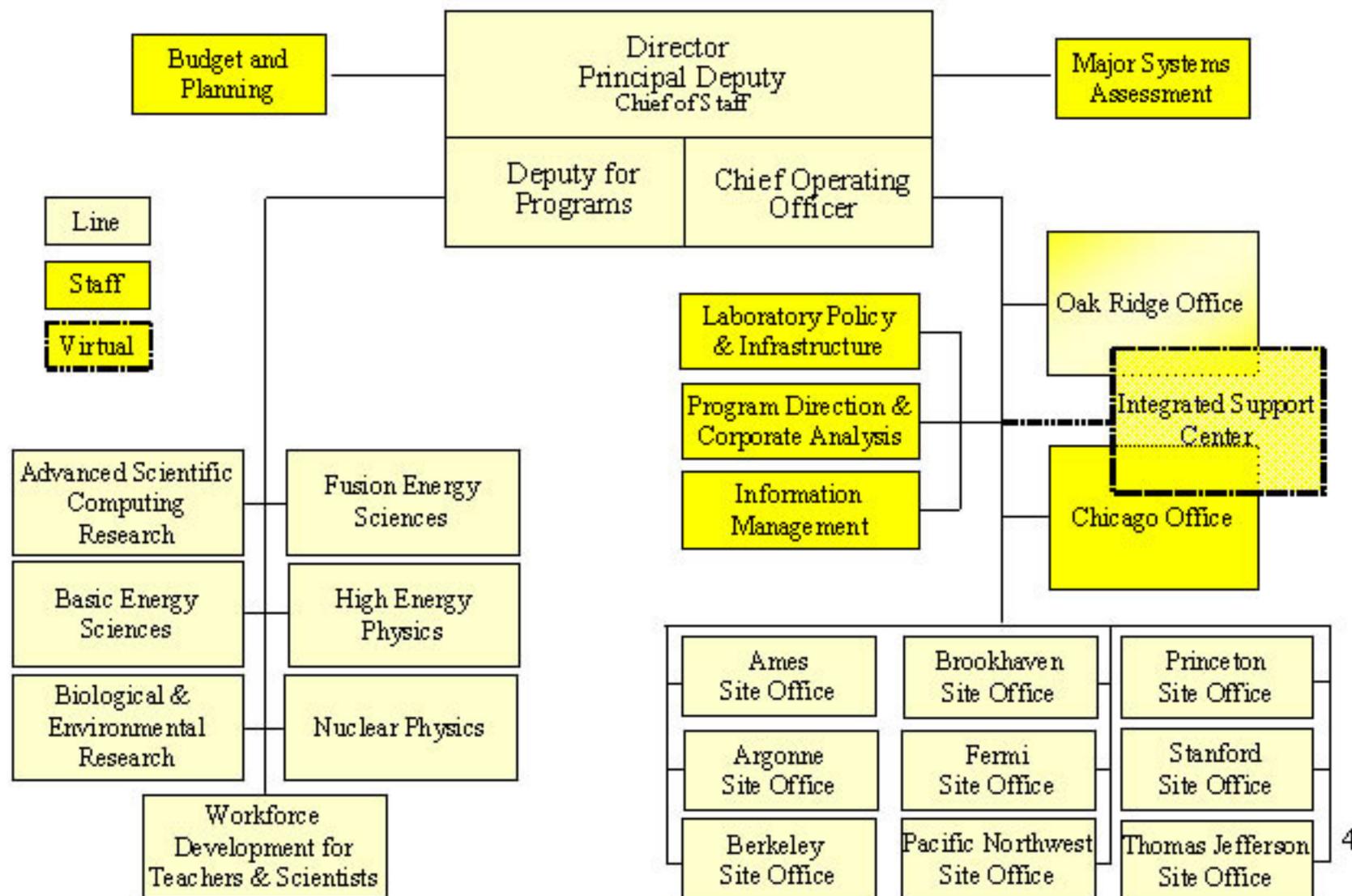
OneSC: Rollout of the New Organization

OneSC Project in Brief

- OneSC was launched in July 2002
 - Project plan approved and SC Team established from HQ and field
 - Employee and stakeholder briefings
 - Web site commissioned
- OneSC Project Phases
 - Phase 1: Restructuring
 - Phase 2: Reengineering/Human Capital Analysis
 - Phase 3: Closeout
- Key Events
 - Approval of OneSC structure by the Secretary – January 5, 2004
 - MOU signed with headquarters unions – March 11, 2004
 - MOU signed with Oak Ridge union – April 1, 2004
 - SC Town Hall rollout – April 1, 2004



Phase 1: The OneSC Structure





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OneSC Phase 1

Phase 1, the completion of which we announced on April 1:

- Removes a layer of management between the Director and the laboratory site managers – and integrates the site managers with headquarters
- Clarifies Roles, Responsibilities, Authorities and Accountabilities (R2A2s) throughout the Office of Science
- Integrates the Office of Science's program, operational, and support elements

And all this have been achieved without relocations, involuntary separations or reductions-in-force.



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OneSC Phase 2

- The purpose of Phase 2 is to create the coherence that is essential for the Office of Science to accomplish its science mission.
- I have asked the OneSC Project Team to develop a detailed project plan for Phase 2 that will produce precisely this coherence.
- A key aspect of Phase 2 will be finalizing a workable system for ensuring that Site Managers and Associate Directors provide the Director with a coordinated “Sense of the Laboratory” for each of the Office of Science’s national laboratories.



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OneSC Phase 3

- Phase 3 is the Evaluation and Closeout Phase, which we will enter after we have had sufficient experience operating our restructured and reengineered organization.
- We will do an evaluation of what worked and what didn't work.
- If we need to make some adjustments to what we've done, we'll make them.
- We'll look for opportunities that we didn't fully exploit.



OneSC: Rollout of the New Organization

Our Identity

All of us in OneSC share – and take great pride in – our common identity:

- Our mission
- Our legacy
- Our commitment to the future of science
- Our robustness



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Our Mission

Our mission, as presented in our new *Office of Science Strategic Plan*, is:

- “to deliver the remarkable discoveries and scientific tools that transform our understanding of energy and matter and advance the national, economic, and energy security of the United States.”



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Our Legacy

- Thanks to the outstanding professionalism and dedication of our personnel, the Office of Science already deserves great credit for its:
 - Historic scientific accomplishments and contributions to the national welfare
 - Ongoing research pursuits of fundamental significance
 - Important initiatives we are uniquely positioned to undertake in the future



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Our Commitment to The Future of Science

- Within the past 5 months, the Office of Science has published two documents that together provide a roadmap for the future of science.
- Secretary Abraham personally released *Facilities for the Future of Science: A Twenty-Year Outlook* with a wonderful speech at the National Press Club last November 10th.
- And we rolled out our new *Office of Science Strategic Plan* at the annual meeting of the American Association for the Advancement of Science in Seattle on February 12th.
- Together, these two documents map what we believe the future of science will be for the Nation and the world.



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Our Robustness

- OneSC will help ensure that the Office of Science is able to compete successfully for the scarce resources required to deliver continued leadership science for the Nation.
- OneSC will enable the Office of Science to become a more effective and efficient integrated operation.
- Through OneSC, we are becoming a self-sufficient and self-contained organization, and we can do our job.
- We will remain responsive to – and responsible for meeting – the needs of the entire Department of Energy and its mission.



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A Sense of the Office of Science

Science is beautiful.

- Through OneSC, I want all Office of Science employees to share in the joy of discovery – in the scientific process and discoveries we are going through right now – and will create in the future.
- That is what OneSC is all about.



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OneSC will be an organization where:

- employees can succeed and contribute to important national needs
- we integrate science and operations – the key to OneSC
- processes and systems will provide the tools needed to get the job done
- excellence will be recognized and rewarded
- we all should take justified pride in being part of an integrated team making such important contributions to the Nation and the world