

Science, Technology, and Program Achievement Goals/Objectives for the FY 2011 Performance Evaluation of Oak Ridge Associated Universities in Managing and Directing the Programs of the Oak Ridge Institute for Science and Education

GOAL 1.0 Provide Efficient and Effective Support to DOE Mission Accomplishment

The technical and program management services at ORISE produce high-quality, technically accurate results and contribute to overall mission goals of the Department and its customers.

This Goal measures the overall effectiveness and performance of the Contractor in delivering technical and program management results in each objective which contribute to and enhance the DOE overarching mission to advance the national, economic, and energy security of the United States; to promote scientific and technological innovation in support of that mission; and to ensure the environmental cleanup of the national nuclear weapons complex.

Objectives/Weights for Goal 1.0:

- 1.1. Conduct workforce development programs to ensure the availability of future scientists, engineers, and others related to the mission of DOE (25%)
- 1.2. Provide DOE and the scientific community with important worker information regarding health surveillance and issues important to DOE activities (15%)
- 1.3. Promote quality of DOE funded research and other scientific and technical information through the coordination and conduct of independent peer and merit reviews (15%)
- 1.4. Support preparation and execution of DOE's emergency response assets and provide expertise in the medical management of radiation accidents or emergencies (25%)
- 1.5. Provide support to DOE's decontamination and decommissioning of radioactively contaminated sites (10%)
- 1.6. Provide technical assistance training in support of DOE commitment to protection of workers, the public, and environment (10%)

Each Objective within this Goal is to be assigned an appropriate letter rating and corresponding numerical score (as defined in Table 1.1). In measuring the performance of the above Objectives, the evaluator(s) shall consider performance trends, accomplishments, recognition, outcomes, and continuous improvement in overall Contractor performance in achieving the Objectives.

Letter Grade	Numeric Grade	Definition
A+	4.3-4.1	<p>In addition to satisfying the conditions for B+</p> <ul style="list-style-type: none"> • There are significant examples in which ORISE has exceeded the expectations of the objectives in significant ways through creative, new, or unconventional methods that produced services and deliverables beyond that which was expected. • Services and deliverables produced by ORISE provided major advances that significantly accelerate DOE or other customer mission(s).
A	4.0-3.8	<p>In addition to satisfying the conditions for B+</p> <ul style="list-style-type: none"> • There are important examples in which ORISE exceeded the expectations of the objectives in significant ways through creative, new, or unconventional methods that produced services and deliverables beyond that which was expected. • All services and deliverables produced by ORISE are of exceptional or outstanding merit and quality. • Services and deliverables produced by ORISE have significant positive impact to DOE or other customer missions.
A-	3.7-3.5	<p>In addition to satisfying the conditions for B+</p> <ul style="list-style-type: none"> • There are important examples where ORISE exceeded the expectations of the objectives. • Significant amounts of services and deliverables produced by ORISE are of exceptional or outstanding merit and quality. • Services and deliverables produced by ORISE significantly impact DOE or other customer missions.
B+	3.4-3.1	<p>ORISE has achieved for each of the objectives:</p> <ul style="list-style-type: none"> • Successful execution. • Services and deliverables produced by ORISE are of high merit and quality. • Services and deliverables produced by ORISE advance DOE or other customer missions.
B	3.0-2.8	<ul style="list-style-type: none"> • ORISE has successfully executed objectives. • Services and deliverables produced by ORISE advance DOE or other customer missions. <p>BUT ORISE fails to meet the conditions for B+ for the following reason:</p> <ul style="list-style-type: none"> • Services and deliverables produced by ORISE are not uniformly of high merit and quality
B-	2.7-2.5	<p>ORISE fails to meet the conditions for B+ for at least one of the following reasons:</p> <ul style="list-style-type: none"> • ORISE has failed to successfully execute objectives but contingencies were in place such that no funding was or will be terminated OR services and deliverables produced by ORISE do little to advance DOE or other customer missions. • Significant amounts of services and deliverables produced by ORISE

		are not of high merit and quality.
C+	2.4-2.1	<p>ORISE fails to meet the conditions for B+ for at least one of the following reasons:</p> <ul style="list-style-type: none"> • In several significant aspects, ORISE failed to deliver on objectives using available resources such that some funding was or will be terminated OR services and deliverables produced by ORISE failed to contribute to DOE or other customer missions. • Significant amounts of services and deliverables produced by ORISE are of poor merit and quality.
C	2.0-1.8	<p>ORISE fails to meet the conditions for B+ for at least one of the following reasons:</p> <ul style="list-style-type: none"> • Multiple program elements at ORISE failed to deliver on objectives using available resources such that significant funding was or will be terminated. • Multiple significant amounts of services and deliverables produced by ORISE are of poor merit and quality. • Services and deliverables produced by ORISE failed to contribute to DOE or other customer missions.
C-	1.7-1.1	<p>ORISE fails to meet the conditions for B+ for at least one of the following reasons:</p> <ul style="list-style-type: none"> • Multiple program elements at ORISE failed to deliver on objectives using available resources resulting in total termination of funding. • Multiple significant amounts of services and deliverables produced by ORISE are of poor merit and quality OR ORISE has been found to have engaged in gross incompetence and/or fraud. • Services and deliverables produced by ORISE failed to contribute to DOE or other customer missions.
D	1.0-0.8	<p>ORISE fails to meet the conditions for B+ for at least one of the following reasons:</p> <ul style="list-style-type: none"> • Multiple program elements at ORISE failed to deliver on objectives using available resources such that significant funding was or will be terminated. • Multiple significant amounts of services and deliverables produced by ORISE are of poor merit and quality. • Services and deliverables produced by ORISE failed to contribute to DOE or other customer missions.
F	0.7-0	<p>ORISE fails to meet the conditions for B+ for at least one of the following reasons:</p> <ul style="list-style-type: none"> • Multiple program elements at ORISE failed to deliver on objectives using available resources resulting in total termination of funding. • Multiple significant amounts of services and deliverables produced by ORISE are of poor merit and quality OR ORISE has been found to have engaged in gross incompetence and/or fraud.

Table 1.1 Letter/Grade Definitions

GOAL 3.0 Provide Effective and Efficient Technical and Program Management Services

ORISE provides effective vision and leadership in providing outstanding technical and program management services.

This Goal measures the Contractor’s overall management in producing services and deliverables in accordance with customers’ requirements.

Objectives/Weights for Goal 3.0:

- 3.1. Conduct workforce development programs to ensure the availability of future scientists, engineers, and others related to the mission of DOE (25%)
- 3.2. Provide DOE and the scientific community with important worker information regarding health surveillance and issues important to DOE activities (15%)
- 3.3. Promote quality of DOE funded research and other scientific and technical information through the coordination and conduct of independent peer and merit reviews (15%)
- 3.4. Support preparation and execution of DOE’s emergency response assets and provide expertise in the medical management of radiation accidents or emergencies (25%)
- 3.5. Provide support to DOE’s decontamination and decommissioning of radioactively contaminated sites (10%)
- 3.6. Provide technical assistance training in support of DOE commitment to protection of workers, the public, and environment. (10%)

Each Objective within this Goal is to be assigned an appropriate letter rating and corresponding numerical score (as defined in Table 1.2). In measuring the performance of the above Objectives, the evaluator(s) shall consider performance trends, accomplishments, recognition, outcomes, and continuous improvement in overall Contractor performance in achieving the Objectives. Equal consideration should be given to ORISE’s performance against planned schedules and budgets, prompt responses to customer inquiries, and maintaining effective communications with customers to include both positive and negative outcomes and/or issues.

Letter Grade	Numeric Grade	Definition
A+	4.3-4.1	Significantly exceeds expectations of performance against all aspects of the Objective in question. The Contractor’s systems function at a

Letter Grade	Numeric Grade	Definition
		level that fully supports ORISE's current and future science and technology mission(s). Performance is notable for its significant contributions to the management and operations across the SC system of laboratories, and/or has been recognized by external, independent entities as exemplary.
A	4.0-3.8	Notably exceeds expectations of performance against all aspects of the Objective in question. The Contractor's systems function at a level that fully supports ORISE's current and future science and technology mission(s). Performance is notable for its contributions to the management and operations across the SC system of laboratories, and/or as been recognized by external, independent entities as exemplary.
A-	3.7-3.5	Exceeds expectations of performance against all aspects of the Objective in question. The Contractor's systems function at a level that fully supports ORISE's current and future science and technology mission(s).
B+	3.4-3.1	Meets expectations of performance against all aspects of the Objective in question. The Contractor's systems function at a level that fully supports ORISE's current and future science and technology mission(s). No performance has, or has the potential to, adversely impact 1) the delivery of the current and/or future DOE/ORISE mission(s), 2) the DOE and/or ORISE's reputation, or does not 3) provide a sustainable performance platform.
B	3.0-2.8	Just misses meeting expectations of performance against a few aspects of the Objective in question. In a few minor instances, the Contractor's systems function at a level that does not fully support ORISE's current and future science and technology mission(s), or provide a sustainable performance platform.
B-	2.7-2.5	Misses meeting expectations of performance against several aspects of the Objective in question. In several areas, the Contractor's systems function at a level that does not fully support ORISE's current and future science and technology mission(s), or provide a sustainable performance platform.
C+	2.4-2.1	Misses meeting expectations of performance against many aspects of the Objective in question. In several notable areas, the Contractor's systems function at a level that does not fully support ORISE's current and future science and technology mission(s) or provide a sustainable performance platform, and/or have affected the reputation of ORISE or DOE.
C	2.0-1.8	Significantly misses meeting expectations of performance against many aspects of the Objective in question. In many notable areas, the Contractor's systems do not support ORISE's current and future science and technology mission(s), nor provide a sustainable performance platform and may affect the reputation of ORISE or DOE.

Letter Grade	Numeric Grade	Definition
C-	1.7-1.1	Significantly misses meeting expectations of performance against most aspects of the Objective in question. In many notable areas, the Contractor's systems demonstrably hinder ORISE's ability to deliver on current and future science and technology mission(s), and have harmed the reputation of ORISE or DOE.
D	1.0-0.8	Most or all expectations of performance against the Objective in question are missed. Performance failures in this area have affected all parts of ORISE; DOE leadership engagement is required to deal with the situation and help the Contractor.
F	0.7-0	All expectations of performance against the Objective in question are missed. Performance failures in this area are not recoverable by the Contractor or DOE.

Table 1.2 Letter/Grade Definitions