

Cutting Costs while Keeping Our Science Strong

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**How do we maintain and
improve the quality of our
science by optimizing our
business resources?**

ELT Champions/Sponsors

- Karen Baker, Associate Director for Administration and Enterprise Information
- Barbara Wainman, Director, Communications and Publishing

Team Coach: Bill Werkheiser

Team Members:

- Sharla Pierce, Denver, CO
- Kevin Wood, Rolla, MO
- Peggy Gardiner, Reston, VA
- Greg Delzer, Rapid City, SD
- Terri Moore, Sacramento, CA

Tools Used

- Creative Whack Pack
- Story Telling
- Dictionary
- Polarity Map
- Thinking Hats
- Brainstorming
- Brainwriting
- Converging Grids
- 5 Y's & A How

Recommendation/Implementations

- **Consolidation of Science Centers**

- Positive
 - Science Collaboration
- Concerns
 - Increasing your staff by creating new positions because we need to keep local contacts

Recommendation

- Room for efficiencies for sharing Admin and IT staff if geographic locations are close enough

- **Administrative Support**

- Recommendation
 - List of administrative resources for use in administrative sharing
- Concern
 - Drop in employee morale because of worries over increased workload

- **IT Support**

- Positive
 - Sharing with other centers may reduce cost
 - Recommendations:
 - Development of a centralized database with a list of the grade, series and skill sets of available IT resources that can be shared or transferred to a center.

Recommendation/Implementations

- Staffing
 - Recommendation:
 - Succession Planning (60% of DOI employees are eligible for retirement)
- Facilities
 - Recommendation:
 - Return unused space to GSA (USGS sq feet usage has not changed over the past 5 years, but FTE count has decreased)
- Employee Buy-in
 - Recommendation:
 - Involve employees by soliciting ideas for cost savings

LEAN MEAN SCIENCE MACHINE!

