

**NATIONAL SCIENCE FOUNDATION**

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OFFICE OF THE  
DEPUTY DIRECTOR

June 17, 2011

Office of Management and Budget  
Executive Office of the President  
725 17<sup>th</sup> Street, NW  
Washington, D.C. 20503

In accordance with the Federal Activities Inventory Reform (FAIR) Act (P.L. 105-270), the FY 2011 Commercial Activities Inventory for the National Science Foundation is attached.

NSF has developed a strategic approach to workforce planning and deployment that evaluates mission needs, customer expectations and workload. The approach also identifies competencies, and develops strategies to obtain, develop and retain critical competencies. Results from the business analysis effort have led to the development of a competency-based Job Family framework for evaluating the Foundation's human capital needs. Following discussions with OMB and OPM, NSF first utilized the framework while developing the 2004 FAIR Act Inventory, and it continues to be utilized for the annual inventory.

NSF's 2011 FAIR Act Inventory continues its use of Reason Code A to identify those commercial activities that are core to the agency's mission, and therefore are not appropriate for private sector performance. The 2011 justification for the use of Reason Code A remains largely unchanged from previous years.

NSF will continue to refine our Inventory and evaluate the viability of competitive sourcing as a tool to ensure that business process efficiencies are maximized at the Foundation. We appreciate OMB's ongoing support of our efforts to maintain an agile workforce.

Please contact Judith Sunley, Acting Chief Human Capital Officer and Interim Director, Division of Human Resource Management, at 703-292-8180, for further information.

Sincerely,

A handwritten signature in black ink that reads "Cora Marrett". The signature is written in a cursive, flowing style.

Cora Marrett  
Deputy Director

Attachments