Human Resources
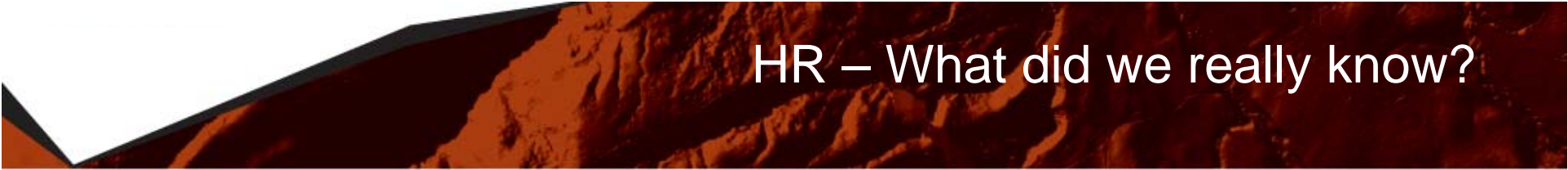
Do you know what you don't know?

- Objective: Share my experience
  - ➢ Why it might be useful to experience from a "newbie's" point of view
  - ➢ Provoke questions and organizational introspection

- Corporate legacy dropped in to NSF environment
  - ➢ Corporations learned to tie employee performance to organizational performance
  - ➢ Not knowing rules, regulations and impacts presents unacceptable risk

- UNAVCO Overview
  - ➤ 2 projects (Earthscope – Large Facility)
  - ➤ Sprung from UCAR in 2003

- Reasons to believe the issues were minor

- Reality: Investment in business functions misguided

To see what to do, find how we got there

- ## Science legacy

  Take care of science and the people issues take care of themselves?

- ## Macro trends effecting NSF facility community

  - ➢ Globalization
  - ➢ Specialization
  - ➢ Facilities are charged with providing for science the platform that leverages technology and data
  - ➢ Not all the workforce has recognized the impact

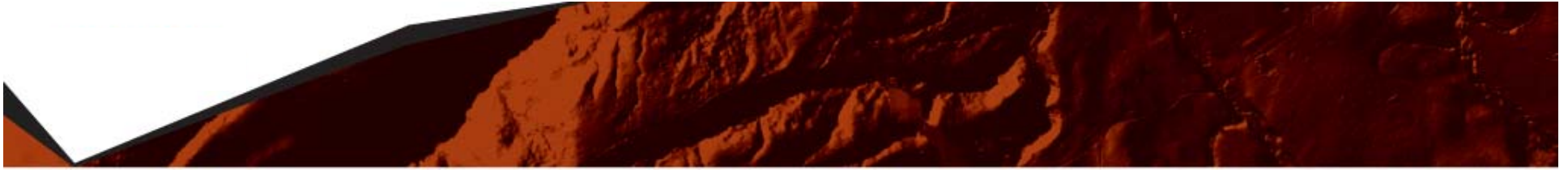- *So, where to begin?*

  Key issues identified to attack
  - ➢ Workforce Management
  - ➢ Safety and Health
  - ➢ Training
  - ➢ Organizational models
  - ➢ Examining culture

- *Why do all this?*

- No people - no deliverables
  - ➢ Turnover management
  - ➢ FLSA-Misclassified workers - damages and unallowable cost
  - ➢ DOT- rules
  - ➢ IT skills

- *Caring for people DOES mean caring for business - the business of SCIENCE*