



Date:

To: Ed Sontag
Assistant Secretary for Administration and Management

From: Deputy Director for Management

Subject: NIH Delaying Initiative Completed

I am pleased to report that NIH has completed the task of restructuring to eliminate excess management layers.

As a part of the strategic human capital management component of the President's management agenda, Federal agencies were charged with flattening their organizational structures to reduce the distance between citizens and government decision-makers. In response, Secretary Thompson determined that no HHS component should have more than four management layers and directed that the OPDIVs should develop plans to meet this goal.

As reported last August in the NIH Strategic Workforce Management Plan, we initially identified six components at NIH with more than four levels of management. In the ensuing months, we systematically restructured each of these areas to eliminate excess layers. This month, we completed work in the final area and we have now reached the delaying goal set by the Secretary. We will continue to monitor new reorganization initiatives to assure that NIH remains compliant.

Charles E. Leasure, Jr.