

Summary: Investigation of Sandra Wells

Report Date: March 12, 2014

We investigated allegations that Sandra Wells, former Director of the Office of Strategic Employee and Organizational Development (OSEOD) and U.S. Department of the Interior (DOI) Chief Learning Officer, committed various acts of mismanagement and misconduct. The complaint alleged that Wells hired friends as contractors to conduct training seminars and also hired two friends as GS-15 employees after bragging that the interview process was just a formality. During our investigation, OSEOD employees further alleged that Wells circumvented procurement regulations to acquire furniture and make other purchases related to OSEOD's move to the second floor of the Stewart Lee Udall Department of the Interior Building and that Wells took an unauthorized extended trip to Alaska.

During our investigation, Wells admitted that the manner in which she hired a friend to develop and teach the One DOI Supervisory course may have violated departmental procurement regulations and also had the appearance of impropriety. We also found that Wells directed the hiring of a speaker for a Senior Executive Service forum and paid the speaker costs that exceeded the contract price. In addition, Wells admitted to wasting Government funds and circumventing procurement regulations during the OSEOD move. We did not find any evidence that Wells bypassed Federal regulations when she hired the two GS-15 employees or that her trip to Alaska was unauthorized.

We provided this report to the Assistant Secretary for Policy, Management and Budget who informed us that Wells resigned from her position in November 2014.

This is a summary of an investigative report that was issued internally to the U.S. Department of the Interior. This summary was posted to the web on December 7, 2015.

