

Congress of the United States
House of Representatives

COMMITTEE ON OVERSIGHT AND REFORM

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March 11, 2021

Professor Anne Joseph O'Connell
Adelbert H. Sweet Professor of Law
Stanford Law School
555 Nathan Abbott Way
Stanford, CA 94305

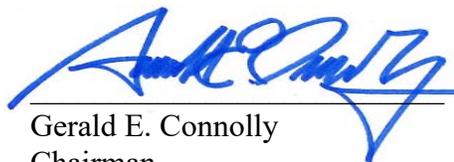
Dear Professor O'Connell:

Enclosed are post-hearing questions that have been directed to you and submitted to the official record for the hearing that was held on Tuesday, February 23, 2021, titled "Revitalizing the Federal Workforce."

To ensure a complete hearing record, please return your written response to the Subcommittee on or before Thursday, March 24, 2021, including each question in full as well as the name of the Member. Your response should be addressed to the Committee office at 2157 Rayburn House Office Building, Washington, D.C. 20515. Please also send an electronic version of your response by email to Amy Stratton, Deputy Chief Clerk, at Amy.Stratton@mail.house.gov.

Thank you for your prompt attention to this request. If you need additional information or have other questions, please contact Elisa LaNier, Chief Clerk, at (202) 225-5051.

Sincerely,



Gerald E. Connolly
Chairman
Subcommittee on Government Operations

cc: The Honorable Jody B. Hice, Ranking Member
Subcommittee on Government Operations

Questions for Professor Anne Joseph O’Connell
Adelbert H. Sweet Professor of Law

Questions from Chairman Gerald E. Connolly, Subcommittee on Government Operations

February 23, 2021, Hearing: “Revitalizing the Federal Workforce”

1. Your research has focused on the importance of installing a Senate-confirmed leader in critical federal positions. Have you examined the importance of the expert civil servants these leaders need to be successful? If yes, what have you found?
2. One of the main jobs of the Merit Systems Protection Board is to enforce whistleblower protections. How does vigorous enforcement of whistleblower protections help the American public?
3. One of the hallmarks of American government has been a professional, non-partisan federal workforce. Would you say that whistleblower protections are a vital part of helping our government maintain a federal workforce free from political intimidation and corruption?
4. How can the federal government make itself a more attractive employer to young people?
5. What concerns do you have with moving the Office of Personnel Management’s policy-making functions, such as developing Hatch Act policies that prevent inappropriate political activity in the career civil service, into the White House?
6. Is federal employee poor performance plaguing government operations?
7. What are the most pressing issues that Congress should focus on to revitalize the federal workforce?
8. Did President Trump’s Executive Order on Schedule F address any of the issues you mentioned in the previous question?
9. Are federal managers required to keep confidential any ongoing performance issues with an employee? If so, could this confidentiality requirement affect perceptions of whether poor performers are appropriately addressed?
10. Is Schedule F an effective way to remedy poor performance?
11. You have indicated support of the Merit Systems Protection Board Empowerment Act (H.R. 1224) in the past. What critical need does this bill meet, in your opinion? Is this a good bill for the federal workforce?