

DEPARTMENT OF THE INTERIOR

Since it was established in 1849, the Interior Department has consisted of semi-autonomous bureaus with diverse missions and strong, independent cultures. Interior's challenge is to improve efficiency by managing common functions collectively. Interior has recently begun to make significant progress in overcoming these century-old institutional barriers, in part by effectively using an internal scorecard to monitor the bureaus.

President's Management Agenda

	<i>Status</i>	<i>Progress</i>
<i>Human Capital</i>	(R)	(G)
Interior has developed a human capital strategy that is generally aligned with mission, goals, and objectives. It has also completed a final action plan to guide implementation steps, such as an SES performance system and mid-career exchange program.		
<i>Competitive Sourcing</i>	(R)	(G)
DOI has many work sites with few employees, so it is taking the initiative to find more efficient ways to review small groups. While these efforts are reflected in progress, the limited number of cost comparisons completed to date is reflected in status.		
<i>Financial Performance</i>	(R)	(R)
Indian Trust Fund reform remains the greatest financial management challenge facing Interior. DOI has done well to correct eight FMFIA material weaknesses this past year, but it still has several outstanding material weaknesses and non-compliance issues. It also needs to incorporate its business processes into its Enterprise Architecture.		
<i>Expanding E-Government</i>	(R)	(G)
DOI has documented its Capital Planning and Investment Control process and drafted an initial Enterprise Architecture. It still needs to better manage its IT portfolio and IT security. The Department leads two e-gov initiatives: Recreation.gov and Geospatial one-stop.		
<i>Budget and Performance Integration</i>	(R)	(G)
Interior will soon release for public comment a new, department-wide strategic plan to replace multiple bureau-level plans. The draft plan has already helped formulate the 2004 Budget, as well as other management initiatives. Three bureaus already use activity-based costing to track and manage costs, with all bureaus scheduled to do so by 2004.		

Program Assessments

The PART process resulted in new goals and performance measures for most of the programs assessed. The Department performed slightly above the government-wide PART average with six programs rated as Moderately Effective, two as Adequate, and seven as Results Not Demonstrated. The last group will develop new measures to better indicate effectiveness.