U.S. Census Bureau Organizational Evaluation

BACKGROUND

The U.S. Census Bureau (the Census) seeks to establish an environment with structured governance that rewards collaboration, embraces innovation, focuses on finding enterprise-wide solutions while providing every employee the opportunity to be involved in making the Census Bureau a stronger, more efficient, and respected organization. The senior leadership at the Census has implemented significant changes during the last eighteen months to restructure organizational units, streamline its business practices, adopt new technologies to improve internal systems, and align the agency for the digital age and future needs. Internal reforms have included hiring employees with the most up-to-date computer science and systems engineers, examining the process of disseminating information, closing six field offices, realigning its headquarters operations, and shedding redundancy in certain program areas and offices. The Census has also been working with its senior executives and division chiefs to address issues that impact organizational health, including talent management, innovation, and creativity.

PROJECT DESCRIPTION

The Census has engaged the National Academy of Public Administration (the Academy) in a five-month project to conduct an organizational evaluation to 1) provide analysis that will help hone the organizational changes it plans to implement and 2) to assure that the agency has fully considered every effective option for moving the organization forward as it meets the challenges of the future. The Academy will work with the Census to review its organizational transformation progress to date, identify the agency’s desired future state, and assess whether current and planned organizational changes will optimize the agency’s capacity ensuring that Census is able to respond quickly and effectively to future needs.
**PANEL**

**Janice Lachance.** *Chair.* Chief Executive Officer, Special Libraries Association. Former Management Consultant, Analytica; Director, Deputy Director, Chief of Staff, Director of Communications and Policy, U.S. Office of Personnel Management; Director of Communications, Congressional and Political Affairs, American Federation of Government Employees, AFL-CIO; Communications Director, U.S. Representative Tom Daschle; Administrative Assistant, U.S. Representative Katie Hall; Staff Director and Counsel, Subcommittee on Antitrust and Restraint of Trade, House Committee on Small Business, U.S. House of Representatives; Legislative Assistant, U.S. Representative Jim Mattox.


**Karen Evans.** National Director, U.S. Cyber Challenge and Partner, KE&T Partners, LLC. Former Administrator, Office Electronic Government & IT, Office of Management and Budget, Executive Office of the President; Chief Information Officer, U.S. Department of Energy. Former positions at U.S. Department of Justice: Division Director, Information Systems Management, Office of Justice Programs; Staff Director, Computer Services Staff, Justice Management Division. Former Deputy Director, Farmers Home Administration, Applications Management Division, U.S. Department of Agriculture

**Kenneth Kizer.** Director, Institute for Population Health Improvement, University of California Davis Health System; Distinguished Professor, School of Medicine and the Betty Irene Moore School of Nursing, University of California Davis. Former Director, Consultant, Kizer & Associates, LLC.; Former President and Chief Executive Officer, Medsphere Systems Corporation; Founding President and Former Chief Executive Officer, National Quality Forum; Former Under Secretary for Health, U.S. Department of Veterans Affairs. Former positions with the University of California Davis School of Medicine: Professor and Chairman, Department of Community and International Health; Professor, Division of Emergency Medicine and Clinical Toxicology, Department of Internal Medicine. Former positions with the California Department of Health Services: Director; Chief Deputy Director for Preventive Health Services; Chief, Public Health Programs; Director, Emergency Medical Services Authority. Former Independent contract emergency physician. Former positions with the U.S. Navy: Group Medical Officer, Explosive Ordnance Disposal Group One; Squadron Medical Officer, Submarine Squadron Fifteen; Staff Physician, Navy Regional Medical Center, Pearl Harbor, HI.

**Alan Shark.** Executive Director, Public Technology Institute; Associate Professor of Practice, School of Public Affairs and Administration, Rutgers University, Newark. Former President and Chief Executive Officer, American Mobile Telecommunications Association; Associate Executive Director, Marketing & Communications, Water Environment Federation; Director of Marketing, North American Telecommunications Association; Vice President for Marketing and Communications, American Resort Development Association; Vice President for Marketing, Voice Computer Technologies Corporation; Director of Research and Information Services, National School Boards Association; Director of Programs, Association of Governing Boards of Universities and Colleges; Coordinator, State and Organizational Relations, American Association of State Colleges and Universities; Seabees, U.S. Navy, Vietnam Service.

**PROJECT STAFF**

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