

Making the Case for Culture: An Analysis of the National Weather Service Organizational Health Index Scores

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Within the 2020 Organizational Culture National Rotational Assignment Program (NRAP), our group focused on making the case for culture within the National Weather Service (NWS). Building off of Smith et al. (2011) where tornado warning performance was found to be correlated to office culture, this presentation will look at culture as measured by the 2017 Organizational Health Index (OHI) survey and compare it to various metrics. One such result showed that, though there was no overall correlation, high OHI scores in offices with smaller County Warning Areas (CWAs) of less than 300K population showed moderately strong correlations with Visual Flight Rules (VFR) Terminal Aerodrome Forecast (TAF) verification statistics. Another result when comparing vacancies of management positions (Meteorologist in Charge [MIC], Science and Operations Officer [SOO], Warning Coordination Meteorologist [WCM]) to OHI scores showed that offices with such vacancies averaged lower OHI scores, especially when the WCM role was vacant. Factoring in vacancies of lead meteorologist positions with management vacancies, OHI scores were lower to 90% statistical significance compared to other offices. Having a better understanding of our office cultures and the overall culture of the NWS will help us lead the effort of growing healthier cultures, which will undoubtedly help us move through challenging times.

Time Requested: 45 minutes