

The Honorable Mike Crapo
Chairman
Committee on Finance
United States Senate
Washington, DC 20510

The Honorable Bill Cassidy, M.D.
Chairman
Committee on Health, Education, Labor, and Pensions
United States Senate
Washington, DC 20510

The Honorable Ron Wyden
Ranking Member
Committee on Finance
United States Senate
Washington, DC 20510

The Honorable Bernie Sanders
Ranking Member
Committee on Health, Education, Labor, and Pensions
United States Senate
Washington, DC 20510

Subject: Urgent Need for Transparency and Oversight Regarding Agency Reduction-in-Force and Reorganization Plans Affecting Scientific and Health Priorities

Dear Chairman Crapo, Chair Cassidy, Ranking Member Wyden, and Ranking Member Sanders:

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. 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.

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. 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. 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. A similar standard exists for employees of the federal government. These requirements acknowledge the significant impact of such actions on communities and provide a crucial window for adjustment and response. It is fundamentally 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

American Psychological Association Services Inc.

American Association for Dental, Oral, and Craniofacial Research

American Association of Immunologists

American Industrial Hygiene Association

American Institute of Biological Sciences

American Society for Microbiology

American Society of Plant Biologists

American Thoracic Society

Biophysical Society

Gerontological Society of America

Psychonomic Society

Society for Research in Child Development (SRCD)

Society of Environmental Toxicology and Chemistry of North America

The Wildlife Society

Ecological Society of America

Consortium of Social Science Associations

Society of Behavioral Medicine

Society for the Psychological Study of Social Issues

American Association for Public Opinion Research

Massachusetts Association for Mental Health

North American Society for Psychotherapy Research

Entomological Society of America

Society for Psychophysiological Research

American Foundation for Suicide Prevention

Society for Industrial and Organizational Psychology

Population Association of America

Association of Population Centers

American Society for Clinical Pharmacology & Therapeutics

Society for Personality and Social Psychology

The National Alliance to Advance Adolescent Health/Got Transition

Collaborative Family Healthcare Association

Anxiety and Depression Association of America

Society for the Study of Social Problems

International OCD Foundation

National Alliance on Mental Illness

Steinberg Institute

National Board for Certified Counselors

National Association for Rural Mental Health (NARMH)

National Association for County Behavioral Health and Developmental Disability Directors
(NACBHDD)

Clinical Social Work Association

American Association on Health and Disability

Lakeshore Foundation

American Society for Pharmacology and Experimental Therapeutics (ASPET)

Association for the Sciences of Limnology and Oceanography

American Society of Primologists

American Phytopathological Society

Cereals & Grains Association

Inseparable

International Society of Psychiatric-Mental Health Nurses

Natural Science Collections Alliance

Federation of Associations in Behavioral & Brain Sciences

Council of Medical Specialty Societies

Society of Hospital Medicine

American Academy of Allergy, Asthma & Immunology

American Philosophical Association

Society for Behavioral Neuroendocrinology

Botanical Society of America

American College of Medical Genetics and Genomics

American Association of Clinical Endocrinology

American Medical Informatics Association (AMIA)

Society of Critical Care Medicine

Gerontological Society of America

American College of Neuropsychopharmacology

Society of General Internal Medicine

American Academy of Hospice and Palliative Medicine

International Society of Political Psychology