

URGENT NEED FOR TRANSPARENCY AND OVERSIGHT REGARDING AGENCY REDUCTION-IN-FORCE AND REORGANIZATION PLANS AFFECTING SCIENTIFIC AND HEALTH PRIORITIES

Dear Congressional Leaders,

On behalf of the undersigned organizations representing a broad coalition of scientific, research, public health, and academic associations, we write to urge greater transparency surrounding potential large-scale personnel reductions and reorganizations within federal agencies critical to our nation's scientific enterprise and public health infrastructure. These actions stem from the Administration's Department of Government Efficiency (DOGE) initiative, as outlined in Executive Order 14,210 and subsequent OMB/OPM guidance.¹ With agency Reduction in Force (RIF) and Reorganization Plans submitted on March 13 and, most recently, April 14, it is imperative that Congress exercise oversight in pursuing transparency with regard to these plans.²

We request the immediate public release of these plans and robust public and expert consultation *before* any irreversible actions are taken. The potential consequences of widespread, opaque RIFs and reorganizations within agencies under your committees' jurisdiction – agencies responsible for vital research, health services, regulatory oversight, and public safety functions – are immense. Without transparency, stakeholders vital to the scientific and health ecosystem, including researchers, scientists, public health professionals, healthcare providers, academic institutions, patient advocacy groups, and organizations dedicated to scientific integrity, are left unable to provide crucial feedback or prepare for potential disruptions. We risk undermining long-term research projects, interrupting essential public health detection, monitoring and reporting, damaging our national capacity to respond to health crises, and jeopardizing the scientific workforce pipeline.

The current lack of clarity surrounding these potential RIFs creates significant detrimental effects, a principle well-understood and supported by scientific findings. Prolonged uncertainty is a major source of stress, anxiety, and decreased morale among the highly skilled federal workforce.³ This ambiguity not only impacts those who may face job loss but degrades the productivity, focus, and retention of remaining employees who are essential for maintaining agency functions during and after any transition. Research consistently shows that procedural justice – the perceived fairness of processes – is critical for maintaining trust, engagement, and effective organizational functioning, especially during times of change or downsizing.⁴ Denying transparency flies in the face of these principles, fostering distrust and potentially crippling the effectiveness of agencies tasked with protecting American lives and advancing scientific discovery, even before any cuts are formally made.

Furthermore, the current opacity surrounding potential federal workforce reductions stands in stark contrast to the standards of transparency required of private sector employers and those traditionally understood to be afforded to federal workers. Under the Worker Adjustment and Retraining Notification (WARN) Act, private companies undertaking mass layoffs or plant closings are generally required to provide employees and state/local representatives with 60 days' advance notice.⁵ A similar standard exists for employees of the federal government.⁶ These requirements acknowledge the significant impact of such actions on communities and provide a crucial window for adjustment and response. It is fundamentally

1 Executive Order 14,210, Implementing the President's "Department of Government Efficiency" Workplace Optimization Initiative (Feb. 11, 2025); OMB & OPM Memorandum, Guidance on Agency RIF and Reorganization Plans Requested by Implementing the President's "Department of Government Efficiency" Workplace Optimization Initiative (Feb. 26, 2025).

2 As per OMB & OPM Memo, supra n.1, detailing phased submission deadlines of March 13, 2025, and April 14, 2025, for plans outlining potential RIFs, eliminations, or consolidations.

3 See, e.g., Sverke, M., Hellgren, J., & Näswall, K. (2002). No security: A meta-analysis and review of job insecurity and its consequences. *Journal of Occupational Health Psychology*.

4 See, e.g., Colquitt, J. A., Conlon, D. E., Wesson, M. J., Porter, C. O. L. H., & Ng, K. Y. (2001). Justice at the millennium: A meta-analytic review of 25 years of organizational justice research. *Journal of Applied Psychology*, 86(3), 425–445. Procedural justice perceptions strongly influence organizational commitment and trust.

5 U.S. Department of Labor, Employment and Training Administration, Plant Closings and Layoffs. Accessed April 17, 2025. <https://www.dol.gov/general/topic/termination/plantclosings>

6 See, 5 U.S.C. § 3502(d)-(e); 5 C.F.R. §§ 351.801-351.807

inconsistent and deeply concerning that federal actions potentially impacting critical national scientific infrastructure, public health protections, and the livelihoods of dedicated public servants should operate under a veil of secrecy, affording *less* transparency than is mandated for comparable private sector actions.

Preventing such costly and damaging missteps requires proactive engagement and transparency now. Depriving the government of on-the-ground perspectives and expert analysis from the scientific and public health communities before implementing large-scale cuts invites unintended consequences that could pose immediate and long-term risks to the health, safety, and scientific leadership of our country.

Therefore, we urgently reiterate our request: Compel the immediate public release of the Agency RIF and Reorganization Plans submitted to the Office of Management and Budget and Office of Personnel Management. We urge you to use your oversight authority to ensure that any proposed cuts or reorganizations impacting scientific and health functions are subject to rigorous review and input from the communities most affected and knowledgeable. Transparency is not merely preferable; it is essential for responsible governance, effective agency function, workforce well-being, and safeguarding the vital scientific and health interests of the American people.

Sincerely,

American Psychological Association (Lead Organization)	American Society for Clinical Pharmacology & Therapeutics	National Alliance on Mental Illness
American Psychological Association Services Inc.	American Society for Microbiology	National Association for County Behavioral Health and Developmental Disability Directors (NACBHDD)
American Academy of Allergy, Asthma & Immunology	American Society for Pharmacology and Experimental Therapeutics (ASPET)	National Association for Rural Mental Health (NARMH)
American Academy of Family Physicians	American Society of Nephrology	National Board for Certified Counselors
American Academy of Hospice and Palliative Medicine	American Society of Plant Biologists	Natural Science Collections Alliance
American Association for Dental, Oral, and Craniofacial Research	American Society of Primatologists	North American Society for Psychotherapy Research
American Association for Public Opinion Research	American Thoracic Society	Organization of Biological Field Stations
American Association of Clinical Endocrinology	Anxiety and Depression Association of America	Population Association of America
American Association of Immunologists	Association for Psychological Science	Psychonomic Society
American Association of Neuroscience Nurses	Association for the Sciences of Limnology and Oceanography	Society for Behavioral Neuroendocrinology
American Association on Health and Disability	Association of Population Centers	Society for Freshwater Science
American College of Chest Physicians (CHEST)	Biophysical Society	Society for Industrial and Organizational Psychology
American College of Medical Genetics and Genomics	Botanical Society of America	Society for Personality and Social Psychology
American College of Neuropsychopharmacology	Cereals & Grains Association	Society for Psychophysiological Research
American College of Occupational and Environmental Medicine	Clinical Social Work Association	Society for Research in Child Development (SRCD)
American Foundation for Suicide Prevention	Collaborative Family Healthcare Association	Society for the Psychological Study of Social Issues
American Geriatrics Society	Consortium of Social Science Associations	Society for the Study of Social Problems
American Industrial Hygiene Association	Council of Medical Specialty Societies	Society of Behavioral Medicine
American Institute of Biological Sciences	Ecological Society of America	Society of Critical Care Medicine
American Medical Informatics Association (AMIA)	Entomological Society of America	Society of Environmental Toxicology and Chemistry of North America
American Philosophical Association	Federation of Associations in Behavioral & Brain Sciences	Society of General Internal Medicine
American Phytopathological Society	Gerontological Society of America	Society of General Physiologists
	Inseparable	Society of Hospital Medicine
	International OCD Foundation	Steinberg Institute
	International Society of Political Psychology	The National Alliance to Advance Adolescent Health/Got Transition
	International Society of Psychiatric- Mental Health Nurses	The Wildlife Society
	Lakeshore Foundation	
	Massachusetts Association for Mental Health	