

UNOLS Office Performance and Activity Review, 2019 - 2023

Ad-hoc subcommittee: Bruce Appelgate, Dennis Hansell, Elisabeth Sikes,

Final report submitted to UNOLS Chair Deborah Bronk, 28 August 2023

Charge

The privilege of hosting the Office rotates between operating institutions, selected following an open competition, with an initial award period of five years. This award period may be extended to include a second five-year term based on the advice of Council:

“The UNOLS Chair, with the UNOLS Council, shall review UNOLS Office performance and activities prior to the completion of the first five-year term (or at intervals controlled by the duration of funding grants or agreements). Based on this review, the Council shall recommend whether or not to renew the host institution for a second term. The Office may, if so suggested by review, be moved after five years. The Office should not remain at a single institution for more than ten years, except under extraordinary circumstances.”

~ UNOLS Charter, Article 4.h.

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Executive Summary

Survey responses to the 16 ranked questions were overwhelmingly positive and laudatory, with the overall response score sitting between excellent and very good. The average grade for *leadership* was 1.72, for *management* 1.6, and *functional competence* 1.7. Notably, the 26% response rate to the survey was on the high end of the norm for opinion surveys (typically 5- 30%); from this level of response, it can be inferred that survey bias is low.

Responses to the open-ended questions were overall complementary of the Office, with recognition to the office staff for support and leadership during the pandemic, and to requests placed with the Office. Concerns were raised about the new MFP website, loss of a rotating Chair of the Scheduling Committee, and support for continuing DEJI initiatives.

Summary of Survey Responses

Overall: Average of all 772 individual responses: 1.67 (Very Good)

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Recommendations

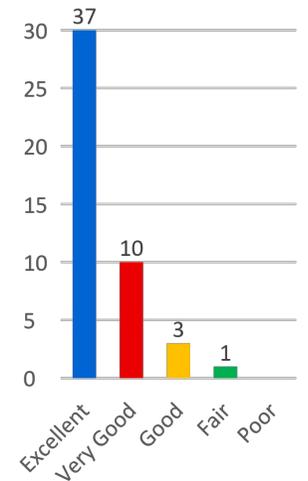
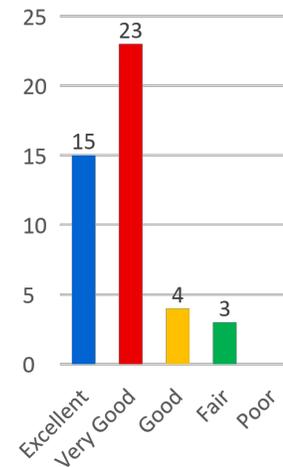
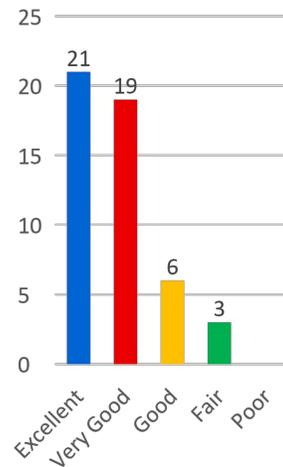
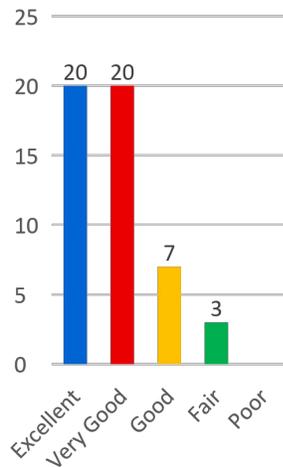
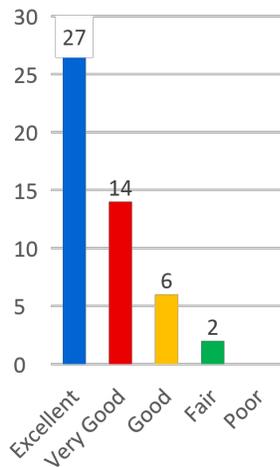
- 1) The UNOLS Office remain at University of Washington for a second term, based on and supported by the overwhelmingly positive review.
- 2) The Office review the comments provided by the community, develop plans for remedying substantive concerns, and present those to Council.

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Responses

Leadership: Category average 1.71 (Very Good)

1. Coordinates the development of a shared vision of the UNOLS community needs and goals 1.65
2. Exhibits forward thinking 1.86
3. Focuses on both short- and long-term goals 1.82
4. Structures strategic plans 1.89
5. Shows integrity and maintains credibility of the organization 1.37

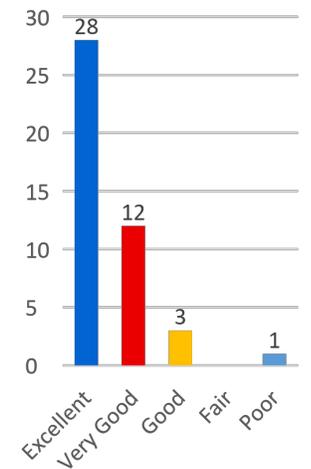
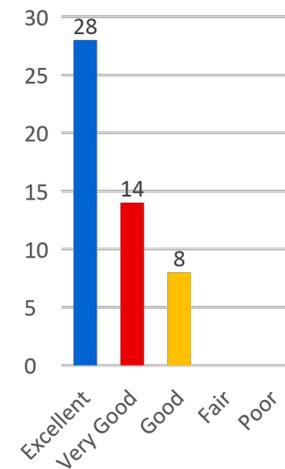
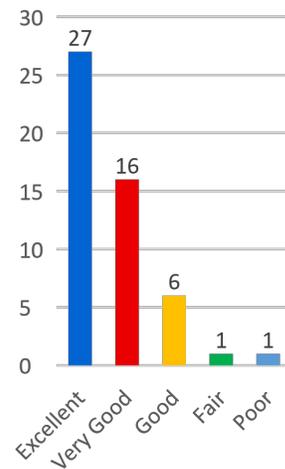
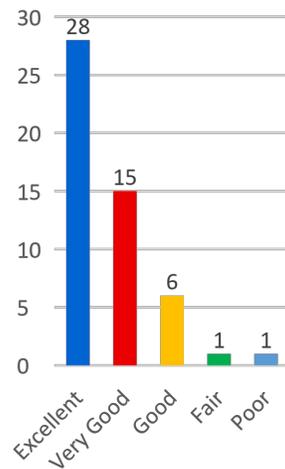
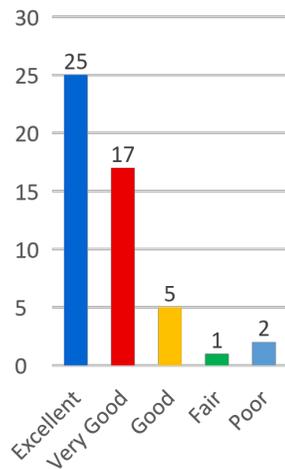
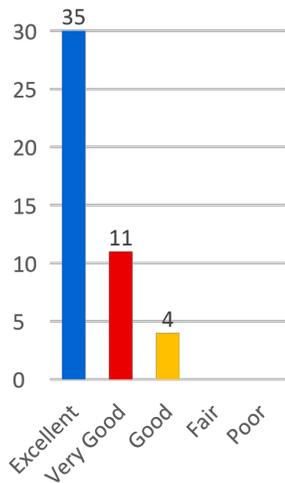


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Responses

Management: Category average 1.60 (Very Good)

6. Demonstrates knowledge of and commitment to the mission of UNOLS	1.38
7. Facilitates progress and manages change	1.76
8. Focuses on objectives and results.....	1.67
9. Plans and organizes well	1.69
10. Demonstrates knowledge of federal rules, policies and procedures, and ensures compliance	1.60
11. Is responsive to Council and Committee input	1.50

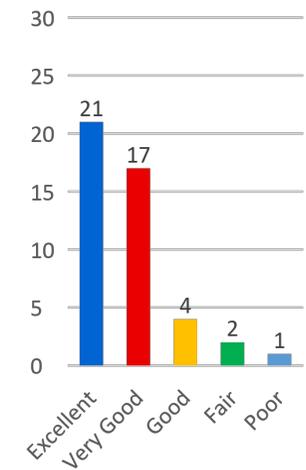
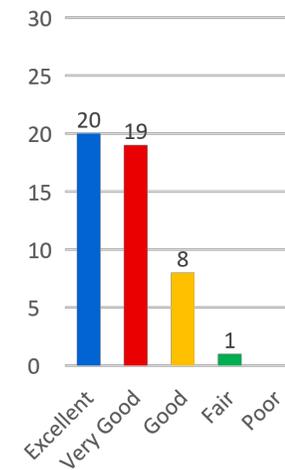
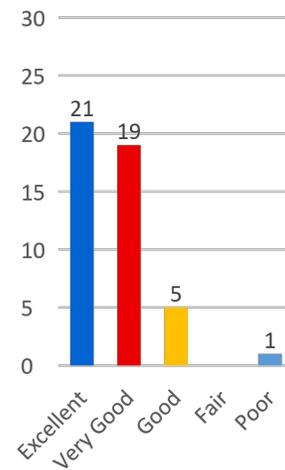
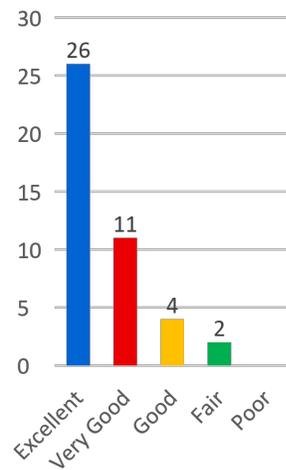
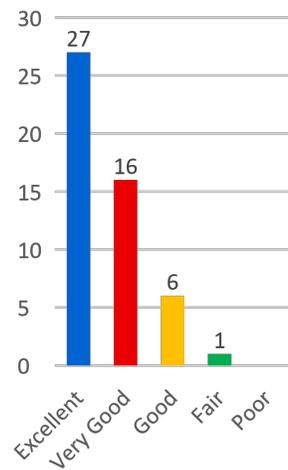


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Responses

Functional Competence: Category average 1.70 (Very Good)

12. Demonstrates necessary knowledge, skill, and understanding to carry out the responsibilities of the position in support of the mission of UNOLS management	1.62
13. Communicates effectively with the UNOLS operators and the Agency Facility managers.....	1.58
14. Provides effective coordination of UNOLS committees	1.72
15. Generates committee meeting minutes, newsletters, and reports on a timely basis.....	1.79
16. Is responsive to community requests for information or assistance	1.78



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