ABOUT THE NATIONAL ACADEMY

The National Academy of Public Administration is a non-profit, independent organization of top public management and organizational leaders who tackle the nation’s most critical and complex public management challenges. With a network of more than 850 distinguished Fellows and an experienced professional staff, the National Academy is uniquely qualified and trusted across government to provide objective advice and practical solutions based on systematic research and expert analysis. Established in 1967 and chartered by Congress in 1984, the National Academy continues to make a positive impact by helping federal, state and local governments respond effectively to current circumstances and changing conditions. Learn more about the National Academy and its work at www.NAPAwash.org

BACKGROUND & PROJECT DESCRIPTION

The United States Department of Agriculture (USDA), Agricultural Research Service (ARS), conducts research to develop and transfer solutions to agricultural problems of high national priority and provide information access and dissemination to:

- ensure high-quality, safe food, and other agricultural products;
- assess the nutritional needs of Americans;
- sustain a competitive agricultural economy;
- enhance the natural resource base and the environment and provide economic opportunities for rural citizens, communities, and society as a whole.

ARS has contracted with the National Academy of Public Administration (the Academy) to obtain consultative support in conducting a thorough employee climate assessment of the Human Resources Division (HRD) and the Administrative and Financial Management Business Service Center leadership and HR staff. The outcome of this project will provide ARS with a comprehensive report outlining identified and categorized issues from assessment interviews, recommendations for mitigation, and a proposal for an attainable way forward.

The study team will receive guidance from a three-member Expert Advisory Group of Fellows and conduct the analysis for ARS over the next four months.
EXPERT ADVISORY GROUP

Ellen Tunstall,* Senior Advisor, Federal Management Partners, Inc.; Adjunct Staff, RAND Corporation; Secretary/Treasurer, Board of Directors, National Older Worker Career Center. Former Director & Acting Deputy Under Secretary of Defense, Workforce Issues and International Programs, Defense Secretary's Office, U.S. Department of Defense; Former positions with U.S. Office of Personnel Management: Deputy Associate Director, Talent and Capacity; Program Manager, Office of Insurance Programs. Former Division Chief, Civilian Assistance and Re-Employment Division, Defense Civilian Personnel Management Service; Senior Policy Specialist, Deputy Assistant Secretary of Defense Office, Civilian Personnel Policy.

John Palguta,* Vice President, Policy and Research, Partnership for Public Service; Adjunct Professor, McCourt School of Public Policy, Georgetown University. Former positions with U.S. Merit Systems Protection Board: Director, Policy and Evaluation; Deputy Director, Policy and Evaluation; Supervisory Research Analyst. Former positions with U.S. Office of Personnel Management: Branch Chief, Personnel Office; Personnel Management Advisor, Bureau of Personnel Management Evaluation.

Basil Gooden,* Secretary of Agriculture and Forestry, Commonwealth of Virginia. Former State Director, Rural Development, U.S. Department of Agriculture; Chief Deputy Director, Virginia Department of Housing and Community Development, Commonwealth of Virginia; Coordinator of Outreach and Community Relations, Office of Multicultural Affairs, Virginia Polytechnic Institute & State University; Extension Specialist, Virginia Cooperative Extension.

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PROJECT STAFF

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