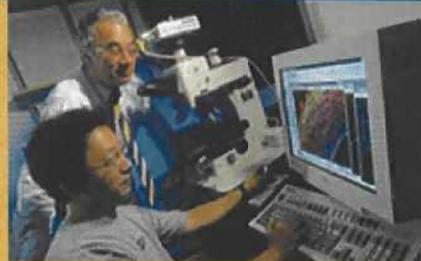


NATIONAL SCIENCE FOUNDATION



Management Directive 715 Report Fiscal Year 2005

Prepared by:

Office of Equal Opportunity Programs
4201 Wilson Blvd., Suite 255
Arlington, VA 22230

Ronald Branch, Director

NATIONAL SCIENCE FOUNDATION

4201 WILSON BOULEVARD
ARLINGTON, VIRGINIA 22230



OFFICE OF
EQUAL OPPORTUNITY PROGRAMS

March 6, 2006

Mr. Carlton M. Hadden
Director
Office of Federal Operations
Equal Employment Opportunity Commission
Washington, D.C. 20507

Dear Mr. Hadden:

In accordance with Management Directive (MD) 715 transmitted herewith is the National Science Foundation's 2005 MD 715 Report.

Thank you for your flexibility and understanding in providing NSF with an extension. If you should have any questions, please contact me at 292-8020.

Sincerely,

A handwritten signature in blue ink that reads "Ronald Branch". The signature is written in a cursive, flowing style.

Ronald Branch
Director
Office of Equal Opportunity Program

Enclosure

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National Science Foundation

October 1, 2004 to September 30, 2005.

GLOSSARY OF TERMS

ACTION ITEM: Clearly identified step to the attainment of an objective.

BARRIER: Personnel principle, policy, or practice, which restricts or tends to limit the representative employment of applicants and employees, especially minorities, women and individuals with disabilities.

CIVILIAN LABOR FORCE (CLF): Data derived from the decennial census reflecting persons, 16 years of age or older who were employed or seeking employment. This data excludes those in the Armed Services. CLF data used in this report is based on the 2000 Census.

CONSPICUOUS ABSENCE: A particular EEO group that is nearly or totally nonexistent from a particular occupation or grade level in the workforce.

EEO GROUPS: White men and women (not of Hispanic origin); Black men and women (not of Hispanic origin); Hispanic men and women; Asian American/ Pacific Islander men and women; and American Indian/Alaskan Native men and women.

EMPLOYEE: Permanent, full or part-time members of the agency workforce including those in excepted service position. Does not include temporary or intermittent individuals.

MAJOR OCCUPATION: Mission oriented occupations or other occupations with 50 to 100 or more employees.

MINORITIES: Black or African American, Hispanic, Asian, American Indian or Alaskan Native, Native Hawaiian or Pacific Islander.

NSF STAFF CATEGORIES: Science and Engineering - includes positions in science, engineering and education plus management positions and general administration positions with program responsibilities in the organizational directorates; Business Operations - includes "professional" positions such as Accountant/Auditor, and Librarian plus all remaining administrative positions not included in the S&E category above; and Program Support - includes technical and clerical positions.

OBJECTIVE: Statement of a specific end product or condition to be attained by a specific date. Accomplishment of an objective will lead to the elimination of a barrier or other problem.

PARITY: Representation of EEO groups in a specific occupational category or grade level in the agency's workforce that is equivalent to its representation in the appropriate CLF.

PARTICIPATION RATE: The extent to which members of a specific demographic group participate in an agency's work force.

PROBLEM – A situation that exists in which one or more EEO groups do not have full equal employment opportunity.

PROGRAM ANALYSIS – Review of entire agency affirmative employment program.

PROGRAM ELEMENT – Prescribed program area for assessing where agencies should concentrate their affirmative employment program analysis and plan development.

RACE/NATIONAL ORIGIN/ETHNICITY:

WHITE – Not of Hispanic Origin. All persons having origins in any of the original peoples of Europe, North Africa, or the Middle East.

BLACK or AFRICAN AMERICAN – All person having origins in any of the black racial groups of Africa.

HISPANIC – All persons of Mexican, Puerto Rican, Cuban, Central or South American, or other Spanish culture or origin, regardless of race.

ASIAN – All persons having origins in any of the original peoples of the Far East, Southeast Asia, or the Indian subcontinent. This area includes, Cambodia, China, India, Japan, Korea, Malaysia, Pakistan, the Philippine Islands, Thailand, and Vietnam.

AMERICAN INDIAN or ALASKAN NATIVE – All persons having origins in any of the original peoples of North and South America (including Central America), and who maintain tribal affiliation or community attachment.

NATIVE HAWAIIAN or PACIFIC ISLANDER – All persons having origins in any of the original peoples of Hawaii, Guam, Samoa, or other Pacific Islands.

RELEVANT CIVILIAN LABOR FORCE (RCLF) – Civilian Labor Force (CLF) data that are directly comparable (or relevant) to Federal workforce data.

RESPONSIBLE OFFICIAL – Executive, Manager, or Supervisor who is accountable for accomplishing an action item.

TOTAL WORK FORCE – All employees of an agency subject to 29 C.F.R. Part 1614 regulations, including temporary, seasonal and permanent employees.

TARGET DATE – Date (month/year) for completion of an action item.

* Definitions are in accordance with EEOC guidelines and NSF's staff groupings.

U.S. Equal Employment Opportunity Commission
FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT

For period covering October 1, 2004, to September 30, 2005.

| | | | | |
|---|---|------------------------|---|-------------|
| PART A Department or Agency Identifying Information | 1. Agency | | 1. National Science Foundation | |
| | 1.a. 2 nd level reporting component | | | |
| | 2. Address | | 2. 4201 Wilson Boulevard ATTN: OEOP, Room 255 South | |
| | 3. City, State, Zip Code | | 3. Arlington, Virginia 22230 | |
| | 4. CPDF Code | 5. FIPS code(s) | 4. NF00 | 5. 51,24,11 |
| PART B Total Employment | 1. Enter total number of permanent full-time and part-time employees | | | 1. 1196 |
| | 2. Enter total number of temporary employees | | | 2. 361 |
| | 3. Enter total number employees paid from non-appropriated funds | | | 3. 0 |
| | 4. TOTAL EMPLOYMENT [add lines B 1 through 3] | | | 4. 1557 |
| PART C Agency Official(s) Responsible For Oversight of EEO Program(s) | 1. Head of Agency Official Title | | 1. Arden L. Bement, Jr. Director | |
| | 2. Agency Head Designee | | 2. Thomas Windham | |
| | 3. Principal EEO Director/Official Official Title/series/grade | | 3. Ronald Branch | |
| | 4. Title VII Affirmative EEO Program Official | | 4. Consuelo Roberts | |
| | 5. Section 501 Affirmative Action Program Official | | 5. Consuelo Roberts | |
| | 6. Complaint Processing Program Manager | | 6. Doris Starkes | |
| | 7. Other Responsible Agency Officials | | Paul Barsnica Joseph Burt | |

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PARTS A - D

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| PART D List of Subordinate Components Covered in This Report | Subordinate Component and Location (City/State) | CPDF and FIPS codes |
|---|--|---------------------------|
| | | |

| EEOC FORMS and Documents Included With This Report | | | |
|--|---|---|---|
| *Executive Summary [FORM 715-01 PART E], that includes: | X | *Optional Annual Self-Assessment Checklist Against Essential Elements [FORM 715-01PART G] | |
| Brief paragraph describing the agency's mission and mission-related functions | X | *EEO Plan To Attain the Essential Elements of a Model EEO Program [FORM 715-01PART H] for each programmatic essential element requiring improvement | X |
| Summary of results of agency's annual self-assessment against MD-715 "Essential Elements" | X | *EEO Plan To Eliminate Identified Barrier [FORM 715-01 PART I] for each identified barrier | X |
| Summary of Analysis of Work Force Profiles including net change analysis and comparison to RCLF | X | *Special Program Plan for the Recruitment, Hiring, and Advancement of Individuals With Targeted Disabilities for agencies with 1,000 or more employees [FORM 715-01 PART J] | X |
| Summary of EEO Plan objectives planned to eliminate identified barriers or correct program deficiencies | X | *Copy of Workforce Data Tables as necessary to support Executive Summary and/or EEO Plans | X |
| Summary of EEO Plan action items implemented or accomplished | X | *Copy of data from 462 Report as necessary to support action items related to Complaint Processing Program deficiencies, ADR effectiveness, or other compliance issues. | X |
| *Statement of Establishment of Continuing Equal Employment Opportunity Programs [FORM 715-01 PART F] | X | *Copy of Facility Accessibility Survey results as necessary to support EEO Action Plan for building renovation projects | |
| *Copies of relevant EEO Policy Statement(s) and/or excerpts from revisions made to EEO Policy Statements | X | *Organizational Chart | X |

U.S. Equal Employment Opportunity Commission
FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT

National Science Foundation

October 1, 2004 to September 30, 2005.

EXECUTIVE SUMMARY

The National Science Foundation (NSF) was established by Congress in 1950 as an independent agency of the federal government with the mission "to promote the progress of science; to advance the national health, prosperity, and welfare; and to secure the national defense." NSF is the sole federal government agency that is dedicated to supporting fundamental research and education in all scientific and engineering disciplines. The NSF Strategic Plan published in October 2003, identifies as one of its strategic goals, "NSF's commitment to invest in a diverse, competitive and globally engaged workforce of scientists, engineers, technologists and well-prepared citizens." To attain this goal, NSF promotes greater diversity in the science and engineering workforce through increased participation of underrepresented groups and institutions in all of its programs and activities. In keeping with the NSF Strategic Plan and the President's Management Agenda, the agency is utilizing a combination of tools, including Electronic Government (e-Government), competitive sourcing, and advanced technology to carry out its mission. Though NSF does not operate its own laboratories or research facilities, it accomplishes its mission primarily by making merit-based grants and cooperative agreements to individual researchers, and groups, in partnership with colleges, universities, and other institutions throughout the nation. NSF uses a merit review process to select approximately 10,000 new awards each year from more than 35,000 competitive proposals submitted by the science and engineering research and education communities.

The Central Personnel Data File (CPDF) reflects that the National Science Foundation's workforce for 2005 consisted of 1,196 permanent and 361 temporary employees. Its workforce is categorized into three distinct staff groupings: Science and Engineering (S&E), Business Operations, and Program Support. Science and Engineering includes positions in science, engineering and education plus program management positions and general administration positions with program responsibilities in the organizational directorates. The Business Operations group encompasses professionals such as Accountants/Auditors and Librarians, plus all remaining administrative positions not included in the S&E category. The Program Support category includes technical and clerical positions. The Foundation does not employ blue collar (wage) workers.

The Foundation's employees continue to take advantage of training opportunities, such as, the After Hours Program (AH) and the Avenue for Career Enhancement Program (ACE). The After Hours Program is a competitive program that helps participating NSF employees develop skills for career goals targeted toward possible higher-level NSF positions. Program participants receive tuition assistance for courses taken on non-duty hours in government and non-government facilities. The ACE Program enables directorates and offices to determine the need for a specific position and then advertise for a trainee position leading to a targeted position at a higher level. The intern is provided training and development experience leading to the targeted position. NSF had a total of 83 women and minorities who participated in the AH Program, of which, 3 were disabled veterans. The participation in the ACE Programs in FY 2005 was comprised of 3 minority employees at the GS-9 grade level.

Fiscal Year 2004 Challenges

In 2004, NSF reported in the Management Directive 715 Report a series of challenges that provided it with opportunities for growth and improvement. Challenges that were identified included: The Government Accountability Office (GAO) Report on Title IX of the Educational Amendments of 1972, as amended; accurate and comprehensive retrieval of the workforce data after the migration from the Integrated Personnel System (IPERS) to the Federal Personnel Payroll System (FPPS), and installation and implementation of the web-based application purchased to assist with the analysis, tracking, management and reporting of the demographics utilized in the newly implemented MD 715 Report.

Under the leadership of the newly appointed Director of the Office of Equal Opportunity Programs (OEOP), these challenges were addressed in FY 2005 in the following manner:

- (1) To ensure that compliance reviews of grantees are conducted in accordance with Title IX of the Education Amendments of 1972, as amended, various meetings were held with the Common Practices Group. A working group was established with the Department of Energy (DOE), the National Aeronautics and Space Administration (NASA), Department of Justice (DOJ), and the Department of Education (DoED). DoED and DOJ provided NSF and DOE training on conducting compliance reviews. On-site compliance review visits are tentatively scheduled throughout fiscal year 2006. The first on-site visit was conducted in the first quarter of FY 2006.
- (2) The statistical data used for analysis and reporting in the MD 715 Report for fiscal year 2005 came from the Federal Personnel Payroll System (FPPS) as opposed to the use of two incompatible databases used in FY 2004. Additionally, status and dynamic data were retrieved from the Central Personnel Data File (CPDF) at OPM for the period of October 2000 through October 2005. When possible, these data were used to conduct a five-year trend analysis of the agency's workforce. Any discrepancies with the statistical data provided in the FY 2004 MD 715 Report and the FY 2005 submission are due to the use of a different data file (CPDF).
- (3) The vendor and OEOP staff continue to review and correct problems with the web-based software application purchased to assist with the analysis, tracking, management and reporting of the agency's workforce demographics. Research was conducted on alternate systems and an off-the-shelf application was purchased and utilized for this fiscal year's MD 715 Report.

Internal Studies

In response to issues raised by NSF's employees and managers and initial findings from an earlier Business Analysis conducted by an out-side vendor, the Division of Human Resource Management coordinated and conducted an Administrative Functions Study (AFS). A steering committee was established and comprised of representatives from each Directorate and HRM personnel. The steering committee conducted focus groups and interviews while reviewing and validating the findings. Group meetings were held to provide the workforce with updates and information. The study is still on going and it is anticipated that it will help to identify problem areas in career planning and development within the administrative staff as well as barriers to advancement within the diverse groups.

Telework Initiative

NSF is a strong advocate of the Telework initiative. In FY 2005, there were 462 or 35.0% of the total workforce with a telework agreement in place. Of these 462 telework agreements 3 were for reasonable accommodations.

Succession Planning

To meet future workforce needs, the agency's workforce planning efforts incorporate succession planning through the forecasting of changes in the NSF work environment, the identification of changes to the workforce and the employee competencies driven by that change. The agency utilizes a slightly different succession strategy for each of the three distinct staff groupings of: Science and Engineering, Business Operations, and Program Support. Workforce planning efforts also monitor the planned turnover of NSF rotators and its effect on achieving the overall mission. A copy of the agency's Succession Plan may be found at Appendix C.1. Among the many proposed succession planning and knowledge management activities that the agency utilizes to identify future leaders are:

- (1) Structural Agency Support – NSF Academy was established to serve as the primary support mechanism for succession planning initiatives.
- (2) Executive Training – NSF employees attend OPM's Federal Executive Institute and Management Development Centers and participate in leadership programs, for example, the ComSci Fellowship Program and the LEGIS Program.
- (3) Program Management Seminars – Approximately 150 new Program Managers are assimilated into the workforce each year. The seminar familiarizes participants with the structure, context, policies, and practices of NSF and the concerns and practices of the broader Federal science community.
- (4) New Employee Orientation – An introductory session of the agency's opportunities, programs and key personnel.
- (5) Division Director's Roundtables – Semi-annual retreats for Division Directors to strategically plan and address critical and emerging issues and concerns within the agency related to recruiting, hiring, retaining, and developing the workforce, as well as succession planning.
- (6) Knowledge Management Infrastructure – NSF's Chief Information Officer leads the agency's initiative of Communities of Practice, which facilitate the exchange of critical information, historical knowledge and agency procedures in support of succession planning strategies.
- (7) Learning Management System – An e-training initiative in support of NSF's development programs, the enhancement of Competency Management, Skill Gap Analysis, and Individual Development Plans. It will be the primary database used in workforce planning and succession planning processes.
- (8) Certification Programs – Certification programs in Project Management and numerous information technology areas have been developed and implemented. Employees may receive Masters or Associates Certificates in Project Management.

Complaints Management

During FY 2005, employees initiated three informal complaints. Two of the cases were counseled and resolved through the use of Alternative Dispute Resolution Program (ADR). At the beginning of the fiscal year, NSF had three formal complaints that were carried over and one new formal complaint that was filed during the year. Of these four cases, two were closed during FY 2005. OEOP began to place more emphasis on the use of alternative dispute resolution to resolve issues raised in EEO. To this end, OEOP further refined its existing ADR Program. The name was changed to "The Early Intervention Program (EIP)." The EIP consists of conciliation and mediation. Conciliation allows the OEOP Director or designee a 3-day window to resolve the issue(s) prior to mediation or traditional counseling. A brochure was designed to inform employees of the EIP and is used as a training tool for all levels of employees.

EEO 462 Report

Federal agencies must submit to the Equal Employment Opportunity Commission an annual EEO Form 462 Report capturing the agency's EEO complaints processing activities. The report highlights all the counseling activities conducted to resolve complaints, Non-ADR settlements with and without monetary benefits, ADR settlements with and without monetary benefits, agency resources, EEO staff training and EEO Director reporting line. For the past three years, NSF has received highly complimentary remarks from EEOC on its submission of the 462 Report. A copy of the 462 Report is at Appendix C.2.

Establishment of Equal Opportunity Liaisons

OEOP established a group of Equal Opportunity Liaisons (EOL) to enhance communications, program information flow and strengthen working relationships between the various Directorates/Offices and the OEOP. EOLs assist in promoting diversity and disseminating information under the authority of Titles VI and IX and Title VII, specifically, the MD 715. They are knowledgeable in their program area and the operations of their directorate. It is anticipated that EOLs will develop strong relationships that will provide assistance in their directorate's workforce planning, barrier analysis, recruitment strategies and career development programs.

OEOP Sponsored Training

During fiscal year 2005, OEOP planned and executed a rigorous training plan for the agency's workforce. The OEOP staff conducted one training session per month targeting supervisors, managers and program officers. The agency incorporated an EEO training module in its "Introduction to NSF Enterprise Orientation for New Employees" and "Program Management Seminar." An "EEO Training Seminar for Supervisors, Managers and Program Officers" was designed and offered to over 150 participants. Topics covered included Titles VI, VII and IX, Harassment Prevention, Sexual Harassment, ADR, Limited English Proficiency, Diversity, the MD 715 guidelines and the "Model EEO Program" requirements. Plans for a second training seminar during FY 2006 are ongoing. The focus of the seminar will be on providing managers with the knowledge to successfully accomplish their EEO responsibilities. An on-line web-based training module on "The No FEAR ACT" was purchased and will be offered to the workforce in early 2006. Additional on-line training modules are under review.

Policy Statements on Equal Opportunity

The agency's policy statements on Equal Opportunity and Prevention of Harassment are under revision for the director's signature and issuance in January 2006. NSF is committed to having an environment free of discrimination and harassment. In support of this effort, EEO policy statements are signed annually by the director, and are distributed to all employees and every new employee during orientation, to managers and supervisors at the "Program Manager Seminar" and to the workforce during all other EEO sponsored training sessions.

Workforce Re-survey

NSF did not re-survey its workforce during FY 2005, thus the percentage of the CLF for Native Hawaiian or Pacific Islander was added to the Asian CLF. During FY 2006, the agency will re-survey the workforce using an electronic software application that will capture the identification of the various ethnicities that prior to the MD 715 Report were traditionally grouped together, as well as individuals with targeted disabilities.

Summary of Agency Self-Assessment and EEO Plan to Accomplish Objectives

In accordance with guidance provided in the MD 715, NSF conducted a Self-Assessment. The Self-Assessment results were used as input to the development of Part H: EEO Plan for Attaining the Essential Elements of a Model EEO Program and Part I: EEO Plan to Eliminate Identified Barrier of this report.

The National Science Foundation is dedicated to providing its workforce with an environment that is the "Best Place to Work."

Summary Analysis of Workforce

The EEOC requires that agencies compute the net change between two time periods. The net change is calculated by taking the difference between the number of employees at the end of the current fiscal year and the prior fiscal year and dividing this number by the number in the prior fiscal year. If a group decreased, the net change is negative. If a group displays a net change lower than the net change for the total workforce, it is a trigger of the possibility of a barrier. Trend/Barrier analysis should be conducted for groups for which triggers have been identified. Although, agencies must report on their "total, permanent, temporary and non-appropriated" workforce, the EEOC only requires trigger and barrier analysis for the permanent workforce. The EEOC defines the "permanent" workforce as all employees who are in tenure group "1" or "2" (Career/ Career Conditional Appointments). As a result of rounding the numbers, there may be a slight difference in the numerical values provided throughout the report.

A five year analysis (fiscal year 2001 to fiscal year 2005) shows that NSF experienced an increase of 117 employees in permanent positions (from 1079 to 1196), and an increase of 146 employees in temporary positions (from 215 to 361). The net change was 10.84% for the total permanent workforce. See Table A1: Total Workforce – Distribution by Race/Ethnicity and Sex, from September 30, 2001 to September 30, 2005. Intergovernmental Personnel Act (IPA) employees are not reflected in this analysis since they are not captured in the FPPS data.

The following Race/Ethnicity and Sex Class Groups had a net change lower than the total workforce:

Hispanic or Latina Female (6.67%)
Black or African American Male (8.62%)
Black or African American Female (-1.75%)
American Indian or Alaskan Male (0)
American Indian or Alaskan Female (-50%)

Additionally, the EEOC requires that agencies conduct a comparison of their permanent workforce with the general Civilian Labor Force (CLF) from the 2000 Census. A current workforce ratio lower than the Civilian Labor Force (CLF) for any group is another trigger for the possibility of a barrier. When compared with the general CLF, the following Race/Ethnicity and Sex Class Groups were represented in the agency at less than their representation in the CLF:

Hispanic or Latino Male (1.00% in the workforce vs. 6.2% in the CLF)
Hispanic or Latina Female (1.34% in the workforce vs. 4.5% in the CLF)
White Male (28.43% in the workforce vs. 39.0% in the CLF)
White Female (30.43% in the workforce vs. 33.7% in the CLF)
American Indian or Alaskan Native Male (0.08% in the workforce vs. 0.3% in the CLF)
American Indian or Alaskan Native Female (0.08% in the workforce vs. 0.3% in the CLF)

It should be noted that although the categories of "Native Hawaiian/Pacific Islander" males and females and "Two or more races" males and females are reflected having no representation in the workforce, this may or may not be true. They are shown absent from the workforce because the workforce was not resurveyed during FY 05, thus they are included with the Asian workforce representation.

NSF's Academy does not maintain training data which include information related to race/ethnicity, sex or disability. The Academy is in collaboration with OPM to acquire a Learning Management System (LMS) to replace the current database. The LMS will capture training and development information as required by the MD 715 and EEOC's guidelines. Data on training conducted during FY 2005 were manually cross-referenced with personnel records to identify the race, national origin, sex and disability of employees for purposes of analysis and reporting on the FY 2005 MD 715.

The EEOC also requires that agencies report on their workforce distribution of individuals with disabilities. However, EEOC only requires trigger and barrier analysis for individuals with targeted disabilities in the permanent workforce. There has been growth in the representation of individuals with disabilities in permanent positions (from 12 in FY 04 to 13 in FY 05), and an increase of 3 in temporary positions (from 2 in FY 04 to 5 in FY 05). See Table B1: Total Workforce – Distribution by Disability. The agency has a centralized fund account to ensure that all panelists, visitors, applicants, and employees with disabilities are provided reasonable accommodations.

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PART F

U.S. Equal Employment Opportunity Commission
FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT

CERTIFICATION of ESTABLISHMENT of CONTINUING
EQUAL EMPLOYMENT OPPORTUNITY PROGRAMS

I, Ronald Branch am the

(Insert name above) (Insert official title/series/grade above)

Principal EEO Director/Official for National Science Foundation
(Insert Agency/Component Name above)

The agency has conducted an annual self-assessment of Section 717 and Section 501 programs against the essential elements as prescribed by EEO MD-715. If an essential element was not fully compliant with the standards of EEO MD-715, a further evaluation was conducted and, as appropriate, EEO Plans for Attaining the Essential Elements of a Model EEO Program, are included with this Federal Agency Annual EEO Program Status Report.

The agency has also analyzed its work force profiles and conducted barrier analyses aimed at detecting whether any management or personnel policy, procedure or practice is operating to disadvantage any group based on race, national origin, gender or disability. EEO Plans to Eliminate Identified Barriers, as appropriate, are included with this Federal Agency Annual EEO Program Status Report.

I certify that proper documentation of this assessment is in place and is being maintained for EEOC review upon request.

Ronald Branch

2/21/06

Signature of Principal EEO Director/Official
Certifies that this Federal Agency Annual EEO Program Status Report is in compliance with EEO MD-715.

Date

Arthur L. Bennett Jr.

2/7/06

Signature of Agency Head or Agency Head Designee

Date

EEOC FORM
715-01 PART H

U.S. Equal Employment Opportunity Commission

FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT
EEO Plan To Attain the Essential Elements of a Model EEO Program

| | |
|--|---|
| FY 2005 National Science Foundation | |
| STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY: | Element A3.10 – The agency did not provide instructor-led training on the subject of the prevention of harassment to inform the workforce of what behaviors are inappropriate in the workplace and that this behavior may result in disciplinary actions. |
| OBJECTIVE: | To conduct instructor-led training on the subject of harassment and educating the workforce on the potential of disciplinary actions. |
| RESPONSIBLE OFFICIAL: | OEOB Director, Complaints Manager |
| DATE OBJECTIVE INITIATED: | 11/22/04 |
| TARGET DATE FOR COMPLETION OF OBJECTIVE: | FY 2006 |

| PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE: | TARGET DATE |
|---|--------------------|
| 1. Continue to monitor and track the complaints process to identify potential trends or problems. | Quarterly, FY 2006 |
| 2. Continue to conduct instructor-led training on the prevention of harassment. | Quarterly, FY 2006 |

| |
|--|
| REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE |
| <ol style="list-style-type: none"> 1. Small group-training sessions on the subject of sexual harassment were conducted throughout the year. 2. OEOB researched and purchased training material/video on the prevention of sexual harassment. 3. Complaints Program Manager established an "Early Intervention Program" to include harassment. 4. Complaints Program Manager designed and published a brochure on the Early Intervention Program. 5. This program deficiency has been corrected. |

EEOC FORM
715-01 PART H

U.S. Equal Employment Opportunity Commission

FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT
EEO Plan To Attain the Essential Elements of a Model EEO Program

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| FY 2005 National Science Foundation | |
| STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY: | Element B2.5- Management/personnel policies, procedures and practices are not examined at regular intervals to assess whether there are hidden impediments to the realization of equality of opportunity for any group(s) of employees or applicants. [see 29 C.F.R. 1614.102(b)(3)]. A review of the statistical data revealed that the representation of Hispanics in the workforce is lower than the Civilian Labor Force (CLF) representation. |
| OBJECTIVE: | To implement a periodic examination of the end results and outcomes of management/personnel policies, procedures, and practices for barrier identification and improvement of the representation of Hispanics. Improve Agency's representation of Hispanics. |
| RESPONSIBLE OFFICIAL: | Director, Division of Human Resource Management, Director, Office of Equal Opportunity Programs, Affirmative Employment Program Manager, Equal Opportunity Liaisons. |
| DATE OBJECTIVE INITIATED: | 03/2005 |
| TARGET DATE FOR COMPLETION OF OBJECTIVE: | Fourth Quarter FY 2007 |

| PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE: | TARGET DATE |
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| 1. Establish a working group composed of NSF Hispanic employees, managers/supervisors, Human Resource Management, OEOP and the Equal Opportunity Liaisons to identify barriers to increasing the Hispanic representation. | Third Quarter FY 2006 |
| 2. Review existing policies, practices and procedures related to recruitment, merit promotions, and selection for purposes of analysis and end results. | Fourth Quarter FY 2006 |
| 3. Review, monitor and evaluate for improvement of the internal recruitment process. | Fourth Quarter FY 2006 |
| 4. Review, monitor and improve the representation of Hispanic applicants for Science Assistant (AD-01) position vacancies. | Second Quarter FY 2007 |

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| 5. Identify and target Hispanic Veterans Groups for purposes of recruitment. | Third Quarter FY 2007 |
| 6. Develop and implement supervisors and management training on the use of hiring authorities. | First Quarter FY 2007 |
| 7. Continue to engage in recruiting and outreach efforts with Hispanic Serving Institutions, organizations and other Minority Serving Institutions. | First Quarter FY 2006 – Fourth Quarter FY 2007 |
| 8. Continue to support and implement the White House Initiative on Educational Excellence for Hispanic Americans. | Second Quarter FY 2006 – Fourth Quarter FY 2007 |
| 9. Utilize the Presidential Management Fellows Program to recruit and advance Hispanic college graduates. | Fourth Quarter FY 2006 |
| 10. Continue to participate in the HACU National Internship Program. | Fourth Quarter FY 2007 |
| 11. Promote participation of Hispanic employees in career development programs. | Third Quarter FY 2007 |
| 12. Continue to capture activities and accomplishments in the agency's Federal Equal Opportunity Recruitment Program Report submitted to OPM. | Fourth Quarter FY 2006 |

REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE

1. As a result of the NSF partnership with the HACU Summer Internship Program, six Hispanic females and four Hispanic males participated in Agency's Summer Scholars Internship Program.
2. In the summer of 2005, NSF held its 2005 NSF Intern Summit in recognition and celebration of the achievement of the students that have participated in the previous years. Approximately 46% of past participants have graduated from or enrolled in graduate or professional programs as a result of their participation in the Summer Scholars Internship Program.
3. Position vacancy announcements and "Dear Colleague Letters" are provided to Hispanic organizations, affiliations and institutions to inform and recruit Hispanic applicants.
4. Outreach initiatives are provided at Hispanic Serving Institutions on the NSF grants proposal process with a focus on increasing the participation of Hispanics in key NSF activities such as serving as panel reviewers and rotators (temporary staff).
5. Conducted workshops and hosted exhibit booths at conferences, job fairs, career days and professional association meetings with a high Hispanic audience.
6. Recruitment of positions were advertised in publications, websites, and mailings to organizations that target the Hispanic community.
7. NSF supports and funds numerous programs and initiatives that benefit the Hispanic community as well as other targeted groups. Some of the initiatives are: 1) Louis Stokes Alliances for Minority Participation; 2) Experimental Program to Stimulate Competitive Research; 3) courses offered via NSF Academy; and 4) Course Curriculum and Laboratory Improvement Program.

8. In conjunction with the Limited English Proficiency Program, OEOP is in the process of obtaining a contractor that will translate the OEOP external website into Spanish.

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| FY 2005 National Science Foundation | |
| STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY: | Element B2.5- Management/personnel policies, procedures and practices are not examined at regular intervals to assess whether there are hidden impediments to the realization of equality of opportunity for any group(s) of employees or applicants. [see 29 C.F.R. 1614.102(b)(3)]. A review of the statistical data revealed that the representation of Black or African Americans in the workforce is lower than the Net Change for the total workforce. |
| OBJECTIVE: | To implement a periodic examination of the end results and outcomes of management/personnel policies, procedures, and practices for barrier identification and improvement of the representation of Black or African American workforce. Improve Agency's representation of Black or African American workforce. |
| RESPONSIBLE OFFICIAL: | Director, Division of Human Resource Management, Director, Office of Equal Opportunity Programs, Affirmative Employment Program Manager, Equal Opportunity Liaisons. |
| DATE OBJECTIVE INITIATED: | 03/2005 |
| TARGET DATE FOR COMPLETION OF OBJECTIVE: | Fourth Quarter FY 2007 |

| PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE: | TARGET DATE |
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| 1. Establish a working group composed of NSF Black or African American employees, managers/supervisors, Human Resource Management, OEOP and the Equal Opportunity Liaisons to identify barriers to increasing the workforce representation as a whole and in the senior level positions. | Third Quarter FY 2006 |
| 2. Review existing policies, practices and procedures related to recruitment, merit promotions, and selection for purposes of analysis and end results. | Fourth Quarter FY 2006 |
| 3. Review, monitor and evaluate for improvement of the internal recruitment process. | Fourth Quarter FY 2006 |
| 4. Review, monitor and improve the representation of Black or African American applicants for Science Assistant (AD-01) position vacancies. | Second Quarter FY 2007 |

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| 5. Identify and target Veterans Groups for purposes of recruitment. | Third Quarter FY 2007 |
| 6. Develop and implement supervisors and management training on the use of hiring authorities. | First Quarter FY 2007 |
| 7. Continue to engage in recruiting and outreach efforts with Historically Black Colleges and Universities, organizations and other Minority Serving Institutions. | First Quarter FY 2006 – Fourth Quarter FY 2007 |
| 8. Utilize the Presidential Management Fellows Program to recruit and advance Black or African American college graduates. | Fourth Quarter FY 2006 |
| 10. Continue to participate in the National Internship Program. | Fourth Quarter FY 2007 |
| 11. Promote participation of Black or African American employees in career development programs. | Third Quarter FY 2007 |
| 12. Continue to capture activities and accomplishments in the agency's Federal Equal Opportunity Recruitment Program Report submitted to OPM. | Fourth Quarter FY 2006 |

REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE

1. NSF's Summer Internship Program included ten Black or African American females and two Black or African American males FY 2005.
2. Position vacancy announcements and "Dear Colleague Letters" are provided to Historically Black organizations, affiliations and institutions to inform and recruit applicants.
3. Conducted workshops and hosted exhibit booths at conferences, job fairs, career days and professional association meetings with a high Black or African American audience.
4. Recruitment of positions were advertised in publications, websites, and mailings to organizations that target the Black or African American community.
5. NSF supports and funds numerous programs and initiatives that benefit the Black or African American community as well as other targeted groups. Some of the initiatives are: 1) Louis Stokes Alliances for Minority Participation; 2) Experimental Program to Stimulate Competitive Research; 3) courses offered via NSF Academy and 4) Course Curriculum and Laboratory Improvement Program.

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| STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY: | Element B2.5- Management/personnel policies, procedures and practices are not examined at regular intervals to assess whether there are hidden impediments to the realization of equality of opportunity for any group(s) of employees or applicants. [see 29 C.F.R. 1614.102(b)(3)]. A review of the statistical data revealed that the representation of American Indian or Alaska Native and White males in the workforce is lower than the total Net Change representation. |
| OBJECTIVE: | To implement a periodic examination of the end results and outcomes of management/personnel policies, procedures, and practices for barrier identification and improvement of the representation of these groups. Improve Agency's representation of these groups. |
| RESPONSIBLE OFFICIAL: | Director, Division of Human Resource Management, Director, Office of Equal Opportunity Programs, Affirmative Employment Program Manager, Equal Opportunity Liaisons. |
| DATE OBJECTIVE INITIATED: | 03/2005 |
| TARGET DATE FOR COMPLETION OF OBJECTIVE: | Fourth Quarter FY 2007 |

| PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE: | TARGET DATE |
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| 1. Establish a working group composed of NSF employees, managers/ supervisors, Human Resource Management, OEOP and the Equal Opportunity Liaisons to identify barriers to increasing the representation of these groups. | Third Quarter FY 2006 |
| 2. Review existing policies, practices and procedures related to recruitment, merit promotions, and selection for purposes of analysis and end results. | Fourth Quarter FY 2006 |
| 4. Develop and implement supervisors and management training on the use of hiring authorities. | First Quarter FY 2007 |
| 7. Continue to research and identify recruiting and outreach efforts that will yield a change in the applicant pool for these groups. | Fourth Quarter FY 2007 |

REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE

1. Position vacancy announcements and "Dear Colleague Letters" are provided to organizations, affiliations and institutions to inform and recruit American Indian or Alaska Native applicants.
2. Outreach initiatives are provided at Tribal Colleges on the NSF grants proposal process with a focus on increasing the participation of American Indian or Alaska Native in key NSF activities such as serving as panel reviewers and rotators (temporary staff).
3. Conducted workshops and hosted exhibit booths at conferences, job fairs, career days and professional association meetings.
4. Recruitment of positions were advertised in publications, websites, and mailings to organizations that target the American Indian or Alaska Native community.
5. One American Indian female participated in the FY 2005 Summer Internship Program.

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| STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY: | Element B2.5- Management/personnel policies, procedures and practices are not examined at regular intervals to assess whether there are hidden impediments to the realization of equality of opportunity for any group(s) of employees or applicants. [see 29 C.F.R. 1614.102(b)(3)]. A review of the statistical data revealed that the representation of individuals with targeted disabilities had not increased from 2003 to 2004. |
| OBJECTIVE: | To implement a periodic examination of the end results and outcomes of management/personnel policies, procedures, and practices for barrier identification and improvement of the representation of individuals with disability. Improve the Agency's representation of individuals with disability by one employee per year for the next 5 years. |
| RESPONSIBLE OFFICIAL: | Director, Division of Human Resource Management, Director, Office of Equal Opportunity Programs, Affirmative Employment Program Manager, Equal Opportunity Liaisons. |
| DATE OBJECTIVE INITIATED: | 02/2005 |
| TARGET DATE FOR COMPLETION OF OBJECTIVE: | Fourth Quarter FY 2011 |

| PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE: | TARGET DATE |
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| 1. Establish a working group composed of the Disability Program Manager, NSF employees with disabilities, managers/supervisor, Human Resource Management, and the Equal Opportunity Liaisons to identify barriers to increasing the Agency's representation of individuals with disabilities. | Third Quarter FY 2006 |
| 2. Review existing policies, practices and procedures related to recruitment, merit promotions, and selection for purposes of analysis and end results. | Fourth Quarter FY 2006 |
| 3. Review, monitor and evaluate for improvement the internal recruitment process. | Fourth Quarter FY 2006 |

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| 4. Establish a “results oriented” outreach and recruitment process that provides qualified applicants with targeted disabilities for Agency vacancies at all levels. | Third Quarter FY 2007 |
| 5. Develop and implement supervisors and management training on the use of hiring authorities. | First Quarter FY 2007 |
| 6. Utilize the Presidential Management Fellows (PMF) Program to identify a compensable disabled veteran for a position in the Division of Human Resource Management. | First Quarter FY 2007 |
| 7. Continue to work with and fund programs such as the Regional Alliance for Science, Engineering, and Mathematics; Squared-for Students with Disabilities; Northwest Alliance for Access to Science, Technology, Engineering, and Mathematics; Eastern Alliance in Science, Technology, Engineering, and Mathematics. | Fourth Quarter FY 2006 |
| 8. Establish a “referral service” with representatives of state governments (Maryland and Virginia) to obtain the identification and referral of qualified candidates with disabilities. | Fourth Quarter FY 2006 |
| 9. Establish a partnership with the “EXCEL Networking Group” to identify and obtain referrals of qualified candidates with disabilities for the development of employment and professional opportunities. | First Quarter FY 2007 |
| 10. Continue to work with the American Association of People with Disabilities/Microsoft IT Intern Program to offer work opportunities to students with disabilities. | Fourth Quarter FY 2007 |
| 11. Continue to work with the Department of Labor, Veterans Employment and Training Services in support of the Disabled Veterans Hiring Initiative (DVHI). DVHI helps with the recruitment and hiring of qualified veterans with disabilities in support of Executive Orders 13078 and 13163. | Fourth Quarter FY 2007 |
| 12. Continue to participate in the Department of Labor, Office of Disability Employment Policy’s, “Disability Mentoring Day” hosting high school and college students with disabilities in a one-day mentoring experience. | Fourth Quarter FY 2007 |
| 13. Continue to centrally fund the reasonable accommodations provided to the Agency’s employees, applicants, visitors and panelists with disability. | Fourth Quarter FY 2009 |
| 14. Continue to emphasize the Agency policy on recruitment, hiring, employee development, and promotion of individuals with targeted disabilities. | Fourth Quarter FY 2009 |
| 15. Hire at least one individual with a targeted disability per year for the next 5 years. | Fourth Quarter FY 2011 |

REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE

1. Established a partnership with veteran employment representatives from the state of Virginia and Maryland to recruit veterans with disabilities.
2. Utilizing the Presidential Management Fellows (PME) selected a 2005 Finalist with a disability.
3. Human Resource Management Specialists advised managers and supervisors on the special appointing authorities when recruiting and filling position vacancies.
4. NSF participated in 30 conferences, career days and job fairs including those targeting individuals with disabilities.
5. Participated for the second consecutive year in the Department of Labor, Office of Disability Employment Policy's "Disability Mentoring Day" targeting high school and college students.
6. Conducted training to employees, managers and supervisors on the agency's Reasonable Accommodation Program, the MD 715, the "Model EEO Program" components, appointing authorities and diversity.

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| STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY: | Element C1.1 – Monthly/quarterly/semi-annual EEO updates were not provided on a regular basis to management/supervisory officials by EEO program officials. |
| OBJECTIVE: | To provide management/supervisory officials with monthly/quarterly/semi-annual EEO updates. |
| RESPONSIBLE OFFICIAL: | Director, Office of Equal Opportunity Programs, Director, Division of Human Resource Management, Complaints Program Manager, Affirmative Employment Program Manager |
| DATE OBJECTIVE INITIATED: | 12/15/04 |
| TARGET DATE FOR COMPLETION OF OBJECTIVE: | FY 2007 |

| PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE: | TARGET DATE |
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| 1. Complaints Manager will prepare and submit to OEOP Director quarterly report identifying the bases and issues of informal and formal complaints. | Quarterly FY 2006 – FY 2007 |
| 2. Affirmative Employment Program Manager will prepare and submit to OEOP Director an analysis of the workforce demographics on a quarterly basis. | Quarterly FY 2006 – FY 2007 |
| 3. The OEOP Director will ensure that leaders, management/supervisory officials are provided quarterly EEO Updates. | Quarterly FY 2006 –FY 2007 |

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| REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE |
| <p>1. The Director of the Division of Human Resource Management assigned an HRM specialist to provide OEOP with the workforce statistical data for analysis on a quarterly basis.</p> <p>2. The Complaints Manager prepared quarterly reports identifying the bases and issues of informal and formal complaints.</p> <p>3. The Affirmative Employment Program Manager prepared quarterly reports depicting the demographics of the</p> |

4. The OEOP Director met with the agency designated official(s) to discuss quarterly report.

5. Supervisors and managers were provided demographic data upon request. Program deficiency has been corrected.

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| STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY: | Element C1.1 – The OEOP did not provide managers and supervisory officials with regular EEO Updates to include initial and regular refresher training to help them understand their responsibilities under civil rights laws, and how these responsibilities impact the overall success of the Foundation’s equal opportunity programs and its mission. |
| OBJECTIVE: | To conduct formal training for employees, managers and supervisors on their responsibilities under the civil rights laws. To design and conduct formal training for new managers and supervisors which will include a module on their responsibilities under the civil rights laws. |
| RESPONSIBLE OFFICIAL: | Director, Office of Equal Opportunity Programs, OEOP Specialists and Director, NSF Academy |
| DATE OBJECTIVE INITIATED: | 12/21/04 |
| TARGET DATE FOR COMPLETION OF OBJECTIVE: | First Quarter FY 2007 |

| PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE: | TARGET DATE (Must be specific) |
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| 1. The Foundation will sponsor “New Supervisors and Managers Training.” This training is currently being designed by NSF’s Academy and will have a module on their responsibilities under civil rights law. | Fourth Quarter FY 2006 |
| 2. OEOP staff will conduct training on the EEO Programs, civil rights laws and other EEO related topics throughout the year. | Quarterly FY 2006 |
| 3. OEOP will host a second EEO training seminar for managers, supervisors and Program Officers. | Third Quarter FY 2006 |
| 4. OEOP will continue to identify for implementation on-line web-based EEO training modules. | Fourth Quarter FY 2006 |
| 5. HRM and OEOP staff will identify existing training forums to provide refresher reviews of Office of Personnel Management and EEOC regulations to OEOP staff, office managers and administrative officers and Equal | First Quarter FY 2007 |

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| <p>Opportunity Liaisons. Forum reviews will cover the hiring procedure, including the development of the vacancy announcement, collection of demographic data from applicants, establishment and administration of review/selection panels, use of Certificate of Eligible Candidates, hiring authorities, and the role of EEO consideration in the hiring process and management of their workforce.</p> | |
| <p>6. Posters on the EEO Complaint Process and EEOC's six tenets to achieving a "Model EEO Program" were developed and laminated for distribution to each Directorate.</p> | <p>Fourth Quarter FY 2006</p> |

REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE

1. The Foundation incorporated an EEO training module in its "Introduction to NSF Enterprise Orientation." The training is conducted bi-weekly by the OEOP staff to all new employees providing a general introduction to the Foundation's equal opportunity programs.
2. The Foundation incorporated an EEO training module in its "Program Management Seminar." The OEOP Director on a quarterly basis conducts the training for all new program managers. Training includes the topics of Title VI, Title VII, Title IX and Harassment Prevention programs.
3. On July 2005, NSF conducted an EEO Training Seminar for Supervisors, Managers and Program Officers that covered Titles VI, VII and IX, Harassment Prevention, ADR, Limited English Proficiency, Diversity, the MD 715 and the Model EEO Program components. Over 150 participants were trained. Similar training on a smaller scale was provided to various directorates.
4. An online web-based training module on "The No FEAR ACT" has been purchased and will be implemented in early FY 2006.
5. The initial program deficiency has been corrected and on-going training is planned and scheduled throughout FY 2006. Objective was modified to incorporate the completion of the formal training for new managers and supervisors.
6. OEOP recommended to EEOC's Office of Federal Operations (OFO) that EEO posters be developed and distributed by EEOC to the federal sector similar to the posters which EEOC currently provides to the private sector. OFO has accepted this suggestion and has assigned a staff person to this project. The Director of OEOP is working with the staff person to develop the EEO posters.

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| FY <u>2005</u> National Science Foundation | |
| STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY: | Element C2.3 – The agency has not established time tables nor schedules to review its Employee Development/Training Programs for systemic barriers that may be impeding full participation in training opportunities by all groups. |
| OBJECTIVE: | The submission of a change request with the Department of Interior (DOI) Customer User Group requesting that the “Career Ladder” indicator in the Federal Personnel Payroll System (FPPS) be modified to capture the agency’s data on employee’s career development by race, national origin, sex and disability. |
| RESPONSIBLE OFFICIAL: | Director, Division of Human Resource Management, Director, The Academy, Director OEOP, IT personnel, Affirmative Employment Program Manager |
| DATE OBJECTIVE INITIATED: | 03/05 |
| TARGET DATE FOR COMPLETION OF OBJECTIVE: | Second Quarter FY 2007 |

| PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE: | TARGET DATE |
|---|------------------------|
| 1. Human Resource Management will submit a change request with DOI Customer User Group requesting a modification be made to the “Career Ladder” indicator in the FPPS to ensure that it will capture for analysis the race, national origin, sex and disability of the workforce in career development positions. | Third Quarter FY 2006 |
| 2. Monitor the process used to replace the current career development/training database at “The Academy” to ensure the replacement system incorporates the statistical requirements mandated by MD 715. | Second Quarter FY 2007 |
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| REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE |
| 1. Data on training conducted during FY 2005 were manually cross-referenced with personnel records to identify the race, national origin, sex and disability of employees for purposes of analysis and reporting on the FY 2005 MD 715 Report. |

2. The Academy has signed an agreement with OPM to acquire a Learning Management System (LMS) to replace the current database. The LMS will capture training and development information as required by the MD 715 and EEOC's guidelines.

3. Human Resource Management has been briefed on the importance of capturing career development and training data in accordance with guidelines provided by EEOC and the MD 715.

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| STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY: | Element D1.4 - OEOP did not conduct trend analyses of the workforce to meet the MD 715 requirements due to problems with attaining the statistical data, the compatibility of the program used, the accuracy of the data displayed and numerous corrections that had to be conducted. |
| OBJECTIVE: | To conduct a five-year trend analysis of the workforce data utilizing data from the Central Personnel Data File (CPDF). |
| RESPONSIBLE OFFICIAL: | OEOP Director, Affirmative Employment Program Manager, vendor and the NSF Human Resource Management Staff, Equal Opportunity Liaisons. |
| DATE OBJECTIVE INITIATED: | 11/22/04 |
| TARGET DATE FOR COMPLETION OF OBJECTIVE: | Fourth Quarter FY 2006 |

| PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE: | TARGET DATE |
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| 1. Load status and dynamic data from CPDF for period FY 2000 – FY 2005 | 12/2005 |
| 2. Conduct a five-year trend analysis of the workforce using CPDF data. | First Quarter FY 2006 |

REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE

1. Agency workforce data were maintained in the Federal Personnel Payroll System for the complete fiscal year 2005 eliminating the 2004 problems. In addition FPPS 2005 data were used for analysis in the 2005 MD 715 Report. The 2004 objective – “Ensure the compatibility of the two database systems and the accuracy of the data in the tables” was modified in 2005 to “Conduct five-year trend analysis of the workforce data utilizing data from the CPDF.”
2. A team composed of IT, HRM personnel and the OEOP Director/staff met with the current vendor on numerous occasions identifying technical problems with the program. A plan for corrective action was developed and implemented. Corrections to the program have been ongoing.
3. Research was conducted on alternative systems, vendors were invited to conduct demonstrations of their product, a back-up software application was identified and purchased.
4. Status and dynamic data from the Central Personnel Data File (CPDF) for period 10/00 through 10/05 were obtained from OPM.

5. OEOP established a group of Equal Opportunity Liaisons (EOL) to assist in promoting diversity and disseminating information under the authority of Titles VI of the Civil Rights Act of 1964, as amended and IX of the Education Amendments of 1972, as amended. EOLs will assist in conducting, reviewing and monitoring trend analysis and barrier identification and elimination in accordance with MD 715.

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| STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY: | Element D1.7 - The agency did not conduct trend analyses of the workforce's compensation and reward system by race, national origin, sex, and disability. Statistical data on awards could not be readily retrieved because of the incompatibility of the previous personnel system with the new personnel system being provided by DOI. |
| OBJECTIVE: | Conduct trend analyses of the workforce's compensation and award system identifying barriers for minorities, women and individuals with targeted disabilities. |
| RESPONSIBLE OFFICIAL: | Affirmative Employment Program Manager, Equal Opportunity Liaisons |
| DATE OBJECTIVE INITIATED: | 01/05 |
| TARGET DATE FOR COMPLETION OF OBJECTIVE: | Fourth Quarter FY 2006 |

| PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE: | TARGET DATE |
|---|------------------------|
| 1. Will conduct trend analyses of the workforce compensation and award system utilizing data maintained in the Federal Personnel Payroll System for fiscal year 2005. | Second Quarter FY 2006 |
| 2. Trend analyses on the workforce compensation and award system will be submitted to EEOC in accordance with MD 715. | Second Quarter FY 2006 |
| 3. Monitor and evaluate the statistical data on the workforce compensation and award distribution to ensure it is fair and equitable. | Fourth Quarter FY 2006 |

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| REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE |
| <p>1. Agency's workforce data were maintained for the complete fiscal year 2005 under the Federal Personnel Payroll System (FPPS) only. FPPS captured data on the workforce's compensation and award system.</p> <p>2. The program deficiency has been corrected.</p> |

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| STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY: | Element E1.2 – Agency did not implement adequate data collection and analysis systems that permits tracking of information required by MD 715 and EEOC’s guidance. Applicant flow data maintained in the Quick Hire System and data on new hires cannot be readily retrieved. Applicant flow data for excepted service is maintained in the Integrated Staffing System (ISS); however, few individuals complete the form. Data on selections and separations were not collected or maintained in the previous automated personnel system in the format required by MD 715. |
| OBJECTIVE: | Improve process to retrieve and monitor the tracking of applicant flow data for excepted service to ensure the collection of the data maintained in the ISS includes the different EEO variables as required by MD 715. |
| RESPONSIBLE OFFICIAL: | Director, Office of Equal Opportunity Programs, Affirmative Action Program Manager, Information Resource Management, Director, Division of Human Resource Management |
| DATE OBJECTIVE INITIATED: | 01/05 |
| TARGET DATE FOR COMPLETION OF OBJECTIVE: | Second Quarter FY 2007 |

| PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE: | TARGET DATE |
|---|------------------------|
| 1. Review existing practices and procedures for the Agency collection of Applicant Flow Data for excepted service for purposes of analysis of collection practices and end-results in accordance with MD 715. | Fourth Quarter FY 2006 |
| 2. Make required modifications to the system(s) used to capture applicant flow data for excepted service to ensure it is comprehensive and meets the MD 715 requirements. | Second Quarter Y 2007 |
| REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE | |
| 1. The Division of Human Resource Management signed a waiver for the vendor that owns the Quick Hire system relieving the vendor of its responsibility and obtaining applicant flow data. This program deficiency has | |

been corrected. Though the applicant flow data were received from Quick Hire, it was not in time to be incorporated in this year's report, it will be reflected in the FY 2006 MD 715 Report.

2. Workforce data on separations and new hires were captured by the Federal Personnel Payroll System and provided for analysis for FY05. This deficiency has been corrected.

3. The objective was modified to reflect only the deficiency with the applicant flow data for excepted service.

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| STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY: | Element E1.2 – The agency did not implement adequate data collection and analysis systems that permit tracking of the information required by MD 715 and EEOC's instructions. During FY 2004, NSF pulled data from two incompatible systems because of its transition from an internal personnel system to the personnel transaction services provided by DOI. As a result it was not possible to rectify the discrepancies for the FY 2004, MD 715 Report. |
| OBJECTIVE: | To ensure the implementation of adequate data collection and analysis systems that accommodates the tracking of statistical data as required by MD 715 and EEOC's instructions. |
| RESPONSIBLE OFFICIAL: | Director, Division of Human Resource Management, Director, Office of Equal Opportunity Programs, Affirmative Employment Program Manager |
| DATE OBJECTIVE INITIATED: | 02/28/05 |
| TARGET DATE FOR COMPLETION OF OBJECTIVE: | FY 2006 |

| PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE: | TARGET DATE |
|---|-------------------|
| Continue to collect workforce data on the Federal Personnel Payroll System only. | Quarterly FY 2006 |
| | |
| REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE | |
| The program deficiency was corrected. The FY 2005 MD 715 statistical data were obtained only from the FPPS. | |

EEOC FORM
715-01 PART H

U.S. Equal Employment Opportunity Commission

FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT
EEO Plan To Attain the Essential Elements of a Model EEO Program

| | |
|--|---|
| FY 2005 National Science Foundation | |
| STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY: | Element E1.2 – The agency did not implement an adequate data collection and analysis system that permits tracking of the information required by MD 715 and EEOC’s instructions. The NSF workforce was not re-surveyed during FY 2005, to reflect the race and ethnic categories prescribed by OMB Directive 15, as required by MD 715. |
| OBJECTIVE: | To resurvey the workforce in accordance with OMB Directive 15, as required by MD 715. |
| RESPONSIBLE OFFICIAL: | Human Resource Management Staff, Affirmative Employment Program Manager and the Union |
| DATE OBJECTIVE INITIATED: | 02/28/05 |
| TARGET DATE FOR COMPLETION OF OBJECTIVE: | Third Quarter FY 2006 |

| PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE: | TARGET DATE |
|--|-----------------------------|
| 1. The Resurvey Planning Committee will hold meeting to plan the resurvey. | Second & Third Quarter 2006 |
| 2. The survey will be electronically administered using a newly purchased survey software application. | Third Quarter FY 2006 |

| REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE |
|--|
| 1. In June 2005, a team consisting of representatives from OEOP, Employee Relations, HRM staff, IT and the union was established to plan the resurvey of the workforce. |
| 2. In September 2005, memo to the workforce providing information on the resurvey process was coordinated and a pilot test of survey was conducted within an identified “test group.” |
| 3. In September 2005, resurvey of the workforce was rescheduled for Jan 06 in adherence with OPM issued guidelines to implement a change to the RNO reporting. |
| 4. In conducting bi-monthly new employee orientation, OEOP staff emphasizes the importance of providing demographic information. New employees are encouraged to self-identify and to periodically check their personnel records to ensure data is accurate and current. |

EEOC FORM
715-01
PART I

U.S. Equal Employment Opportunity Commission
FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT
EEO Plan To Eliminate Identified Barrier

National Science Foundation

FY 2005

| | |
|--|--|
| <p>STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER:</p> <p>Provide a brief narrative describing the condition at issue.</p> <p>How was the condition recognized as a potential barrier?</p> | <p>The National Science Foundation's employment and recruitment policies, practices, and procedures have resulted in lower levels of diversity throughout the workforce, at various grade levels and occupational series. Groups of different race/ethnicity and gender have a lower participation rate in the workforce and in the senior grades of GS-13 and above.</p> |
| <p>BARRIER ANALYSIS:</p> <p>Provide a description of the steps taken and data analyzed to determine cause of the condition.</p> | <p>A one-year and a five-year trend analysis of NSF's employment practices for the groups identified having a lower participation rate was conducted. The workforce current snapshot and 5-year trend data by Nature of Action Code (NOA) were used to determine contributing factors. An analysis of Accessions into Grade, Permanent Promotions into Grade, Changes to Lower Grade (down grade from a higher grade into grade under analysis), Separations from Grade, Changes to Lower Grade (down grade from grade under analysis into a lower grade) and Permanent Promotions into the next higher grade was conducted.</p> |
| <p>STATEMENT OF IDENTIFIED BARRIER:</p> <p>Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of the undesired condition.</p> | <p>The agency's recruitment efforts and selection process are not yielding sufficient numbers of individuals from the different race/ethnicity groups needed to move the Agency toward parity. Employees from the different race/ethnicity and gender groups are not being promoted at the same rate as the rest of the workforce.</p> |
| <p>OBJECTIVE:</p> <p>State the alternative or revised agency policy, procedure or practice to be implemented to correct the</p> | <ol style="list-style-type: none"> 1. Conduct outreach and recruitment efforts that will result in an increase of diversity in the applicant pool. 2. Train managers and supervisors to utilize existing recruitment authorities and incentives. |

| | |
|--|---|
| undesired condition. | 3. Train managers and supervisors in identifying and utilizing existing internal and external training and development opportunities that will assist in increasing the promotion rates for diversified groups. |
| RESPONSIBLE OFFICIAL: | HRM, OEOP and established working group |
| DATE OBJECTIVE INITIATED: | 03/2005 |
| TARGET DATE FOR COMPLETION OF OBJECTIVE: | FY 2007 |

| PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE: | TARGET DATE (Must be specific) |
|--|-----------------------------------|
| 1. HRM and OEOP staff will identify existing training forums to provide refresher reviews of Office of Personnel Management and EEOC regulations to OEOP staff, supervisors and managers, office managers and administrative officers and Equal Opportunity Liaisons. Forum reviews will cover the hiring procedure, merit promotions, the development of the vacancy announcement, collection of demographic data from applicants, establishment and administration of review/selection panels, use of Certificate of Eligible Candidates, hiring authorities, and the role of EEO consideration in the hiring process and management of their workforce. | FY 2006-2007 |
| 2. Establish a working group composed of NSF employees, managers/supervisors, Human Resource Management, OEOP and the Equal Opportunity Liaisons to identify and eliminate barriers in the Agency's recruitment, hiring and selection, training, employee development, and promotion process and procedures. | FY 2006 |
| 3. Continue to expand recruitment and outreach efforts with Minority Serving Institutions and organizations. | FY 2006-2007 |
| 4. Review, monitor and improve the diversity of applicants for Science Assistant (AD-01) position vacancies. | FY 2006-2007 |
| 5. Emphasize maximizing the use of the Presidential Management Fellows (PMF) Program, the After Hours Program (AH), the Avenue for Career Enhancement Program (ACE) and similar internal and external career developing initiatives. | FY 2006-2007 |
| 6. Conduct focus groups to help identify and eliminate barriers in the Agency's recruitment, hiring and selection, training, employee development, and promotion process and procedures. | FY 2006-2007 |
| 7. Resurvey the workforce to reflect the race and ethnic categories prescribed by OMB Directive 15, as required by MD 715 and to better identify the specific categories that may require a more focused approach for career advancement. | FY 2006 |

REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE

EOC FORM
715-01
PART J

U.S. Equal Employment Opportunity Commission
FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT

Special Program Plan for the Recruitment, Hiring, and Advancement of Individuals With Targeted Disabilities

| | | |
|--|--------------------------------------|--------------------------------|
| PART I Department or Agency Information | 1. Agency | 1. National Science Foundation |
| | 1.a. 2 nd Level Component | 1.a. |
| | 1.b. 3 rd Level or lower | 1.b. |

| PART II Employment Trend and Special Recruitment for Individuals With Targeted Disabilities | Enter Actual Number at the ... | Beginning of FY 2004. | | End of FY 2005. | | Net Change | |
|--|-----------------------------------|-----------------------|---------|-----------------|---------|-----------------------------|----------------|
| | | Number | % | Number | % | Number | Rate of Change |
| | Total Work Force | 1343 | 100.00% | 1557 | 100.00% | 214 | 15.93% |
| | Reportable Disability | 89 | 6.63% | 105 | 6.74% | 16 | 17.98% |
| | Targeted Disability* | 14 | 1.04% | 18 | 1.16% | 4 | 28.57% |
| * If the rate of change for persons with targeted disabilities is not equal to or greater than the rate of change for the total workforce, a barrier analysis should be conducted (see below). | | | | | | | |
| 1. Total Number of Applications Received From Persons With Targeted Disabilities during the reporting period. | | | | | | Data Not Available | |
| 2. Total Number of Selections of Individuals with Targeted Disabilities during the reporting period. | | | | | | 4 (1 Permanent/3 Temporary) | |

| PART III Participation Rates In Agency Employment Programs | | | | | | | | | |
|--|--|--------------------------|-----|------------------------|-----|-------------------|-----|---------------|------|
| Other Employment/Personnel Programs | TOTAL | Reportable Disability | | Targeted Disability | | Not Identified | | No Disability | |
| | | # | % | # | % | # | % | # | % |
| 3. Competitive Promotions | Data Not Available | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| 4. Non-Competitive Promotions | 0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| 5. Employee Development/Training | | | | | | | | | |
| 5.a. Grades 5-12 | 457 | 34 | 7.4 | 8 | 1.8 | 3 | 0.7 | 420 | 91.9 |
| 5.b. Grades 13-14 | 224 | 9 | 4.0 | 1 | 0.4 | 5 | 2.2 | 210 | 93.8 |
| 5.c. Grade 15/SES Development Training | 166 | 9 | 5.4 | 0 | 0 | 1 | 0.6 | 156 | 93.9 |
| 6. Employee Recognition and Awards | | | | | | | | | |
| 6.a. Time-Off Awards (Total hrs awarded) | 895 | 7 | 0.8 | 8 | 0.9 | 8 | 0.9 | 779 | 87.0 |
| 6.b. Cash Awards (total \$\$\$ awarded) | 5,324,529 | 357,940 | 6.7 | 44,031 | 0.8 | 99,165 | 0.9 | 4,867,424 | 91.4 |
| 6.c. Quality-Step Increase | 103 | 4 | 3.9 | 0 | 0 | 1 | 0.9 | 98 | 95.1 |
| 7. Details and Task Force Assignments | Data Not Available | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| EEOC FORM 715-01 Part J | Special Program Plan for the Recruitment, Hiring, and Advancement of Individuals With Targeted Disabilities | | | | | | | | |
| Part IV Identification and Elimination of Barriers | The Foundation will conduct a barrier analysis to address increasing employment opportunities for employees and applicants with targeted disabilities. | | | | | | | | |

| | |
|--|---|
| <p>Part V</p> <p>Goals for Targeted Disabilities</p> | <p>The Foundation will continue to maintain a special recruitment program for individuals with targeted disabilities and will recruit one person with disability for the next five years. It will also establish specific goals for the employment and advancement of such individuals during this fiscal year.</p> |
|--|---|

National Science Foundation

Total Workforce - Distribution by Race/Ethnicity and Sex

Report Symbol: VP715A1 Total Workforce
 From September 30, 2004 To September 30, 2005

| Employment Tenure | Total Employees | | Hispanic or Latino | | | | White | | | | Black or African American | | | | Asian | | | | Native Hawaiian or Other Pacific Islander | | | | American Indian or Alaska Native | | | | Two or More Races | | | | | |
|-------------------------|-----------------|---|--------------------|---|--------|---|-------|---|--------|---|---------------------------|---|--------|---|-------|---|--------|---|---|---|--------|---|----------------------------------|---|--------|---|-------------------|--|------|--|------|--|
| | All | | Male | | Female | | Male | | Female | | Male | | Female | | Male | | Female | | Male | | Female | | Male | | Female | | | | | | | |
| | # | % | # | % | # | % | # | % | # | % | # | % | # | % | # | % | # | % | # | % | # | % | # | % | # | % | | | | | | |
| TOTAL | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 09/30/2004 - Prior FY | 1343 | | 528 | | 815 | | 17 | | 18 | | 402 | | 403 | | 70 | | 355 | | 36 | | 39 | | 0 | | 3 | | 0 | | 0 | | 0 | |
| | 100 | | 39.31 | | 60.69 | | 1.27 | | 1.34 | | 29.93 | | 30.01 | | 5.21 | | 26.43 | | 2.68 | | 2.90 | | 0.00 | | 0.22 | | 0.00 | | 0.00 | | 0.00 | |
| 09/30/2005 - Current FY | 1557 | | 614 | | 943 | | 19 | | 21 | | 468 | | 475 | | 82 | | 399 | | 42 | | 46 | | 0 | | 3 | | 2 | | 0 | | 0 | |
| | 100 | | 39.43 | | 60.57 | | 1.22 | | 1.35 | | 30.06 | | 30.51 | | 5.27 | | 25.63 | | 2.70 | | 2.95 | | 0.00 | | 0.19 | | 0.13 | | 0.00 | | 0.00 | |
| CLF (2000) | 100 | | 53.2 | | 46.8 | | 6.2 | | 4.5 | | 39.0 | | 33.7 | | 4.8 | | 5.7 | | 1.9 | | 1.7 | | 0.1 | | 0.3 | | 0.3 | | 0.8 | | 0.8 | |
| Difference | 214 | | 86 | | 128 | | 2 | | 3 | | 66 | | 72 | | 12 | | 44 | | 6 | | 7 | | 0 | | 0 | | 2 | | 0 | | 0 | |
| Ratio Change | | | 0.12 | | -0.12 | | -0.05 | | 0.01 | | 0.13 | | 0.50 | | 0.06 | | -0.80 | | 0.02 | | 0.05 | | 0.00 | | 0.00 | | -0.03 | | 0.13 | | 0.00 | |
| Net Change | 15.93 | | 16.29 | | 15.71 | | 11.76 | | 16.67 | | 16.42 | | 17.87 | | 17.14 | | 12.39 | | 16.67 | | 17.95 | | 0.00 | | 0.00 | | 0.00 | | 0.00 | | 0.00 | |
| PERMANENT | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 09/30/2004 - Prior FY | 1113 | | 410 | | 703 | | 12 | | 16 | | 315 | | 331 | | 57 | | 323 | | 25 | | 33 | | 0 | | 0 | | 1 | | 0 | | 0 | |
| | 100 | | 36.84 | | 63.16 | | 1.08 | | 1.44 | | 28.30 | | 29.74 | | 5.12 | | 29.02 | | 2.25 | | 2.96 | | 0.00 | | 0.09 | | 0.00 | | 0.00 | | 0.00 | |
| 09/30/2005 - Current FY | 1196 | | 445 | | 751 | | 12 | | 16 | | 340 | | 364 | | 63 | | 336 | | 29 | | 34 | | 0 | | 1 | | 1 | | 0 | | 0 | |
| | 100 | | 37.21 | | 62.79 | | 1.00 | | 1.34 | | 28.43 | | 30.43 | | 5.27 | | 28.09 | | 2.42 | | 2.84 | | 0.00 | | 0.08 | | 0.08 | | 0.00 | | 0.00 | |
| Difference | 83 | | 35 | | 48 | | 0 | | 0 | | 25 | | 33 | | 6 | | 13 | | 4 | | 1 | | 0 | | 0 | | 0 | | 0 | | 0 | |
| Ratio Change | | | 0.37 | | -0.37 | | -0.08 | | -0.10 | | 0.13 | | 0.69 | | 0.15 | | -0.93 | | 0.17 | | -0.12 | | 0.00 | | 0.00 | | -0.01 | | 0.08 | | 0.00 | |
| Net Change | 7.46 | | 8.54 | | 6.83 | | 0.00 | | 0.00 | | 7.94 | | 9.97 | | 10.53 | | 4.02 | | 16.00 | | 3.03 | | 0.00 | | 0.00 | | 0.00 | | 0.00 | | 0.00 | |
| TEMPORARY | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 09/30/2004 - Prior FY | 230 | | 118 | | 112 | | 5 | | 2 | | 87 | | 72 | | 13 | | 32 | | 11 | | 6 | | 0 | | 2 | | 0 | | 0 | | 0 | |
| | 100 | | 51.30 | | 48.70 | | 2.17 | | 0.87 | | 37.83 | | 31.30 | | 5.65 | | 13.91 | | 4.78 | | 2.61 | | 0.00 | | 0.87 | | 0.00 | | 0.00 | | 0.00 | |
| 09/30/2005 - Current FY | 361 | | 169 | | 192 | | 7 | | 5 | | 128 | | 111 | | 19 | | 63 | | 13 | | 12 | | 0 | | 2 | | 1 | | 0 | | 0 | |
| | 100 | | 46.81 | | 53.19 | | 1.94 | | 1.39 | | 35.46 | | 30.75 | | 5.26 | | 17.45 | | 3.60 | | 3.32 | | 0.00 | | 0.55 | | 0.28 | | 0.00 | | 0.00 | |
| Difference | 131 | | 51 | | 80 | | 2 | | 3 | | 41 | | 39 | | 6 | | 31 | | 2 | | 6 | | 0 | | 0 | | 0 | | 0 | | 0 | |
| Ratio Change | | | -4.49 | | 4.49 | | -0.23 | | 0.52 | | -2.37 | | -0.55 | | -0.39 | | 3.54 | | -1.18 | | 0.71 | | 0.00 | | -0.32 | | 0.28 | | 0.00 | | 0.00 | |
| Net Change | 56.96 | | 43.22 | | 71.43 | | 40.00 | | 150.00 | | 47.13 | | 54.17 | | 46.15 | | 96.88 | | 18.18 | | 100.00 | | 0.00 | | 0.00 | | 0.00 | | 0.00 | | 0.00 | |

National Science Foundation

Total Workforce - Distribution by Race/Ethnicity and Sex

Total Workforce

From September 30, 2004 To September 30, 2005

Report Symbol: VP715A1

| Employment Tenure | Total Employees | | Hispanic or Latino | | White | | Black or African American | | Asian | | Native Hawaiian or Other Pacific Islander | | American Indian or Alaska Native | | Two or More Races | |
|-------------------------|-----------------|------|--------------------|--------|-------|--------|---------------------------|--------|-------|--------|---|--------|----------------------------------|--------|-------------------|--------|
| | All | | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female |
| | | | | | | | | | | | | | | | | |
| NON-APPROPRIATED | | | | | | | | | | | | | | | | |
| Prior FY | # | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | % | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| Current FY | # | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | % | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| Difference | # | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Ratio Change | % | | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| Net Change | % | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |

Appendixes A & B

Appendixes A and B are comprised of 14 tables that provide the agency's workforce distribution in accordance with EEOC's MD-715 guidelines. The workforce data tables assist agencies in identifying triggers for exploration. Tables A1, A8, B1, and B8 contain two sections, one for permanent employees and the other for temporary employees. EEOC require agencies with temporary employees to submit two sets of Tables A4, A5, A6, A7, B4, B5, B6, and B7, one for permanent employees, and one for temporary employees. All other tables are completed for permanent employees only.

All analyses conducted are based on the ratios and not the whole number. The ratio for each group is computed by dividing the number of employees in the group by the total number of employees for that particular row. For the most part, ratios are computed across the row. Tables A3-2, A4-2, A5-2, B3-2, B4-2, and B5-2 are an exception, their distribution are computed as a ratio of the total workforce, down the Total column. The ratios for each group is computed down the column for that group and not across the rows.

Table A1 – Total Workforce – Distribution by Race/Ethnicity & Sex

The total permanent and temporary workforce consisted of 1557 employees. Challenges to parity exist in the following groups:

| <u>Group</u> | <u>05</u> | <u>2000 CLF</u> |
|--------------------------------------|-----------|-----------------|
| Male | 39.43 | 53.2 |
| Hispanic Male | 1.22 | 6.2 |
| Hispanic Female | 1.35 | 4.5 |
| White Male | 30.06 | 39.0 |
| White Female | 30.51 | 33.7 |
| American Indian/Alaska Native Male | 0.08 | 0.3 |
| American Indian/Alaska Native Female | 0.08 | 0.3 |

The total IPA workforce is comprised of 194 employees. Challenges to parity exist in the following groups:

| <u>IPA Group</u> | <u>05</u> | <u>2000 CLF</u> |
|--------------------------------------|-----------|-----------------|
| Hispanic Male | 1.55 | 6.2 |
| Hispanic Female | 0.00 | 4.5 |
| White Female | 19.59 | 33.7 |
| Black Male | 3.09 | 4.8 |
| Asian Male | 0.00 | 1.9 |
| Asian Female | 0.00 | 1.7 |
| American Indian/Alaska Native Male | 0.00 | 0.3 |
| American Indian/Alaska Native Female | 0.00 | 0.3 |

Asian males and females, as well as American Indian or Alaska Native males and females are conspicuously absent within the IPA community.

Table A3-1 – Occupational Groups – Distribution by Race/Ethnicity & Sex - Permanent Workforce

With the 2004, issuance of Management Directive 715, EEOC established the category for “Officials and Managers.” This category is comprised of four components:

1. Executives/Senior Level (Grades 15 and above);
2. Mid-Level (Grades 13-14);
3. First Level (Grades 12 and below);
4. Other (not captured in 1-3 above)

The permanent workforce category of “**Executives/Senior Level**” consists of 168 employees. Challenges to parity exist in the following groups:

| Group | 05 | 2000 CLF |
|---|-----------|-----------------|
| Female | 44.64 | 46.8 |
| Hispanic Male | 1.19 | 6.2 |
| Hispanic Female | 1.19 | 4.5 |
| Black Male | 3.57 | 4.8 |
| Black Female | 5.36 | 5.7 |
| American Indian/Alaska Native Male | 0.00 | 0.3 |
| American Indian/Alaska Native Female | 0.00 | 0.3 |

The permanent workforce category of “**Mid-Level**” consists of 19 employees. Challenges to parity exist in the following groups:

| Group | 05 | 2000 CLF |
|---------------|-----------|-----------------|
| Male | 31.58 | 53.2 |
| Hispanic Male | 0.00 | 6.2 |
| White Male | 26.32 | 39.0 |
| Asian Male | 0.00 | 1.9 |
| Asian Female | 0.00 | 1.7 |

The permanent workforce category of “**First-Level**” consists of 31 employees. Challenges to parity exist in the following groups:

| Group | 05 | 2000 CLF |
|---|-----------|-----------------|
| Male | 3.23 | 53.2 |
| Hispanic Male | 0.00 | 6.2 |
| Hispanic Female | 0.00 | 4.5 |
| White Male | 3.23 | 39.0 |
| White Female | 16.13 | 33.7 |
| Black Male | 0.00 | 4.8 |
| Asian Male | 0.00 | 1.9 |
| Asian Female | 0.00 | 1.7 |
| American Indian/Alaska Native Male | 0.00 | 0.3 |
| American Indian/Alaska Native Female | 0.00 | 0.3 |

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Appendix A National Science Foundation
 Workforce Analysis Period Covering Fiscal Year 2005

The permanent workforce category of “Other” consists of 313 employees. Challenges to parity exist in the following groups:

| <u>Group</u> | <u>05</u> | <u>2000 CLF</u> |
|------------------------|-----------|-----------------|
| Males | 24.60 | 53.2 |
| Hispanic Male | 0.96 | 6.2 |
| Hispanic Female | 0.96 | 4.5 |
| White Male | 15.65 | 39.0 |
| Asian Male | 1.28 | 1.9 |
| American Indian/Alaska | 0.00 | 0.3 |
| Native Male | | |
| American Indian/Alaska | 0.00 | 0.3 |
| Native Female | | |

Table 715-A6 – Participation Rates for Major Occupations by Race/Ethnicity and Sex – Permanent Workforce

The six most populous and mission essential job series are listed below. For this table the National CLF for the particular occupation is used. Challenges to parity for each job series and group is listed below:

Job Series 0340 – Program Management has a total of 53 employees.

| <u>Group</u> | <u>05</u> | <u>National 2000 CLF</u> |
|------------------------|-----------|--------------------------|
| Female | 52.83 | 56.6 |
| Hispanic Female | 1.89 | 5.3 |
| Black Female | 7.55 | 7.9 |
| Asian Female | 1.89 | 2.5 |
| American Indian/Alaska | 0.00 | 0.4 |
| Native Male | | |
| American Indian/Alaska | 0.00 | 0.6 |
| Native Female | | |

Job Series 0343 – Management Analysis has a total of 99 employees.

| <u>Group</u> | <u>05</u> | <u>National 2000 CLF</u> |
|------------------------|-----------|--------------------------|
| Male | 18.18 | 61.4 |
| Hispanic Male | 0.00 | 2.0 |
| Hispanic Female | 0.00 | 1.6 |
| White Male | 13.13 | 52.5 |
| Asian Male | 0.00 | 3.5 |
| American Indian/Alaska | 0.00 | 0.3 |
| Native Male | | |
| American Indian/Alaska | 0.00 | 0.3 |
| Native Female | | |

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Appendix A National Science Foundation
Workforce Analysis Period Covering Fiscal Year 2005

Job Series 0401 – Biologist has a total of 42 employees.

| <u>Group</u> | <u>05</u> | <u>National 2000 CLF</u> |
|------------------------|-----------|--------------------------|
| Male | 50.00 | 55.9 |
| Hispanic Male | 0.00 | 1.9 |
| Hispanic Female | 0.00 | 2.1 |
| White Male | 42.86 | 47.3 |
| American Indian/Alaska | 0.00 | 0.6 |
| Native Male | | |
| American Indian/Alaska | | |
| Native Female | 0.00 | 0.3 |

Job Series 1101 – General Business & Industry has a total of 54 employees.

| <u>Group</u> | <u>05</u> | <u>National 2000 CLF</u> |
|------------------------|-----------|--------------------------|
| Male | 18.52 | 43.4 |
| Hispanic Male | 1.85 | 4.7 |
| Hispanic Female | 1.85 | 5.3 |
| White Male | 9.26 | 30.2 |
| Asian Male | 0.00 | 2.7 |
| American Indian/Alaska | 0.00 | 0.4 |
| Native Male | | |
| American Indian/Alaska | 0.00 | 0.6 |
| Native Female | | |

Job Series 1301 – General Physical Science has a total of 59 employees.

| <u>Group</u> | <u>05</u> | <u>National 2000 CLF</u> |
|------------------------|-----------|--------------------------|
| Female | 27.12 | 34.4 |
| Hispanic Male | 0.00 | 2.2 |
| Hispanic Female | 0.00 | 1.7 |
| Black Female | 0.00 | 1.4 |
| Asian Male | 0.00 | 15.5 |
| American Indian/Alaska | 0.00 | 0.2 |
| Native Male | | |
| American Indian/Alaska | 0.00 | 0.1 |
| Native Female | | |

Job Series 2210 – Information Tech Management has a total of 93 employees.

| <u>Group</u> | <u>05</u> | <u>National 2000 CLF</u> |
|------------------------|-----------|--------------------------|
| Male | 49.46 | 66.8 |
| Female | 50.54 | 33.2 |
| Hispanic Male | 1.08 | 3.1 |
| Hispanic Female | 0.00 | 1.6 |
| White Male | 37.63 | 50.4 |
| Asian Male | 4.30 | 7.6 |
| American Indian/Alaska | 0.00 | 0.5 |
| Native Male | | |
| American Indian/Alaska | 0.00 | 0.2 |
| Native Female | | |

TAB A

National Science Foundation

Total Workforce - Distribution by Race/Ethnicity and Sex

Report Symbol: VP715A1

From September 30, 2004 To September 30, 2005

Total Workforce

| Employment Tenure | Total Employees | | RACE/ETHNICITY (Non - Hispanic or Latino) | | | | | | | | | | Two or More Races | | | |
|-------------------------|-----------------|-------------|---|-------------|---------------|-------------|---------------------------|-------------|---------------|-------------|---|-------------|-------------------|-------------|----------------------------------|--------|
| | | | Hispanic or Latino | | White | | Black or African American | | Asian | | Native Hawaiian or Other Pacific Islander | | | | American Indian or Alaska Native | |
| | | | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female | | | Male | Female |
| TOTAL | All | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female | |
| 09/30/2004 - Prior FY | # | 1343 | 528 | 815 | 17 | 18 | 402 | 403 | 70 | 355 | 36 | 39 | 0 | 3 | 0 | 0 |
| | % | 100 | 39.31 | 60.69 | 1.27 | 1.34 | 29.93 | 30.01 | 5.21 | 26.43 | 2.68 | 2.90 | 0.00 | 0.22 | 0.00 | 0.00 |
| 09/30/2005 - Current FY | # | 1557 | 614 | 943 | 19 | 21 | 468 | 475 | 82 | 399 | 42 | 46 | 0 | 3 | 2 | 0 |
| | % | 100 | 39.43 | 60.57 | 1.22 | 1.35 | 30.06 | 30.51 | 5.27 | 25.63 | 2.70 | 2.95 | 0.00 | 0.19 | 0.13 | 0.00 |
| CLF (2000) | % | 100 | 53.2 | 46.8 | 6.2 | 4.5 | 39.0 | 33.7 | 4.8 | 5.7 | 1.9 | 1.7 | 0.1 | 0.3 | 0.3 | 0.8 |
| Difference | # | 214 | 86 | 128 | 2 | 3 | 66 | 72 | 12 | 44 | 6 | 7 | 0 | 0 | 2 | 0 |
| | % | | 0.12 | -0.12 | -0.05 | 0.01 | 0.13 | 0.50 | 0.06 | -0.80 | 0.02 | 0.05 | 0.00 | -0.03 | 0.13 | 0.00 |
| Ratio Change | % | | 15.93 | 16.29 | 15.71 | 11.76 | 16.67 | 16.42 | 17.87 | 17.14 | 12.39 | 17.95 | 0.00 | 0.00 | 0.00 | 0.00 |
| Net Change | % | | | | | | | | | | | | | | | |
| PERMANENT | | | | | | | | | | | | | | | | |
| 09/30/2004 - Prior FY | # | 1113 | 410 | 703 | 12 | 16 | 315 | 331 | 57 | 323 | 25 | 33 | 0 | 1 | 0 | 0 |
| | % | 100 | 36.84 | 63.16 | 1.08 | 1.44 | 28.30 | 29.74 | 5.12 | 29.02 | 2.25 | 2.96 | 0.00 | 0.09 | 0.00 | 0.00 |
| 09/30/2005 - Current FY | # | 1196 | 445 | 751 | 12 | 16 | 340 | 364 | 63 | 336 | 29 | 34 | 0 | 1 | 1 | 0 |
| | % | 100 | 37.21 | 62.79 | 1.00 | 1.34 | 28.43 | 30.43 | 5.27 | 28.09 | 2.42 | 2.84 | 0.00 | 0.08 | 0.08 | 0.00 |
| Difference | # | 83 | 35 | 48 | 0 | 0 | 25 | 33 | 6 | 13 | 4 | 1 | 0 | 0 | 1 | 0 |
| | % | | 0.37 | -0.37 | -0.08 | -0.10 | 0.13 | 0.69 | 0.15 | -0.93 | 0.17 | -0.12 | 0.00 | -0.01 | 0.08 | 0.00 |
| Ratio Change | % | | 7.46 | 8.54 | 6.83 | 0.00 | 7.94 | 9.97 | 10.53 | 4.02 | 16.00 | 3.03 | 0.00 | 0.00 | 0.00 | 0.00 |
| Net Change | % | | | | | | | | | | | | | | | |
| TEMPORARY | | | | | | | | | | | | | | | | |
| 09/30/2004 - Prior FY | # | 230 | 118 | 112 | 5 | 2 | 87 | 72 | 13 | 32 | 11 | 6 | 0 | 2 | 0 | 0 |
| | % | 100 | 51.30 | 48.70 | 2.17 | 0.87 | 37.83 | 31.30 | 5.65 | 13.91 | 4.78 | 2.61 | 0.00 | 0.87 | 0.00 | 0.00 |
| 09/30/2005 - Current FY | # | 361 | 169 | 192 | 7 | 5 | 128 | 111 | 19 | 63 | 13 | 12 | 0 | 2 | 1 | 0 |
| | % | 100 | 46.81 | 53.19 | 1.94 | 1.39 | 35.46 | 30.75 | 5.26 | 17.45 | 3.60 | 3.32 | 0.00 | 0.55 | 0.28 | 0.00 |
| Difference | # | 131 | 51 | 80 | 2 | 3 | 41 | 39 | 6 | 31 | 2 | 6 | 0 | 0 | 1 | 0 |
| | % | | -4.49 | 4.49 | -0.23 | 0.52 | -2.37 | -0.55 | -0.39 | 3.54 | -1.18 | 0.71 | 0.00 | -0.32 | 0.28 | 0.00 |
| Ratio Change | % | | 56.96 | 43.22 | 71.43 | 40.00 | 150.00 | 47.13 | 54.17 | 46.15 | 96.88 | 18.18 | 100.00 | 0.00 | 0.00 | 0.00 |
| Net Change | % | | | | | | | | | | | | | | | |

National Science Foundation

Total Workforce - Distribution by Race/Ethnicity and Sex

Report Symbol: VP715A1

From September 30, 2004 To September 30, 2005

Total Workforce

| Employment Tenure | Total Employees | | RACE/ETHNICITY (Non - Hispanic or Latino) | | | | | | | | | | | | | | Two or More Races | |
|-------------------------|-----------------|------|---|--------|-------|--------|---------------------------|--------|-------|--------|---|--------|----------------------------------|--------|------|--------|-------------------|------|
| | | | Hispanic or Latino | | White | | Black or African American | | Asian | | Native Hawaiian or Other Pacific Islander | | American Indian or Alaska Native | | | | | |
| | | | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female | | |
| NON-APPROPRIATED | | | | | | | | | | | | | | | | | | |
| Prior FY | # | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | % | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| Current FY | # | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | % | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| Difference | # | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Ratio Change | % | | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| Net Change | % | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |

**National Science Foundation
Table A1: Total Workforce - Distribution by Race/Ethnicity and Sex IPAs
As of September 30, 2005**

| Plan Level: | Headquarters | | | | | | | | | | | | | | | | | | |
|-------------------|-----------------------|------------------------|--------------------------|-----------------|-------------------|--------------|----------------|--------------|----------------|-------------|---------------|--------------|----------------|--------------|----------------|---------------|-----------------|-----|--|
| Analysis Level: | FY 2005 Personnel | | | | | | | | | | | | | | | | | | |
| Source of Data: | Data | | | | | | | | | | | | | | | | | | |
| | TOTAL EMPLOYEES (All) | TOTAL EMPLOYEES (Male) | TOTAL EMPLOYEES (Female) | Hispanic (Male) | Hispanic (Female) | White (Male) | White (Female) | Black (Male) | Black (Female) | AIAN (Male) | AIAN (Female) | Asian (Male) | Asian (Female) | NHOPI (Male) | NHOPI (Female) | 2/more (Male) | 2/more (Female) | | |
| Total IPAs | | | | | | | | | | | | | | | | | | | |
| FY 2004 # | 199 | 141 | 56 | 2 | 1 | 107 | 39 | 10 | 8 | 0 | 0 | 22 | 8 | 0 | 0 | 0 | 0 | 0 | |
| FY 2004 % | 100.0 | 70.85 | 28.14 | 1.01 | 0.50 | 53.77 | 19.60 | 5.03 | 4.02 | 0.0 | 0.0 | 11.06 | 4.02 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | |
| FY 2005 # | 194 | 139 | 55 | 3 | 0 | 109 | 38 | 6 | 11 | 0 | 0 | 20 | 6 | 1 | 0 | 0 | 0 | 0 | |
| FY 2005 % | 100.0 | 71.65 | 28.35 | 1.55 | 0.0 | 56.19 | 19.59 | 3.09 | 5.67 | 0.0 | 0.0 | 10.31 | 3.09 | 0.52 | 0.0 | 0.0 | 0.0 | 0.0 | |
| CLF % (2000) | | | | | | | | | | | | | | | | | | | |
| Difference # | -5 | -2 | -1 | 1 | -1 | 2 | -1 | -4 | 3 | 0 | 0 | -2 | -2 | 1 | 0 | 0 | 0 | 0 | |
| Ratio Change % | 0.0 | 0.80 | 0.21 | 0.54 | -0.50 | 2.42 | -0.01 | -1.93 | 1.65 | 0.0 | 0.0 | -0.75 | -0.93 | 0.52 | 0.0 | 0.0 | 0.0 | 0.0 | |
| Net Change % | -2.51 | -1.01 | -0.50 | 0.50 | -0.50 | 1.01 | -0.50 | -2.01 | 1.51 | 0.0 | 0.0 | -1.01 | -1.01 | 0.50 | 0.0 | 0.0 | 0.0 | 0.0 | |

National Science Foundation

Total Workforce by Component - Distribution by Race/Ethnicity and Sex

Report Symbol: VP715A2

As of September 30, 2004

Full/PartTime Permanent Workforce

| Component | Total Employees | | RACE/ETHNICITY (Non - Hispanic or Latino) | | | | | | | | | | | | | | | |
|------------|-----------------|------|---|-------|--------|------|---------------------------|-------|--------|-------|---|------|----------------------------------|------|-------------------|------|--------|------|
| | | | Hispanic or Latino | | White | | Black or African American | | Asian | | Native Hawaiian or Other Pacific Islander | | American Indian or Alaska Native | | Two or More Races | | | |
| | | | All | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female | |
| TOTAL | # | 1196 | 445 | 751 | 12 | 16 | 340 | 364 | 63 | 336 | 29 | 34 | 0 | 0 | 1 | 1 | 0 | 0 |
| | % | 100 | 37.21 | 62.79 | 1.00 | 1.34 | 28.43 | 30.43 | 5.27 | 28.09 | 2.42 | 2.84 | 0.00 | 0.00 | 0.08 | 0.08 | 0.00 | 0.00 |
| CLF (2000) | % | 100 | 53.2 | 46.8 | 6.2 | 4.5 | 39.0 | 33.7 | 4.8 | 5.7 | 1.9 | 1.7 | 0.1 | 0.1 | 0.3 | 0.3 | 0.8 | 0.8 |
| BFA | # | 139 | 39 | 100 | 1 | 2 | 31 | 51 | 6 | 43 | 1 | 4 | 0 | 0 | 0 | 0 | 0 | 0 |
| | % | 100 | 28.06 | 71.94 | 0.72 | 1.44 | 22.30 | 36.69 | 4.32 | 30.94 | 0.72 | 2.88 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| BIO | # | 77 | 16 | 61 | 0 | 0 | 13 | 20 | 1 | 38 | 2 | 3 | 0 | 0 | 0 | 0 | 0 | 0 |
| | % | 100 | 20.78 | 79.22 | 0.00 | 0.00 | 16.88 | 25.97 | 1.30 | 49.35 | 2.60 | 3.90 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| CSE | # | 61 | 17 | 44 | 1 | 2 | 10 | 18 | 3 | 23 | 3 | 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| | % | 100 | 27.87 | 72.13 | 1.64 | 3.28 | 16.39 | 29.51 | 4.92 | 37.70 | 4.92 | 1.64 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| EHR | # | 118 | 37 | 81 | 2 | 2 | 28 | 30 | 5 | 46 | 1 | 3 | 0 | 0 | 1 | 0 | 0 | 0 |
| | % | 100 | 31.36 | 68.64 | 1.69 | 1.69 | 23.73 | 25.42 | 4.24 | 38.98 | 0.85 | 2.54 | 0.00 | 0.00 | 0.85 | 0.00 | 0.00 | 0.00 |
| ENG | # | 98 | 41 | 57 | 0 | 0 | 25 | 15 | 7 | 40 | 9 | 2 | 0 | 0 | 0 | 0 | 0 | 0 |
| | % | 100 | 41.84 | 58.16 | 0.00 | 0.00 | 25.51 | 15.31 | 7.14 | 40.82 | 9.18 | 2.04 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| GEO | # | 91 | 44 | 47 | 1 | 3 | 38 | 26 | 4 | 15 | 1 | 3 | 0 | 0 | 0 | 0 | 0 | 0 |
| | % | 100 | 48.35 | 51.65 | 1.10 | 3.30 | 41.76 | 28.57 | 4.40 | 16.48 | 1.10 | 3.30 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| IRM | # | 175 | 63 | 112 | 1 | 0 | 42 | 63 | 17 | 42 | 3 | 6 | 0 | 0 | 0 | 1 | 0 | 0 |
| | % | 100 | 36.00 | 64.00 | 0.57 | 0.00 | 24.00 | 36.00 | 9.71 | 24.00 | 1.71 | 3.43 | 0.00 | 0.00 | 0.00 | 0.57 | 0.00 | 0.00 |
| MPS | # | 103 | 48 | 55 | 2 | 2 | 40 | 23 | 4 | 27 | 2 | 3 | 0 | 0 | 0 | 0 | 0 | 0 |
| | % | 100 | 46.60 | 53.40 | 1.94 | 1.94 | 38.83 | 22.33 | 3.88 | 26.21 | 1.94 | 2.91 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| NSB | # | 12 | 5 | 7 | 0 | 0 | 3 | 5 | 1 | 2 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | % | 100 | 41.67 | 58.33 | 0.00 | 0.00 | 25.00 | 41.67 | 8.33 | 16.67 | 8.33 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| O/D | # | 158 | 66 | 92 | 2 | 4 | 54 | 60 | 6 | 25 | 4 | 3 | 0 | 0 | 0 | 0 | 0 | 0 |
| | % | 100 | 41.77 | 58.23 | 1.27 | 2.53 | 34.18 | 37.97 | 3.80 | 15.82 | 2.53 | 1.90 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| OIG | # | 71 | 32 | 39 | 1 | 1 | 28 | 26 | 2 | 10 | 1 | 2 | 0 | 0 | 0 | 0 | 0 | 0 |
| | % | 100 | 45.07 | 54.93 | 1.41 | 1.41 | 39.44 | 36.62 | 2.82 | 14.08 | 1.41 | 2.82 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| SBE | # | 93 | 37 | 56 | 1 | 0 | 28 | 27 | 7 | 25 | 1 | 4 | 0 | 0 | 0 | 0 | 0 | 0 |
| | % | 100 | 39.78 | 60.22 | 1.08 | 0.00 | 30.11 | 29.03 | 7.53 | 26.88 | 1.08 | 4.30 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |

National Science Foundation

Participation Rates for General Schedule (GS) Grades by Race/Ethnicity and Sex

Report Symbol: VP715A4-1

As of September 30, 2005

Full/PartTime Permanent Workforce

| GS/GM SES Grades | Total Employees | | RACE/ETHNICITY (Non - Hispanic or Latino) | | | | | | | | | | | | | | | |
|--------------------------|-----------------|-----|---|--------|-------|--------|---------------------------|--------|-------|--------|---|--------|----------------------------------|--------|-------------------|--------|------|--------|
| | | | Hispanic or Latino | | White | | Black or African American | | Asian | | Native Hawaiian or Other Pacific Islander | | American Indian or Alaska Native | | Two or More Races | | | |
| | | | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female |
| GS 05 | # | 3 | 1 | 2 | 0 | 0 | 0 | 0 | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | % | 100 | 33.33 | 66.67 | 0.00 | 0.00 | 0.00 | 0.00 | 33.33 | 33.33 | 0.00 | 33.33 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| GS 06 | # | 15 | 6 | 9 | 0 | 0 | 0 | 2 | 6 | 6 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| | % | 100 | 40.00 | 60.00 | 0.00 | 0.00 | 0.00 | 13.33 | 40.00 | 40.00 | 0.00 | 6.67 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| GS 07 | # | 118 | 20 | 98 | 1 | 3 | 7 | 16 | 12 | 75 | 0 | 4 | 0 | 0 | 0 | 0 | 0 | 0 |
| | % | 100 | 16.95 | 83.05 | 0.85 | 2.54 | 5.93 | 13.56 | 10.17 | 63.56 | 0.00 | 3.39 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| GS 08 | # | 65 | 3 | 62 | 0 | 1 | 1 | 12 | 2 | 49 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | % | 100 | 4.62 | 95.38 | 0.00 | 1.54 | 1.54 | 18.46 | 3.08 | 75.38 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| GS 09 | # | 81 | 8 | 73 | 0 | 0 | 3 | 11 | 4 | 59 | 1 | 3 | 0 | 0 | 0 | 0 | 0 | 0 |
| | % | 100 | 9.88 | 90.12 | 0.00 | 0.00 | 3.70 | 13.58 | 4.94 | 72.84 | 1.23 | 3.70 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| GS 10 | # | 11 | 0 | 11 | 0 | 1 | 0 | 2 | 0 | 8 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | % | 100 | 0.00 | 100.00 | 0.00 | 9.09 | 0.00 | 18.18 | 0.00 | 72.73 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| GS 11 | # | 63 | 10 | 53 | 0 | 0 | 7 | 17 | 3 | 34 | 0 | 2 | 0 | 0 | 0 | 0 | 0 | 0 |
| | % | 100 | 15.87 | 84.13 | 0.00 | 0.00 | 11.11 | 26.98 | 4.76 | 53.97 | 0.00 | 3.17 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| GS 12 | # | 101 | 22 | 79 | 0 | 0 | 15 | 28 | 5 | 49 | 2 | 2 | 0 | 0 | 0 | 0 | 0 | 0 |
| | % | 100 | 21.78 | 78.22 | 0.00 | 0.00 | 14.85 | 27.72 | 4.95 | 48.51 | 1.98 | 1.98 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| GS/GM 13 | # | 116 | 37 | 79 | 2 | 3 | 23 | 49 | 10 | 24 | 2 | 3 | 0 | 0 | 0 | 0 | 0 | 0 |
| | % | 100 | 31.90 | 68.10 | 1.72 | 2.59 | 19.83 | 42.24 | 8.62 | 20.69 | 1.72 | 2.59 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| GS/GM 14 | # | 108 | 42 | 66 | 2 | 1 | 36 | 49 | 3 | 10 | 1 | 5 | 0 | 0 | 0 | 1 | 0 | 0 |
| | % | 100 | 38.89 | 61.11 | 1.85 | 0.93 | 33.33 | 45.37 | 2.78 | 9.26 | 0.93 | 4.63 | 0.00 | 0.00 | 0.00 | 0.93 | 0.00 | 0.00 |
| GS/GM 15 | # | 80 | 39 | 41 | 0 | 0 | 32 | 33 | 6 | 5 | 1 | 3 | 0 | 0 | 0 | 0 | 0 | 0 |
| | % | 100 | 48.75 | 51.25 | 0.00 | 0.00 | 40.00 | 41.25 | 7.50 | 6.25 | 1.25 | 3.75 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| Senior Executive Service | # | 86 | 51 | 35 | 2 | 0 | 42 | 31 | 4 | 2 | 3 | 2 | 0 | 0 | 0 | 0 | 0 | 0 |
| | % | 100 | 59.30 | 40.70 | 2.33 | 0.00 | 48.84 | 36.05 | 4.65 | 2.33 | 3.49 | 2.33 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |

National Science Foundation

Participation Rates for General Schedule (GS) Grades by Race/Ethnicity and Sex

Report Symbol: VP715A4-1

As of September 30, 2005

Temporary Workforce

| GS/GM SES Grades | Total Employees | | RACE/ETHNICITY (Non - Hispanic or Latino) | | | | | | | | | | | | | | |
|--------------------------|-----------------|-----|---|--------|-------|--------|---------------------------|--------|--------|--------|---|--------|----------------------------------|--------|-------------------|--------|------|
| | | | Hispanic or Latino | | White | | Black or African American | | Asian | | Native Hawaiian or Other Pacific Islander | | American Indian or Alaska Native | | Two or More Races | | |
| | | | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female | |
| GS 01 | # | 1 | 1 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | % | 100 | 100 | 0.00 | 0.00 | 0.00 | 0.00 | 100.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| GS 02 | # | 7 | 1 | 6 | 0 | 0 | 0 | 1 | 5 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 |
| | % | 100 | 14.29 | 85.71 | 0.00 | 0.00 | 0.00 | 14.29 | 71.43 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 14.29 | 0.00 | 0.00 |
| GS 03 | # | 14 | 3 | 11 | 0 | 0 | 1 | 1 | 2 | 9 | 0 | 1 | 0 | 0 | 0 | 0 | 0 |
| | % | 100 | 21.43 | 78.57 | 0.00 | 0.00 | 7.14 | 7.14 | 14.29 | 64.29 | 0.00 | 7.14 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| GS 04 | # | 46 | 10 | 36 | 0 | 0 | 2 | 8 | 5 | 26 | 3 | 2 | 0 | 0 | 0 | 0 | 0 |
| | % | 100 | 21.74 | 78.26 | 0.00 | 0.00 | 4.35 | 17.39 | 10.87 | 56.52 | 6.52 | 4.35 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| GS 05 | # | 19 | 3 | 16 | 0 | 0 | 1 | 6 | 2 | 9 | 0 | 1 | 0 | 0 | 0 | 0 | 0 |
| | % | 100 | 15.79 | 84.21 | 0.00 | 0.00 | 5.26 | 31.58 | 10.53 | 47.37 | 0.00 | 5.26 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| GS 06 | # | 4 | 0 | 4 | 0 | 0 | 0 | 0 | 4 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | % | 100 | 0.00 | 100.00 | 0.00 | 0.00 | 0.00 | 0.00 | 100.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| GS 07 | # | 2 | 1 | 1 | 0 | 0 | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | % | 100 | 50.00 | 50.00 | 0.00 | 0.00 | 50.00 | 50.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| GS 09 | # | 2 | 2 | 0 | 1 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | % | 100 | 100 | 0.00 | 50.00 | 0.00 | 50.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| GS/GM 13 | # | 2 | 1 | 1 | 0 | 0 | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | % | 100 | 50.00 | 50.00 | 0.00 | 0.00 | 50.00 | 50.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| Senior Executive Service | # | 7 | 3 | 4 | 0 | 0 | 3 | 3 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 |
| | % | 100 | 42.86 | 57.14 | 0.00 | 0.00 | 42.86 | 42.86 | 0.00 | 0.00 | 0.00 | 14.29 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |

National Science Foundation

Participation Rates for General Schedule (GS) Grades by Race/Ethnicity and Sex

Report Symbol: VP715A4-2

As of September 30, 2005

Full/PartTime Permanent Workforce

| GS/GM SES Grades | Total Employees | | RACE/ETHNICITY (Non - Hispanic or Latino) | | | | | | | | | | | | | | |
|--------------------------|-----------------|-------|---|--------|-------|--------|---------------------------|--------|-------|--------|---|--------|----------------------------------|--------|-------------------|--------|------|
| | | | Hispanic or Latino | | White | | Black or African American | | Asian | | Native Hawaiian or Other Pacific Islander | | American Indian or Alaska Native | | Two or More Races | | |
| | | | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female | |
| GS 05 | # | 3 | 1 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | % | 0.35 | 0.42 | 0.33 | 0.00 | 0.00 | 0.00 | 1.79 | 0.31 | 0.00 | 3.85 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| GS 06 | # | 15 | 6 | 9 | 0 | 0 | 2 | 6 | 6 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| | % | 1.77 | 2.51 | 1.48 | 0.00 | 0.00 | 0.80 | 10.71 | 1.86 | 0.00 | 3.85 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| GS 07 | # | 118 | 20 | 98 | 1 | 3 | 7 | 16 | 12 | 75 | 0 | 4 | 0 | 0 | 0 | 0 | 0 |
| | % | 13.93 | 8.37 | 16.12 | 14.29 | 33.33 | 4.22 | 6.40 | 21.43 | 23.29 | 0.00 | 15.38 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| GS 08 | # | 65 | 3 | 62 | 0 | 1 | 1 | 12 | 2 | 49 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | % | 7.67 | 1.26 | 10.20 | 0.00 | 11.11 | 0.60 | 4.80 | 3.57 | 15.22 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| GS 09 | # | 81 | 8 | 73 | 0 | 0 | 3 | 11 | 4 | 59 | 1 | 3 | 0 | 0 | 0 | 0 | 0 |
| | % | 9.56 | 3.35 | 12.01 | 0.00 | 0.00 | 1.81 | 4.40 | 7.14 | 18.32 | 10.00 | 11.54 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| GS 10 | # | 11 | 0 | 11 | 0 | 1 | 0 | 2 | 0 | 8 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | % | 1.30 | 0.00 | 1.81 | 0.00 | 11.11 | 0.00 | 0.80 | 0.00 | 2.48 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| GS 11 | # | 63 | 10 | 53 | 0 | 0 | 7 | 17 | 3 | 34 | 0 | 2 | 0 | 0 | 0 | 0 | 0 |
| | % | 7.44 | 4.18 | 8.72 | 0.00 | 0.00 | 4.22 | 6.80 | 5.36 | 10.56 | 0.00 | 7.69 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| GS 12 | # | 101 | 22 | 79 | 0 | 0 | 15 | 28 | 5 | 49 | 2 | 2 | 0 | 0 | 0 | 0 | 0 |
| | % | 11.92 | 9.21 | 12.99 | 0.00 | 0.00 | 9.04 | 11.20 | 8.93 | 15.22 | 20.00 | 7.69 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| GS/GM 13 | # | 116 | 37 | 79 | 2 | 3 | 23 | 49 | 10 | 24 | 2 | 3 | 0 | 0 | 0 | 0 | 0 |
| | % | 13.70 | 15.48 | 12.99 | 28.57 | 33.33 | 13.86 | 19.60 | 17.86 | 7.45 | 20.00 | 11.54 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| GS/GM 14 | # | 108 | 42 | 66 | 2 | 1 | 36 | 49 | 3 | 10 | 1 | 5 | 0 | 0 | 0 | 0 | 0 |
| | % | 12.75 | 17.57 | 10.86 | 28.57 | 11.11 | 21.69 | 19.60 | 5.36 | 3.11 | 10.00 | 19.23 | 0.00 | 0.00 | 0.00 | 100.00 | 0.00 |
| GS/GM 15 | # | 80 | 39 | 41 | 0 | 0 | 32 | 33 | 6 | 5 | 1 | 3 | 0 | 0 | 0 | 0 | 0 |
| | % | 9.45 | 16.32 | 6.74 | 0.00 | 0.00 | 19.28 | 13.20 | 10.71 | 1.55 | 10.00 | 11.54 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| Senior Executive Service | # | 86 | 51 | 35 | 2 | 0 | 42 | 31 | 4 | 2 | 3 | 2 | 0 | 0 | 0 | 0 | 0 |
| | % | 10.15 | 21.34 | 5.76 | 28.57 | 0.00 | 25.30 | 12.40 | 7.14 | 0.62 | 30.00 | 7.69 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| Total | # | 847 | 239 | 608 | 7 | 9 | 166 | 250 | 56 | 322 | 10 | 26 | 0 | 0 | 0 | 0 | 0 |
| | % | 100 | 28.22 | 71.78 | 0.83 | 1.06 | 19.60 | 29.52 | 6.61 | 38.02 | 1.18 | 3.07 | 0.00 | 0.00 | 0.00 | 0.12 | 0.00 |

National Science Foundation

Participation Rates for General Schedule (GS) Grades by Race/Ethnicity and Sex

Report Symbol: VP715A4-2L

As of September 30, 2005

Temporary Workforce

| GS/GM SES Grades | Total Employees | | RACE/ETHNICITY (Non - Hispanic or Latino) | | | | | | | | | | | | | | |
|--------------------------|-----------------|-------|---|--------|--------|--------|---------------------------|--------|-------|--------|---|--------|----------------------------------|--------|-------------------|--------|------|
| | | | Hispanic or Latino | | White | | Black or African American | | Asian | | Native Hawaiian or Other Pacific Islander | | American Indian or Alaska Native | | Two or More Races | | |
| | | | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female | |
| GS 01 | # | 1 | 1 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | % | 0.96 | 4.00 | 0.00 | 0.00 | 0.00 | 0.00 | 9.09 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| GS 02 | # | 7 | 1 | 6 | 0 | 0 | 0 | 1 | 5 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 |
| | % | 6.73 | 4.00 | 7.59 | 0.00 | 0.00 | 0.00 | 9.09 | 9.43 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 100.00 | 0.00 | 0.00 |
| GS 03 | # | 14 | 3 | 11 | 0 | 0 | 1 | 1 | 2 | 9 | 0 | 1 | 0 | 0 | 0 | 0 | 0 |
| | % | 13.46 | 12.00 | 13.92 | 0.00 | 0.00 | 10.00 | 5.00 | 18.18 | 16.98 | 0.00 | 20.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| GS 04 | # | 46 | 10 | 36 | 0 | 0 | 2 | 8 | 5 | 26 | 3 | 2 | 0 | 0 | 0 | 0 | 0 |
| | % | 44.23 | 40.00 | 45.57 | 0.00 | 0.00 | 20.00 | 40.00 | 45.45 | 49.06 | 100.00 | 40.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| GS 05 | # | 19 | 3 | 16 | 0 | 0 | 1 | 6 | 2 | 9 | 0 | 1 | 0 | 0 | 0 | 0 | 0 |
| | % | 18.27 | 12.00 | 20.25 | 0.00 | 0.00 | 10.00 | 30.00 | 18.18 | 16.98 | 0.00 | 20.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| GS 06 | # | 4 | 0 | 4 | 0 | 0 | 0 | 0 | 0 | 4 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | % | 3.85 | 0.00 | 5.06 | 0.00 | 0.00 | 0.00 | 0.00 | 7.55 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| GS 07 | # | 2 | 1 | 1 | 0 | 0 | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | % | 1.92 | 4.00 | 1.27 | 0.00 | 0.00 | 10.00 | 5.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| GS 09 | # | 2 | 2 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | % | 1.92 | 8.00 | 0.00 | 100.00 | 0.00 | 10.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| GS/GM 13 | # | 2 | 1 | 1 | 0 | 0 | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | % | 1.92 | 4.00 | 1.27 | 0.00 | 0.00 | 10.00 | 5.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| Senior Executive Service | # | 7 | 3 | 4 | 0 | 0 | 3 | 3 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 |
| | % | 6.73 | 12.00 | 5.06 | 0.00 | 0.00 | 30.00 | 15.00 | 0.00 | 0.00 | 0.00 | 20.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| Total | # | 104 | 25 | 79 | 1 | 0 | 10 | 20 | 11 | 53 | 3 | 5 | 0 | 0 | 1 | 0 | 0 |
| | % | 100 | 24.04 | 75.96 | 0.96 | 0.00 | 9.62 | 19.23 | 10.58 | 50.96 | 2.88 | 4.81 | 0.00 | 0.00 | 0.96 | 0.00 | 0.00 |

National Science Foundation

Participation Rates for Major Occupations - Distribution by Race/Ethnicity and Sex

Report Symbol: VP715A6

As of September 30, 2005

Full/PartTime Permanent Workforce

| Job Title / Series Agency Rate Occupational CLF | Total Employees | | RACE/ETHNICITY (Non - Hispanic or Latino) | | | | | | | | | | | | | | | |
|--|-----------------|--------|---|--------|-------|--------|---------------------------|--------|-------|--------|---|--------|----------------------------------|--------|-------------------|--------|------|--------|
| | | | Hispanic or Latino | | White | | Black or African American | | Asian | | Native Hawaiian or Other Pacific Islander | | American Indian or Alaska Native | | Two or More Races | | | |
| | | | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female |
| 340 - Program Management National CLF 2000 | # | 53 | 25 | 28 | 3 | 1 | 16 | 22 | 3 | 4 | 3 | 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| | % | 100.00 | 47.17 | 52.83 | 5.66 | 1.89 | 30.19 | 41.51 | 5.66 | 7.55 | 5.66 | 1.89 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| 343 - Management Analysis National CLF 2000 | # | 99 | 18 | 81 | 0 | 0 | 13 | 36 | 5 | 42 | 0 | 3 | 0 | 0 | 0 | 0 | 0 | 0 |
| | % | 100.00 | 18.18 | 81.82 | 0.00 | 0.00 | 13.13 | 36.36 | 5.05 | 42.42 | 0.00 | 3.03 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| 401 - Biologist National CLF 2000 | # | 42 | 21 | 21 | 0 | 0 | 18 | 16 | 1 | 1 | 2 | 4 | 0 | 0 | 0 | 0 | 0 | 0 |
| | % | 100.00 | 50.00 | 50.00 | 0.00 | 0.00 | 42.86 | 38.10 | 2.38 | 2.38 | 4.76 | 9.52 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| 1101 - General Business & Industry National CLF 2000 | # | 54 | 10 | 44 | 1 | 1 | 5 | 22 | 4 | 19 | 0 | 2 | 0 | 0 | 0 | 0 | 0 | 0 |
| | % | 100.00 | 18.52 | 81.48 | 1.85 | 1.85 | 9.26 | 40.74 | 7.41 | 35.19 | 0.00 | 3.70 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| 1301 - General Physical Science National CLF 2000 | # | 59 | 43 | 16 | 0 | 0 | 42 | 15 | 1 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| | % | 100.00 | 72.88 | 27.12 | 0.00 | 0.00 | 71.19 | 25.42 | 1.69 | 0.00 | 0.00 | 1.69 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| 2210 - Information Tech Mgt National CLF 2000 | # | 93 | 46 | 47 | 1 | 0 | 35 | 26 | 6 | 17 | 4 | 4 | 0 | 0 | 0 | 0 | 0 | 0 |
| | % | 100.00 | 49.46 | 50.54 | 1.08 | 0.00 | 37.63 | 27.96 | 6.45 | 18.28 | 4.30 | 4.30 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| Total | # | 400 | 163 | 237 | 5 | 2 | 129 | 137 | 20 | 83 | 9 | 15 | 0 | 0 | 0 | 0 | 0 | 0 |
| | % | 100.00 | 40.75 | 59.25 | 1.25 | 0.50 | 32.25 | 34.25 | 5.00 | 20.75 | 2.25 | 3.75 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |

National Science Foundation

Participation Rates for Major Occupations - Distribution by Race/Ethnicity and Sex

Report Symbol: VP715A6

As of September 30, 2005

Non-Permanent Workforce

| Job Title / Series Agency Rate Occupational CLF | Total Employees | | RACE/ETHNICITY (Non - Hispanic or Latino) | | | | | | | | | | | | | | | |
|---|-----------------|--------|---|--------|-------|--------|---------------------------|--------|-------|--------|---|--------|----------------------------------|--------|-------------------|--------|------|--------|
| | | | Hispanic or Latino | | White | | Black or African American | | Asian | | Native Hawaiian or Other Pacific Islander | | American Indian or Alaska Native | | Two or More Races | | | |
| | | | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female |
| 340 - Program Management | # | 12 | 9 | 3 | 1 | 0 | 6 | 2 | 1 | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | % | 100.00 | 75.00 | 25.00 | 8.33 | 0.00 | 50.00 | 16.67 | 8.33 | 8.33 | 8.33 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| National CLF 2000 | # | | 43.4 | 56.6 | 4.7 | 5.3 | 30.2 | 39.7 | 4.9 | 7.9 | 2.7 | 2.5 | 0.1 | 0.1 | 0.4 | 0.6 | 0.3 | 0.4 |
| | % | | 43.4 | 56.6 | 4.7 | 5.3 | 30.2 | 39.7 | 4.9 | 7.9 | 2.7 | 2.5 | 0.1 | 0.1 | 0.4 | 0.6 | 0.3 | 0.4 |
| 343 - Management Analysis | # | 2 | 2 | 0 | 1 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | % | 100.00 | 100.00 | 0.00 | 50.00 | 0.00 | 50.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| National CLF 2000 | # | | 61.4 | 38.6 | 2.0 | 1.6 | 52.5 | 31.1 | 2.6 | 3.4 | 3.5 | 2.0 | 0.0 | 0.0 | 0.3 | 0.3 | 0.5 | 0.3 |
| | % | | 61.4 | 38.6 | 2.0 | 1.6 | 52.5 | 31.1 | 2.6 | 3.4 | 3.5 | 2.0 | 0.0 | 0.0 | 0.3 | 0.3 | 0.5 | 0.3 |
| 401 - Biologist | # | 56 | 21 | 35 | 0 | 1 | 19 | 27 | 1 | 5 | 0 | 2 | 0 | 0 | 1 | 0 | 0 | 0 |
| | % | 100.00 | 37.50 | 62.50 | 0.00 | 1.79 | 33.93 | 48.21 | 1.79 | 8.93 | 0.00 | 3.57 | 0.00 | 0.00 | 1.79 | 0.00 | 0.00 | 0.00 |
| National CLF 2000 | # | | 55.9 | 44.1 | 1.9 | 2.1 | 47.3 | 35.0 | 1.2 | 1.8 | 4.3 | 4.5 | 0.0 | 0.0 | 0.6 | 0.3 | 0.4 | 0.3 |
| | % | | 55.9 | 44.1 | 1.9 | 2.1 | 47.3 | 35.0 | 1.2 | 1.8 | 4.3 | 4.5 | 0.0 | 0.0 | 0.6 | 0.3 | 0.4 | 0.3 |
| 1301 - General Physical Science | # | 21 | 15 | 6 | 0 | 0 | 13 | 6 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | % | 100.00 | 71.43 | 28.57 | 0.00 | 0.00 | 61.90 | 28.57 | 9.52 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| National CLF 2000 | # | | 65.6 | 34.4 | 2.2 | 1.7 | 45.4 | 22.9 | 1.7 | 1.4 | 15.5 | 8.0 | 0.0 | 0.0 | 0.2 | 0.1 | 0.5 | 0.3 |
| | % | | 65.6 | 34.4 | 2.2 | 1.7 | 45.4 | 22.9 | 1.7 | 1.4 | 15.5 | 8.0 | 0.0 | 0.0 | 0.2 | 0.1 | 0.5 | 0.3 |
| Total | # | 91 | 47 | 44 | 2 | 1 | 39 | 35 | 4 | 6 | 1 | 2 | 0 | 0 | 1 | 0 | 0 | 0 |
| | % | 100.00 | 51.65 | 48.35 | 2.20 | 1.10 | 42.86 | 38.46 | 4.40 | 6.59 | 1.10 | 2.20 | 0.00 | 0.00 | 1.10 | 0.00 | 0.00 | 0.00 |

National Science Foundation

New Hires by Type of Appointment - Distribution by Race/Ethnicity and Sex

Report Symbol: VP715A8

From September 30, 2004 To September 30, 2005

Total Workforce

| Type of Appointment | Total Employees | | RACE/ETHNICITY (Non - Hispanic or Latino) | | | | | | | | | | | | Two or More Races | | | |
|---------------------|-----------------|-----|---|--------|-------|--------|---------------------------|--------|-------|--------|---|--------|----------------------------------|--------|-------------------|------|------|--------|
| | | | Hispanic or Latino | | White | | Black or African American | | Asian | | Native Hawaiian or Other Pacific Islander | | American Indian or Alaska Native | | | | | |
| | | | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female | | | Male | Female |
| Permanent | # | 55 | 19 | 36 | 0 | 1 | 12 | 23 | 6 | 8 | 1 | 3 | 0 | 0 | 0 | 1 | 0 | 0 |
| | % | 100 | 34.55 | 65.45 | 0.00 | 1.82 | 21.82 | 41.82 | 10.91 | 14.55 | 1.82 | 5.45 | 0.00 | 0.00 | 0.00 | 1.82 | 0.00 | 0.00 |
| Temporary | # | 146 | 59 | 87 | 2 | 3 | 48 | 48 | 6 | 32 | 3 | 3 | 0 | 0 | 0 | 1 | 0 | 0 |
| | % | 100 | 40.41 | 59.59 | 1.37 | 2.05 | 32.88 | 32.88 | 4.11 | 21.92 | 2.05 | 2.05 | 0.00 | 0.00 | 0.00 | 0.68 | 0.00 | 0.00 |
| TOTAL | # | 201 | 78 | 123 | 2 | 4 | 60 | 71 | 12 | 40 | 4 | 6 | 0 | 0 | 0 | 2 | 0 | 0 |
| | % | 100 | 38.81 | 61.19 | 1.00 | 1.99 | 29.85 | 35.32 | 5.97 | 19.90 | 1.99 | 2.99 | 0.00 | 0.00 | 0.00 | 1.00 | 0.00 | 0.00 |
| CLF (2000) | % | 100 | 53.2 | 46.8 | 6.2 | 4.5 | 39.0 | 33.7 | 4.8 | 5.7 | 1.9 | 1.7 | 0.1 | 0.1 | 0.3 | 0.3 | 0.8 | 0.8 |

National Science Foundation

Non-Competitive Promotions - Time in Grade - Distribution by Race/Ethnicity and Sex

Report Symbol: VP715A10

As of September 30, 2004

Full/PartTime Permanent Workforce

| Label2 | Total Employees | | RACE/ETHNICITY (Non - Hispanic or Latino) | | | | | | | | | | | | Two or More Races | | | | |
|--|-----------------|-----|---|--------|-------|--------|---------------------------|--------|-------|--------|---|--------|----------------------------------|--------|-------------------|------|------|--------|------|
| | | | Hispanic or Latino | | White | | Black or African American | | Asian | | Native Hawaiian or Other Pacific Islander | | American Indian or Alaska Native | | | | | | |
| | | | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female | | | Male | Female | |
| Total Employees Eligible for Career Ladder Promotions | # | 78 | 19 | 59 | 1 | 1 | 12 | 21 | 6 | 33 | 0 | 4 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | % | 100 | 24.36 | 75.64 | 1.28 | 1.28 | 15.38 | 26.92 | 7.69 | 42.31 | 0.00 | 5.13 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| Time in grade in excess of minimum | # | 46 | 10 | 36 | 1 | 0 | 7 | 12 | 2 | 20 | 0 | 4 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | % | 100 | 6.67 | 93.33 | 0.00 | 0.00 | 6.67 | 26.67 | 0.00 | 53.33 | 0.00 | 13.33 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| 1 - 12 months | # | 15 | 1 | 14 | 0 | 0 | 1 | 4 | 0 | 8 | 0 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | % | 100 | 6.67 | 93.33 | 0.00 | 0.00 | 6.67 | 26.67 | 0.00 | 53.33 | 0.00 | 13.33 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| 13 - 24 months | # | 8 | 2 | 6 | 0 | 0 | 2 | 2 | 0 | 3 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | % | 100 | 25.00 | 75.00 | 0.00 | 0.00 | 25.00 | 25.00 | 0.00 | 37.50 | 0.00 | 12.50 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| 25 + months | # | 23 | 7 | 16 | 1 | 0 | 4 | 6 | 2 | 9 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | % | 100 | 30.43 | 69.57 | 4.35 | 0.00 | 17.39 | 26.09 | 8.70 | 39.13 | 0.00 | 4.35 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |

**National Science Foundation
Table A12: Participation in Career Development/Training by Race/Ethnicity and Sex
As of September 30, 2005**

Plan Level: Headquarters
Analysis Level: Headquarters
Source of Data: FY 2005 Data

| | TOTAL (All) | TOTAL (Male) | TOTAL (Female) | Hispanic (Male) | Hispanic (Female) | White (Male) | White (Female) | Black (Male) | Black (Female) | AIAN (Male) | AIAN (Female) | Asian (Male) | Asian (Female) | NHOPI (Male) | NHOPI (Female) | 2/More (Male) | 2/More (Female) |
|--------------------------------------|-------------|--------------|----------------|-----------------|-------------------|--------------|----------------|--------------|----------------|-------------|---------------|--------------|----------------|--------------|----------------|---------------|-----------------|
| Training for grades – GS 5-12 | | | | | | | | | | | | | | | | | |
| GS 5 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| GS 5 | 12 | 12 | 0 | 0 | 0 | 0 | 0 | 0 | 10 | 0 | 0 | 0 | 2 | 0 | 0 | 0 | 0 |
| Total number of GS5- 12 | | | | | | | | | | | | | | | | | |
| GS 6 | 5 | 5 | 0 | 0 | 0 | 0 | 0 | 5 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| GS 6 | 23 | 23 | 0 | 0 | 0 | 0 | 1 | 0 | 18 | 0 | 0 | 0 | 4 | 0 | 0 | 0 | 0 |
| Total number of GS6 – 28 | | | | | | | | | | | | | | | | | |
| GS 7 | 44 | 44 | 0 | 0 | 0 | 12 | 0 | 32 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| GS 7 | 242 | 242 | 0 | 0 | 1 | 0 | 32 | 0 | 204 | 0 | 0 | 0 | 5 | 0 | 0 | 0 | 0 |
| Total number of GS7 – 286 | | | | | | | | | | | | | | | | | |
| GS 8 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| GS 8 | 159 | 159 | 0 | 0 | 2 | 0 | 30 | 0 | 127 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Total number of GS8 – 159 | | | | | | | | | | | | | | | | | |
| GS 9 | 36 | 36 | 0 | 0 | 0 | 7 | 0 | 22 | 0 | 0 | 0 | 7 | 0 | 0 | 0 | 0 | 0 |
| GS 9 | 267 | 267 | 0 | 0 | 0 | 0 | 43 | 0 | 220 | 0 | 0 | 0 | 4 | 0 | 0 | 0 | 0 |
| Total number of GS9 – 303 | | | | | | | | | | | | | | | | | |

| | TOTAL (All) | TOTAL (Male) | TOTAL (Female) | Hispanic (Male) | Hispanic (Female) | White (Male) | White (Female) | Black (Male) | Black (Female) | AIAN (Male) | AIAN (Female) | Asian (Male) | Asian (Female) | NHOPI (Male) | NHOPI (Female) | 2/More (Male) | 2/More (Female) | |
|---------------------------|-------------|--------------|----------------|-----------------|-------------------|--------------|----------------|--------------|----------------|-------------|---------------|--------------|----------------|--------------|----------------|---------------|-----------------|--|
| GS 10 | 0 | 0 | | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | |
| GS 10 | 25 | | 25 | 0 | 2 | 0 | 0 | 0 | 23 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | |
| Total number of GS10 – 25 | | | | | | | | | | | | | | | | | | |

| | | | | | | | | | | | | | | | | | | |
|---------------------------|-----|----|-----|---|---|----|----|----|----|---|---|---|----|---|---|---|---|--|
| GS 11 | 27 | 27 | | 0 | 0 | 13 | 0 | 14 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | |
| GS 11 | 121 | | 121 | 0 | 0 | 0 | 27 | - | 84 | 0 | 0 | 0 | 10 | 0 | 0 | 0 | 0 | |
| Total number of G11 – 148 | | | | | | | | | | | | | | | | | | |

| | | | | | | | | | | | | | | | | | | |
|----------------------------|-----|----|-----|---|---|----|----|---|-----|---|---|---|---|---|---|---|---|--|
| GS 12 | 26 | 26 | | 0 | 0 | 18 | 0 | 4 | 0 | 0 | 0 | 4 | 0 | 0 | 0 | 0 | 0 | |
| GS 12 | 180 | | 180 | 0 | 0 | 0 | 49 | 0 | 123 | 0 | 0 | 0 | 8 | 0 | 0 | 0 | 0 | |
| Total number of GS12 – 206 | | | | | | | | | | | | | | | | | | |

Training for grades GS13-14

| | TOTAL (All) | TOTAL (Male) | TOTAL (Female) | Hispanic (Male) | Hispanic (Female) | White (Male) | White (Female) | Black (Male) | Black (Female) | AIAN (Male) | AIAN (Female) | Asian (Male) | Asian (Female) | NHOPI (Male) | NHOPI (Female) | 2/More (Male) | 2/More (Female) | |
|----------------------------|-------------|--------------|----------------|-----------------|-------------------|--------------|----------------|--------------|----------------|-------------|---------------|--------------|----------------|--------------|----------------|---------------|-----------------|--|
| GS13 | 53 | 53 | | 0 | 0 | 47 | 0 | 4 | 0 | 0 | 0 | 2 | 0 | 0 | 0 | 0 | 0 | |
| GS13 | 122 | | 122 | 0 | 7 | 0 | 67 | 0 | 42 | 0 | 0 | 0 | 6 | 0 | 0 | 0 | 0 | |
| Total number of GS13 – 175 | | | | | | | | | | | | | | | | | | |

| | | | | | | | | | | | | | | | | | | |
|----------------------------|-----|----|-----|----|---|----|-----|---|----|---|---|---|---|---|---|---|---|--|
| GS14 | 94 | 94 | | 10 | 0 | 73 | 0 | 5 | 0 | 0 | 0 | 6 | 0 | 0 | 0 | 0 | 0 | |
| GS14 | 150 | | 150 | 0 | 0 | 0 | 113 | 0 | 31 | 0 | 2 | 0 | 4 | 0 | 0 | 0 | 0 | |
| Total number of GS14 – 244 | | | | | | | | | | | | | | | | | | |

Training for grades GS15-SES

| TOTAL (All) | TOTAL (Male) | TOTAL (Female) | Hispanic (Male) | Hispanic (Female) | White (Male) | White (Female) | Black (Male) | Black (Female) | AIAN (Male) | AIAN (Female) | Asian (Male) | Asian (Female) | NHOPI (Male) | NHOPI (Female) | 2/More (Male) | 2/More (Female) |
|-------------|--------------|----------------|-----------------|-------------------|--------------|----------------|--------------|----------------|-------------|---------------|--------------|----------------|--------------|----------------|---------------|-----------------|
| GS15 | 69 | 69 | 0 | 0 | 58 | 0 | 11 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| GS15 | 75 | | 0 | 0 | 0 | 58 | 0 | 9 | 0 | 0 | 0 | 8 | 0 | 0 | 0 | 0 |

Total number of GS15 – 144

| | | | | | | | | | | | | | | | | |
|-----|-----|----|---|---|----|-----|---|---|---|---|---|----|---|---|---|---|
| SES | 90 | 90 | 3 | 0 | 80 | 0 | 4 | 0 | 0 | 0 | 3 | 0 | 0 | 0 | 0 | 0 |
| SES | 123 | | 0 | 0 | 0 | 106 | 0 | 6 | 0 | 0 | 0 | 11 | 0 | 0 | 0 | 0 |

Total number of ES – 213

(Pay Plan ES)

Training for grades AD 1- AD 5

| TOTAL (All) | TOTAL (Male) | TOTAL (Female) | Hispanic (Male) | Hispanic (Female) | White (Male) | White (Female) | Black (Male) | Black (Female) | AIAN (Male) | AIAN (Female) | Asian (Male) | Asian (Female) | NHOPI (Male) | NHOPI (Female) | 2/More (Male) | 2/More (Female) |
|-------------|--------------|----------------|-----------------|-------------------|--------------|----------------|--------------|----------------|-------------|---------------|--------------|----------------|--------------|----------------|---------------|-----------------|
| AD1 | 6 | 6 | 0 | 0 | 4 | 0 | 0 | 0 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| AD1 | 89 | | 0 | 0 | 0 | 66 | 0 | 5 | 0 | 0 | 0 | 18 | 0 | 0 | 0 | 0 |

Total number of AD1 – 95

| | | | | | | | | | | | | | | | | |
|-----|----|---|---|---|---|----|---|---|---|---|---|---|---|---|---|---|
| AD2 | 3 | 3 | 0 | 0 | 3 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| AD2 | 35 | | 0 | 2 | 0 | 23 | 0 | 5 | 0 | 0 | 0 | 5 | 0 | 0 | 0 | 0 |

Total number of AD2 – 38

| | | | | | | | | | | | | | | | | |
|-----|----|----|---|---|----|----|---|---|---|---|---|---|---|---|---|---|
| AD3 | 39 | 39 | 0 | 0 | 28 | 0 | 5 | 0 | 0 | 0 | 6 | 0 | 0 | 0 | 0 | 0 |
| AD3 | 39 | | 0 | 5 | 0 | 28 | 0 | 3 | 0 | 0 | 0 | 3 | 0 | 0 | 0 | 0 |

Total number of AD3 – 78

| | TOTAL (All) | TOTAL (Male) | TOTAL (Female) | Hispanic (Male) | Hispanic (Female) | White (Male) | White (Female) | Black (Male) | Black (Female) | AIAN (Male) | AIAN (Female) | Asian (Male) | Asian (Female) | NHOPI (Male) | NHOPI (Female) | 2/More (Male) | 2/more (Female) |
|-----|-------------|--------------|----------------|-----------------|-------------------|--------------|----------------|--------------|----------------|-------------|---------------|--------------|----------------|--------------|----------------|---------------|-----------------|
| AD4 | 109 | 109 | | 12 | 0 | 81 | 0 | 9 | 0 | 0 | 0 | 7 | 0 | 0 | 0 | 0 | 0 |
| AD4 | 95 | | 95 | 0 | 10 | 0 | 75 | 0 | 6 | 0 | 0 | 0 | 4 | 0 | 0 | 0 | 0 |

Total number of AD4 - 204

| | | | | | | | | | | | | | | | | | |
|-----|----|----|----|---|---|----|----|---|---|---|---|---|---|---|---|---|---|
| AD5 | 26 | 26 | | 0 | 0 | 21 | 0 | 0 | 0 | 0 | 0 | 5 | 0 | 0 | 0 | 0 | 0 |
| AD5 | 15 | | 15 | 0 | 0 | 0 | 15 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |

Total number of AD5-41

Training for grades EE and GM

| | | | | | | | | | | | | | | | | | |
|----|----|----|---|---|---|----|---|---|---|---|---|---|---|---|---|---|---|
| EE | 11 | 11 | | 0 | 0 | 10 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 |
| EE | 0 | | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |

Total number of EE - 11

| | | | | | | | | | | | | | | | | | |
|------|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| GM15 | 2 | 2 | | 0 | 0 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| GM15 | 0 | | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |

Total number of GM15 - 2

National Science Foundation

Employee Recognition and Awards - Distribution by Race/Ethnicity and Sex

Report Symbol: VP715A13

From September 30, 2004 To September 30, 2005

Full/PartTime Permanent Workforce

| Recognition or Award Program - # Awards Given - Total Cash | Total Employees | | RACE/ETHNICITY (Non - Hispanic or Latino) | | | | | | | | | | | | | | | |
|--|-----------------|---------|---|---------|--------|--------|---------------------------|---------|--------|---------|---|--------|----------------------------------|--------|-------------------|--------|------|--------|
| | | | Hispanic or Latino | | White | | Black or African American | | Asian | | Native Hawaiian or Other Pacific Islander | | American Indian or Alaska Native | | Two or More Races | | | |
| | | | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female |
| Time-Off Awards - 1-8 Hours | | | | | | | | | | | | | | | | | | |
| Total Time-Off | # | 108 | 34 | 74 | 0 | 1 | 31 | 45 | 3 | 24 | 0 | 4 | 0 | 0 | 0 | 0 | 0 | 0 |
| Awards 1-8 Hours | % | 100.00 | 31.48 | 68.52 | 0.00 | 0.93 | 28.70 | 41.67 | 2.78 | 22.22 | 0.00 | 3.70 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| Total Hours | | 427 | 136 | 291 | 0 | 8 | 120 | 183 | 16 | 90 | 0 | 10 | 0 | 0 | 0 | 0 | 0 | 0 |
| Average Hours | | 4.0 | 4.0 | 3.9 | 0.0 | 8.0 | 3.9 | 4.1 | 5.3 | 3.8 | 0.0 | 2.5 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| Time-Off Awards - 9+ Hours | | | | | | | | | | | | | | | | | | |
| Total Time-Off | # | 19 | 4 | 15 | 0 | 0 | 4 | 6 | 0 | 9 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Awards Over 8 Hours | % | 100.00 | 21.05 | 78.95 | 0.00 | 0.00 | 21.05 | 31.58 | 0.00 | 47.37 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| Total Hours | | 408 | 64 | 344 | 0 | 0 | 64 | 144 | 0 | 200 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Average Hours | | 21.5 | 16.0 | 22.9 | 0.0 | 0.0 | 16.0 | 24.0 | 0.0 | 22.2 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| Cash Awards - \$100-\$500 | | | | | | | | | | | | | | | | | | |
| Total Cash Awards | # | 431 | 109 | 322 | 4 | 5 | 67 | 108 | 34 | 194 | 4 | 15 | 0 | 0 | 0 | 0 | 0 | 0 |
| \$500 and Under | % | 100.00 | 25.29 | 74.71 | 0.93 | 1.16 | 15.55 | 25.06 | 7.89 | 45.01 | 0.93 | 3.48 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| Total Amount | | 151405 | 37275 | 114130 | 1250 | 1900 | 23650 | 38950 | 11075 | 68330 | 1300 | 4950 | 0 | 0 | 0 | 0 | 0 | 0 |
| Average Amount | | 351.3 | 342.0 | 354.4 | 312.5 | 380.0 | 353.0 | 360.6 | 325.7 | 352.2 | 325.0 | 330.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| Cash Awards - \$501+ | | | | | | | | | | | | | | | | | | |
| Total Cash Awards | # | 1253 | 439 | 814 | 11 | 19 | 339 | 385 | 58 | 374 | 30 | 35 | 0 | 0 | 1 | 1 | 0 | 0 |
| \$501 and Over | % | 100.00 | 35.04 | 64.96 | 0.88 | 1.52 | 27.06 | 30.73 | 4.63 | 29.85 | 2.39 | 2.79 | 0.00 | 0.00 | 0.08 | 0.08 | 0.00 | 0.00 |
| Total Amount | | 5173124 | 2037775 | 3141349 | 44402 | 74090 | 1636688 | 1735172 | 215437 | 1179914 | 131198 | 151480 | 0 | 0 | 4050 | 693 | 0 | 0 |
| Average Amount | | 4128.6 | 4628.2 | 3899.2 | 4036.5 | 3899.5 | 4828.0 | 4506.9 | 3714.4 | 3154.9 | 4373.3 | 4328.0 | 0.0 | 0.0 | 4050.0 | 693.0 | 0.0 | 0.0 |
| Quality Step Increases (QSI) | | | | | | | | | | | | | | | | | | |
| Total QSIs | # | 103 | 18 | 85 | 0 | 1 | 15 | 32 | 2 | 48 | 1 | 4 | 0 | 0 | 0 | 0 | 0 | 0 |
| | % | 100.00 | 17.48 | 82.52 | 0.00 | 0.97 | 14.56 | 31.07 | 1.94 | 46.60 | 0.97 | 3.88 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| Total Benefit | | 234340 | 48202 | 186138 | 0 | 2493 | 42907 | 89167 | 3675 | 88482 | 1620 | 5996 | 0 | 0 | 0 | 0 | 0 | 0 |
| Average Benefit | | 2275.1 | 2677.9 | 2189.9 | 0.0 | 2493.0 | 2860.5 | 2786.5 | 1837.5 | 1843.4 | 1620.0 | 1499.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |

National Science Foundation

Separations by Type of Separation - Distribution by Race/Ethnicity and Sex

Report Symbol: VP715A14

From September 30, 2004 To September 30, 2005

Full/PartTime Permanent Workforce

| Type of Separations | Total Employees | | RACE/ETHNICITY (Non - Hispanic or Latino) | | | | | | | | | | Two or More Races | | | | |
|---------------------|-----------------|------|---|--------|-------|--------|---------------------------|--------|-------|--------|---|--------|-------------------|------|----------------------------------|--------|------|
| | | | Hispanic or Latino | | White | | Black or African American | | Asian | | Native Hawaiian or Other Pacific Islander | | | | American Indian or Alaska Native | | |
| | | | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female | | | Male | Female | |
| Voluntary | # | 80 | 37 | 43 | 0 | 2 | 24 | 25 | 8 | 15 | 5 | 1 | 0 | 0 | 0 | 0 | 0 |
| | % | 100 | 46.25 | 53.75 | 0.00 | 2.50 | 30.00 | 31.25 | 10.00 | 18.75 | 6.25 | 1.25 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| Involuntary | # | 5 | 2 | 3 | 0 | 0 | 1 | 3 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | % | 100 | 40.00 | 60.00 | 0.00 | 0.00 | 20.00 | 60.00 | 20.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| Total Separations | # | 85 | 39 | 46 | 0 | 2 | 25 | 28 | 9 | 15 | 15 | 1 | 0 | 0 | 0 | 0 | 0 |
| | % | 100 | 45.88 | 54.12 | 0.00 | 2.35 | 29.41 | 32.94 | 10.59 | 17.65 | 17.65 | 1.18 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| Total Workforce | # | 1196 | 445 | 751 | 12 | 16 | 340 | 364 | 63 | 336 | 29 | 34 | 0 | 0 | 1 | 1 | 0 |
| | % | 100 | 37.21 | 62.79 | 1.00 | 1.34 | 28.43 | 30.43 | 5.27 | 28.09 | 2.42 | 2.84 | 0.00 | 0.00 | 0.08 | 0.08 | 0.00 |

TAB B

National Science Foundation

New Hires by Type of Appointment - Distribution by Disability (OPM Form 256 Self-Identific

Report Symbol: VP715B1

From September 30, 2001 To September 30, 2005

Total Workforce

| Employment Tenure | TOTAL | Total by Disability Status | | | | | | | | | | Detail for Targeted Disabilities | | | | | | | | | |
|-------------------------|-------|----------------------------|---------------------|--------------------|-----------------------|-------------------|--------------------|---------------------------|---------------------------|-------------------------|--------------------------|----------------------------------|---------------------|-------------------------------|---------|--|--|--|--|--|--|
| | | [05] No Disability | [01] Not Identified | [06-94] Disability | [Targeted] Disability | [16, 17] Deafness | [23, 25] Blindness | [28, 32-38] Missing Limbs | [64-68] Partial Paralysis | [71-78] Total Paralysis | [82] Convulsive Disorder | [90] Mental Retardation | [91] Mental Illness | [92] Distortion of Limb/Spine | | | | | | | |
| 09/30/2001 | # | 1294 | 1185 | 19 | 90 | 15 | 3 | 1 | 1 | 3 | 2 | 0 | 0 | 4 | 1 | | | | | | |
| | % | 100 | 91.58 | 1.47 | 6.96 | 1.16 | 0.23 | 0.08 | 0.08 | 0.23 | 0.15 | 0.00 | 0.00 | 0.31 | 0.08 | | | | | | |
| 09/30/2005 | # | 1557 | 1420 | 32 | 105 | 18 | 3 | 2 | 0 | 3 | 1 | 1 | 0 | 8 | 0 | | | | | | |
| | % | 100 | 91.20 | 2.06 | 6.74 | 1.16 | 0.19 | 0.13 | 0.00 | 0.19 | 0.06 | 0.06 | 0.00 | 0.51 | 0.00 | | | | | | |
| Difference | # | 263 | 235 | 13 | 15 | 3 | 0 | 1 | -1 | 0 | -1 | 1 | 0 | 4 | -1 | | | | | | |
| Ratio Change | % | | -0.38 | 0.59 | -0.22 | 0.00 | -0.04 | 0.05 | -0.08 | -0.04 | -0.09 | 0.06 | 0.00 | 0.20 | -0.08 | | | | | | |
| Net Change | % | 20.32 | 19.83 | 68.42 | 16.67 | 20.00 | 0.00 | 100.00 | -100.00 | 0.00 | -50.00 | 0.0 | 0.0 | 100.00 | -100.00 | | | | | | |
| Federal High | % | | | | | | | | | | | | | | | | | | | | |
| PERMANENT | | | | | | | | | | | | | | | | | | | | | |
| 09/30/2001 | # | 1079 | 989 | 15 | 75 | 11 | 3 | 1 | 0 | 3 | 2 | 0 | 0 | 2 | 0 | | | | | | |
| | % | 100 | 91.66 | 1.39 | 6.95 | 1.02 | 0.28 | 0.09 | 0.00 | 0.28 | 0.19 | 0.00 | 0.00 | 0.19 | 0.00 | | | | | | |
| 09/30/2005 | # | 1196 | 1101 | 17 | 78 | 13 | 3 | 2 | 0 | 3 | 1 | 0 | 0 | 4 | 0 | | | | | | |
| | % | 100 | 92.06 | 1.42 | 6.52 | 1.09 | 0.25 | 0.17 | 0.00 | 0.25 | 0.08 | 0.00 | 0.00 | 0.33 | 0.00 | | | | | | |
| Difference | # | 117 | 112 | 2 | 3 | 2 | 0 | 1 | 0 | 0 | -1 | 0 | 0 | 2 | 0 | | | | | | |
| Ratio Change | % | | 0.40 | 0.03 | -0.43 | 0.07 | -0.03 | 0.08 | 0.00 | -0.03 | -0.11 | 0.00 | 0.00 | 0.14 | 0.00 | | | | | | |
| Net Change | % | 10.84 | 11.32 | 13.33 | 4.00 | 18.18 | 0.00 | 100.00 | 0.0 | 0.00 | -50.00 | 0.0 | 0.0 | 100.00 | 0.0 | | | | | | |
| TEMPORARY | | | | | | | | | | | | | | | | | | | | | |
| 09/30/2001 | # | 215 | 196 | 4 | 15 | 4 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 2 | 1 | | | | | | |
| | % | 100 | 91.16 | 1.86 | 6.98 | 1.86 | 0.00 | 0.00 | 0.47 | 0.00 | 0.00 | 0.00 | 0.00 | 0.93 | 0.47 | | | | | | |
| 09/30/2005 | # | 361 | 319 | 15 | 27 | 5 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 4 | 0 | | | | | | |
| | % | 100 | 88.37 | 4.16 | 7.48 | 1.39 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.28 | 0.00 | 1.11 | 0.00 | | | | | | |
| Difference | # | 146 | 123 | 11 | 12 | 1 | 0 | 0 | -1 | 0 | 0 | 1 | 0 | 2 | -1 | | | | | | |
| Ratio Change | % | | -2.79 | 2.30 | 0.50 | -0.47 | 0.00 | 0.00 | -0.47 | 0.00 | 0.00 | 0.28 | 0.00 | 0.18 | -0.47 | | | | | | |
| Net Change | % | 67.91 | 62.76 | 275.00 | 80.00 | 25.00 | 0.00 | 0.00 | -100.00 | 0.00 | 0.00 | 0.00 | 0.00 | 100.00 | -100.00 | | | | | | |
| NON-APPROPRIATED | | | | | | | | | | | | | | | | | | | | | |
| 09/30/2001 | # | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | | | | | | |
| | % | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | | | | | | |
| 09/30/2005 | # | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | | | | | | |
| | % | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | | | | | | |
| Difference | # | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | | | | | | |
| Ratio Change | % | | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | | | | | | |
| Net Change | % | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | | | | | | |

National Science Foundation

Total Workforce - Distribution by Disability (OPM Form 256 Self-Identification Codes)

Report Symbol: VP715B1

From September 30, 2004 To September 30, 2005

Total Workforce

| Employment Tenure | TOTAL | Total by Disability Status | | | | | | | | | | Detail for Targeted Disabilities | | | | | | | | | |
|-------------------------|---------|----------------------------|---------------------|--------------------|---------------------|-------------------|--------------------|---------------------------|---------------------------|-------------------------|--------------------------|----------------------------------|---------------------|-------------------------------|--|--|--|--|--|--|--|
| | | [05] No Disability | [01] Not Identified | [06-94] Disability | Targeted Disability | [16, 17] Deafness | [23, 25] Blindness | [28, 32-38] Missing Limbs | [64-68] Partial Paralysis | [71-78] Total Paralysis | [82] Convulsive Disorder | [90] Mental Retardation | [91] Mental Illness | [92] Distortion of Limb/Spine | | | | | | | |
| TOTAL | # 1343 | 1230 | 24 | 89 | 14 | 3 | 2 | 0 | 3 | 1 | 0 | 0 | 5 | 0 | | | | | | | |
| | % 100 | 91.59 | 1.79 | 6.63 | 1.04 | 0.22 | 0.15 | 0.00 | 0.22 | 0.07 | 0.00 | 0.00 | 0.37 | 0.00 | | | | | | | |
| 09/30/2004 | # 1557 | 1420 | 32 | 105 | 18 | 3 | 2 | 0 | 3 | 1 | 1 | 0 | 8 | 0 | | | | | | | |
| | % 100 | 91.20 | 2.06 | 6.74 | 1.16 | 0.19 | 0.13 | 0.00 | 0.19 | 0.06 | 0.06 | 0.00 | 0.51 | 0.00 | | | | | | | |
| Difference | # 214 | 190 | 8 | 16 | 4 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 3 | 0 | | | | | | | |
| Ratio Change | % -0.39 | -0.39 | 0.27 | 0.11 | 0.12 | -0.03 | -0.02 | 0.00 | -0.03 | -0.01 | 0.06 | 0.00 | 0.14 | 0.00 | | | | | | | |
| Net Change | % 15.93 | 15.45 | 33.33 | 17.98 | 28.57 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 60.00 | 0.00 | | | | | | | |
| Federal High | % | | | | | | | | | | | | | | | | | | | | |
| PERMANENT | | | | | | | | | | | | | | | | | | | | | |
| 09/30/2004 | # 1113 | 1022 | 14 | 77 | 12 | 3 | 2 | 0 | 3 | 1 | 0 | 0 | 3 | 0 | | | | | | | |
| | % 100 | 91.82 | 1.26 | 6.92 | 1.08 | 0.27 | 0.18 | 0.00 | 0.27 | 0.09 | 0.00 | 0.00 | 0.27 | 0.00 | | | | | | | |
| 09/30/2005 | # 1196 | 1101 | 17 | 78 | 13 | 3 | 2 | 0 | 3 | 1 | 0 | 0 | 4 | 0 | | | | | | | |
| | % 100 | 92.06 | 1.42 | 6.52 | 1.09 | 0.25 | 0.17 | 0.00 | 0.25 | 0.08 | 0.00 | 0.00 | 0.33 | 0.00 | | | | | | | |
| Difference | # 83 | 79 | 3 | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | | | | | | | |
| Ratio Change | % 0.24 | 0.24 | 0.16 | -0.40 | 0.01 | -0.02 | -0.01 | 0.00 | -0.02 | -0.01 | 0.00 | 0.00 | 0.06 | 0.00 | | | | | | | |
| Net Change | % 7.46 | 7.73 | 21.43 | 1.30 | 8.33 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 33.33 | 0.00 | | | | | | | |
| TEMPORARY | | | | | | | | | | | | | | | | | | | | | |
| 09/30/2004 | # 230 | 208 | 10 | 12 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 2 | 0 | | | | | | | |
| | % 100 | 90.43 | 4.35 | 5.22 | 0.87 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.87 | 0.00 | | | | | | | |
| 09/30/2005 | # 361 | 319 | 15 | 27 | 5 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 4 | 0 | | | | | | | |
| | % 100 | 88.37 | 4.16 | 7.48 | 1.39 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.28 | 0.00 | 1.11 | 0.00 | | | | | | | |
| Difference | # 131 | 111 | 5 | 15 | 3 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 2 | 0 | | | | | | | |
| Ratio Change | % -2.06 | -2.06 | -0.19 | 2.26 | 0.52 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.28 | 0.00 | 0.24 | 0.00 | | | | | | | |
| Net Change | % 56.96 | 53.37 | 50.00 | 125.00 | 150.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 100.00 | 0.00 | | | | | | | |
| NON-APPROPRIATED | | | | | | | | | | | | | | | | | | | | | |
| 09/30/2004 | # 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | | | | | | | |
| | % 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | | | | | | | |
| 09/30/2005 | # 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | | | | | | | |
| | % 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | | | | | | | |
| Difference | # 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | | | | | | | |
| Ratio Change | % 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | | | | | | | |
| Net Change | % 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | | | | | | | |

National Science Foundation

Total Workforce by Component - Distribution by Disability (OPM Form 256 Self-Identificatio

Report Symbol: VP715B2

As of September 30, 2005

Full/PartTime Permanent Workforce

| Component | TOTAL | Total by Disability Status | | | | | | | | | | Detail for Targeted Disabilities | | | | | | |
|------------------|-----------------|----------------------------|---------------------|--------------------|---------------------|-------------------|--------------------|---------------------------|---------------------------|-------------------------|--------------------------|----------------------------------|---------------------|-------------------------------|--|--|--|--|
| | | [05] No Disability | [01] Not Identified | [06-94] Disability | Targeted Disability | [16, 17] Deafness | [23, 25] Blindness | [28, 32-38] Missing Limbs | [64-68] Partial Paralysis | [71-78] Total Paralysis | [82] Convulsive Disorder | [90] Mental Retardation | [91] Mental Illness | [92] Distortion of Limb/Spine | | | | |
| Total Work Force | # 1196 % 100 | 1101 92.06 | 17 1.42 | 78 6.52 | 13 1.09 | 3 0.25 | 2 0.17 | 0 0.00 | 3 0.25 | 1 0.08 | 0 0.00 | 0 0.00 | 4 0.33 | 0 0.00 | | | | |
| Federal High | # % | | | | 2.27 | | | | | | | | | | | | | |
| BFA | # 139 % 100 | 130 93.53 | 3 2.16 | 6 4.32 | 0 0.00 | 0 0.00 | 0 0.00 | 0 0.00 | 0 0.00 | 0 0.00 | 0 0.00 | 0 0.00 | 0 0.00 | | | | | |
| BIO | # 77 % 100 | 71 92.21 | 0 0.00 | 6 7.79 | 0 0.00 | 0 0.00 | 0 0.00 | 0 0.00 | 0 0.00 | 0 0.00 | 0 0.00 | 0 0.00 | 0 0.00 | | | | | |
| CSE | # 61 % 100 | 57 93.44 | 1 1.64 | 3 4.92 | 2 3.28 | 0 0.00 | 1 1.64 | 0 0.00 | 0 0.00 | 0 0.00 | 0 0.00 | 0 0.00 | 1 1.64 | | | | | |
| EHR | # 118 % 100 | 110 93.22 | 3 2.54 | 5 4.24 | 1 0.85 | 0 0.85 | 0 0.00 | 0 0.00 | 0 0.00 | 0 0.00 | 0 0.00 | 0 0.00 | 0 0.00 | | | | | |
| ENG | # 98 % 100 | 93 94.90 | 0 0.00 | 5 5.10 | 0 0.00 | 0 0.00 | 0 0.00 | 0 0.00 | 0 0.00 | 0 0.00 | 0 0.00 | 0 0.00 | 0 0.00 | | | | | |
| GEO | # 91 % 100 | 86 94.51 | 0 0.00 | 5 5.49 | 0 0.00 | 0 0.00 | 0 0.00 | 0 0.00 | 0 0.00 | 0 0.00 | 0 0.00 | 0 0.00 | 0 0.00 | | | | | |
| IRM | # 175 % 100 | 156 89.14 | 2 1.14 | 17 9.71 | 3 1.71 | 0 0.00 | 0 0.00 | 1 0.57 | 1 0.57 | 0 0.00 | 0 0.00 | 1 0.57 | 0 0.00 | | | | | |
| MPS | # 103 % 100 | 93 90.29 | 2 1.94 | 8 7.77 | 2 1.94 | 0 0.97 | 0 0.00 | 0 0.00 | 0 0.00 | 0 0.00 | 0 0.00 | 0 0.97 | 0 0.00 | | | | | |
| NSB | # 12 % 100 | 11 91.67 | 1 8.33 | 0 0.00 | 0 0.00 | 0 0.00 | 0 0.00 | 0 0.00 | 0 0.00 | 0 0.00 | 0 0.00 | 0 0.00 | 0 0.00 | | | | | |
| O/D | # 158 % 100 | 143 90.51 | 1 0.63 | 14 8.86 | 4 2.53 | 0 0.00 | 1 0.63 | 2 1.27 | 0 0.00 | 0 0.00 | 0 0.00 | 1 0.63 | 0 0.00 | | | | | |
| OIG | # 71 % 100 | 67 94.37 | 2 2.82 | 2 2.82 | 1 1.41 | 1 1.41 | 0 0.00 | 0 0.00 | 0 0.00 | 0 0.00 | 0 0.00 | 0 0.00 | 0 0.00 | | | | | |
| SBE | # 93 % 100 | 84 90.32 | 2 2.15 | 7 7.53 | 0 0.00 | 0 0.00 | 0 0.00 | 0 0.00 | 0 0.00 | 0 0.00 | 0 0.00 | 0 0.00 | 0 0.00 | | | | | |

National Science Foundation

Occupational Categories - Distribution by Disability

As of September 30, 2004

Report Symbol: VP715B3-1

Full/PartTime Permanent Workforce

| Occupational Category | TOTAL | Total by Disability Status | | | | | Detail for Targeted Disabilities | | | | | | | | | | | |
|--|-------|----------------------------|---------------------|--------------------|---------------------|-------------------|----------------------------------|---------------------------|---------------------------|-------------------------|--------------------------|-------------------------|---------------------|-------------------------------|------|------|------|------|
| | | [05] No Disability | [01] Not Identified | [06-94] Disability | Targeted Disability | [16, 17] Deafness | [23, 25] Blindness | [28, 32-38] Missing Limbs | [64-68] Partial Paralysis | [71-78] Total Paralysis | [82] Convulsive Disorder | [90] Mental Retardation | [91] Mental Illness | [92] Distortion of Limb/Spine | | | | |
| 1. Officials and Managers | | | | | | | | | | | | | | | | | | |
| - Executive/Senior Level (Grades 15 and Above) | # 168 | 156 | 1 | 11 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | % 100 | 92.86 | 0.60 | 6.55 | 0.60 | 0.00 | 0.00 | 0.00 | 0.60 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| - Mid-Level (Grades 13 - 14) | # 19 | 19 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | % 100 | 100.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| - First-Level (Grades 12 and Below) | # 31 | 31 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | % 100 | 100.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| - Other Officials and Managers | # 313 | 292 | 4 | 17 | 2 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 |
| | % 100 | 93.29 | 1.28 | 5.43 | 0.64 | 0.00 | 0.00 | 0.00 | 0.32 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.32 | 0.00 | 0.00 |
| Officials and Managers - TOTAL | # 531 | 498 | 5 | 28 | 3 | 0 | 0 | 0 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 |
| | % 100 | 93.79 | 0.94 | 5.27 | 0.56 | 0.00 | 0.00 | 0.00 | 0.38 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.19 | 0.00 | 0.00 |
| 2. Professionals | # 451 | 410 | 11 | 30 | 5 | 1 | 2 | 0 | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | % 100 | 90.91 | 2.44 | 6.65 | 1.11 | 0.22 | 0.44 | 0.00 | 0.22 | 0.22 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| 3. Technicians | # 2 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | % 100 | 100.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| 5. Administrative Support Workers | # 207 | 186 | 1 | 20 | 5 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 3 | 0 | 0 |
| | % 100 | 89.86 | 0.48 | 9.66 | 2.42 | 0.97 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 1.45 | 0.00 | 0.00 | 0.00 |
| 9. Service Workers | # 5 | 5 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | % 100 | 100.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |

National Science Foundation

Occupational Categories - Distribution by Disability

Report Symbol: VP715B3-2

As of September 30, 2004

Full/PartTime Permanent Workforce

| Occupational Category | TOTAL | Total by Disability Status | | | | | Detail for Targeted Disabilities | | | | | | | | | | | | | |
|--|---------|----------------------------|---------------------|--------------------|---------------------|-------------------|----------------------------------|---------------------------|---------------------------|-------------------------|--------------------------|-------------------------|---------------------|-------------------------------|------|------|------|-------|------|------|
| | | [05] No Disability | [01] Not Identified | [06-94] Disability | Targeted Disability | [16, 17] Deafness | [23, 25] Blindness | [28, 32-38] Missing Limbs | [64-68] Partial Paralysis | [71-78] Total Paralysis | [82] Convulsive Disorder | [90] Mental Retardation | [91] Mental Illness | [92] Distortion of Limb/Spine | | | | | | |
| 1. Officials and Managers | | | | | | | | | | | | | | | | | | | | |
| - Executive/Senior Level (Grades 15 and Above) | # 168 | 156 | 1 | 11 | 1 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | % 14.05 | 14.17 | 5.88 | 14.10 | 7.69 | 0.00 | 0.00 | 0.0 | 0.0 | 33.33 | 0.00 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.00 | 0.00 | 0.00 | 0.0 |
| - Mid-Level (Grades 13 - 14) | # 19 | 19 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | % 1.59 | 1.73 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.0 | 0.0 | 0.00 | 0.00 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.00 | 0.00 | 0.00 | 0.0 |
| - First-Level (Grades 12 and Below) | # 31 | 31 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | % 2.59 | 2.82 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| - Other Officials and Managers | # 313 | 292 | 4 | 17 | 2 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 |
| | % 26.17 | 26.52 | 23.53 | 21.79 | 15.38 | 0.00 | 0.00 | 0.0 | 0.0 | 33.33 | 0.00 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.00 | 25.00 | 0.0 | 0.0 |
| Officials and Managers - TOTAL | # 531 | 498 | 5 | 28 | 3 | 0 | 0 | 0 | 0 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 1 | 0 |
| | % 44.40 | 45.23 | 29.41 | 35.90 | 23.08 | 0.00 | 0.00 | 0.0 | 0.0 | 66.67 | 0.00 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.00 | 25.00 | 0.0 | 0.0 |
| 2. Professionals | # 451 | 410 | 11 | 30 | 5 | 1 | 2 | 0 | 1 | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | % 37.71 | 37.24 | 64.71 | 38.46 | 38.46 | 33.33 | 100.00 | 0.0 | 33.33 | 100.00 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.00 | 0.00 | 0.00 | 0.0 |
| 3. Technicians | # 2 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | % 0.17 | 0.18 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.0 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| 5. Administrative Support Workers | # 207 | 186 | 1 | 20 | 5 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 3 | 0 |
| | % 17.31 | 16.89 | 5.88 | 25.64 | 38.46 | 66.67 | 0.00 | 0.0 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 75.00 | 0.0 | 0.0 |
| 9. Service Workers | # 5 | 5 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | % 0.42 | 0.45 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.0 | 0.00 | 0.00 | 0.00 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.00 | 0.00 | 0.00 | 0.0 |
| Total Work Force | # 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 |

NOTE: Percentages compute down columns and NOT across

National Science Foundation

Participation Rates for General Schedule (GS) Grades by Disability

Report Symbol: VP715B4-1

As of September 30, 2005

Full/PartTime Permanent Workforce

| GS/GM SES and Related Grade | TOTAL | Total by Disability Status | | | | | Detail for Targeted Disabilities | | | | | | | | | |
|-----------------------------|-------|-------------------------------|-------------------|--------------------|---------------------|-------------------|----------------------------------|---------------------------|---------------------------|-------------------------|--------------------------|-------------------------|---------------------|-------------------------------|------|------|
| | | [05] No Disability Identified | [01] Not Disabled | [06-94] Disability | Targeted Disability | [16, 17] Deafness | [23, 25] Blindness | [28, 32-38] Missing Limbs | [64-68] Partial Paralysis | [71-78] Total Paralysis | [82] Convulsive Disorder | [90] Mental Retardation | [91] Mental Illness | [92] Distortion of Limb/Spine | | |
| GS 05 | # | 3 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | % | 100 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| GS 06 | # | 15 | 12 | 0 | 3 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 |
| | % | 100 | 80.00 | 0.00 | 20.00 | 6.67 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 6.67 | 0.00 | 0.00 |
| GS 07 | # | 118 | 103 | 2 | 13 | 3 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 |
| | % | 100 | 87.29 | 1.69 | 11.02 | 2.54 | 1.69 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.85 | 0.00 | 0.00 |
| GS 08 | # | 65 | 61 | 0 | 4 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 |
| | % | 100 | 93.85 | 0.00 | 6.15 | 1.54 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 1.54 | 0.00 | 0.00 |
| GS 09 | # | 81 | 76 | 0 | 5 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | % | 100 | 93.83 | 0.00 | 6.17 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| GS 10 | # | 11 | 11 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | % | 100 | 100.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| GS 11 | # | 63 | 59 | 0 | 4 | 2 | 0 | 0 | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| | % | 100 | 93.65 | 0.00 | 6.35 | 3.17 | 0.00 | 0.00 | 1.59 | 1.59 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| GS 12 | # | 101 | 95 | 1 | 5 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 |
| | % | 100 | 94.06 | 0.99 | 4.95 | 0.99 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.99 | 0.00 | 0.00 |
| GS/GM 13 | # | 116 | 108 | 2 | 6 | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | % | 100 | 93.10 | 1.72 | 5.17 | 0.86 | 0.86 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| GS/GM 14 | # | 108 | 102 | 3 | 3 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | % | 100 | 94.44 | 2.78 | 2.78 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| GS/GM 15 | # | 80 | 75 | 0 | 5 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | % | 100 | 93.75 | 0.00 | 6.25 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| Senior Executive Service | # | 86 | 81 | 1 | 4 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | % | 100 | 94.19 | 1.16 | 4.65 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |

National Science Foundation

Participation Rates for General Schedule (GS) Grades by Disability

Report Symbol: VP715B4-1

As of September 30, 2005

Temporary Workforce

| GS/GM SES and Related Grade | TOTAL | Total by Disability Status | | | | | | | | | | Detail for Targeted Disabilities | | | | | | |
|-----------------------------|-------|----------------------------|---------------------|--------------------|---------------------|-------------------|--------------------|----------------------------|---------------------------|-------------------------|--------------------------|----------------------------------|---------------------|-------------------------------|--|--|--|--|
| | | [05] Disability No | [01] Not Identified | [06-94] Disability | Targeted Disability | [16, 17] Deafness | [23, 25] Blindness | [28, 32, 38] Missing Limbs | [64-68] Partial Paralysis | [71-78] Total Paralysis | [82] Convulsive Disorder | [90] Mental Retardation | [91] Mental Illness | [92] Distortion of Limb/Spine | | | | |
| GS 01 | # | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | | | | |
| | % | 100.00 | 100.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | | | | |
| GS 02 | # | 7 | 6 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | | | | | |
| | % | 100 | 85.71 | 14.29 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | | | | | |
| GS 03 | # | 14 | 14 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | | | | | |
| | % | 100 | 100.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | | | | | |
| GS 04 | # | 46 | 41 | 3 | 2 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | | | | | |
| | % | 100 | 89.13 | 6.52 | 4.35 | 2.17 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 2.17 | 0.00 | | | | | |
| GS 05 | # | 19 | 16 | 3 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | | | | | |
| | % | 100 | 84.21 | 15.79 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | | | | | |
| GS 06 | # | 4 | 3 | 0 | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | | | | | |
| | % | 100 | 75.00 | 0.00 | 25.00 | 25.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 25.00 | 0.00 | | | | | |
| GS 07 | # | 2 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | | | | | |
| | % | 100 | 100.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | | | | | |
| GS 09 | # | 2 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | | | | | |
| | % | 100 | 100.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | | | | | |
| GS/GM 13 | # | 2 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | | | | | |
| | % | 100 | 100.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | | | | | |
| Senior Executive Service | # | 7 | 7 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | | | | | |
| | % | 100 | 100.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | | | | | |

National Science Foundation

Participation Rates for General Schedule (GS) Grades by Disability

Report Symbol: VP715B4-2

As of September 30, 2005

Full/PartTime Permanent Workforce

| GS/GM SES and Related Grade | TOTAL | Total by Disability Status | | | | | | | | | | Detail for Targeted Disabilities | | | | | | |
|-----------------------------|-------|----------------------------|---------------------|--------------------|---------------------|-------------------|--------------------|---------------------------|---------------------------|-------------------------|--------------------------|----------------------------------|---------------------|-------------------------------|------|------|--|--|
| | | [05] No Disability | [01] Not Identified | [06-94] Disability | Targeted Disability | [16, 17] Deafness | [23, 25] Blindness | [28, 32-38] Missing Limbs | [64-68] Partial Paralysis | [71-78] Total Paralysis | [82] Convulsive Disorder | [90] Mental Retardation | [91] Mental Illness | [92] Distortion of Limb/Spine | | | | |
| GS 05 | # | 3 | 3 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | | |
| | % | 0.35 | 0.38 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | | |
| GS 06 | # | 15 | 12 | 0 | 3 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | | |
| | % | 1.77 | 1.53 | 0.00 | 5.77 | 11.11 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 25.00 | 0.00 | 0.00 | | |
| GS 07 | # | 118 | 103 | 2 | 13 | 3 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | | |
| | % | 13.93 | 13.10 | 22.22 | 25.00 | 33.33 | 66.67 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 25.00 | 0.00 | 0.00 | | |
| GS 08 | # | 65 | 61 | 0 | 4 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | | |
| | % | 7.67 | 7.76 | 0.00 | 7.69 | 11.11 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 25.00 | 0.00 | 0.00 | | |
| GS 09 | # | 81 | 76 | 0 | 5 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | | |
| | % | 9.56 | 9.67 | 0.00 | 9.62 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | | |
| GS 10 | # | 11 | 11 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | | |
| | % | 1.30 | 1.40 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | | |
| GS 11 | # | 63 | 59 | 0 | 4 | 2 | 0 | 0 | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | | |
| | % | 7.44 | 7.51 | 0.00 | 7.69 | 22.22 | 0.00 | 0.00 | 100.00 | 100.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | | |
| GS 12 | # | 101 | 95 | 1 | 5 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | | |
| | % | 11.92 | 12.09 | 11.11 | 9.62 | 11.11 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 25.00 | 0.00 | 0.00 | | |
| GS/GM 13 | # | 116 | 108 | 2 | 6 | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | | |
| | % | 13.70 | 13.74 | 22.22 | 11.54 | 11.11 | 33.33 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | | |
| GS/GM 14 | # | 108 | 102 | 3 | 3 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | | |
| | % | 12.75 | 12.98 | 33.33 | 5.77 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | | |
| GS/GM 15 | # | 80 | 75 | 0 | 5 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | | |
| | % | 9.45 | 9.54 | 0.00 | 9.62 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | | |
| Senior Executive Service | # | 86 | 81 | 1 | 4 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | | |
| | % | 10.15 | 10.31 | 11.11 | 7.69 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | | |
| Total | # | 847 | 786 | 9 | 5 | 9 | 3 | 0 | 1 | 1 | 0 | 0 | 0 | 4 | 0 | 0 | | |
| | % | 100 | 92.80 | 1.06 | 6.1 | 1.06 | 0.35 | 0.00 | 0.0 | 0.12 | 0.1 | 0.00 | 0.00 | 0.47 | 0.00 | 0.00 | | |

National Science Foundation

Participation Rates for General Schedule (GS) Grades by Disability

Report Symbol: VP715B4-2

As of September 30, 2005

Temporary Workforce

| GS/GM SES and Related Grade | TOTAL | Total by Disability Status | | | | | | | | | | Detail for Targeted Disabilities | | | | | | | | | |
|-----------------------------|-------|----------------------------|----------------------|---------------------|---------------------|-------------------|--------------------|---------------------------|---------------------------|-------------------------|--------------------------|----------------------------------|---------------------|-------------------------------|-------|-------|------|--|--|--|--|
| | | [05] No Disability | [101] Not Identified | [106-94] Disability | Targeted Disability | [16, 17] Deafness | [23, 25] Blindness | [28, 32-38] Missing Limbs | [64-68] Partial Paralysis | [71-78] Total Paralysis | [82] Convulsive Disorder | [90] Mental Retardation | [91] Mental Illness | [92] Distortion of Limb/Spine | | | | | | | |
| GS 01 | # | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | | | | |
| | % | 0.96 | 1.06 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | | | | |
| GS 02 | # | 7 | 6 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | | | | |
| | % | 6.73 | 6.38 | 14.29 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | | | | |
| GS 03 | # | 14 | 14 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | | | | |
| | % | 13.46 | 14.89 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | | | | |
| GS 04 | # | 46 | 41 | 3 | 2 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | | | | |
| | % | 44.23 | 43.62 | 42.86 | 66.67 | 50.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 50.00 | 0.00 | | | | |
| GS 05 | # | 19 | 16 | 3 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | | | | |
| | % | 18.27 | 17.02 | 42.86 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | | | | |
| GS 06 | # | 4 | 3 | 0 | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | | | | |
| | % | 3.85 | 3.19 | 0.00 | 33.33 | 50.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 50.00 | 0.00 | 0.00 | | | | |
| GS 07 | # | 2 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | | | | |
| | % | 1.92 | 2.13 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | | | | |
| GS 09 | # | 2 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | | | | |
| | % | 1.92 | 2.13 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | | | | |
| GS/GM 13 | # | 2 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | | | | |
| | % | 1.92 | 2.13 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | | | | |
| Senior Executive Service | # | 7 | 7 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | | | | |
| | % | 6.73 | 7.45 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | | | | |
| Total | # | 104 | 94 | 7 | 2 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 2 | 0 | 2 | 0 | | | | |
| | % | 100 | 90.38 | 6.73 | 2.8 | 1.92 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 1.92 | 0.00 | 1.92 | 0.00 | | | | |

National Science Foundation

Participation Rates for Major Occupations - Distribution by Disability

Report Symbol: VP715B6

As of September 30, 2005

Full/PartTime Permanent Workforce

| Job Title / Series Agency Rate | TOTAL | Total by Disability Status | | | | | Detail for Targeted Disabilities | | | | | | |
|---------------------------------------|----------------|----------------------------|---------------------------|-----------------------|------------------------|----------------------|----------------------------------|---------------------------------|---------------------------------|-------------------------------|--------------------------------|-------------------------------|---------------------------|
| | | [05] No Disability | [01] Not Identified | [06-94] Disability | Targeted Disability | [16, 17] Deafness | [23, 25] Blindness | [28, 32-38] Missing Limbs | [64-68] Partial Paralysis | [71-78] Total Paralysis | [82] Convulsive Disorder | [90] Mental Retardation | [91] Mental Illness |
| 340 - Program Management | # 53 % 100 | 48 | 1 | 4 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 343 - Management Analysis | # 99 % 100 | 97 | 0 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 401 - Biologist | # 42 % 100 | 39 | 0 | 3 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 1101 - General Business & Industry | # 54 % 100 | 50 | 1 | 3 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 1301 - General Physical Science | # 59 % 100 | 54 | 0 | 5 | 1 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 |
| 2210 - Information Tech Mgt | # 93 % 100 | 85 | 2 | 6 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Total | # 400 % 100 | 373 | 4 | 23 | 1 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 |

National Science Foundation

Participation Rates for Major Occupations - Distribution by Disability

Report Symbol: VP715B6

As of September 30, 2005

Temporary Workforce

| Job Title / Series Agency Rate | TOTAL | Total by Disability Status | | | | Detail for Targeted Disabilities | | | | | | | |
|------------------------------------|---------------|--|---------------------------|-----------------------------------|----------------------|----------------------------------|---------------------------------|---------------------------------|-------------------------------|--------------------------------|-------------------------------|---------------------------|--------------------------------------|
| | | [05] No Disability Identified | [01] Not Disability | [06-94] Targeted Disability | [16, 17] Deafness | [23, 25] Blindness | [28, 32-38] Missing Limbs | [64-68] Partial Paralysis | [71-78] Total Paralysis | [82] Convulsive Disorder | [90] Mental Retardation | [91] Mental Illness | [92] Distortion of Limbo/Spine |
| 340 - Program Management | # 12 % 100 | 12 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 343 - Management Analysis | # 2 % 100 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 401 - Biologist | # 56 % 100 | 53 | 0 | 3 | 1 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 |
| 1301 - General Physical Science | # 21 % 100 | 19 | 0 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Total | # 91 % 100 | 86 | 0 | 5 | 1 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 |

National Science Foundation

New Hires by Type of Appointment - Distribution by Disability (OPM Form 256 Self-Identific

Report Symbol: VP715B8

From September 30, 2004 To September 30,

Total Workforce

| Type of Appointment | TOTAL | Total by Disability Status | | | | | Detail for Targeted Disabilities | | | | | | | | | |
|---------------------|-------|----------------------------|---------------------|--------------------|---------------------|-------------------|----------------------------------|---------------------------|---------------------------|-------------------------|--------------------------|-------------------------|---------------------|-------------------------------|--|--|
| | | [05] No Disability | [01] Not Identified | [06-94] Disability | Targeted Disability | [16, 17] Deafness | [23, 25] Blindness | [28, 32-38] Missing Limbs | [64-68] Partial Paralysis | [71-78] Total Paralysis | [82] Convulsive Disorder | [90] Mental Retardation | [91] Mental Illness | [92] Distortion of Limb/Spine | | |
| Permanent | # | 55 | 1 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | | |
| | % | 100 | 1.82 | 3.64 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | | |
| Temporary | # | 146 | 4 | 15 | 4 | 0 | 0 | 0 | 0 | 1 | 0 | 3 | 0 | | | |
| | % | 100 | 2.74 | 10.27 | 2.74 | 0.00 | 0.00 | 0.00 | 0.00 | 0.68 | 0.00 | 2.05 | 0.00 | | | |
| Total | # | 201 | 5 | 17 | 5 | 0 | 0 | 0 | 0 | 1 | 1 | 3 | 0 | | | |
| | % | 100 | 2.49 | 8.46 | 2.49 | 0.00 | 0.00 | 0.00 | 0.00 | 0.50 | 0.50 | 1.49 | 0.00 | | | |
| Prior Year | % | 100 | 1.79 | 6.63 | 1.04 | 0.22 | 0.15 | 0.00 | 0.22 | 0.07 | 0.00 | 0.37 | 0.00 | | | |

**National Science Foundation
Table B9: SELECTIONS FOR MERIT PROMOTIONS FOR MAJOR OCCUPATIONS - Distribution by Disability
As of September 30, 2005**

Plan Level: Headquarters
Analysis Level: Headquarters
Source of Data: Job Series: 0301 FY 2004 Personnel Data

| | Total | [05] No Disability | [01] Not Identified | [06-94] Disability | Targeted Disability | [16, 17] Deafness | [23, 25] Blindness | [28, 32-38] Missing Limbs | [64-68] Partial Paralysis | [71-78] Total Paralysis | [82] Convulsive Disorder | [90] Mental Retardation | [91] Mental Illness | [92] Distortion of Limb/Spine |
|-----------------------------|-------|--------------------|---------------------|--------------------|---------------------|-------------------|--------------------|---------------------------|---------------------------|-------------------------|--------------------------|-------------------------|---------------------|-------------------------------|
| Job Series: 0301 | | | | | | | | | | | | | | |
| Total Applications Received | 129 | 103 | 26 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| % Applications Received | 100% | 80% | 20% | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| # Qualified | 86 | 86 | NA | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| % Qualified | 67% | 67% | NA | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| # Selected | 9 | 9 | NA | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| % Selected | 7% | 7% | NA | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| Relevant Applicant Pool % | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |

Relevant Applicant Pool includes all employees in the next lower pay grade and in all series that qualify them for the position announced.

Plan Level: Headquarters
Analysis Level: Headquarters
Source of Data: Job Series: 0303 FY 2005 Personnel Data

| | Total | [05] No Disability | [01] Not Identified | [06-94] Disability | Targeted Disability | [16, 17] Deafness | [23, 25] Blindness | [28, 32-38] Missing Limbs | [64-68] Partial Paralysis | [71-78] Total Paralysis | [82] Convulsive Disorder | [90] Mental Retardation | [91] Mental Illness | [92] Distortion of Limb/Spine |
|-----------------------------|-------|--------------------|---------------------|--------------------|---------------------|-------------------|--------------------|---------------------------|---------------------------|-------------------------|--------------------------|-------------------------|---------------------|-------------------------------|
| Job Series: 0303 | | | | | | | | | | | | | | |
| Total Applications Received | 24 | 20 | 4 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| % Applications Received | 100% | 83% | 17% | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| # Qualified | 20 | 20 | NA | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| % Qualified | 83% | 83% | NA | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| # Selected | 3 | 3 | NA | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| % Selected | 13% | 13% | NA | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| Relevant Applicant Pool % | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |

Relevant Applicant Pool includes all employees in the next lower pay grade and in all series that qualify them for the position announced.

**National Science Foundation
Table B9: SELECTIONS FOR MERIT PROMOTIONS FOR MAJOR OCCUPATIONS - Distribution by Disability
As of September 30, 2005**

Plan Level:

Analysis Level: Headquarters

Source of Data: Job Series: 0301 FY 2005 Personnel Data

| | Total | [05] No Disability | [01] Not Identified | [06-94] Disability | Targeted Disability | [16, 17] Deathness | [23, 25] Blindness | [28, 32-38] Missing Limbs | [64-68] Partial Paralysis | [71-78] Total Paralysis | [82] Convulsive Disorder | [90] Mental Retardation | [91] Mental Illness | [92] Distortion of Limb/Spine |
|-----------------------------|-------|--------------------|---------------------|--------------------|---------------------|--------------------|--------------------|---------------------------|---------------------------|-------------------------|--------------------------|-------------------------|---------------------|-------------------------------|
| Job Series: 0301 | | | | | | | | | | | | | | |
| Total Applications Received | 51 | 38 | 13 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| % Applications Received | 100% | 75% | 25% | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| # Qualified | 34 | 34 | NA | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| % Qualified | 67% | 67% | NA | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| # Selected | 7 | 7 | NA | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| % Selected | 14% | 14% | NA | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| Relevant Applicant Pool % | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |

Relevant Applicant Pool includes all employees in the next lower pay grade and in all series that qualify them for the position announced.

Plan Level:

Analysis Level: Headquarters

Source of Data: Job Series: 0303 FY 2005 Personnel Data - Note: No 0303 vacancies were posted during FY 2005.

| | Total | [05] No Disability | [01] Not Identified | [06-94] Disability | Targeted Disability | [16, 17] Deathness | [23, 25] Blindness | [28, 32-38] Missing Limbs | [64-68] Partial Paralysis | [71-78] Total Paralysis | [82] Convulsive Disorder | [90] Mental Retardation | [91] Mental Illness | [92] Distortion of Limb/Spine |
|-----------------------------|-------|--------------------|---------------------|--------------------|---------------------|--------------------|--------------------|---------------------------|---------------------------|-------------------------|--------------------------|-------------------------|---------------------|-------------------------------|
| Job Series: 0303 | | | | | | | | | | | | | | |
| Total Applications Received | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| % Applications Received | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| # Qualified | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| % Qualified | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| # Selected | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| % Selected | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| Relevant Applicant Pool % | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |

Relevant Applicant Pool includes all employees in the next lower pay grade and in all series that qualify them for the position announced.

National Science Foundation

Non-Competitive Promotions - Time in Grade - Distribution by Disability

Report Symbol: VP715B10

As of September 30, 2004

Full/PartTime Permanent Workforce

| | TOTAL | Total by Disability Status | | | | Detail for Targeted Disabilities | | | | | | | | | |
|--|-------|----------------------------|---------------------|--------------------|---------------------|----------------------------------|--------------------|---------------------------|---------------------------|-------------------------|--------------------------|-------------------------|---------------------|-------------------------------|--|
| | | [05] No Disability | [01] Not Identified | [06-94] Disability | Targeted Disability | [16, 17] Deafness | [23, 25] Blindness | [28, 32-38] Missing Limbs | [64-68] Partial Paralysis | [71-78] Total Paralysis | [82] Convulsive Disorder | [90] Mental Retardation | [91] Mental Illness | [92] Distortion of Limb/Spine | |
| Total Employees Eligible for Career Ladder Promotions | # 78 | 68 | 1 | 9 | 1 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | |
| | % 100 | 87.18 | 1.28 | 11.54 | 1.28 | 0.00 | 0.00 | 0.00 | 1.28 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | |
| Time in grade in excess of minimum | # 46 | 39 | 1 | 6 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | |
| | % 15 | 13 | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | |
| 1 - 12 months | % 100 | 86.67 | 6.67 | 6.67 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | |
| | # 8 | 7 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | |
| | % 100 | 87.50 | 0.00 | 12.50 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | |
| 13 - 24 months | # 23 | 19 | 0 | 4 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | |
| | % 23 | 19 | 0 | 4 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | |
| 25 + months | % 100 | 82.61 | 0.00 | 17.39 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | |

**National Science Foundation
Table B12: Participation in Career Development/Training
As of September 30, 2005**

Plan Level: Headquarters
Analysis Level: 2005 Data
Source of Data: 2005 Data

Training for grades – GS 5-12

| | Male | Female | [05] No Disability | [01] Not Identified | [06-94] Disability | Targeted Disability | [16,17] Deafness | [23,25] Blindness | [28, 32-38] Missing Limbs | [64-68] Partial Paralysis | [71-78] Total Paralysis | [82] Convulsive Disorder | [90] Mental Retardation | [91] Mental Illness | [92] Distortion Of Limb/Spine |
|--------------------------|------|--------|--------------------|---------------------|--------------------|---------------------|------------------|-------------------|---------------------------|---------------------------|-------------------------|--------------------------|-------------------------|---------------------|-------------------------------|
| GS5 | 0 | | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| GS5 | | 12 | 12 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Total number of GS5 – 12 | | | | | | | | | | | | | | | |

| | | | | | | | | | | | | | | | |
|--------------------------|---|----|----|---|---|---|---|---|---|---|---|---|---|---|---|
| GS6 | 5 | | 4 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| GS6 | | 23 | 21 | 0 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Total number of GS6 – 28 | | | | | | | | | | | | | | | |

| | | | | | | | | | | | | | | | |
|-------------------------|----|-----|-----|---|----|---|---|---|---|---|---|---|---|---|---|
| GS7 | 44 | | 37 | 4 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 3 | 0 |
| GS7 | | 242 | 220 | 0 | 21 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Total number of GS7-286 | | | | | | | | | | | | | | | |

| | | | | | | | | | | | | | | | |
|-------------------------|---|-----|-----|---|---|---|---|---|---|---|---|---|---|---|---|
| GS8 | 0 | | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| GS8 | | 159 | 151 | 0 | 8 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Total number of GS8-159 | | | | | | | | | | | | | | | |

| | | | | | | | | | | | | | | | |
|-------------------------|----|-----|-----|---|----|---|---|---|---|---|---|---|---|---|---|
| GS9 | 36 | | 36 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| GS9 | | 267 | 242 | 0 | 25 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Total number of GS9-303 | | | | | | | | | | | | | | | |

| | Female | [05] No Disability | [01] Not Identified | [06-94] Disability | Targeted Disability | [16,17] Deafness | [23,25] Blindness | [28, 32-38] Missing Limbs | [64-68] Partial Paralysis | [71-78] Total Paralysis | [82] Convulsive Disorder | [90] Mental Retardation | [91] Mental Illness | [92] Distortion Of Limb/Spine |
|-------------|--------|--------------------|---------------------|--------------------|---------------------|------------------|-------------------|---------------------------|---------------------------|-------------------------|--------------------------|-------------------------|---------------------|-------------------------------|
| Male | | | | | | | | | | | | | | |
| GS10 | 0 | 0 | 0 | 0 | 0 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| GS10 | 25 | 25 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |

Total number of GS10-25

| | | | | | | | | | | | | | | |
|------|-----|-----|---|---|---|---|---|---|---|---|---|---|---|---|
| GS11 | 27 | 25 | 0 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| GS11 | 121 | 112 | 0 | 9 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |

Total number of GS11-148

| | | | | | | | | | | | | | | |
|------|-----|-----|---|---|---|---|---|---|---|---|---|---|---|---|
| GS12 | 26 | 25 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| GS12 | 180 | 171 | 5 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 2 | 0 |

Total number of GS12-206

Training for grades GS13-14

| | Female | [05] No Disability | [01] Not Identified | [06-94] Disability | Targeted Disability | [16,17] Deafness | [23,25] Blindness | [28, 32-38] Missing Limbs | [64-68] Partial Paralysis | [71-78] Total Paralysis | [82] Convulsive Disorder | [90] Mental Retardation | [91] Mental Illness | [92] Distortion Of Limb/Spine |
|-------------|--------|--------------------|---------------------|--------------------|---------------------|------------------|-------------------|---------------------------|---------------------------|-------------------------|--------------------------|-------------------------|---------------------|-------------------------------|
| Male | | | | | | | | | | | | | | |
| GS13 | 53 | 45 | 0 | 6 | 0 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| GS13 | 122 | 116 | 0 | 7 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |

Total number of GS13-175

| | | | | | | | | | | | | | | |
|------|-----|-----|----|---|---|---|---|---|---|---|---|---|---|---|
| GS14 | 94 | 78 | 12 | 4 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| GS14 | 150 | 143 | 5 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |

Total number of GS14-244

Training for grades GS15-SES

| | Male | Female | [05] No Disability | [01] Not Identified | [06-94] Disability | Targeted Disability | [16,17] Deafness | [23,25] Blindness | [28, 32-38] Missing Limbs | [64-68] Partial Paralysis | [71-78] Total Paralysis | [82] Convulsive Disorder | [90] Mental Retardation | [91] Mental Illness | [92] Distortion Of Limb/Spine |
|------|------|--------|--------------------|---------------------|--------------------|---------------------|------------------|-------------------|---------------------------|---------------------------|-------------------------|--------------------------|-------------------------|---------------------|-------------------------------|
| GS15 | 69 | | 66 | 0 | 3 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| GS15 | | 75 | 64 | 0 | 11 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |

Total number of GS15-144

| | | | | | | | | | | | | | | | |
|-----|----|-----|-----|---|---|---|---|---|---|---|---|---|---|---|---|
| SES | 90 | | 88 | 0 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| SES | | 123 | 114 | 0 | 9 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |

(Pay Plan ES)

Total number of ES-213

Training for grades AD 1 - AD 5

| | Male | Female | [05] No Disability | [01] Not Identified | [06-94] Disability | Targeted Disability | [16,17] Deafness | [23,25] Blindness | [28, 32-38] Missing Limbs | [64-68] Partial Paralysis | [71-78] Total Paralysis | [82] Convulsive Disorder | [90] Mental Retardation | [91] Mental Illness | [92] Distortion Of Limb/Spine |
|-----|------|--------|--------------------|---------------------|--------------------|---------------------|------------------|-------------------|---------------------------|---------------------------|-------------------------|--------------------------|-------------------------|---------------------|-------------------------------|
| AD1 | 6 | | 6 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| AD1 | | 89 | 85 | 0 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |

Total number of AD1-95

| | | | | | | | | | | | | | | | |
|-----|---|----|----|---|---|---|---|---|---|---|---|---|---|---|---|
| AD2 | 3 | | 3 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| AD2 | | 35 | 33 | 0 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |

Total number of AD2-38

| | | | | | | | | | | | | | | | |
|-----|----|----|----|---|---|---|---|---|---|---|---|---|---|---|---|
| AD3 | 39 | | 39 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| AD3 | | 39 | 34 | 4 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |

Total number of AD3-78

| | Male | Female | [05] No Disability | [01] Not Identified | [06-94] Disability | Targeted Disability | [16,17] Deafness | [23,25] Blindness | [28, 32-38] Missing Limbs | [64-68] Partial Paralysis | [71-78] Total Paralysis | [82] Convulsive Disorder | [90] Mental Retardation | [91] Mental Illness | [92] Distortion Of Limb/Spine |
|-------------------------|------|--------|--------------------|---------------------|--------------------|---------------------|------------------|-------------------|---------------------------|---------------------------|-------------------------|--------------------------|-------------------------|---------------------|-------------------------------|
| AD4 | 109 | | 107 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 |
| AD4 | | 95 | 80 | 1 | 14 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Total number of AD4-204 | | | | | | | | | | | | | | | |

| | | | | | | | | | | | | | | | |
|------------------------|----|----|----|---|---|---|---|---|---|---|---|---|---|---|---|
| AD5 | 26 | | 20 | 4 | 1 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| AD5 | | 15 | 15 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Total number of AD5-41 | | | | | | | | | | | | | | | |

Training for grades EE and GM

| | Male | Female | [05] No Disability | [01] Not Identified | [06-94] Disability | Targeted Disability | [16,17] Deafness | [23,25] Blindness | [28, 32-38] Missing Limbs | [64-68] Partial Paralysis | [71-78] Total Paralysis | [82] Convulsive Disorder | [90] Mental Retardation | [91] Mental Illness | [92] Distortion Of Limb/Spine |
|-----------------------|------|--------|--------------------|---------------------|--------------------|---------------------|------------------|-------------------|---------------------------|---------------------------|-------------------------|--------------------------|-------------------------|---------------------|-------------------------------|
| EE | 11 | | 11 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| EE | | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Total number of EE-11 | | | | | | | | | | | | | | | |

| | Male | Female | [05] No Disability | [01] Not Identified | [06-94] Disability | Targeted Disability | [16,17] Deafness | [23,25] Blindness | [28, 32-38] Missing Limbs | [64-68] Partial Paralysis | [71-78] Total Paralysis | [82] Convulsive Disorder | [90] Mental Retardation | [91] Mental Illness | [92] Distortion Of Limb/Spine |
|------------------------|------|--------|--------------------|---------------------|--------------------|---------------------|------------------|-------------------|---------------------------|---------------------------|-------------------------|--------------------------|-------------------------|---------------------|-------------------------------|
| GM15 | 2 | | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| GM15 | | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Total number of GM15-2 | | | | | | | | | | | | | | | |

National Science Foundation

Separations by Type of Separation - Distribution by Disability

From September 30, 2004 To September 30, 2005

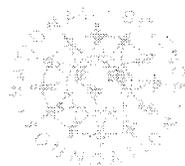
Report Symbol: VP715B14

Full/PartTime Permanent Workforce

| Type of Separations | TOTAL | Total by Disability Status | | | | | Detail for Targeted Disabilities | | | | | | | |
|---------------------|-------|----------------------------|---------------------|--------------------|---------------------|--------------------|----------------------------------|---------------------------|---------------------------|-------------------------|--------------------------|-------------------------|---------------------|-------------------------------|
| | | [05] No Disability | [01] Not Identified | [06-94] Disability | Targeted Disability | [16, 17] Deathness | [23, 25] Blindness | [28, 32-38] Missing Limbs | [64-68] Partial Paralysis | [71-78] Total Paralysis | [82] Convulsive Disorder | [90] Mental Retardation | [91] Mental Illness | [92] Distortion of Limb/Spine |
| Voluntary | # | 80 | 74 | 1 | 5 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 |
| | % | 100 | 92.50 | 1.25 | 6.25 | 1.25 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 1.25 | 0.00 |
| Involuntary | # | 5 | 5 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | % | 100 | 100.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| Total Separations | # | 85 | 79 | 1 | 5 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 |
| | % | 100 | 92.94 | 1.18 | 5.88 | 1.18 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 1.18 | 0.00 |
| Total Work Force | # | 1196 | 1101 | 17 | 78 | 13 | 3 | 2 | 0 | 3 | 1 | 0 | 4 | 0 |
| | % | 100 | 92.06 | 1.42 | 6.52 | 1.09 | 0.25 | 0.17 | 0.00 | 0.25 | 0.08 | 0.00 | 0.33 | 0.00 |

TAB C

NSF Succession Plan



Introduction and Background

The National Science Foundation is tasked with keeping the United States at the leading edge of discovery in areas from astronomy to geology to zoology. In addition to funding research in the traditional academic areas, the agency also supports "high-risk, high pay-off" ideas, novel collaborations and numerous projects that may seem like science fiction today, but which we'll take for granted tomorrow. In every case, NSF ensures that research is fully integrated with education so that today's revolutionary work will also be training tomorrow's top scientists and engineers. It is important that NSF leaders are current in scientific and engineering disciplines and highly respected in their educational fields. The continual exchange of talent between academia and the agency, through the filling of program-related positions with the innovators in each field, allows NSF to make merit based decisions informed by the most current thinking in each discipline. NSF is therefore able to administer the research granting process in such a way as to push the frontiers of science.

NSF's human capital management philosophy focuses on three different employee groups:

- Science
- Business Operations and Information Professionals
- Support Staff

Each employee category requires a slightly different succession strategy. NSF's competency models and career path options illustrate the varying needs in each group.

Embedded in the NSF Human Capital Management Plan (HCMP) are goals to ensure that NSF remains a learning organization, recognizing the demands that a discovery/research based mission places on the agency and employees. NSF continually evaluates the competencies required of its employees and designs programs that develop employees to best support the agency mission. The Foundation's workforce planning efforts support succession planning through the forecasting of changes in the NSF work environment and the identification of changes to the workforce and the employee competencies driven by that change. Workforce planning efforts also monitor the planned turnover of NSF rotators and its affect on mission achievement. Analyses of NSF's Mission Critical and Leadership Occupations reveal no current or anticipated gaps

Succession Support Programs

NSF has a number of successful ongoing programs and innovative initiatives that collectively address the entire spectrum of administrative, professional and executive positions within the Foundation and help ensure the requisite talent pool in each area is readily available. These programs are guided by NSF's workforce planning process and are continuously updated to

NSF Succession Plan

reflect the changing needs of the Foundation. The following are a few examples of existing and proposed succession planning and knowledge management activities that support NSF's ability to identify future leaders.

Structural Agency Support – The establishment of the NSF Academy was critical to the Foundation's efforts to address succession planning. The Academy, which reports directly to the Chief Human Capital Officer, serves as the primary support mechanism for succession planning efforts.

Executive training - NSF actively supports executive training to ensure its staff has the skills necessary to execute senior leadership positions at the Foundation. Annually, about 10 NSF employees attend OPM's Federal Executive Institute. Approximately 50 attend OPM's Management Development Centers and participate in other significant leadership programs such as the ComSci Fellowship Program and the LEGIS Program. In FY05, the Academy is developing a proposal for an enhanced comprehensive Leadership Development Program and curriculum.

Program Management Seminars - NSF's succession planning strategies include reaching out to the community it serves to recruit which are the best and the brightest in individual science, engineering and educational disciplines. Each year NSF brings on board approximately 150 new Program Managers. This "mission critical" occupation represents 20% of the science and engineering workforce at the Foundation. Program Managers are responsible for awarding \$5 billion in grants to universities and institutions throughout the country. The Academy conducts a comprehensive 3-day seminar to orient new program officers to the mission, goals, and core strategies of the Foundation, as well as the administrative, legal, and programmatic resources available to them to effectively and efficiently perform their duties. The Seminar is designed to bring program managers quickly up to speed on the agency mission and grant making process of the organization. Administrative and support personnel are also invited to attend these seminars. Typically six seminars are offered annually, and over the past three years more than 540 program officers and other administrative personnel have attended this training.

New Employee Orientation – New employees are required to participate in a Welcome to the NSF Enterprise, which introduces them to the Federal environment, acquaints them with key personnel within the respective organizations, and introduces them to the learning opportunities and administrative resources available at the Foundation.

Division Directors' Roundtables – Semi-annually, NSF holds retreats for Division Directors to strategically plan and collectively address critical and emerging issues within the Foundation. Small groups of approximately twenty each, address important issues including succession planning and recruiting. These Roundtables lead to a more informed, cohesive and networked staff that can respond quickly to the changing needs of the organization.

Knowledge Management Infrastructure - Given NSF's continual and close collaboration with the academic community, the effective transfer of knowledge is essential to the agency's succession-planning efforts. The Chief Information Officer is currently leading NSF's effort to initiate Communities of Practice within the Foundation. These Communities of Practice will

NSF Succession Plan

facilitate the exchange of critical information, historical knowledge and agency procedures, providing a strong underpinning for NSF's unique succession planning strategies. NSF has implemented Groove Network's Virtual Office as its supporting technology. NSF also has plans to create tailored Web sites for succession planning focused on NSF's mission, goals and culture. These Web sites will serve as a repository of critical information and ensure that new and existing staff has the resources necessary to effectively perform their current responsibilities as well as prepare for potential career advancement.

Learning Management System - In support of the government-wide e-training initiative the Foundation has signed an agreement with OPM to acquire a Learning Management System (LMS). Phase one of the implementation is expected to be completed in late 2005. In addition to providing technological support for NSF's development programs, when fully implemented the LMS will enhance NSF's Competency Management, Skill Gap Analysis, and structured Individual Development Plan programs. These data analysis tools, coupled with data from the Human Capital Management System, will be used to continually update NSF's learning development opportunities and will be used as the primary data input to the workforce planning and succession planning processes.

Certification Programs – Certification programs in Project Management and various information technology areas have been established to ensure that staff members have the appropriate skills to perform their duties and potentially assume positions of greater responsibility. To date, 62 NSF employees have either received Masters or Associates Certificates in Project Management and over 200 employees have completed at least one project management class. Project management techniques are being used more frequently in large-scale research supported by NSF as well as facilitating business operations within the Foundation. Program officers have benefited by being better able to manage grants with newly acquired project management skills.

After Hours program - This program offers tuition assistance towards career development for entry level to grade 9 employees seeking to enhance their educational qualifications and help position themselves to transition from clerical to administrative and ultimately to professional positions. Approximately 80 people are enrolled annually in this program.

Workforce Planning and Labor Market Analysis - In 2004, NSF initiated a review and update of its workforce planning program in response to findings from the NSF Business Analysis. The updated process and corresponding initiatives focus on NSF's rapidly changing work processes, shifts in workload and advances in technology. NSF's workforce planning and succession planning programs work together to identify NSF-wide competency gaps and to predict future workforce needs. The workforce planning program also incorporates an annual labor market analysis as a means of monitoring the NSF leadership talent pool. This labor market analysis provides NSF adequate time to adjust succession strategies with shifts in the labor market.

NSF Succession Plan

Anticipated Turnover

I. Science (Program-Related) Positions

By design, NSF expects approximately ¼ of its science (i.e. “program-related”) positions to turn over on an annual basis due primarily to its use of “rotators,” which are those serving on Intergovernmental Personnel Act (IPA) assignments and those hired under the Visiting Scientist, Engineer and Educator (VSEE) program. In addition, HRM routinely reviews its workforce planning data to identify the numbers of SES and GS-15s/AD-4s who are eligible for full retirement, early retirement, and will be eligible for retirement within five years. OIRM has begun cross-referencing this retirement data to the number of employees who are eligible to assume those positions if the were to become vacant. As a result, succession strategies address the impacts of such continual change. NSF has strong recruiting and outreach strategies to support this endeavor, and devotes significant efforts to maintain the right balance of permanent and rotating staff.

| NSF Position & Numbers | Projected Annual Turnover | % Projected Annual Turnover | Applicant Pools | Staffing Options |
|--|----------------------------------|------------------------------------|---|--|
| Assistant Directors & Office Directors N = 9 4 currently permanent | 2 | 20% | Academia Internal NSF Federal SES Technical Senior Level | SES Career SES Limited Term IPA |
| Deputy ADs, XOs, Division Directors, Deputy DDs, Section Heads N = 74 46 currently permanent | 18 | 25% | Academia Internal NSF Federal SES Technical Senior Level | SES Career SES Limited Term IPA |
| Senior Advisors and non-supervisory executives N = 150 84 currently permanent | 15 | 10% | Academia Internal NSF Federal SES Technical Senior Level Senior President's Management Fellows (PMFs) | SES Career SES Limited Term AD-5 |
| Program Managers N = 457 246 currently permanent | 150 | 33% | Academia Internal NSF Federal GS | AD-4 Permanent AD-4 temporary AD-4 VSEE IPA |
| Science Assistants N = 35 9 currently permanent | 9 | 25% | Academia New PhD's & Masters graduates | AD-1 |

NSF Succession Plan

II. Business Operations and Information Professionals

All Business Operations and Information Professionals are permanent positions. HRM routinely reviews its workforce planning data to identify the numbers of SES and GS-15s who are eligible for full retirement, early retirement, and will be eligible for retirement within five years. OIRM has begun cross-referencing this retirement data to the number of employees who are eligible to assume those positions if the were to become vacant. NSF's executive and leadership development programs enable an internal leadership talent pool with up to date competencies that are in line with workforce planning and management strategies. The Business Operations and Information Professionals have an annual average turnover rate of about 10%.

| NSF Position & Numbers | Projected Annual Turnover | % Projected Annual Turnover | Applicant Pools | Staffing Options |
|---|---------------------------|-----------------------------|--|--------------------------------|
| Office Directors N = 4 | 0 | 0% | Academia Internal NSF Federal SES Private Sector | SES Career SES Limited Term |
| Deputy Office Directors, Division Directors, Deputy DDs N = 18 | 1 | 5% | Academia Internal NSF Federal SES Private Sector | SES Career |
| Senior Advisors and non-supervisory executives N = 10 | 0 | 0% | Academia Internal NSF Federal SES Private Sector | SES Career AD-5 |
| Supervisors and managers N = 68 | 7 | 10% | Academia Internal NSF Federal SES & GS, Senior PMF, PMF Private Sector | GS/GM-13-15 |
| Business operations and information professionals (grants, IT, HR, etc.) N = 358 | 39 | 11% | Academia Internal NSF Federal GS Private Sector PMF Career Interns New Graduates of College & Technical Schools | GS-5 -14 |
| Administrative Officers & Managers N = 42 | 11 | 26% | Internal NSF Federal GS PMF Private Sector | GS-11-13 |

NSF Succession Plan

Support Staff Positions

All NSF support staff positions are permanent positions. NSF provides significant training and developmental opportunities to its support staff to encourage movement through available career paths.

| NSF Position & Numbers | Projected Annual Turnover | % Projected Annual Turnover | Applicant Pools | Staffing Options |
|---|---------------------------|-----------------------------|--|------------------|
| Assistants & technicians N= 173 | 18 | 10% | Internal NSF Federal GS Private Sector Career Interns College Graduates | GS 4-9 |
| Clerical/Secretarial staff N= 85 | 9 | 10% | Internal NSF Federal GS Private Sector College Graduates High School Graduates | GS-2-10 |

NSF's total projected turnover rate, including both planned and unplanned turnover, remains low at only 10%.

Target Candidate Pools and Succession Strategies

Because the NSF workforce is made up varying types of employees, NSF must rely on multiple succession strategies. Below is a description of NSF's succession strategies and examples of the types of activities executed for each strategy followed by tables that outline which succession strategies are used to target which pool of candidates.

Develop cadres of internal agency candidates

NSF develops the leadership of its business and operations and support staff functions primarily from the ranks of NSF employees. Just under 50% of NSF's current business and operations senior executives were selected to the SES ranks from other NSF positions and 71% of NSF's Branch Chiefs were promoted from within the agency. Support staff are also encouraged to grow into leadership positions. For instance, almost 100% of NSF's current Administrative Officers were selected from existing NSF staff.

Primary activities to support this strategy include:

- NSF's Individual Development Plans (IDPs) provides managers and employees an opportunity to identify individual skill gaps and assess their training needs. Employees work with their supervisor to identify annual training activities appropriate to their skill gaps or performance goals.

NSF Succession Plan

- Sixty-two (62) NSF employees have either received Masters or Associates Certificates in Project Management
- As the amount of business conducted by contractors increases over time, NSF has provided training to staff to effectively serve as Contracting Officers Technical Representatives (COTRs) on a variety of contract vehicles. 100% of COTRs have taken expanded training.
- Leadership/management competency gaps are being addressed through participation in Project Leadership and Team Leadership seminars, a series of management communications courses, and facilitated strategic planning sessions offered by the Academy.
- The NSF Academy offers courses that teach staff such skills as identifying, ranking, and addressing risks associated with large facilities and managing the overall grant portfolio. These course offerings are in response to gaps identified by program reviews.
- Annually, about 10 NSF employees attend OPM's Federal Executive Institute.
- Annually, at least 50 employees attend OPM's Management Development Centers.
- Approximately 80 people are enrolled annually in the After Hours Program.
- On a semi-annual basis, twenty NSF executives attend a retreat that includes succession planning as a critical discussion topic.
- NSF employees participate in other external leadership development programs such as the ComSci Fellowship Program and the LEGIS Program.
- NSF continues to maintain an interest in OPM's SES Candidate Development program, and is watching this current pilot program to assess whether this would be appropriate for NSF use.

Develop robust pipelines for NSF program officers/leaders

NSF carefully cultivates and maintains this pipeline of candidates through continual collaboration with the academic community. Because NSF relies on academia's scientific and engineering communities to provide a significant portion of its workforce, the agency has a vested interest in ensuring an adequate talent pool from which to choose its future leaders.

Primary activities to support this strategy include:

- Outreach activities, websites, conferences, dear colleague letters, vacancy announcements, paid advertisement, diversity recruiting.
- Hiring flexibilities (temporary appointments, VSEE appointments, IPA assignments, and PMF selections).
- NSF's Education and Human Resources Directorate is committed to building the pipeline on a very broad scale by funding programs in the areas of graduate and undergraduate education, elementary, secondary and informal education, Faculty Early Career Development program, NSF Graduate Teaching Fellowships, Math and Science Partnerships, and numerous specific programs targeted at developing capacity for under-represented groups.
- The recruitment of Science Assistants (SA) with Bachelors or Masters degrees in science or engineering. Science Assistants come to NSF early in their careers and then return to the scientific and engineering communities. This program helps foster additional interest in NSF

NSF Succession Plan

as an employer both when the SAs return to their communities, and because they may return to NSF as Program Managers or leaders later in their career.

- The cadres of proposal reviewers from academia also serve as a critical pipeline for NSF to consider when hiring. Many academicians vie for the opportunity to serve on these panels and learn the grant approval process. Reviewers also serve as a potential source of employees for the Foundation. Almost all of the Program Managers hired by NSF have served as either a proposal reviewer or a principal investigator before beginning their tenure at NSF.

3. Recruit through national outreach strategies

NSF has developed effective, competency based recruitment and retention strategies, processes and tools that result in a high quality, diverse workforce. NSF's senior-most leaders play an active role in recruiting for future NSF leaders. Search committees are often convened, through a partnership between the Office of the Director and the hiring Assistant Director, to seek out potential candidates for senior positions from among broad-based interest groups. And, all recruitment plans for senior positions are reviewed by NSF Senior Management to be certain each plan actively solicits the interest of underrepresented communities. NSF employs the following recruitment strategies:

- National searches
- Participation in professional association meetings
- Dear Colleague letters to the academic communities
- Hiring flexibilities (e.g. SES Career, SES Limited Term, IPA and PMF)
- Paid advertising
- Diversity outreach
- Special emphasis on hiring programs, such as Outstanding Scholar, Programs for Persons with Disabilities, Disabled Veterans Programs, NSF's own Scholarship for Service Program, and the Student Educational Employment Program

4. Recruit through local (Washington DC/Northern Virginia) area

The academic and federal workforce in the Washington region provides a wealth of talent for science (program management), business operations and information professionals, and support staff positions within the agency. This cadre of talent is primarily located using the following additional resources:

- NSF recruiting web page
- USA Jobs
- Paid advertising
- Job fairs
- Special emphasis on hiring programs, such as Outstanding Scholar, Programs for Persons with Disabilities, Disabled Veterans Programs, NSF's own Scholarship for Service Program, and the Student Educational Employment Program

NSF Succession Plan

The following tables outline which succession strategies are used to target which pool of candidates.

| Program-Related Positions | Internal Cadre | Pipeline of Merit Reviewers | National Outreach | Local Recruiting |
|--|----------------------------|---|-------------------------------|-------------------------|
| Assistant Directors & Office Directors | Low | No | High | Low |
| Deputy ADs, XOs, DDs, Deputy DDs, Section Heads | High | No | High | Medium |
| Sr. Advisors & non-supervisor executives | High | No | Low | Low |
| Program Managers | Low | High | High | Low |
| Science Assistants | No | No | High | Medium |
| Business Operations and Information Professionals | From Internal Cadre | From Pipeline of Merit Reviewers | From National Outreach | Local Recruiting |
| Office Directors | High | No | High | Low |
| Deputy Office Directors, DDs, Deputy DDs | High | No | High | Low |
| Sr. Advisors & non supervisory executives | High | No | Low | Low |
| Supervisors and managers | High | No | High | High |
| Business operations and information professionals | Low | No | High | High |
| Administrative officers & managers | High | No | Low | High |
| Support Staff Positions | Internal Cadre | Pipeline of Merit Reviewers | National Outreach | Local Recruiting |
| Assistants and technicians | Medium | No | No | High |
| Clerical staff | No | No | No | High |

NSF Succession Plan

NSF maintains a competitive advantage in attracting highly qualified staff. In order for NSF to maintain its position at the cutting-edge of science, engineering, and education research it is critical that a rotating population of Intergovernmental Personnel Act assignees, and Visiting Scientists, Engineers and Educators continually revitalize and diversify the scientific workforce that provides the basis for NSF excellent grants programs. NSF is adept at quickly bringing this critical segment of its workforce up to speed on strategic NSF objectives, important government regulations, NSF electronic systems, grant management policies and proposal processing requirements. The agency uses a two-pronged approach to the knowledge management processes to facilitate the effective use of a large rotating leadership. First, rotators are provided with specific developmental opportunities upon arrival and are offered structured support throughout their tenure. Second, the administrative workforce, who provide much of the Foundation's institutional memory, are supported with training and educational opportunities that develop the necessary skills to more effectively support science and engineering staff. At NSF, workforce development is a process of continual improvement for both science, engineering and administrative staff that support the Foundation.

NATIONAL SCIENCE FOUNDATION
4201 WILSON BOULEVARD
ARLINGTON, VIRGINIA 22230

November 21, 2005

Mr. Carlton M. Hadden
Director
Office of Federal Operations
Equal Employment Opportunity Commission
Washington, D.C. 20507

Dear Mr. Hadden:

Enclosed is the National Science Foundation's FY 2005 EEOC Form 462, Annual Federal Equal Employment Opportunity Statistical Report of Discrimination Complaints. A copy of this report was originally faxed on October 21, 2005.

Please feel free to contact me if you have any questions at 703-292-8020.

Sincerely,



Ronald Branch
Director
Office of Equal Opportunity Programs

Enclosure

**ANNUAL FEDERAL EQUAL EMPLOYMENT OPPORTUNITY
STATISTICAL REPORT OF DISCRIMINATION COMPLAINTS**

(REPORTING PERIOD BEGINS OCTOBER 1ST AND ENDS SEPTEMBER 30TH)

AGENCY OR DEPARTMENT: National Science Foundation

REPORTING PERIOD: FY 2005

PART I - PRE-COMPLAINT COUNSELING

| EEO COUNSELOR | | |
|---|-------------|-------------|
| | COUNSELINGS | INDIVIDUALS |
| A. TOTAL COMPLETED/ENDED COUNSELINGS | 0 | 0 |
| 1. COUNSELED WITHIN 30 DAYS | 0 | 0 |
| 2. COUNSELED WITHIN 31 TO 90 DAYS | 0 | 0 |
| a. COUNSELED WITHIN WRITTEN EXTENSION PERIOD NO LONGER THAN 60 DAYS | 0 | 0 |
| b. COUNSELED WITHIN 90 DAYS WHERE INDIVIDUAL PARTICIPATED IN ADR | 0 | 0 |
| 3. COUNSELED BEYOND 90 DAYS | 0 | 0 |
| 4. COUNSELED DUE TO REMANDS | 0 | 0 |
| ADR INTAKE OFFICER | | |
| | COUNSELINGS | INDIVIDUALS |
| B. TOTAL COMPLETED/ENDED COUNSELINGS | 2 | 2 |
| 1. COUNSELED WITHIN 30 DAYS | 0 | 0 |
| 2. COUNSELED WITHIN 31 TO 90 DAYS | 2 | 2 |
| 3. COUNSELED BEYOND 90 DAYS | 0 | 0 |
| COMBINED TOTAL | | |
| | COUNSELINGS | INDIVIDUALS |
| C. TOTAL COMPLETED/ENDED COUNSELINGS | 2 | 2 |
| 1. COUNSELED WITHIN 30 DAYS | 0 | 0 |
| 2. COUNSELED WITHIN 31 TO 90 DAYS | 2 | 2 |
| a. COUNSELED WITHIN WRITTEN EXTENSION PERIOD NO LONGER THAN 60 DAYS | 0 | 0 |
| b. COUNSELED WITHIN 90 DAYS WHERE INDIVIDUAL PARTICIPATED IN ADR | 2 | 2 |
| 3. COUNSELED BEYOND 90 DAYS | 0 | 0 |
| 4. COUNSELED DUE TO REMANDS | 0 | 0 |
| | COUNSELINGS | INDIVIDUALS |
| D. COUNSELING ACTIVITIES | | |
| 1. ON HAND AT THE BEGINNING OF THE REPORTING PERIOD | 0 | 0 |
| 2. INITIATED DURING THE REPORTING PERIOD | 3 | 3 |
| 3. COMPLETED/ENDED COUNSELINGS | 2 | 2 |
| a. SETTLEMENTS (MONETARY AND NON-MONETARY) | 0 | 0 |
| b. WITHDRAWALS/NO COMPLAINT FILED | 2 | 2 |
| c. COUNSELINGS COMPLETED/ENDED IN REPORTING PERIOD THAT RESULTED IN COMPLAINT FILINGS IN REPORTING PERIOD | 0 | 0 |
| d. DECISIONS TO FILE COMPLAINT PENDING AT THE END OF THE REPORTING PERIOD | 0 | 0 |
| 4. COUNSELINGS PENDING AT THE END OF THE REPORTING PERIOD | 1 | 1 |

| E. NON-ADR SETTLEMENTS WITH MONETARY BENEFITS | | | |
|---|-------------|-------------|---------|
| | COUNSELINGS | INDIVIDUALS | AMOUNT |
| TOTAL | 0 | 0 | \$ 0.00 |
| 1. COMPENSATORY DAMAGES | 0 | 0 | \$ 0.00 |
| 2. BACKPAY/FRONTPAY | 0 | 0 | \$ 0.00 |
| 3. LUMP SUM PAYMENT | 0 | 0 | \$ 0.00 |
| 4. ATTORNEYS FEES AND COSTS | 0 | 0 | \$ 0.00 |
| 5. | | | \$ |
| 6. | | | \$ |
| 7. | | | \$ |

| F. NON-ADR SETTLEMENTS WITH NON-MONETARY BENEFITS | | |
|---|-------------|-------------|
| | COUNSELINGS | INDIVIDUALS |
| TOTAL | 0 | 0 |
| 1. NEW HIRES | 0 | 0 |
| 2. PROMOTIONS | 0 | 0 |
| 3. REINSTATEMENTS | 0 | 0 |
| 4. EXPUNGEMENTS | 0 | 0 |
| 5. TRANSFERS | 0 | 0 |
| 6. REMOVALS RESCINDED AND VOLUNTARY RESIGNATIONS | 0 | 0 |
| 7. REASONABLE ACCOMMODATIONS | 0 | 0 |
| 8. TRAINING | 0 | 0 |
| 9. APOLOGY | 0 | 0 |
| 10. | | |
| 11. | | |
| 12. | | |

| G. ADR SETTLEMENTS WITH MONETARY BENEFITS | | | |
|---|-------------|-------------|---------|
| | COUNSELINGS | INDIVIDUALS | AMOUNT |
| TOTAL | 0 | 0 | \$ 0.00 |
| 1. COMPENSATORY DAMAGES | 0 | 0 | \$ 0.00 |
| 2. BACKPAY/FRONTPAY | 0 | 0 | \$ 0.00 |
| 3. LUMP SUM PAYMENT | 0 | 0 | \$ 0.00 |
| 4. ATTORNEYS FEES AND COSTS | 0 | 0 | \$ 0.00 |
| 5. | | | \$ |
| 6. | | | \$ |
| 7. | | | \$ |

| H. ADR SETTLEMENTS WITH NON-MONETARY BENEFITS | | |
|--|-------------|-------------|
| | COUNSELINGS | INDIVIDUALS |
| TOTAL | 0 | 0 |
| 1. NEW HIRES | 0 | 0 |
| 2. PROMOTIONS | 0 | 0 |
| 3. REINSTATEMENTS | 0 | 0 |
| 4. EXPUNGEMENTS | 0 | 0 |
| 5. TRANSFERS | 0 | 0 |
| 6. REMOVALS RESCINDED AND VOLUNTARY RESIGNATIONS | 0 | 0 |
| 7. REASONABLE ACCOMMODATIONS | 0 | 0 |
| 8. TRAINING | 0 | 0 |
| 9. APOLOGY | 0 | 0 |
| 10. | | |
| 11. | | |
| 12. | | |

**ANNUAL FEDERAL EQUAL EMPLOYMENT OPPORTUNITY
STATISTICAL REPORT OF DISCRIMINATION COMPLAINTS**

(REPORTING PERIOD BEGINS OCTOBER 1ST AND ENDS SEPTEMBER 30TH)

AGENCY OR DEPARTMENT: National Science Foundation

REPORTING PERIOD: FY 2005

PART I - PRE-COMPLAINT COUNSELING (CONTINUED)

| | | |
|------------------------|-------------|-------------|
| I. NON-ADR SETTLEMENTS | COUNSELINGS | INDIVIDUALS |
| TOTAL | 0 | 0 |

PART II - FORMAL COMPLAINT ACTIVITIES

| | |
|---|--|
| 3 | A. COMPLAINTS ON HAND AT THE BEGINNING OF THE REPORTING PERIOD |
| 1 | B. COMPLAINTS FILED |
| 0 | C. REMANDS |
| 4 | D. TOTAL COMPLAINTS (sum of lines A+B+C) |
| 4 | E. COMPLAINTS IN LINE D THAT WERE NOT CONSOLIDATED |
| 2 | F. COMPLAINTS IN LINE E CLOSED DURING REPORT PERIOD |
| 0 | G. COMPLAINTS IN LINE D THAT WERE CONSOLIDATED |
| 0 | H. COMPLAINTS IN LINE G CLOSED DURING REPORT PERIOD |
| 2 | I. COMPLAINTS ON HAND AT THE END OF THE REPORTING PERIOD (Line D - (sum of Lines F+H)) |
| 1 | J. INDIVIDUALS FILING COMPLAINTS |
| 0 | K. NUMBER OF JOINT PROCESSING UNITS FROM CONSOLIDATION OF COMPLAINTS |

PART III - AGENCY RESOURCES, TRAINING, REPORTING LINE

A. AGENCY RESOURCES

| | NUMBER | PERCENT |
|---------------------------|--------|---------|
| 1. WORK FORCE | | |
| a. TOTAL WORK FORCE | 1475 | |
| b. PERMANENT EMPLOYEES | 1303 | |
| 2. COUNSELOR | 0 | |
| a. FULL-TIME | 0 | 0.00 |
| b. PART-TIME | 0 | 0.00 |
| c. COLLATERAL DUTY | 0 | 0.00 |
| 3. INVESTIGATOR | 0 | |
| a. FULL-TIME | 0 | 0.00 |
| b. PART-TIME | 0 | 0.00 |
| c. COLLATERAL DUTY | 0 | 0.00 |
| 4. COUNSELOR/INVESTIGATOR | 0 | |
| a. FULL-TIME | 0 | 0.00 |
| b. PART-TIME | 0 | 0.00 |
| c. COLLATERAL DUTY | 0 | 0.00 |

B. STAFF TRAINING

| | COUNSELORS | | INVESTIGATORS | | COUNS/INVESTIG | |
|--|------------|----------|---------------|----------|----------------|----------|
| | AGENCY | CONTRACT | AGENCY | CONTRACT | AGENCY | CONTRACT |
| 1. NEW STAFF - TOTAL | 0 | 0 | 0 | 0 | 0 | 0 |
| a. STAFF RECEIVING REQUIRED 32 OR MORE HOURS | 0 | 0 | 0 | 0 | 0 | 0 |
| b. STAFF RECEIVING 8 OR MORE HOURS, USUALLY GIVEN TO EXPERIENCED STAFF | 0 | 0 | 0 | 0 | 0 | 0 |
| c. STAFF RECEIVING NO TRAINING AT ALL | 0 | 0 | 0 | 0 | 0 | 0 |
| 2. EXPERIENCED STAFF - TOTAL | 0 | 1 | 0 | 1 | 0 | 0 |
| a. STAFF RECEIVING REQUIRED 8 OR MORE HOURS | 0 | 0 | 0 | 0 | 0 | 0 |
| b. STAFF RECEIVING 32 OR MORE HOURS, GENERALLY GIVEN TO NEW STAFF | 0 | 1 | 0 | 1 | 0 | 0 |
| c. STAFF RECEIVING NO TRAINING AT ALL | 0 | 0 | 0 | 0 | 0 | 0 |

C. REPORTING LINE

| | | |
|--|-----|----|
| 1. DOES THE EEO DIRECTOR REPORT TO THE AGENCY HEAD? | YES | NO |
| | | X |
| 2. IF NO, WHO DOES THE EEO DIRECTOR REPORT TO? | | |
| PERSON: Dr. Thomas Windham | | |
| TITLE: Senior Advisor for Science and Engineering Workforce | | |

ANNUAL FEDERAL EQUAL EMPLOYMENT OPPORTUNITY STATISTICAL REPORT OF DISCRIMINATION COMPLAINTS

(REPORTING PERIOD BEGINS OCTOBER 1ST AND ENDS SEPTEMBER 30TH)

AGENCY OR DEPARTMENT: National Science Foundation

REPORTING PERIOD: FY 2005

PART IV - BASES AND ISSUES ALLEGED IN COMPLAINTS FILED

| ISSUES OF ALLEGED DISCRIMINATION | BASES OF ALLEGED DISCRIMINATION | | | | | | | | | | AGE | DISABILITY | | TOTAL BASES BY ISSUE | TOTAL COMPLAINTS BY ISSUE | TOTAL COMPLAINTS BY ISSUE | | |
|-----------------------------------|---------------------------------|------------------------|--------|-------|----------|-------|----------|------|-----------------|----------|-----|---------------|------|----------------------|---------------------------|---------------------------|--------|----------|
| | RACE | | | | REPRISAL | SEX | | | NATIONAL ORIGIN | | | EQUAL PAY ACT | | | | | MENTAL | PHYSICAL |
| | AMER INDIAN/ALASKAN NATIVE | ASIAN/PACIFIC ISLANDER | BLACKS | WHITE | | COLOR | RELIGION | MALE | FEMALE | HISPANIC | | OTHER | MALE | | | | | |
| A. APPOINTMENT/HIRE | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | |
| B. ASSIGNMENT OF DUTIES | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | |
| C. AWARDS | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | |
| D. CONVERSION TO FULL TIME | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | |
| E. DISCRIMINATORY ACTION | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | |
| 1. DELAY/DEFER | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | |
| 2. REPRISAND | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | |
| 3. SUSPENSION | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | |
| 4. REDUCTION | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | |
| 5. | | | | | | | | | | | | | | | | | | |
| 6. | | | | | | | | | | | | | | | | | | |
| 7. | | | | | | | | | | | | | | | | | | |
| F. DUTY HOURS | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | |
| G. EVALUATION/APPRaisal | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | |
| H. EVALUATION/TEST | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | |
| I. HARASSMENT | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | |
| 1. NON-SEXUAL | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | |
| 2. SEXUAL | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | |
| J. MEDICAL EXAMINATION | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | |
| K. PAY INCLUDING OVERTIME | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | |
| L. PROMOTION/NO-SELECTION | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | |
| M. REASSIGNMENT | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | |
| 1. DENIED | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | |
| 2. DIRECTED | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | |
| N. REASONABLE ACCOMMODATION | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | |
| O. REINSTATEMENT | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | |
| P. RETIREMENT | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | |
| Q. TERMINATION | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | |
| R. TERMS CONDITIONS OF EMPLOYMENT | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | |
| S. TIME AND ATTENDANCE | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | |
| T. TRAINING | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | |
| U. OTHER (Please specify below) | | | | | | | | | | | | | | | | | | |
| 1. | | | | | | | | | | | | | | | | | | |
| 2. | | | | | | | | | | | | | | | | | | |
| 3. | | | | | | | | | | | | | | | | | | |
| 4. | | | | | | | | | | | | | | | | | | |
| 5. | | | | | | | | | | | | | | | | | | |
| TOTAL ISSUES BY BASES | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | |
| TOTAL COMPLAINTS FILED BY BASES | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | |
| TOTAL COMPLAINTANTS BY BASES | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | |

ANNUAL FEDERAL EQUAL EMPLOYMENT OPPORTUNITY STATISTICAL REPORT OF DISCRIMINATION COMPLAINTS

(REPORTING PERIOD BEGINS OCTOBER 1ST AND ENDS SEPTEMBER 30TH)

AGENCY OR DEPARTMENT: National Science Foundation

REPORTING PERIOD: FY 2005

PART V - SUMMARY OF CLOSURES BY STATUTE

A. STATUTE (IF A SINGLE COMPLAINT HAS MULTIPLE STATUTES RECORD EACH ON THE APPROPRIATE LINE.)

| | |
|---|---|
| 2 | 1. TITLE VII |
| 0 | 2. AGE DISRIMINATION IN EMPLOYMENT ACT (ADEA) |
| 0 | 3. REHABILITATION ACT |
| 0 | 4. EQUAL PAY ACT (EPA) |

B. TOTAL BY STATUTES

2 THIS NUMBER MAY BE LARGER THAN THE TOTAL NUMBER OF COMPLAINTS CLOSED.
(A1+A2+A3+A4)

PART VI - SUMMARY OF CLOSURES BY CATEGORY

| | | TOTAL NUMBER | TOTAL DAYS | AVERAGE DAYS |
|--|------------|-----------------|---------------|-----------------|
| A. TOTAL NUMBER OF CLOSURES | (1+2+3) | 2 | 472 | 236.00 |
| 1. WITHDRAWALS | (a+b) | 0 | 0 | 0.00 |
| a. NON-ADR WITHDRAWALS | | 0 | 0 | 0.00 |
| b. ADR WITHDRAWALS | | 0 | 0 | 0.00 |
| 2. SETTLEMENTS | (a+b) | 0 | 0 | 0.00 |
| a. NON-ADR SETTLEMENTS | | 0 | 0 | 0.00 |
| b. ADR SETTLEMENTS | | 0 | 0 | 0.00 |
| 3. FINAL AGENCY ACTIONS | (B+C) | 2 | 472 | 236.00 |
| B. FINAL AGENCY DECISIONS <i>WITHOUT</i> AN ADMINISTRATIVE JUDGE DECISION | (1+2+3) | 2 | 472 | |
| 1. FINDING DISCRIMINATION | | 0 | 0 | 0.00 |
| 2. FINDING NO DISCRIMINATION | | 2 | 472 | 236.00 |
| 3. DISMISSAL OF COMPLAINTS | | 0 | 0 | 0.00 |
| C. FINAL AGENCY ACTIONS <i>WITH</i> AN ADMINISTRATIVE JUDGE (AJ) DECISION | (1+2) | 0 | 0 | |
| 1. AJ DECISION FULLY IMPLEMENTED | (a+b+c) | 0 | 0 | |
| (a) FINDING DISCRIMINATION | | 0 | 0 | 0.00 |
| (b) FINDING NO DISCRIMINATION | | 0 | 0 | 0.00 |
| (c) DISMISSAL OF COMPLAINTS | | 0 | 0 | 0.00 |
| 2. AJ DECISION NOT FULLY IMPLEMENTED | (a+b+c) | 0 | 0 | |
| (a) FINDING DISCRIMINATION | (i+ii+iii) | 0 | 0 | 0.00 |
| i. AGENCY APPEALED FINDING BUT NOT REMEDY | | 0 | 0 | 0.00 |
| ii. AGENCY APPEALED REMEDY BUT NOT FINDING | | 0 | 0 | 0.00 |
| iii. AGENCY APPEALED BOTH FINDING AND REMEDY | | 0 | 0 | 0.00 |
| (b) FINDING NO DISCRIMINATION | | 0 | 0 | 0.00 |
| (c) DISMISSAL OF COMPLAINTS | | 0 | 0 | 0.00 |

**ANNUAL FEDERAL EQUAL EMPLOYMENT OPPORTUNITY
STATISTICAL REPORT OF DISCRIMINATION COMPLAINTS**

(REPORTING PERIOD BEGINS OCTOBER 1ST AND ENDS SEPTEMBER 30TH)

AGENCY OR DEPARTMENT: National Science Foundation

REPORTING PERIOD: FY 2005

PART VI - SUMMARY OF CLOSURES BY CATEGORY (Continued)

| | | Total | Total | Average |
|--|----------------|--------|-------|---------|
| | | Number | Days | Days |
| D. FINAL AGENCY MERIT DECISIONS (FAD) ISSUED | (1+2+3) | 2 | 86 | 43.00 |
| 1. COMPLAINANT REQUESTED IMMEDIATE FAD | (1a+1b) | 0 | 0 | 0.00 |
| a. AGENCY ISSUED FAD WITHIN 60 DAYS OF RECEIPT OF FAD REQUEST | | 0 | 0 | 0.00 |
| b. AGENCY ISSUED FAD MORE THAN 60 DAYS BEYOND RECEIPT OF FAD REQUEST | | 0 | 0 | 0.00 |
| 2. COMPLAINANT DID NOT ELECT HEARING OR FAD | (2a+2b) | 2 | 86 | 43.00 |
| a. AGENCY ISSUED FAD WITHIN 60 DAYS OF END OF 30-DAY ELECTION PERIOD | | 2 | 86 | 43.00 |
| b. AGENCY ISSUED FAD MORE THAN 60 DAYS BEYOND END OF 30-DAY ELECTION PERIOD | | 0 | 0 | 0.00 |
| 3. HEARING REQUESTED; AJ REMANDED FOR FAD WITHOUT AJ DECISION | (3a+3b) | 0 | 0 | 0.00 |
| a. AGENCY ISSUED FAD WITHIN 60 DAYS OF RECEIPT OF AJ REMAND FOR FAD ISSUANCE | | 0 | 0 | 0.00 |
| b. AGENCY ISSUED FAD MORE THAN 60 DAYS AFTER RECEIPT OF AJ REMAND FOR FAD ISSUANCE | | 0 | 0 | 0.00 |

**PART VII - SUMMARY OF COMPLAINTS CLOSED WITH CORRECTIVE ACTION
DURING FORMAL COMPLAINT STAGE**

| | NUMBER | AMOUNT |
|--|-------------------------|-------------------------|
| A. TOTAL COMPLAINTS CLOSED WITH CORRECTIVE ACTION | 0 | |
| B. CLOSURES WITH MONETARY BENEFITS | 0 | \$ 0.00 |
| 1. BACK PAY/FRONT PAY | 0 | \$ 0.00 |
| 2. LUMP SUM PAYMENT | 0 | \$ 0.00 |
| C. CLOSURES WITH NON-MONETARY BENEFITS | 0 | |
| D. CLOSURES WITH COMPENSATORY DAMAGES | 0 | \$ 0.00 |
| E. CLOSURES WITH ATTORNEY'S FEES AND COSTS | 0 | \$ 0.00 |
| F. TYPES OF CORRECTIVE ACTION | NUMBER OF CLOSURES WITH | NUMBER OF CLOSURES WITH |
| | MONETARY BENEFITS | NON-MONETARY BENEFITS |
| 1. HIRE | 0 | 0 |
| a. RETROACTIVE | 0 | 0 |
| b. NON-RETROACTIVE | 0 | 0 |
| 2. PROMOTION | 0 | 0 |
| a. RETROACTIVE | 0 | 0 |
| b. NON-RETROACTIVE | 0 | 0 |
| 3. DISCIPLINARY ACTION | 0 | 0 |
| a. RESCINDED | 0 | 0 |
| b. MODIFIED | 0 | 0 |
| 4. REINSTATEMENT | 0 | 0 |
| 5. REASSIGNMENT | 0 | 0 |
| 6. PERFORMANCE EVALUATION MODIFIED | 0 | 0 |
| 7. PERSONNEL FILE PURGED OF ADVERSE MATERIAL | 0 | 0 |
| 8. ACCOMMODATION | 0 | 0 |
| 9. TRAINING/TUITION/ETC. | 0 | 0 |
| 10. LEAVE RESTORED | 0 | 0 |
| 11. | | |
| 12. | | |
| 13. | | |

**ANNUAL FEDERAL EQUAL EMPLOYMENT OPPORTUNITY
STATISTICAL REPORT OF DISCRIMINATION COMPLAINTS**

(REPORTING PERIOD BEGINS OCTOBER 1ST AND ENDS SEPTEMBER 30TH)

AGENCY OR DEPARTMENT: National Science Foundation

REPORTING PERIOD: FY 2005

PART VIII - SUMMARY OF PENDING COMPLAINTS BY CATEGORY

| | NUMBER PENDING | NUMBER OF DAYS | AVERAGE DAYS | NUMBER OF DAYS PENDING FOR OLDEST CASE |
|--|----------------|----------------|--------------|--|
| A. TOTAL COMPLAINTS PENDING (SAME AS PART II Line I) (1+2+3+4) | 2 | 1201 | | |
| 1. COMPLAINTS PENDING ACKNOWLEDGMENT | 0 | 0 | 0.00 | 0 |
| 2. COMPLAINTS PENDING INVESTIGATION | 0 | 0 | 0.00 | 0 |
| 3. COMPLAINTS PENDING IN HEARINGS | 2 | 1201 | 600.50 | 710 |
| 4. COMPLAINTS PENDING A FINAL AGENCY DECISION/ACTION | 0 | 0 | 0.00 | 0 |

PART IX - SUMMARY OF INVESTIGATIONS COMPLETED

| | TOTAL | TOTAL DAYS | AVERAGE DAYS |
|--|---------|------------|--------------|
| A. INVESTIGATIONS COMPLETED DURING REPORTING PERIOD (1+3) | 0 | 0 | |
| 1. INVESTIGATIONS COMPLETED BY AGENCY PERSONNEL (a+b+c) | 0 | 0 | 0.00 |
| a. INVESTIGATIONS COMPLETED IN 180 DAYS OR LESS | 0 | 0 | 0.00 |
| b. INVESTIGATIONS COMPLETED IN 181 - 360 DAYS | 0 | 0 | 0.00 |
| 1. TIMELY COMPLETED INVESTIGATIONS | 0 | 0 | 0.00 |
| 2. UNTIMELY COMPLETED INVESTIGATIONS | 0 | 0 | 0.00 |
| c. INVESTIGATIONS COMPLETED IN 361 OR MORE DAYS | 0 | 0 | 0.00 |
| 2. COST OF AGENCY INVESTIGATIONS | \$ 0.00 | | |
| 3. INVESTIGATIONS COMPLETED BY CONTRACTORS (a+b+c) | 0 | 0 | 0.00 |
| a. INVESTIGATIONS COMPLETED IN 180 DAYS OR LESS | 0 | 0 | 0.00 |
| b. INVESTIGATIONS COMPLETED IN 181 - 360 DAYS | 0 | 0 | 0.00 |
| 1. TIMELY COMPLETED INVESTIGATIONS | 0 | 0 | 0.00 |
| 2. UNTIMELY COMPLETED INVESTIGATIONS | 0 | 0 | 0.00 |
| c. INVESTIGATIONS COMPLETED IN 361 OR MORE DAYS | 0 | 0 | 0.00 |
| 4. COST OF CONTRACTOR INVESTIGATIONS | \$ 0.00 | | |

**ANNUAL FEDERAL EQUAL EMPLOYMENT OPPORTUNITY
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(REPORTING PERIOD BEGINS OCTOBER 1ST AND ENDS SEPTEMBER 30TH)

AGENCY OR DEPARTMENT: National Science Foundation **REPORTING PERIOD:** FY 2005

PART X - SUMMARY OF ADR PROGRAM ACTIVITIES

INFORMAL PHASE (PRE-COMPLAINT)

| | COUNSELINGS | INDIVIDUALS | DAYS | AVERAGE DAYS |
|--|-------------|-------------|------|--------------|
| A. ADR PENDING FROM PREVIOUS REPORTING PERIOD | 0 | 0 | 0 | |
| B. ADR ACTIONS FOR CURRENT REPORTING PERIOD | | | | |
| 1. ADR OFFERED | 3 | 3 | | |
| 2. REJECTED BY COMPLAINANT | 1 | 1 | | |
| 3. REJECTED BY AGENCY | 0 | 0 | | |
| 4. TOTAL ACCEPTED INTO ADR | 2 | 2 | | |
| C. RESOURCES USED (1+2+3+4+5+6+7) | 2 | 2 | | |
| 1. INHOUSE | 0 | 0 | | |
| 2. ANOTHER FEDERAL AGENCY | 2 | 2 | | |
| 3. PRIVATE ORGANIZATIONS, (e.g., CONTRACTORS, BAR ASSOCIATIONS, INDIVIDUAL VOLUNTEERS OR COLLEGE/UNIVERSITY PERSONNEL) | 0 | 0 | | |
| 4. MULTIPLE RESOURCES USED (Please specify) | 0 | 0 | | |
| 5. | | | | |
| 6. | | | | |
| 7. | | | | |
| D. ADR ATTEMPTS (1+2+3+4+5+6+7+8+9+10+11) | 2 | 2 | 125 | 62.50 |
| 1. MEDIATION | 2 | 2 | 125 | 62.50 |
| 2. SETTLEMENT CONFERENCES | 0 | 0 | 0 | 0.00 |
| 3. EARLY NEUTRAL EVALUATIONS | 0 | 0 | 0 | 0.00 |
| 4. FACTFINDING | 0 | 0 | 0 | 0.00 |
| 5. FACILITATION | 0 | 0 | 0 | 0.00 |
| 6. OMBUDS | 0 | 0 | 0 | 0.00 |
| 7. PEER REVIEW | 0 | 0 | 0 | 0.00 |
| 8. MULTIPLE TECHNIQUES USED (Please specify) | 0 | 0 | 0 | 0.00 |
| 9. | | | | |
| 10. | | | | |
| 11. | | | | |
| E. STATUS OF CASES | COUNSELINGS | INDIVIDUALS | DAYS | AVERAGE DAYS |
| 1. TOTAL CLOSED (a+b+c+d+e+f) | 2 | 2 | 125 | 62.50 |
| a. SETTLEMENTS WITH BENEFITS (Monetary and Non-monetary) | 0 | 0 | 0 | 0.00 |
| b. NO FORMAL COMPLAINT FILED | 2 | 2 | 125 | 62.50 |
| c. NO RESOLUTION | 0 | 0 | 0 | 0.00 |
| d. NO ADR ATTEMPT | 0 | 0 | 0 | 0.00 |
| e. | | | | |
| f. | | | | |
| 2. OPEN INVENTORY - ADR PENDING | 0 | 0 | 0 | 0.00 |

**ANNUAL FEDERAL EQUAL EMPLOYMENT OPPORTUNITY
STATISTICAL REPORT OF DISCRIMINATION COMPLAINTS**

(REPORTING PERIOD BEGINS OCTOBER 1ST AND ENDS SEPTEMBER 30TH)

AGENCY OR DEPARTMENT: National Science Foundation

REPORTING PERIOD: FY 2005

PART XI - SUMMARY OF ADR PROGRAM ACTIVITIES

FORMAL PHASE

| | COMPLAINTS | COMPLAINANTS | DAYS | AVERAGE DAYS |
|--|------------|--------------|---------|--------------|
| A. ADR PENDING FROM PREVIOUS REPORTING PERIOD | 0 | 0 | | |
| B. ADR ACTIONS FOR CURRENT REPORTING PERIOD | | | | |
| 1. ADR OFFERED | 0 | 0 | | |
| 2. REJECTED BY COMPLAINANT | 0 | 0 | | |
| 3. REJECTED BY AGENCY | 0 | 0 | | |
| 4. TOTAL ACCEPTED INTO ADR | 0 | 0 | | |
| C. RESOURCES USED (1+2+3+4+5+6+7) | 0 | 0 | | |
| 1. INHOUSE | 0 | 0 | | |
| 2. ANOTHER FEDERAL AGENCY | 0 | 0 | | |
| 3. PRIVATE ORGANIZATIONS, (e.g., CONTRACTORS, BAR ASSOCIATIONS, INDIVIDUAL VOLUNTEERS OR COLLEGE/UNIVERSITY PERSONNEL) | 0 | 0 | | |
| 4. MULTIPLE RESOURCES USED (Please specify) | 0 | 0 | | |
| 5. | | | | |
| 6. | | | | |
| 7. | | | | |
| D. ADR ATTEMPTS (1+2+3+4+5+6+7+8+9+10+11+12) | 0 | 0 | 0 | 0.00 |
| 1. MEDIATION | 0 | 0 | 0 | 0.00 |
| 2. SETTLEMENT CONFERENCES | 0 | 0 | 0 | 0.00 |
| 3. EARLY NEUTRAL EVALUATIONS | 0 | 0 | 0 | 0.00 |
| 4. FACTFINDING | 0 | 0 | 0 | 0.00 |
| 5. FACILITATION | 0 | 0 | 0 | 0.00 |
| 6. OMBUDS | 0 | 0 | 0 | 0.00 |
| 7. MINI-TRIALS | 0 | 0 | 0 | 0.00 |
| 8. PEER REVIEW | 0 | 0 | 0 | 0.00 |
| 9. MULTIPLE TECHNIQUES USED (Please specify) | 0 | 0 | 0 | 0.00 |
| 10. | | | | |
| 11. | | | | |
| 12. | | | | |
| E. STATUS OF CASES | COMPLAINTS | COMPLAINANTS | DAYS | AVERAGE DAYS |
| 1. TOTAL CLOSED (a+b+c+d+e+f) | 0 | 0 | 0 | 0.00 |
| a. SETTLEMENTS WITH BENEFITS (Monetary and Non-monetary) | 0 | 0 | 0 | 0.00 |
| b. WITHDRAWAL FROM EEO PROCESS | 0 | 0 | 0 | 0.00 |
| c. NO RESOLUTION | 0 | 0 | 0 | 0.00 |
| d. | | | | |
| e. | | | | |
| f. | | | | |
| 2. OPEN INVENTORY - ADR PENDING | 0 | 0 | 0 | 0.00 |
| F. BENEFITS RECEIVED | COMPLAINTS | COMPLAINANTS | AMOUNT | |
| 1. MONETARY (INSERT TOTAL) | 0 | 0 | \$ 0.00 | |
| a. COMPENSATORY DAMAGES | 0 | 0 | \$ 0.00 | |
| b. BACKPAY/FRONTPAY | 0 | 0 | \$ 0.00 | |
| c. LUMP SUM | 0 | 0 | \$ 0.00 | |
| d. ATTORNEY'S FEES AND COSTS | 0 | 0 | \$ 0.00 | |
| e. | | | \$ | |
| f. | | | \$ | |
| g. | | | \$ | |
| 2. NON-MONETARY (INSERT TOTAL) | 0 | 0 | | |
| a. NEW HIRES | 0 | 0 | | |
| b. PROMOTIONS | 0 | 0 | | |
| c. REINSTATEMENTS | 0 | 0 | | |
| d. EXPUNGEMENTS | 0 | 0 | | |
| e. TRANSFERS | 0 | 0 | | |
| f. REMOVALS RESCINDED AND VOLUNTARY RESIGNATIONS | 0 | 0 | | |
| g. REASONABLE ACCOMMODATIONS | 0 | 0 | | |
| h. TRAINING | 0 | 0 | | |
| i. APOLOGY | 0 | 0 | | |
| j. | | | | |
| k. | | | | |
| l. | | | | |

**ANNUAL FEDERAL EQUAL EMPLOYMENT OPPORTUNITY
STATISTICAL REPORT OF DISCRIMINATION COMPLAINTS**

(REPORTING PERIOD BEGINS OCTOBER 1ST AND ENDS SEPTEMBER 30TH)

AGENCY OR DEPARTMENT: **National Science Foundation** REPORTING PERIOD: **FY 2005**

PART XII - SUMMARY OF ADR PROGRAM ACTIVITIES

TRAINING AND RESOURCES

| A. BASIC ADR ORIENTATION TRAINING | | NUMBER IN TOTAL WORKFORCE | TRAINED BY END OF REPORTING PERIOD |
|--|-----------------|---------------------------|------------------------------------|
| | | | |
| 1. | MANAGERS | 493 | 215 |
| 2. | EMPLOYEES | 982 | 75 |
| | | NUMBER IN TOTAL WORKFORCE | |
| B. MANAGERS AND EMPLOYEES IN TOTAL WORKFORCE THAT CAN PARTICIPATE IN ADR | | 1475 | |
| | | NUMBER IN TOTAL WORKFORCE | |
| C. IN HOUSE STAFF RESOURCES AVAILABLE FOR ADR | | 2 | |
| 1. | FULL TIME | 0 | |
| 2. | PART TIME | 2 | |
| 3. | COLLATERAL DUTY | 0 | |
| | | AMOUNT | |
| D. ADR FUNDING SPENT | | \$ 600.00 | |

CERTIFICATION AND CONTACT INFORMATION

I certify that the EEO complaint data contained on this report, EEOC Form 462, Annual Federal Equal Employment Opportunity Statistical Report of Discrimination Complaints, for the reporting period October 1, 2004 through September 30, 2005 are accurate and complete.

TYPED NAME AND TITLE OF CERTIFYING OFFICIAL: **Ronald D Branch, Director, Office of Equal Opportunity Programs**

SIGNATURE OF CERTIFYING OFFICIAL: *Ronald Branch*

TYPED NAME AND TITLE OF PREPARER: **Doris L Starkes, Complaints Manager**

SIGNATURE OF PREPARER: *Doris Starkes*

DATE: 11/21/2005 TELEPHONE NUMBER: 703-292-7327 E-MAIL: **dstarkes@nsf.gov**

This report is due to the following address on or before October 31st:

U.S. Equal Employment Opportunity Commission
Office of Federal Operations
Federal Sector Programs
1801 L Street, NW
Washington, DC 20507

Appendix A - Comments

Part 2

- II.A - Includes one complaint that was remanded in FY04, which is currently pending an EEOC Hearing.

Part 6

- VI.A Number - Complaints closed in FY 04 are not considered in this part. Only complaints closed during this reporting are included.
- VI.A Number - Complaints closed in FY 04 are not considered in this part. Only complaints closed during this reporting are included.
- VI.B Number - The date of closure was calculated from the 30 day suspense after receipt of ROI; the other was calculated from the last attempt to contact complainant to the date FAD was issued.

Part 8

- VIII.A.2 Average Days - Complaints pending investigation at the end of previous reporting period were completed prior to the end of current reporting period.
- VIII.A.3 Average Days - Average days computed from date of filing/remand to the end of reporting period which includes total time pending in investigation.

Part 9

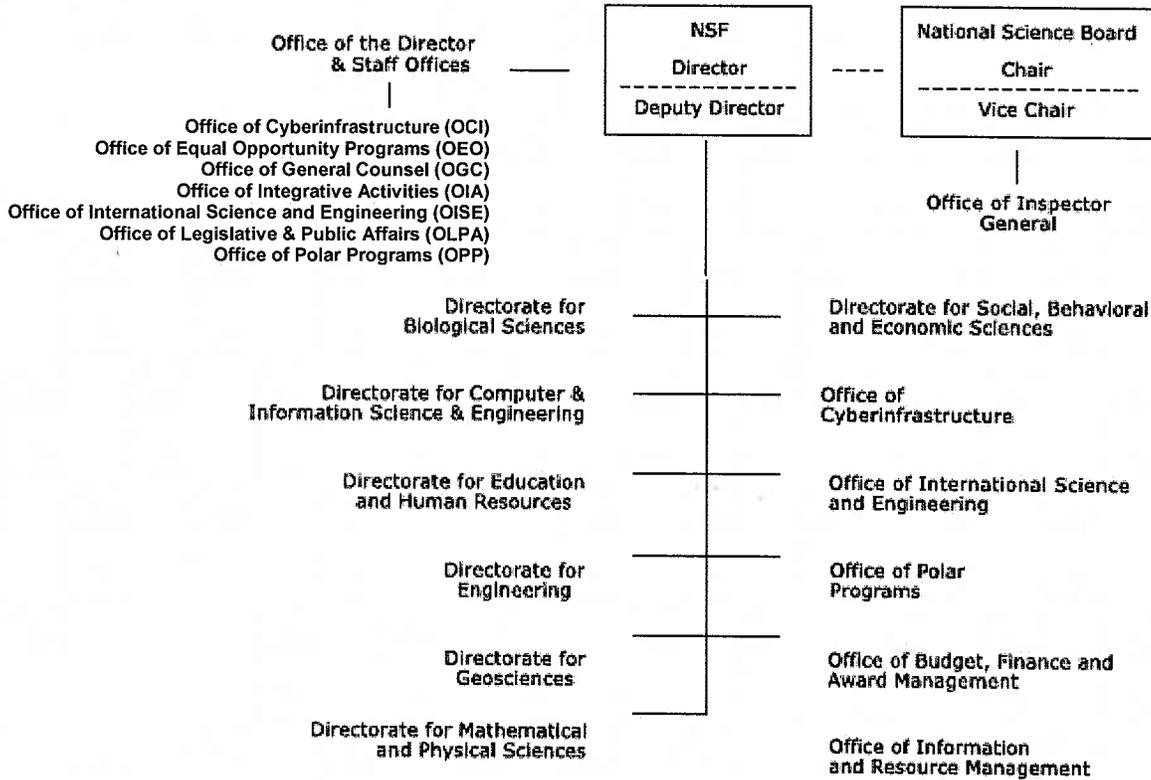
- IX.A.3 Average Days - The average number of days equate to the fact that no formal complaints were filed during this reporting period.
- IX.A.4 Total - No formal complaints were filed during this reporting period.

Part 12

- XII.C In house staff resources - All ADR functions are performed by contractors.

Organization Chart

National Science Foundation



The National Science Foundation, 4201 Wilson Boulevard, Arlington, Virginia 22230, USA
 Tel: (703) 292-5111, FIRS: (800) 877-8339 | TDD: (800) 281-8749

Last Updated: Oct 12, 2005

NOTE: The Original Organization Chart was modified by the Office of Equal Opportunity Programs on 12/21/2005 to show which offices report directly to the Director of The National Science Foundation.

**NATIONAL SCIENCE FOUNDATION
OFFICE OF THE DIRECTOR
Arlington, VA 22230**

STAFF MEMORANDUM

O/D 06-01
(Revised)

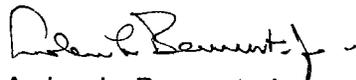
January 24, 2006

Administration and Management

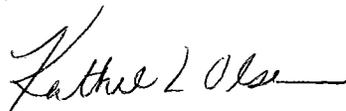
SUBJECT: Policy Statements on Equal Opportunity and Diversity
and Prevention of Harassment

We are committed to creating a diverse workforce that succeeds in the critical aspects of recruiting, managing, and motivating a staff that fulfills our mission. To that end, we re-issue the attached policy statements on equal opportunity and prevention of harassment.

Please embrace the principles contained in these statements and commit yourselves to creating a work environment based on dignity and respect for each other. Equal opportunity and diversity must be integral parts of our business practices as we go about the daily responsibilities of getting the job done.



Arden L. Bement, Jr.
Director



Kathie L. Olsen
Deputy Director

Attachments (2)

Distribution: All employees

Originating Unit: Office of Equal Opportunity Programs

January 24, 2006

NATIONAL SCIENCE FOUNDATION

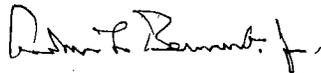
EQUAL OPPORTUNITY AND DIVERSITY POLICY STATEMENT

It is the policy of the National Science Foundation (NSF) to ensure equal opportunity in all phases of employment, delivery of services, and administering of grants and contracts. NSF will maintain an environment for all of our employees and customers that is free from prohibited discrimination and harassment based on race, color, religion, gender, sexual orientation, disability, age, national origin, and protected genetic information.

We can assure our employees that any complaint of prohibited discrimination will be taken seriously. Any employee, who believes that he/she has been harassed or discriminated against, should contact NSF's Office of Equal Opportunity Programs.

One of our major challenges, as we shape research in science and engineering for the next generation, is to promote diversity in our workforce and in all NSF programs and activities. We are committed to addressing our diversity goals through the NSF Strategic Plan. All managers and supervisors are encouraged to increase the participation of underrepresented groups through effective outreach and recruitment practices.

By working together, NSF can maintain a work environment that promotes fairness, inclusiveness, and respect for all employees.



Arden L. Bement, Jr.
Director



Kathie L. Olsen
Deputy Director

January 24, 2006

NATIONAL SCIENCE FOUNDATION
POLICY ON THE PREVENTION OF HARASSMENT

It is the policy of the National Science Foundation (NSF) that all employees should be able to work in an environment that is free from harassment. We want to ensure a work environment that is respectful of human dignity and conducive to maximum productivity. NSF will not tolerate harassment in the workplace.

Harassment is prohibited by Title VII of the Civil Rights Act of 1964, as amended, and is defined as any unwelcome verbal or physical conduct based on one of the protected bases that is so objectively offensive as to alter the conditions of the individual's employment. Harassment unreasonably interferes with the performance of an employee and can create an intimidating, hostile, or offensive work environment. Furthermore, any retaliation against an individual who has brought forth a complaint alleging harassment is similarly unlawful.

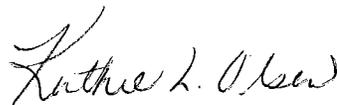
NSF employees who feel that they are being harassed by supervisors, co-workers, or customers should make it clear to the individual(s) that such behavior is offensive and unwelcome. They should immediately report this behavior to an appropriate management official in the organization in which the incident occurred or to the Office of Equal Opportunity Programs.

The confidentiality of employees bringing forth complaints of harassment will be protected to the extent possible. In accordance with the EEO complaints process procedures, all allegations of harassment will be promptly and thoroughly investigated. NSF will take necessary action to ensure that these matters are addressed swiftly, fairly, and effectively.

We know that you will support our continuing commitment to exhibit the highest level of professional behavior and courtesy that each of us deserves.



Arden L. Bement, Jr.
Director



Kathie L. Olsen
Deputy Director

NATIONAL SCIENCE FOUNDATION
OFFICE OF EQUAL OPPORTUNITY PROGRAMS

OEOP BULLETIN NO. – 05-01

January 31, 2005

TRAINING

SUBJECT: Prevention of Sexual Harassment

In conformance with the NSF policy statement on the Prevention of Sexual Harassment and as part of the Equal Opportunity training program, the Office of Equal Opportunity Programs (OEOP) has made available an on-line training module on this subject. The objective of the training module is to provide basic information about the prevention of sexual harassment.

The training module can be accessed through Winstation as follows:

- Click *Docs*, choose *Networked CD-ROMs*,
- Select *Misc. DC-ROMs*, then *Sexual Harassment Prevention*
- Logon by *typing your name*, click *OK*, and follow program instructions

The entire session takes approximately thirty minutes to complete. Please remember that if you close the module before completion, you must return to the beginning to restart. Should you experience technical problems, please contact the Help Desk. For more detailed information, please contact OEOP at 292-8020.

Because the Director and Deputy Director consider this to be a very important endeavor for the Foundation, I strongly encourage you to complete this training.



Ronald Branch
Director

Distribution: All Employees
Originating Office: Equal Opportunity Programs
Replaces: OEOP Bulletin 00-05

NATIONAL SCIENCE FOUNDATION
OFFICE OF EQUAL OPPORTUNITY PROGRAMS
ARLINGTON, VA 22230

OEOP BULLETIN NO. 05-07

March 7, 2005

REASONABLE ACCOMMODATIONS

SUBJECT: Requesting Interpreting Services for Hearing Impaired Employees

The Office of Equal Opportunity Programs (OEOP) is responsible for providing interpreting services to hearing impaired NSF employees and visitors participating in NSF-sponsored programs and activities, including training assignments.

OEOP currently contracts with two interpreting firms, Partners in Sign and Sign Language Associates. In order to help OEOP provide services in an economically efficient manner, please take the following factors in consideration when making a request:

- Services can only be guaranteed when OEOP receives two weeks' advance notice
- All requests will be billed for a minimum of two hours
- Service requests made with less than three business days' advance notice are considered "urgent services" and carry a surcharge fee
- When an assignment is canceled for any reason – with less than 48 hours advance notice – OEOP is billed the full amount
- The interpreter is not required to stay overtime if the assignment runs over the specified time

All requests must include: the name of the individual(s) requiring the service; a description of the activity; the date, time and location of the activity; the name and telephone number of the contact person; and the preferred usage, i.e., American Sign Language, Signed English, Pigeon Signed English, Oral (lip-reading) or real-time captioning. All confirmations will be forwarded to the requester via e-mail.

To request interpreting services, or for additional information, please contact OEOP at 703-292-8020. Requests by e-mail must be addressed to Consuelo Roberts at croberts@nsf.gov, with copies to Eric Santifu at esantifu@nsf.gov and Andrea McIntyre at amcintyr@nsf.gov. To ensure that requests are processed in a timely manner, it is of utmost importance that you send the information to all three individuals.


Ronald Branch
Director

DISTRIBUTION: ALL EMPLOYEES
ORIGINATING OFFICE: OEOP