



HUMAN RESOURCES BULLETIN

Goddard Award Process Redesign

The Center's Strategic Implementation Plan identified a need to review and align the Center award process to support the Center's values and goals. To facilitate evaluation of the award process, a committee of Center employees was formed of directorate representatives, as well as representatives from the Goddard Engineers, Scientists, and Technicians Association (GESTA), the Washington Area Metal Trades Council (WAMTC), the American Federation of Government Employees (AFGE), the Multicultural Advisory Team (MCAT), Equal Opportunity Program Office, Equal Opportunity Advisory Committees, and the Awards Office. The Committee was initially chaired by Dr. Louis Walter and later by Mr. Wayne Boswell.

The committee has identified several significant improvements to the existing Center awards process. These include:

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1. Award categories better aligned to Goddard's Strategic Implementation Plan (SIP) goals and values.
2. Specific criteria for awards also linked to SIP goals.
3. Increased opportunity for employees at all grades and in all skills to achieve significant awards.
4. Continuous nomination process, with the opportunity for nominees to review and make input on their own nominations.
5. Enhanced peer evaluation in the award nomination and evaluation processes.
6. Broader range of recognition options (cash, certificates, plaques, medallions, etc).
7. Reduced lead-time between accomplishment and recognition.

A proposed Goddard Policy Directive (GPD) titled "Goddard Space Flight Center: Incentive Awards and Recognition" has received directorate approval and the Center has fulfilled its obligation to the unions. Upon approval by the Center Director, the anticipated implementation date for the revised process is on or about August 1, 1998.

Once implemented, a Centerwide announcement soliciting nominations for the new award categories will be distributed. Goddard's first Annual Awards ceremony using the new process is planned for the October/November 1998 timeframe.

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As part of the implementation process, representatives from the Award Redesign Committee will be conducting presentations to each directorate in the next several weeks to include a review of the new awards categories and processes as well as directorate guidelines for internal awards. The Office of Human Resources will arrange additional publicity and information sharing through the coming months.

Jerry W. Simpson
Director of Human Resources