

DEPARTMENT OF STATE

The Department of State (DOS) has improved in the first quarter of 2003 by making progress in four of five PMA areas.

President's Management Agenda

	<i>Status</i>	<i>Progress</i>
<i>Human Capital</i>	(R)	(G)
DOS is red in status because it has not resolved its human capital challenges, such as skill and staffing gaps, integration of its three separate workforces, and strategic management of human resources. DOS has made significant gains in the past year, including a record number of applicants for the Foreign Service exam and increased leadership and management training.		
<i>Competitive Sourcing</i>	(R)	(Y)
DOS is in red status due to the fact it has not met the competitive sourcing goal of 15 percent. Its primary challenge is building up the expertise to enable it to hold competitions effectively. State has made some progress, including targeting funding to the effort and revising the Foreign Affairs Manual to cover competitive sourcing, obtaining expert contractual assistance, and hiring a competitive sourcing manager. However, progress has slipped from green to yellow reflecting insufficient progress overall.		
<i>Financial Performance</i>	(R)	(G)
State's progress is green because the Regional Financial Management System (RFMS) system implementation continues on track, and State has worked diligently to eliminate material weaknesses. Forty-four posts have been transitioned to RFMS. Twenty-five percent of State's transactions are now covered by the new system. The system is expected to be fully completed during 2003. The status remains red pending removal of material weaknesses.		
<i>Expanding E-Government</i>	(R)	(Y)
Status remains red; however, State' progress has been upgraded to yellow. Significant slippage in implementation and quality of deliverables remains (particularly security action plans); however, State used this quarter to focus senior management on Enterprise Architecture development and security certification and accreditation.		
<i>Budget and Performance Integration</i>	(R)	(G)
State's status remains red because it has yet to connect performance of its programs with budgetary decisions relating to those programs. State has also put budget and planning staffs together in a resource management office. It has also begun to institute accountability for achieving performance goals as part of annual manager evaluations.		
<i>A Rightsized Overseas Presence</i>	(R)	(G)
The State Department has worked closely with OMB to review current staffing and costs overseas and to develop future plans for overseas presence. The 2002 State Department		