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Consortium of Universities for Global Health (CUGH) Press Release

Schedule F Reclassification of Scientists in the U.S. Government

Why Undermining Civil Service Protections Puts the Public at Risk

What is Schedule F?

Schedule F is a category of federal employment--renamed to "Policy/Career" in 2025 via executive orderⁱ—that allows the reclassification of federal civil servants in policymaking, scientific, and technical roles. This reclassification enables such employees to be hired or dismissed without the traditional protections of the merit-based civil service system.

What's at Stake?

- **Integrity of Science and Expertise in Government**

Schedule F reduces job protections for federal experts in critical areas such as public health, environmental science, and cybersecurity. This change increases the potential for decisions to be influenced by political considerations rather than evidence-based practice.

- **Loss of Continuity and Institutional Knowledge**

Career civil servants bring valuable long-term experience and historical knowledge that supports effective governance across administrations. Large-scale reclassifications could lead to substantial loss of expertise and disrupt agency operations.

- **Weakened Safeguards for Impartial Public Service**

The merit-based civil service system is designed to ensure that federal employees are selected and retained based on qualifications, not political alignment. Schedule F reintroduces the risk of personnel decisions driven by loyalty or short-term agendas rather than competence and public interest.

What You Can Do

1. **Engage with Elected Officials**

Urge your representatives to support legislation that preserves nonpartisan protections for federal employees. : <https://www.congress.gov/members/find-your-member>

2. **Raise awareness**

Share this message with your colleagues, students, and professional networks to foster informed dialogue about implications of Schedule F.

3. Support Evidence-Based Institutions

Support local academic, public health and research institutions through community engagement and donations.

4. Share Your Story

Have you or someone you know been affected by these changes? Share your experience with CUGH. Send short, under 3 min. videos/ testimonials describing the impact this is having on your work, institution, programs and people you work with. **BY SENDING SUCH A VIDEO TO CUGH YOU ARE GIVING CUGH PERMISSION TO SHARE THE VIDEO PUBLICLY.** Send the video to info@cugh.org.

For additional information contact Dr. Keith Martin, Executive Director, CUGH, kmartin@cugh.org

ⁱ The White House (2025). Available at: <https://www.whitehouse.gov/presidential-actions/2025/01/restoring-accountability-to-policy-influencing-positions-within-the-federal-workforce/>