

# NATIONAL SCIENCE FOUNDATION



## Management Directive 715 Report Fiscal Year 2006

Prepared by:

Office of Equal Opportunity Programs  
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Ronald Branch, Director

**NATIONAL SCIENCE FOUNDATION**

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OFFICE OF  
EQUAL OPPORTUNITY PROGRAMS

February 28, 2007

Mr. Carlton M. Hadden  
Director  
Office of Federal Operations  
Equal Employment Opportunity Commission  
1801 L Street, NW  
Washington, D.C. 20507

Dear Mr. Hadden:

In accordance with Management Directive (MD) 715, transmitted herewith is the National Science Foundation's 2006 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 (703) 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 Programs

Enclosure

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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.

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

**MAJOR OCCUPATIONS:** 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 Other 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's 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, 2005, to September 30, 2006.**

|  |   |                        |  |                 |
|--|---|------------------------|--|-----------------|
| <b>PART A</b><br><br>Department<br>or Agency<br>Identifying<br>Information                         | <b>1. Agency</b>  |                        | <b>1. National Science Foundation</b>                      |                 |
|  | 1.a. 2 <sup>nd</sup> level reporting component                              |                        |  |                 |
|  | 1.b. 3 <sup>rd</sup> level reporting component                              |                        |  |                 |
|  | 1.c. 4 <sup>th</sup> level reporting component                              |                        |  |                 |
|  | <b>2. Address</b>   |                        | <b>2. 4201 Wilson Boulevard ATTN: OEOP, Room 255 South</b> |                 |
|  | <b>3. City, State, Zip Code</b>   |                        | <b>3. Arlington, Virginia 22230</b>                        |                 |
|  | <b>4. CPDF Code</b>   | <b>5. FIPS code(s)</b> | <b>4. 51</b>   | <b>5. 24,11</b> |
| <b>PART B</b><br><br>Total<br>Employment   | <b>1. Enter total number of permanent full-time and part-time employees</b> |                        |  | <b>1. 1,105</b> |
|  | <b>2. Enter total number of temporary employees</b>                         |                        |  | <b>2. 262</b>   |
|  | <b>3. Enter total number employees paid from non-appropriated funds</b>     |                        |  | <b>3. 0</b>     |
|  | <b>4. TOTAL EMPLOYMENT [add lines B 1 through 3]</b>                        |                        |  | <b>4. 1,367</b> |
| <b>PART C</b><br><br>Agency<br>Official(s)<br>Responsible<br>For Oversight<br>of EEO<br>Program(s) | 1. Head of Agency Official Title  |                        | <b>1. Arden L. Bement, Jr.<br/>Director</b>                |                 |
|  | 2. Agency Head Designee   |                        | <b>2. James Lightbourne</b>                                |                 |
|  | 3. Principal EEO Director/Official<br>Official Title/series/grade           |                        | <b>3. Ronald Branch</b>                                    |                 |
|  | 4. Title VII Affirmative EEO<br>Program Official                            |                        | <b>4. Consuelo Roberts</b>                                 |                 |
|  | 5. Section 501 Affirmative Action<br>Program Official                       |                        | <b>5. Consuelo Roberts</b>                                 |                 |
|  | 6. Complaint Processing Program Manager                                     |                        | <b>6. Doris Starkes</b>                                    |                 |
|  | 7. Other Responsible Agency Officials                                       |                        | <b>7. Joseph Burt<br/>Paul Barsnica</b>                    |                 |

EEOC FORM  
**715-01**  
 PARTS A - D  
**U.S. Equal Employment Opportunity Commission**  
**FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT**

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

| 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"                |   | *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, 2005, to September 30, 2006.**

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**EXECUTIVE SUMMARY**

The National Science Foundation (NSF or Foundation) 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." In support of its mission, in 2006, NSF adopted as one of its four core values the concept of being, "Broadly Inclusive." Through this core value, NSF is "seeking and accommodating contributions from all sources while reaching out especially to groups that have been underrepresented; serving scientists, engineers, educators, students and the public across the nations; and exploring every opportunity for partnerships both nationally and internationally."

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 September 2006, emphasizes NSF's commitment to diversity and to its workforce in its goal of "Learning - cultivate a world-class, broadly inclusive science and engineering workforce, and expand the scientific literacy of all citizens" as well as in its internally focused goal of "Stewardship - support excellence in science and engineering research and education through a capable and responsive organization." 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 2006 consisted of 1,105 permanent and 262 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.

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Additionally, not captured in the CPDF, there are 222 Intergovernmental Personnel Act (IPA) employees working at NSF. 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. During 2006, NSF had a total of 50 women and minorities who participated in the AH Program. Of the 50 participants, 5 were veterans and 4 disabled veterans. The ACE Program had 2 minority women who participated, and both were at the GS-9 level.

### **Internal Studies**

In FY 2005, in response to issues raised by NSF's employees and managers and initial findings from an earlier Business Analysis conducted by a vendor, the Division of Human Resource Management (HRM) coordinated and conducted an Administrative Functions Study (AFS). The Study continued through FY 2006. The AFS was undertaken in order to better understand and address the impact of changing business processes and technology on the administrative support workforce, to determine any additional administrative tasks that could be performed by that workforce, to better align functions assigned to the administrative staff in support of the NSF mission, and to increase professional development opportunities for administrative staff by establishing career paths and learning maps. The administrative support staff at NSF currently comprises 166 employees or 15% of the permanent workforce. Minorities represent 134 employees or 80.7% and women 146 employees or 87.95% (Table A3-1). Therefore, the positive impacts targeted by the AFS for the administrative support staff are positive impacts targeted for minorities and females at the Foundation. Recommendations from the Study have led to the development of new administrative support positions that will become a part of clear career paths with extended professional opportunities that do not currently exist at NSF. In addition to the new administrative positions and career paths, learning maps are being articulated to help guide employees through options for individual competency development, which allows employees to target professional development opportunities at the Foundation.

### **Telework Initiative**

NSF has an active and inclusive telework program. Almost one-half of all NSF employees telework to some extent. Telework is beneficial in helping employees achieve work/life balance, and has been especially beneficial in accommodating employees with special needs.

### **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: Science

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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 facilitates 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 2006, employees initiated three informal complaints. One complaint was voluntarily withdrawn. At the beginning of the fiscal year, NSF had four formal complaints that were carried over and one new complaint that was filed during the year. Of these five cases, two were closed during FY 2006. During FY 2006, OEOP continued to emphasize early intervention and continued to distribute the "Early Intervention Program" (EIP) brochure that focuses on building working relationships through early intervention.

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## **EEOC Form 462, Annual Federal Equal Employment Opportunity Statistical Report of Discrimination Complaints**

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's reporting line. For the past three years, NSF has received highly complementary remarks from EEOC on its submission of the 462 Report. The FY 2006 EEO 462 Report for NSF was submitted to EEOC and it is still pending review. A copy is included at Appendix C.2.

### **No FEAR Act Training**

On July 20, 2006, the Office of Personnel Management (OPM) published a final rule implementing the training provisions of the Notification and Federal Employee Antidiscrimination and Retaliation Act of 2002, commonly known as the No FEAR Act. The No FEAR Act requires Federal agencies to train all of their employees to include managers and supervisors (contractors are exempt) on their rights and protections under the antidiscrimination and whistleblower protection laws. In compliance with this requirement, the Office of Equal Opportunity Programs (OEOP), in partnership with the NSF Academy, offered all employees the opportunity to complete the training by reviewing a PowerPoint presentation or completing an on-line module via AcademyLearn. Certification of completion of training was conducted electronically.

### **OEOP Sponsored Training**

During fiscal year 2006, OEOP continued to provide training for the agency's workforce on EEO related topics. The OEOP staff conducted training targeting supervisors, managers and program officers. The agency continues to offer an EEO training module in its "Introduction to NSF Enterprise Orientation for New Employees" and its "Program Management Seminar" offered during the Spring and Fall.

### **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 February 2007. 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 Management Seminar" and to the workforce during all other EEO sponsored training sessions.

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## **Workforce Survey**

NSF surveyed its workforce during September 18, 2006 – October 13, 2006. Of the 1,299 electronic surveys sent out to the workforce, 600 employees or 46% completed the survey. Of the 600 completed, 568 or 94.7% reported that their race was captured correctly, 22 or 3.7% chose not to respond and 10 or 1.7% reported that their race needed correction. Of the 10 employees who reported a desire to update their race information, 5 selected multiple race categories. Of the 600 employees, 549 or 91.5% reported their disability information as captured correctly, 21 or 3.5% chose not to respond and 30 or 5.0% reported that their information required updating and took advantage of the opportunity of the survey to update the information.

The survey was conducted late in the year and the changes were not in the 2006 MD 715 Report. For purposes of this report, Native Hawaiian or Pacific Islanders were captured under the Asian category and CLF.

The National Science Foundation is dedicated to diversity and 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).

For purposes of this report, a barrier is identified as an agency personnel policy, principle, or practice which restricts or tends to limit the representative employment of applicants and employees, especially minorities, women, and individuals with disabilities. Types of data available to conduct barrier analysis are workforce demographic snapshots, nature of action data, applicant flow data, climate surveys and equal employment opportunity complaint files. 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 (September 30, 2002 to September 30, 2006) shows that NSF experienced an increase of 19 employees in permanent positions (from 1,086 to 1,105), and an increase of 57 employees in temporary positions (from 205 to 262). The net change was 1.75% for the total permanent workforce. See Table A1: Total Workforce – Distribution by Race/Ethnicity and Sex, from September 30, 2002 to September 30, 2006. Intergovernmental Personnel Act (IPA) employees are not reflected in this five year analysis since they are not captured in the FPPS data. IPA data are included in the one year analysis.

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

**Hispanic or Latina Female** (-12.5)  
**Black or African American Male** (-3.92)  
**Black or African American Female** (-5.23)  
**American Indian or Alaskan Native Male** (0)  
**American Indian or Alaskan Native Female** (0)

The Hispanic or Latina female as well as the Black or African American workforce decreased during this five year span. American Indian or Alaskan Natives had a zero net change.

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** (1.18% in the workforce vs. 6.2% in the CLF)  
**Hispanic or Latina Female** (1.27% in the workforce vs. 4.5% in the CLF)  
**White Male** (28.42% in the workforce vs. 39.0% in the CLF)  
**White Female** (30.95% in the workforce vs. 33.7% in the CLF)  
**Black or African American Male** (4.43% in workforce vs. 4.8% in the CLF)  
**American Indian or Alaskan Native Male** (0.09% in the workforce vs. 0.3% in the CLF)  
**American Indian or Alaskan Native Female** (0.09% in the workforce vs. 0.3% in the CLF)

It should be noted that although the categories of "Native Hawaiian or Other Pacific Islander" males and females and "two or more races" males and females are reflected as having no representation in the workforce, this may not be true. They are shown absent from the workforce because the workforce was not surveyed during this particular timeframe. Native Hawaiian or Pacific Islanders are included with the Asian workforce representation. However, the workforce was surveyed during September 18, 2006 through October 13, 2006. It is anticipated that in the 2007 MD 715 report these groups will be captured separately.

During this five year span, the Hispanic or Latino population was underrepresented in the permanent workforce. White males and females were underrepresented, females had a higher representation than males. Black or African American females have a much higher representation than in the CLF. Black or African American males are underrepresented in the permanent workforce. American Indian or Alaska Native males representation did not change from 2 employees while females increased by 4 employees. Their representation is lower than the CLF. Asian males and females have a higher representation than in the CLF.

The total permanent workforce during the period of September 30, 2005, to September 30, 2006, consisted of 1,105 employees. During this same fiscal year, the total IPA workforce was comprised of 222 employees. See Table A1a: Total IPA Workforce – Distribution by Race/Ethnicity and Sex. A workforce analysis for FY 2006, shows the following results.

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In general, females have a higher representation (701 employees or 63.44%) than males (404 employees or 36.56%) and higher than their CLF of 46.8% in the permanent workforce unlike the IPA workforce. Females represented 65 IPAs or 29.28% compared to males who represented 157 IPAs or 70.72%.

Hispanic Latino males and females were underrepresented in both the permanent and IPA workforce. Males represented 1.18% of the permanent and 1.80% of the IPA workforce compared to a 6.2% CLF. Females comprised 1.27% of the permanent workforce and 0.45% of the IPA with a CLF of 4.5%.

The Black or African American female subgroup experienced a higher representation rate in both the permanent and the IPA workforce than their male counterparts. Black or African American females are the third largest subgroup within the permanent workforce comprised of 308 employees or 27.87% as compared to a CLF of 5.7%. Black or African American females represent 7 employees or 3.15% of the IPA workforce. Black or African American females also experienced the largest loss of employees in the permanent workforce, with a total numerical loss of 14 employees. In FY06, Black or African American male representation in the permanent workforce was 49 employees or 4.43% and 4 employees or 1.80% in the IPA community. The Black or African American male CLF is 4.8%. Black or African American males experienced the second largest loss in the permanent workforce, with a numerical loss of 7 employees.

The Asian subgroups are represented above the CLF in both the permanent and the IPA workforce. Asian males in the permanent workforce represent 2.44% vs. 1.9% in the CLF and 10.81% in the IPA. Asian females experienced the second largest numerical increase (3 employees) within the permanent workforce, representing 36 employees or 3.26% of the total workforce as compared to their 1.7% CLF. Asian females are the fourth largest (7 employees or 3.15%) subgroup in the IPA community.

American Indian or Alaskan Natives continue to be a challenge for the agency. There was no change within this subgroup. Both males and females represent 1 employee or 0.09% respectively of the permanent workforce and 0.0% of the IPA workforce, as compared to their 0.3 CLF.

White females are the largest subgroup within the female subgroups. With an increase of 8 females, they represent 342 employees or 30.95% of the total permanent workforce. White females represent 50 employees or 22.52% of IPAs, with a 33.7% CLF. White males represent 314 employees or 28.42% of the total permanent workforce, as compared to their 39.0% CLF. White males comprise the majority of the IPA workforce with a representation of 124 employees or 55.85%.

Though it was anticipated in FY 2005, that the agency would be able to collect applicant flow data in accordance with EEOC's guidelines, this initiative was not completed. Thus, an analysis of this type of workforce data was not conducted.

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 2006 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 2006 MD 715.

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EEOC also requires that agencies report on their workforce distribution of individuals with disabilities. NSF in FY 2002 had a total of 87 employees that self identified as having a disability. This figure increased to 102 employees in FY 2006. However, EEOC only requires trigger and barrier analysis for individuals with targeted disabilities in the permanent workforce. During the same five year span, there was a slight growth in the representation of individuals with targeted disabilities in permanent positions (from 12 in FY 02 to 13 in FY 06), and for temporary positions they were 4 employees in FY 02 and FY 06. See Table B1: Total Workforce – Distribution by Disability.

The current annual assessment for FY 2006, of the employment of people with targeted disabilities, indicates continuing and longstanding challenges to parity. Hiring, recruitment, selection and employee development practices have resulted in low levels of representation at most grade levels and in most occupational series. NSF has 13 targeted disabled employees representing 1.18% of the permanent workforce and 2 employees or 0.90% in the IPA workforce compared to the Federal High Rate of 2.27%.

The agency has a centralized fund account to ensure that all panelists, visitors, applicants, and employees with disabilities are provided reasonable accommodations. In FY 2006, as a result of its continued partnership with the Department of Defense Computer/Electronic Accommodations Program (CAP), NSF provided twenty-two individuals with reasonable accommodations totaling \$13,224. Additionally, the total expenditures for reasonable accommodations from NSF's "centralized fund" were approximately \$91,773.

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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

2/28/07

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

Date

Robert C. Bennett Jr.

2/28/07

Signature of Agency Head or Agency Head Designee

Date

**FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT**

EEO Plan To Attain the Essential Elements of a Model EEO Program

|   |   |
|---|---|
| FY 2006<br>National Science Foundation                            |   |
| STATEMENT of<br>MODEL PROGRAM<br>ESSENTIAL ELEMENT<br>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 and in the senior level positions is lower than their representation in the Civilian Labor Force (CLF). |
| OBJECTIVE:  | Continue to conduct 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 in general and in senior level positions.<br><br>Improve Agency's workforce representation of Hispanics.   |
| RESPONSIBLE OFFICIAL:   | Director, Office of Equal Opportunity Programs, Affirmative Employment Program Manager, Equal Opportunity Liaisons, Ad Hoc Diversity Committee, Director, Division of Human Resource Management.  |
| DATE OBJECTIVE INITIATED:   | 03/2005   |
| TARGET DATE FOR COMPLETION OF OBJECTIVE:                          | Fourth Quarter FY 2008  |

| PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:  | TARGET DATE<br>(Must be specific) |
|---|-----------------------------------|
| 1. Establish a working group composed of NSF employees from the various directorates, staff groupings, grade levels, gender and ethnicities to identify and address barriers that impede free and open competition in the workplace and prevent the advancement of its employees, specifically those that are underrepresented. | Fourth Quarter 2008               |
| 2. Improve process for reviewing existing policies, practices and procedures related to recruitment, merit promotions, and selection for purposes of analysis and end results.  | Fourth Quarter FY 2008            |

|  |   |
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| 3. Continue to review, monitor and evaluate the internal recruitment process. Improve cross-Directorate recruitment activities by sharing information among the Directorates and Offices within NSF.   | First Quarter FY 2008 –<br>Fourth Quarter FY 2009 |
| 4. Continue agency activity for senior level recruitment forums, such as the National Association of Hispanic Federal Executives.  | Fourth Quarter FY 2008                            |
| 5. Continue to inform supervisors and managers on the use of special hiring authorities and provide training on equal opportunity topics.  | Fourth Quarter FY 2008                            |
| 6. Continue recruiting, outreach and contacts with Hispanic Serving Institutions, Minority Serving Institutions and organizations. Continue to identify ways to establish and develop new partnerships and strengthen existing ones, focusing on schools that offer degrees related to NSF's mission-critical occupations. | First Quarter FY 2008 –<br>Fourth Quarter FY 2009 |
| 7. Continue to support and implement the White House Initiative on Educational Excellence for Hispanic Americans.  | First Quarter FY 2007 –<br>Fourth Quarter FY 2008 |
| 8. Continue the use of the Presidential Management Fellows Program to recruit, hire, and advance Hispanic college graduates.   | First Quarter FY 2008 –<br>Fourth Quarter FY 2009 |
| 9. Expand use of the Federal Career Intern Program.  | Fourth Quarter FY 2008                            |
| 10. Continue to use the Student Career Experience Program (SCEP).  | First Quarter FY 2007 –<br>Fourth Quarter FY 2008 |
| 12. Emphasize participation of Hispanic employees in career development programs.  | First Quarter FY 2007 –<br>Fourth Quarter FY 2008 |
| 13. Continue agency advertisement for employment opportunities in science and engineering publications targeted to women and Hispanics.  | First Quarter FY 2008 –<br>Fourth Quarter FY 2009 |
| 14. Continue to capture activities and accomplishments in the agency's Federal Equal Opportunity Recruitment Program Report submitted to OPM and the Annual Report to the President on Hispanic Employment.  | Fourth Quarter FY 2007                            |

REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE

- NSF continued to provide training for the agency's workforce on EEO related topics. The agency continues to offer an EEO training module in its "Introduction to NSF Enterprise Orientation for New Employees" and its "Program Management Seminar".
- During FY 2006, eight Hispanic Association of Colleges and Universities (HACU) students participated in the Agency's Summer Scholars Internship Program. Three of the students were Hispanic males and three were Hispanic females.

3. NSF plays a central role in increasing opportunities in science, technology, engineering and mathematics (STEM) education for individuals from historically underserved populations. NSF supports the development of the educators, researchers, and institutions dedicated to serving these non-mainstream populations.

4. Vacancy announcements and "Dear Colleague Letters" are provided to Hispanic organizations, affiliations and institutions to inform and recruit Hispanic applicants.

5. In 2006, NSF implemented a new SES performance management system that strengthened alignment with the NSF Strategic Plan, the President's Management Agenda and the Performance Assessment Rating Tool, increasing the use of performance measurements for results. These changes were instrumental in achieving certification by OPM and OMB for NSF's Executive Performance Program.

6. At the 2006 NSF Joint Annual Meeting (JAM), Sara Martinez Tucker, President and CEO, of the Hispanic Scholarship Fund (HSF) addressed approximately 900 – 1000 principle investigators to facilitate the formation of partnerships in HSF's goal to double the rate of Hispanics earning college degrees by 2010.

7. NSF collaborated with other Federal agencies that have grant programs for Hispanic-Serving Institutions (HSI) to provide information on funding opportunities. The faculty and staff from HSIs are encouraged to participate as peer reviewers, and in the Intergovernmental Personnel Act (IPA) or the Visiting Scientist, Engineer and Educator programs.

8. NSF conducted grant workshops for the faculty and administrators at the University of Puerto Rico, in Humacao and Rio Piedras, Puerto Rico, and the Annual Meeting of Society of Research Administrators of Puerto Rico. Grant workshops were also conducted at Houston Community College and the San Joaquin, California Hispanic-Serving Institutions Consortium at California State University, Fresno. These events promote interest in NSF awarded grants and employment opportunities at the NSF.

9. The NSF Office of Experimental Programs to Stimulate Competitive Research (EPSCoR) awarded the University of Puerto Rico a Research Infrastructure Improvement grant. A key component of the grant consists of outreach activities.

10. Recruitment of positions were advertised in publications, internal and external websites such as USAJOBS and MyNSF, and mailing to organizations that target the Hispanic community.

11. NSF supports and funds numerous programs and initiatives that benefit the Hispanic community and other targeted groups. Some of the initiatives are: 1) Louis Stokes Alliances for Minority Participation; 2) the Federal Career Intern Program; 3) the Student Temporary Employment Program; 4) the Presidential Management Fellows Program; 5) courses offered via NSF Academy; and 6) Course Curriculum and Laboratory Improvement Program.

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**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 2006<br>National Science Foundation                            |  |
| STATEMENT of<br>MODEL PROGRAM<br>ESSENTIAL ELEMENT<br>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 males in the workforce is lower than the Civilian Labor Force. In addition, Black or African American males and females have a lower representation in the senior grades of GS-13 and above, including the Senior Executive Service. |
| OBJECTIVE:  | Continue to conduct periodic examinations 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 males in the workforce and of both genders in the senior grades of GS-13 and above.<br><br>Improve Agency's representation of Black or African American males in general and of Black or African American females in the senior level positions.   |
| RESPONSIBLE OFFICIAL:   | Director, Office of Equal Opportunity Programs, Affirmative Employment Program Manager, Equal Opportunity Liaisons, Ad Hoc Diversity Committee, Director, Division of Human Resource Management.   |
| DATE OBJECTIVE INITIATED:   | 03/2005  |
| TARGET DATE FOR<br>COMPLETION OF OBJECTIVE:                       | Fourth Quarter FY 2008   |

| PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:  | TARGET DATE (Must be specific)                 |
|---|--|
| 1. Continue to improve and review existing policies, practices and procedures related to recruitment, merit promotions, and selection for purposes of analysis and end results.   | Fourth Quarter FY 2008                         |
| 2. Continue to review, monitor and evaluate for improvement of the internal recruitment process. Improve cross-Directorate recruitment activities by sharing information among the Directorates and Offices within NSF.   | First Quarter FY 2008 – Fourth Quarter FY 2009 |
| 3. Continue agency participation in senior-level recruitment forums, particularly those who serve a minority audience, such as the Society of Women Engineers.  | Fourth Quarter FY 2008                         |
| 4. Continue to inform supervisors and management on the use of hiring authorities and provide training on equal opportunity topics.   | Fourth Quarter FY 2008                         |
| 5. Continue the recruiting and outreach efforts with Historically Black Colleges and Universities, organizations and other Minority Serving Institutions. Continue to identify and establish new partnerships focusing on schools offering degrees related to NSF's mission-critical occupations. | First Quarter FY 2008 – Fourth Quarter FY 2009 |
| 6. Continue to utilize the Presidential Management Fellows Program to recruit and advance Black or African American college graduates.  | First Quarter FY 2008 – Fourth Quarter FY 2009 |
| 7. Expand participation in the Federal Career Intern Program.   | Fourth Quarter FY 2008                         |
| 8. Continue to use the Student Career Experience Program (SCEP).  | First Quarter FY 2007 – Fourth Quarter FY 2008 |
| 9. Promote participation of Black or African American employees in career development programs.   | First Quarter FY 2007 – Fourth Quarter FY 2008 |
| 10. Continue agency advertisement for employment opportunities in science and engineering publications targeted to Blacks and African Americans.  | First Quarter FY 2008 – Fourth Quarter FY 2009 |
| 11. Continue to capture activities and accomplishments in the agency's Federal Equal Opportunity Recruitment Program Report submitted to OPM.   | Fourth Quarter FY 2007                         |

REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE

1. During FY 2006, NSF continued to provide training for the agency's workforce on EEO related topics. The agency continues to offer an EEO training module in its "Introduction to NSF Enterprise Orientation for New Employees" and its "Program Management Seminar".
2. NSF's 2006, Summer Internship Program included five Black or African American students consisting of two males and two females from the Quality Education Minorities (QEM) Network and one female with the HACU Program.
3. Position vacancy announcements and "Dear Colleague Letters" are provided to Historically Black organizations, affiliations and institutions to inform and recruit applicants.
4. Conducted workshops and hosted exhibit booths at conferences, job fairs, career days and professional association meetings with a high Black or African American audience.
5. Vacancy announcements were advertised in publications, internal and external websites (USAJOBS and MyNSF), and mailings to organizations that target the Black or African American community.
6. NSF supports and funds numerous programs and initiatives that benefit the Black or African American community. Some of the initiatives are: 1) Louis Stokes Alliances for Minority Participation; 2) the Federal Career Intern Program; 3) the Student Temporary Employment Program; 4) the Presidential Management Fellows Program; 5) Experimental Program to Stimulate Competitive Research; 6) courses offered via NSF Academy and 7) Course Curriculum and Laboratory Improvement Program.
7. NSF utilized the Presidential Management Fellows Program to recruit and advance minorities, women and individuals with targeted disabilities.

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**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 2006<br>National Science Foundation                            |  |
| STATEMENT of<br>MODEL PROGRAM<br>ESSENTIAL ELEMENT<br>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 workforce and White males in the workforce is lower than their representation in the Civilian Labor Force. |
| OBJECTIVE:  | Continue to conduct periodic examinations of the end results and outcomes of management/personnel policies, procedures, and practices for barrier identification and improvement of the representation of these two groups.<br><br>Improve Agency's representation of these two groups.  |
| RESPONSIBLE OFFICIAL:   | Director, Office of Equal Opportunity Programs, Affirmative Employment Program Manager, Equal Opportunity Liaisons, Ad Hoc Diversity Committee, Director, Division of Human Resource Management.   |
| DATE OBJECTIVE INITIATED:   | 03/2005  |
| TARGET DATE FOR COMPLETION OF OBJECTIVE:                          | Fourth Quarter FY 2008   |

| PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:   | TARGET DATE<br>(Must be specific) |
|--|-----------------------------------|
| 1. Continue to review and analyze existing policies, practices and procedures related to recruitment, merit promotions, and selection. | Fourth Quarter FY 2008            |
| 2. Continue to inform supervisors and managers on the use of hiring authorities and provide training on equal opportunity topics.      | Fourth Quarter FY 2008            |
|  |                                   |

|   |   |
|---|---|
| 3. Continue to research and identify recruiting and outreach efforts that will yield a change in the applicant pool for these groups. | First Quarter FY 2008 –<br>Fourth Quarter FY 2009 |
| 4. Continue agency advertisement for employment opportunities in science and engineering publications targeting these two groups.     | First Quarter FY 2008 –<br>Fourth Quarter FY 2009 |
| 5. Continue the participation of other agency “recruiters” at job fairs, career days, professional meetings and conferences.          | First Quarter FY 2008 –<br>Fourth Quarter FY 2009 |
| 6. Distribute the newly developed recruitment brochures for “rotator” positions to facilitate outreach efforts.                       | Second Quarter FY 2008                            |
| 7. Better educate recruiters, supervisors, managers and selecting officials on the recruitment process and hiring authorities.        | First Quarter FY 2008 -<br>Fourth Quarter FY 2009 |

REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE

1. Vacancy announcements and “Dear Colleague Letters” were provided to organizations, affiliations and institutions to inform and recruit American Indian or Alaska Native applicants.

2. Conducted workshops and hosted exhibit booths at conferences, job fairs, career days and professional association meetings.

3. NSF continued to provide training for the agency’s workforce on EEO related topics. The agency continues to offer an EEO training module in its “Introduction to NSF Enterprise Orientation for New Employees” and its “Program Management Seminar”.

4. Vacancy announcements were advertised in publications, websites, and mailings to organizations that target the American Indian or Alaska Native community.

5. In the 2006 Agency Summer Scholar Internship Program, the Quality Education Minorities (QEM) Network enrolled one American Indian female and one Caucasian female; the Hispanic Association of Colleges and Universities (HACU) enrolled one Caucasian male; the American Indian Science and Engineering Society (AISES) enrolled one American Indian male and one Native Hawaiian female; the Washington Internships for Native Students (WINS) enrolled three American Indian males and two American Indian females; and the Washington Internship Program enrolled one Caucasian female.

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**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 2006<br>National Science Foundation                            |  |
| STATEMENT of<br>MODEL PROGRAM<br>ESSENTIAL ELEMENT<br>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 is below the Federal High for Targeted Disabilities. |
| OBJECTIVE:  | Continue to conduct periodic examinations 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.<br><br>Recruit one individual with a targeted disability per year for the next 5 years.   |
| RESPONSIBLE OFFICIAL:   | Director, Office of Equal Opportunity Programs, Affirmative Employment Program Manager, Equal Opportunity Liaisons, Ad Hoc Diversity Committee, Director, Division of Human Resource Management.   |
| DATE OBJECTIVE INITIATED:   | 03/2005  |
| TARGET DATE FOR<br>COMPLETION OF OBJECTIVE:                       | Fourth Quarter FY 2011   |

| PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:  | TARGET DATE (Must be specific)                    |
|---|---|
| 1. Continue to review, monitor, and analyze existing policies, practices and procedures related to recruitment, merit promotions, and selection.  | Fourth Quarter FY 2008                            |
| 2. Continue to review, monitor and evaluate the internal recruitment process. Strengthen cross-Directorate recruitment activities by sharing information among the Directorates and Offices within NSF. | First Quarter FY 2008 -<br>Fourth Quarter FY 2009 |

|  |   |
|--|---|
| 3. Continue to inform supervisors and management on the use of special hiring authorities and provide training on equal opportunity topics.  | Fourth Quarter FY 2008                            |
| 4. Continue the use of the Presidential Management Fellows (PMF) Program and Employer Assistance & Recruiting Network (EARN) to recruit and advance students and potential employees with disabilities.  | First Quarter FY 2008 -<br>Fourth Quarter FY 2009 |
| 5. Continue to centrally fund the reasonable accommodations provided to the Agency's employees, applicants, visitors and panelists with disability.  | First Quarter FY 2007 -<br>Fourth Quarter FY 2011 |
| 6. Continue to emphasize the Agency policy on recruitment, hiring, employee development, and promotion of individuals with targeted disabilities.  | First Quarter FY 2007 -<br>Fourth Quarter FY 2011 |
| 7. Continue to recruit one individual with a targeted disability per year for the next 5 years.  | First Quarter FY 2007 -<br>Fourth Quarter FY 2011 |
| 8. Continue to emphasize the use of the Telework Program.  | First Quarter FY 2007 -<br>Fourth Quarter FY 2011 |
| 9. Continue the recruiting and outreach efforts and contacts which target individuals with disabilities such as the Arlington Employment Center Annual Job Fest, Working for America Federal Employment Job Fair, Fort Meade Military Federal Expo, the Community Outreach Event in Washington, D.C., and Walter Reed Army Medical Center. | First Quarter FY 2008 -<br>Fourth Quarter FY 2009 |
| 10. Continue to participate in the Interagency Committee on Disability Research, a group that promotes the coordination and cooperation among federal departments and agencies conducting rehabilitation research programs.  | Fourth Quarter FY 2009                            |
| 11. Continue participation at meetings of the American Association for the Advancement of Science's Committee on Opportunities in Science, a group that addresses issues relevant to scientists and engineers with disabilities.   | Fourth Quarter FY 2009                            |
| 12. Strength partnership with the Fairfax County Vocational Rehabilitation Services.   | Fourth Quarter FY 2009                            |
| 13. Review and determine if improvements are needed on how information on special appointing authorities such as Schedule A, Schedule B and 30% or more Disabled Veterans is disseminated.   | Fourth Quarter FY 2008                            |
| 14. Further develop and more widely disseminate the yearly HRM Recruitment & Outreach Schedule and newly developed recruitment brochures for "rotator" positions.  | Fourth Quarter FY 2009                            |

REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE

1. NSF continued to provide training for the agency's workforce on EEO related topics and the use of hiring authorities. The agency continues to offer an EEO training module in its "Introduction to NSF Enterprise Orientation for New Employees" and its "Program Management Seminar".
2. Established a partnership with veteran employment representatives from Virginia and Maryland to recruit veterans with disabilities.
3. NSF met its goal of hiring at least one individual with a targeted disability this fiscal year.
4. The number of 30% disabled veterans on board increased from three to five. Accessions in this group increased from one to three and promotions increased from one to two. Two 30% disabled veterans were promoted.
5. During FY06, thirty-eight organizations supporting the employment of individuals with disabilities were enrolled in the NSF recruitment internet tool, "MyNSF." NSF participated in twenty-nine outreach activities targeting minorities, women and individuals with disabilities.
6. NSF's Division of Human Resource Management identified two potential Office Clerks positions, 0303-GS-3 and GS-4, that could be tailored to a Schedule A applicant depending on skill level.
7. A partnership was developed with the Fairfax County Vocational Rehabilitation Services with the anticipation of filling NSF positions in the future using the Schedule A hiring authority.
8. A total of eight disabled veterans participated in NSF's training programs consisting of the Program Management Seminar, Project Management Certificate Program, Career Planning Showcase, After Hours Program, Avenue for Career Enhancement Program, Long-Term Professional Development Program, Division Directors Roundtable, and the Mentoring Pilot Program.
9. NSF conducted training for employees, managers and supervisors on the agency's Reasonable Accommodation Program, the MD 715, the "Model EEO Program" components, appointing authorities and diversity.
10. In FY 2006, as a result of its continued partnership with the Department of Defense Computer/Electronic Accommodations Program (CAP), NSF provided twenty-two individuals with reasonable accommodations totaling \$13,224. Additionally, the total of expenditures for reasonable accommodations from NSF's "centralized fund" was approximately \$91,773.
11. Over one-half of all NSF employees telework. Telework is beneficial in helping all employees achieve work/life balance, and has been especially beneficial in accommodating employees with disabilities.
12. NSF adopted a "project" approach to filling vacancies, treating each recruitment action as a "mini-project," complete with relevant action items. HR Specialist advised managers and supervisors on the special appointing authorities when recruiting and filling position vacancies.

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**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 2006<br>National Science Foundation                            |  |
| STATEMENT of<br>MODEL PROGRAM<br>ESSENTIAL ELEMENT<br>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:  | Continue to emphasize to the Department of Interior (DOI) Customer User Group, NSF's need for 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, ethnicity, sex and disability. |
| RESPONSIBLE OFFICIAL:   | Director, The Academy, Director OEOP, IT personnel, Affirmative Employment Program Manager, Director, Division of Human Resource Management.   |
| DATE OBJECTIVE INITIATED:   | 03/05  |
| TARGET DATE FOR<br>COMPLETION OF OBJECTIVE:                       | Fourth Quarter FY 2008   |

| PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:   | TARGET DATE<br>(Must be specific) |
|--|-----------------------------------|
| 1. Human Resource Management will continue to emphasize to the DOI Customer User Group, NSF's need for a modification to be made to the "Career Ladder" indicator in the FPPS, to ensure that it will capture for analysis the race, ethnicity, sex and disability of the workforce in career development positions. | Fourth Quarter FY 2008            |
| 2. Continue to 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.   | Fourth Quarter FY 2008            |
| 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. NSF is currently transitioning to the new LMS system. As a result of this transition, the agency still has two separate training systems. Data on the training conducted during FY 2006 was obtained from the legacy system and 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 2006 MD 715 Report.

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**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 2006_National Science Foundation                      |  |
| STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY: | Element E1.2 – Agency did not implement adequate data collection and analysis systems that permit tracking of information required by MD 715 and EEOC's guidance. Applicant flow data maintained in the Quick Hire System cannot be readily retrieved. Applicant flow data for excepted service is maintained in the Integrated Staffing System (ISS); however, few individuals complete the form. |
| OBJECTIVE:   | Improve process to retrieve and monitor the tracking of applicant flow data for all applicants as required by MD 715 Guidelines.   |
| 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:                 | Fourth Quarter FY 2008   |

| PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:   | TARGET DATE (Must be specific) |
|--|--------------------------------|
| 1. Continue to review existing practices and procedures for the Agency collection of Applicant Flow Data in the Quick Hire System and for excepted service for purposes of analysis of collection practices and end-results in accordance with MD 715.   | Fourth Quarter 2008            |
| 2. Modify the system(s) used for capturing of applicant flow data.   | Fourth Quarter 2008            |
| REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE   |                                |
| 1. It was anticipated in FY 2005, that this program deficiency would be corrected and that applicant flow data would be incorporated and reflected in the FY 2006 MD 715 Report. However, this program deficiency has not been corrected due to procedures for the Agency collection of applicant flow data. |                                |

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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 2006

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| <p><b>STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER:</b></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 workforce demographics for specific race/ethnicity and gender groups reflects a lower net change than the total workforce and were represented at a lower level than their Civilian Labor Force representation. Groups of different race/ethnicity and gender have a lower participation rate in the senior grades of GS-13 and above.</p> |
| <p><b>BARRIER ANALYSIS:</b></p> <p>Provide a description of the steps taken and data analyzed to determine cause of the condition.</p>   | <p>A one-year trend analysis of NSF's employment practices for the groups identified having a lower participation rate was conducted. The workforce current snapshot trend data by Nature of Action Code (NOA) were used to determine contributing factors.</p>   |
| <p><b>STATEMENT OF IDENTIFIED BARRIER:</b></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 hiring and promotion practices and procedures are not yielding sufficient numbers of individuals from the different race/ethnicity groups required to move the Agency toward parity.</p>  |
| <p><b>OBJECTIVE:</b></p> <p>State the alternative or revised agency policy, procedure or practice to be implemented to correct the undesired condition.</p>  | <p>1. Continue to explore and revise outreach and recruitment efforts that will result in an increase of diversity in the applicant pool and selection lists.</p>   |
| <p><b>RESPONSIBLE OFFICIAL:</b></p>  | <p>Chief of NSF Academy<br/>Director, Office Equal Opportunity Programs<br/>Director, Division of Human Resource Management</p>   |
| <p><b>DATE OBJECTIVE INITIATED:</b></p>  | <p>03/2005</p>  |

|   |         |
|---|---------|
| <b>TARGET DATE FOR COMPLETION OF OBJECTIVE:</b> | FY 2009 |
|---|---------|

| <b>PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:</b>   | <b>TARGET DATE<br/>(Must be specific)</b> |
|---|---|
| 1. Strengthen traditional partnerships and develop new collaborations expanding effort to broaden participation from underrepresented groups and diverse institutions.  | FY 2007 –<br>FY 2009                      |
| 2. Continue to raise the awareness of supervisors and managers of the importance to utilize existing recruitment authorities and incentives.  | FY 2007 –<br>FY 2009                      |
| 3. Emphasize NSF's Avenue for Career Enhancement Program (ACE) which enables divisions and offices to determine the need for a specific position and to advertise for a trainee leading to a targeted position at a higher level. | FY 2007 –<br>FY 2009                      |
| 4. Conduct focus groups to assist in the identification and elimination of barriers in the Agency's recruitment, hiring and selection, training, employee development, and promotion process and procedures.                      | FY 2007 –<br>FY 2009                      |

**REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE**

1. NSF implemented a new SES performance management system that strengthened alignment with the NSF Strategic Plan, the President's Management Agenda and the Performance Assessment Rating Tool, increasing the use of performance measurements for results.
2. NSF continues to conduct outreach activities at numerous conferences and events that focus on the various ethnic and women's' groups throughout the country and minority serving institutions.
3. NSF has successfully recruited minority panel members and program officers via a variety of mechanisms such as advertising, attending professional meetings that focus on minority serving institutions and/or minority scientists, and by supporting research workshops and summer courses with a focus on minority scientists.
4. NSF supports efforts for a more diverse workforce through merit review panels. The panel review process is often used to bring in scientists from underrepresented groups who may later become program officers at the Agency.
5. NSF actively participates in the Interagency Committee on Disability Research, a group that promotes the coordination and cooperation among federal departments and agencies conducting rehabilitation research programs.
6. NSF is affiliated with the American Association for the Advancement of Science's Committee

on Opportunities in Science (CEOSE), a group that addresses issues relevant to scientists and engineers with disabilities.

7. NSF has started to develop a Federal Career Intern Program (FCIP) designed to establish and develop partnerships with institutions of higher education that will serve as a pipeline of diverse candidates for entry level positions. Outreach events such as the Partnership for Public Service's (PPS) Federal Career Days and placement services provided by the Employer Assistance and Recruiting Network (EARN) are being incorporated into long-term program sustainment plans.

8. NSF is in partnership with the Fairfax County Vocational Rehabilitation Services to ensure that future NSF positions are filled seamlessly using the Schedule A hiring authority.

|  |  |
|--|--|
| <b>OBJECTIVE:</b><br><br>State the alternative or revised agency policy, procedure or practice to be implemented to correct the undesired condition. | 2. Continue to provide continuous learning opportunities through a variety of educational venues in support of the agency's mission. |
| <b>RESPONSIBLE OFFICIAL:</b>   | Chief of NSF Academy<br>Director, Division of Human Resource Management  |
| <b>DATE OBJECTIVE INITIATED:</b>   | 03/2005  |
| <b>TARGET DATE FOR COMPLETION OF OBJECTIVE:</b>  | FY 2009  |

| <b>PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:</b>   | <b>TARGET DATE<br/>(Must be specific)</b> |
|---|---|
| 1. Continue to raise the workforce's awareness of existing internal and external training and development opportunities that will enhance their skills and abilities and that will assist in increasing the promotion rates for diversified groups. | FY 2007 –<br>FY 2009                      |
| 2. During the Program Management Seminar, encourage Program Officers to maintain awareness of NSF's racial demographics and their role as Program Officers in support of NSF's diversity initiatives and efforts.                                   | FY 2007 –<br>FY 2009                      |
| 3. Encourage participation in NSF's Project Management Certificate Program.   | FY 2007 –<br>FY 2009                      |
| 4. Encourage employee participation in NSF's Career Planning Showcase to raise their awareness of the various steps in the career planning process.   | FY 2007 –<br>FY 2009                      |
| 5. Emphasize maximizing the use of the Presidential Management Fellows (PMF) Program, the After Hours Program (AH) and similar internal and external career developing initiatives.   | FY 2007 –<br>FY 2009                      |

REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE

The Administrative Support Staff is one of NSF's most diversified workforce categories. An Administrative Functions Study (AFS) was undertaken in order to better understand and address the impact of changing business processes and technology on the administrative support workforce, to determine any potential additional tasks, to better align functions assigned in support of the NSF mission and to establish career paths and learning maps.

EEOC FORM  
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**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**

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

| <b>PART II<br/>Employment<br/>Trend and<br/>Special<br/>Recruitment<br/>for<br/>Individuals<br/>With<br/>Targeted<br/>Disabilities</b>   | Enter Actual<br>Number at the ... | Beginning of FY 05. |         | End of FY 06. |         | Net Change  |                   |
|--|-----------------------------------|---------------------|---------|---------------|---------|-------------|-------------------|
|  |                                   | Number              | %       | Number        | %       | Number      | Rate of<br>Change |
|  | Total Work Force                  | 1,342               | 100.00% | 1,367         | 100.00% | 25          | 1.86%             |
|  | Reportable Disability             | 94                  | 7.00%   | 102           | 7.46%   | 8           | 8.51%             |
|  | Targeted Disability*              | 16                  | 1.19%   | 17            | 1.24%   | 1           | 6.25%             |
| * 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). |                                   |                     |         |               |         |             |                   |
| <b>1. Total Number of Applications Received From Persons With Targeted Disabilities</b> during the reporting period.   |                                   |                     |         |               |         | 0           |                   |
| <b>2. Total Number of Selections of Individuals with Targeted Disabilities</b> during the reporting period.  |                                   |                     |         |               |         | 1 Permanent |                   |

**PART III Participation Rates In Agency Employment Programs**

| Other Employment/<br>Personnel Programs  | TOTAL     | Reportable Disability |      | Targeted Disability |     | Not Identified |     | No Disability |      |
|--|-----------|-----------------------|------|---------------------|-----|----------------|-----|---------------|------|
|  |           | #                     | %    | #                   | %   | #              | %   | #             | %    |
| 3. Competitive Promotions                | 96        | 6                     | 6.2  | 0                   | 0.0 | 4              | 4.2 | 86            | 89.6 |
| 4. Non-Competitive Promotions            | 79        | 8                     | 10.1 | 1                   | 1.3 | 2              | 2.5 | 69            | 87.3 |
| 5. Employee Development/Training         | 1,514     | 79                    | 5.2  | 22                  | 1.5 | 12             | 0.8 | 1,399         | 92.4 |
| 5.a. Grades 5-12                         | 965       | 67                    | 6.9  | 9                   | 0.9 | 5              | 0.5 | 882           | 91.4 |
| 5.b. Grades 13-14                        | 359       | 7                     | 1.9  | 13                  | 3.6 | 5              | 1.4 | 334           | 93.0 |
| 5.c. Grade 15/SES Development Training   | 190       | 5                     | 2.6  | 0                   | 0.0 | 2              | 1.1 | 183           | 96.3 |
| 6. Employee Recognition and Awards       | 1,970     | 133                   | 6.8  | 17                  | 0.9 | 36             | 1.8 | 1,801         | 91.4 |
| 6.a. Time-Off Awards (Total hrs awarded) | 1,234     | 84                    | 6.8  | 0                   | 0.0 | 24             | 1.9 | 1126          | 91.2 |
| 6.b. Cash Awards (total \$\$\$ awarded)  | 6,073,566 | 421,159               | 6.9  | 55,474              | 0.9 | 112,729        | 1.9 | 5,539,678     | 91.2 |
| 6.c. Quality-Step Increase               | 118       | 9                     | 7.6  | 1                   | 0.8 | 1              | 0.8 | 108           | 91.5 |
| 7. Details and Task Force Assignments    | 0         | 0                     | 0.0  | 0                   | 0.0 | 0              | 0.0 | 0             | 0.0  |

|  |  |
|--|--|
| <p>EEOC FORM <b>715-01</b><br/>Part J</p>                            | <p>Special Program Plan for the Recruitment, Hiring, and Advancement of Individuals With Targeted Disabilities</p>   |
| <p><b>Part IV</b><br/>Identification and Elimination of Barriers</p> | <p>The current annual assessment of the employment of people with targeted disabilities indicates continuing and longstanding challenges to parity. Hiring, recruitment, selection and employee development practices have resulted in low levels of representation at most grade levels and in most occupational series. NSF has 13 targeted disabled employees representing 1.18% of the permanent workforce and 2 employees or 0.90% in the IPA workforce compared to the Federal High Rate of 2.27%.</p> <p>FY2006 workforce data contained in Appendix B - Workforce Data Tables B1 (Permanent &amp; IPA), B3-2, and B4-2 were used as the source of data/information for this analysis.</p>  |
| <p><b>Part V</b><br/>Goals for Targeted Disabilities</p>             | <p>Continue to maintain a special recruitment program for individuals with targeted disabilities.</p> <p>Continue to recruit one person with a targeted disability for the next five years.</p> <p>Strengthen training and awareness on the use of special hiring authorities and diversity.</p> <p>Continue to strengthen the results oriented recruitment approach initiated during the year, increasing recruiting and outreach efforts that provide qualified individuals with targeted disabilities as applicants for vacancies at all grades and occupational series.</p> <p>Continue to centrally fund the reasonable accommodations provided to the Agency's employees, applicants, visitors and panelists with disabilities.</p> <p>Establish focus groups to conduct in-depth analysis of the agency's data, practices and procedures as it relates to hiring, recruiting, and developing of individuals with disabilities.</p> <p>Refer to Part H, element B2-5 for planned activities toward completion of objectives.</p> |

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**Appendix A**

*U.S. Equal Employment Opportunity Commission*  
**FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT**  
Workforce Analysis Period FY 2006

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**Appendixes A & B**

To identify and eliminate any barriers that may impede equal opportunity within the workplace, a review and analysis was conducted of the snapshot workforce data provided in the workforce data tables located in Appendix A and Appendix B, as required in the EEOC MD 715 report guidelines. Appendixes A and B are comprised of 14 tables. 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 numbers. 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 distributions are computed as a ratio of the total workforce, down the "Total" column. The ratios for each group are computed down the column for that group and not across the rows.

In some of the sections, NSF has included additional analysis, supporting tables, and explanatory notes to support the required data tables. The workforce data was compared using the appropriate accepted comparators. The following outlines the workforce data tables and their appropriate comparators:

Total workforce, Tables A1 and B1, are compared with the National Civilian Labor Force (CLF), The major occupations, Tables A6 and B6, with the Relevant Civilian Labor Force (RCLF), for the occupation,  
The grade level distribution, Tables A4-5 and B4-5, with the workforce data,  
Applicants, Tables A7 and B7, with the RCLF and agency recruitment plan and efforts,  
Promotions, Tables A9-11 and B9-11, with workforce data/feeder grades,  
Training opportunities, Tables A12 and B12, with workforce data,  
Performance incentives, Tables A13 and B13, with workforce data and,  
Separations, Tables A14 and B14, with the workforce/rate difference of voluntary vs. involuntary.

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

**Table A1a – Total IPA Workforce – Distribution by Race/Ethnicity & Sex**

A workforce analysis for fiscal year 2006, revealed the following:

The total permanent and temporary workforce consisted of 1367 employees. The total Permanent Workforce decreased from 1,112 to 1,105 employees during fiscal year 2006. The Net Change was -0.63. The following groups had a net decrease greater than the total workforce:

Black or African American Male (-12.5)  
Black or African American Female (-4.35)

When compared with the general Civilian Labor Force from Census 2000, the following groups were underrepresented relative to the CLF:

| <b><u>Group</u></b>                      | <b><u>FY 06</u></b> | <b><u>2000 CLF</u></b> |
|--|---------------------|------------------------|
| Males                                    | 36.56%              | 53.2%                  |
| Hispanic or Latino Male                  | 1.18%               | 6.2%                   |
| Hispanic or Latina Female                | 1.27%               | 4.5%                   |
| White Male                               | 28.42%              | 39.0%                  |
| White Female                             | 30.95%              | 33.7%                  |
| Black or African American Male           | 4.43%               | 4.8%                   |
| American Indian or Alaskan Native Male   | 0.09%               | 0.3%                   |
| American Indian or Alaskan Native Female | 0.09%               | 0.3%                   |

Since the workforce was surveyed in mid-September 2006, Native Hawaiian or Other Pacific Islanders are still included in the Asian workforce representation. The Asian workforce has a higher representation in the permanent workforce than in the CLF. Asian males represent 2.44% vs. 1.9% in the CLF. The Asian male subgroup increased by 1 employee, raising their representation from 26 to 27 employees. Asian females represent 36 employees or 3.26% vs. 1.7% in the CLF. Asian females experienced the second largest numerical increase within the workforce, gaining 3 employees.

Black or African American females are the third largest subgroup; they represent 27.87% of the total permanent workforce vs. 5.7% in the CLF. Black or African American females experienced the largest loss of employees in the workforce; with a total numerical loss of 14, they had a numerical decrease from 322 to 308 employees. Black or African American males experienced the second largest loss in the workforce. With a numerical loss of 7 employees, the Black or African American male subgroup decreased from 56 to 49 employees.

Hispanic or Latino males experienced a slight numerical increase of 1 employee (from 12 to 13), while the Hispanic or Latina female subgroup did not change its numerical representation of 14 employees.

White females are the largest growing subgroup within the female subgroups. With an increase of 8 employees, their representation changed from 334 to 342. Their counterpart, White males had a slight numerical increase of 1 employee. Their subgroup went from 313 to 314 employees.

There was no change in the American Indian or Alaska Native subgroups, both males and females represent 1 or 0.09% of the workforce.

Though the overall representation of females experienced a numerical decrease and slight percentage increase from 704 employees or 63.31% to 701 employees or 63.44%; their representation in the permanent workforce is higher than males and higher than their CLF of 46.8%. The male subgroup representation decreased from 408 employees or 36.69% to 404 employees or 36.56%.

Intergovernmental Personnel Act (IPA) employees data are not captured in the Federal Personnel Payroll Systems (FPPS). Data for IPAs were manually cross-referenced with personnel records to identify the race, ethnicity, sex and disability for purposes of analysis and reporting on the FY 2006 MD 715 Report. The total IPA workforce is comprised of 222 employees. During FY 2006, IPAs increased by 28 employees or 14.43% (FY 05 194). The Net Change was 14.43%. The following groups had a Net Change lower than the total workforce:

- Black or African American Male (-33.33%)
- Black or African American Female (-36.36%)

When compared with the general Civilian Labor Force from Census 2000, the following groups were underrepresented relative to the CLF:

| <b><u>IPA Group</u></b>                 | <b><u>FY 06</u></b> | <b><u>2000 CLF</u></b> |
|---|---------------------|------------------------|
| Hispanic or Latino Male                 | 1.80%               | 6.2%                   |
| Hispanic or Latina Female               | 0.45%               | 4.5%                   |
| White Female                            | 22.52%              | 33.7%                  |
| Black or African American Male          | 1.80%               | 4.8%                   |
| Black or African American Female        | 3.15%               | 5.7%                   |
| American Indian or Alaska Native Male   | 0.00%               | 0.3%                   |
| American Indian or Alaska Native Female | 0.00%               | 0.3%                   |

Since the workforce was surveyed in late September 2006, Native Hawaiian or Other Pacific Islanders are represented under the Asian category. American Indian or Alaska Native males and females are conspicuously absent within the IPA community.

White males comprise the majority of the IPA workforce with a representation of 124 employees or 55.85% vs. 39.0% CLF. White females represent the second largest subgroup with 50 employees or 22.52%.

The Hispanic or Latino male subgroup is comprised of 4 employees. The Hispanic or Latina female subgroup has 1 IPA employee.

The Black or African American female subgroup experienced a higher representation rate in both the permanent and the IPA workforce than their male counterparts. Females represent 7 IPAs or 3.15% in comparison to the male representation of 4 IPAs or 1.80%.

Asian males are the third largest group with a representation of 24 employees or 10.81% vs. 1.9% CLF. Asian males are represented above the CLF in both the permanent and the IPA workforce. Asian females are the fourth largest subgroup representing 7 employees or 3.15% vs. 1.7% CLF.

Overall, male representation is higher than females within the IPA workforce unlike the permanent workforce.

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**Appendix A**

*U.S. Equal Employment Opportunity Commission*

**FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT**

Workforce Analysis Period FY 2006

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**Appendix A**

**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 sum total of Executives/Senior Level, Mid-Level, and First Level officials and managers is 200 employees, representing 18.1% of the total permanent workforce. When compared with the appropriate CLF for officials and managers, the following groups were underrepresented:

The permanent workforce category of "**Executives/Senior Level**" consists of 154 employees. Challenges to parity exist in the following groups:

| <u>Group</u>                            | <u>FY06</u> | <u>2000 CLF</u> |
|---|-------------|-----------------|
| Male                                    | 51.95%      | 61.4%           |
| Hispanic or Latino Male                 | 1.30%       | 3.3%            |
| Hispanic or Latina Female               | 1.95%       | 2.4%            |
| White Male                              | 44.81%      | 52.1%           |
| American Indian or Alaska Native Male   | 0.00%       | 0.2%            |
| American Indian or Alaska Native Female | 0.00%       | 0.2%            |

The following groups are at parity:

| <u>Group</u>                     | <u>FY06</u> | <u>2000 CLF</u> |
|----------------------------------|-------------|-----------------|
| Female                           | 48.05%      | 38.6%           |
| White Female                     | 37.66%      | 30.6%           |
| Black or African American Male   | 3.25%       | 2.8%            |
| Black or African American Female | 6.49%       | 3.5%            |
| Asian Male                       | 2.60%       | 2.1%            |
| Asian Female                     | 1.95%       | 1.3%            |

The permanent workforce category of “**Mid-Level**” consists of 17 employees. Challenges to parity exist in the following groups:

| <u>Group</u>              | <u>FY06</u> | <u>2000 CLF</u> |
|---------------------------|-------------|-----------------|
| Male                      | 29.41%      | 61.4%           |
| Hispanic or Latino Male   | 0.00%       | 3.3%            |
| Hispanic or Latina Female | 0.00%       | 2.4%            |
| White Male                | 23.53%      | 52.1%           |
| Asian Male                | 0.00%       | 2.1%            |
| Asian Female              | 0.00%       | 1.3%            |

The following groups are represented above their CLF ratio:

| <u>Group</u>                     | <u>FY06</u> | <u>2000CLF</u> |
|----------------------------------|-------------|----------------|
| White Female                     | 47.06%      | 30.6%          |
| Black or African American Male   | 5.88%       | 2.8%           |
| Black or African American Female | 23.53%      | 3.5%           |

The permanent workforce category of “**First-Level**” consists of 29 employees. Challenges to parity exist in the following groups:

| <u>Group</u>                            | <u>FY 06</u> | <u>2000 CLF</u> |
|---|--------------|-----------------|
| Male                                    | 0.00%        | 61.4%           |
| Hispanic or Latino Male                 | 0.00%        | 3.3%            |
| Hispanic or Latina Female               | 0.00%        | 2.4%            |
| White Male                              | 0.00%        | 52.1%           |
| Black or African American Male          | 0.00%        | 2.8%            |
| Asian Male                              | 0.00%        | 2.1%            |
| Asian Female                            | 0.00%        | 1.3%            |
| American Indian or Alaska Native Male   | 0.00%        | 0.2%            |
| American Indian or Alaska Native Female | 0.00%        | 0.2%            |

The following groups are represented at a higher ratio then their CLF:

| <u>Group</u>                     | <u>FY 06</u> | <u>2000 CLF</u> |
|----------------------------------|--------------|-----------------|
| Female                           | 100%         | 38.6%           |
| White Female                     | 31.03%       | 30.6%           |
| Black or African American Female | 68.97%       | 3.5%            |

The permanent workforce category of “**Other Officials and Managers**” consists of 298 employees. Challenges to parity exist in the following groups:

| <u>Group</u>                            | <u>FY06</u> | <u>2000 CLF</u> |
|---|-------------|-----------------|
| Males                                   | 22.82%      | 61.4%           |
| Hispanic or Latino Male                 | 1.01%       | 3.3%            |
| Hispanic or Latina Female               | 1.01%       | 2.4%            |
| White Male                              | 14.77%      | 52.1%           |
| Asian Male                              | 0.67%       | 2.1%            |
| American Indian or Alaska Native Male   | 0.00%       | 0.2%            |
| American Indian or Alaska Native Female | 0.00%       | 0.2%            |

The following groups have a representation higher than their relative CLF:

| <u>Group</u>                     | <u>FY06</u> | <u>2000 CLF</u> |
|----------------------------------|-------------|-----------------|
| White Female                     | 31.54%      | 30.6%           |
| Black or African American Male   | 6.38%       | 2.8%            |
| Black or African American Female | 41.28%      | 3.5%            |
| Asian Female                     | 3.36%       | 1.3%            |

The permanent workforce category of “**Officials and Managers Total**” consists of 498 employees. Challenges to parity exist in the following groups:

| <u>Group</u>                            | <u>FY06</u> | <u>2000 CLF</u> |
|---|-------------|-----------------|
| Male                                    | 30.72%      | 61.4%           |
| Hispanic or Latino Male                 | 1.00%       | 3.3%            |
| Hispanic or Latina Female               | 1.20%       | 2.4%            |
| White Male                              | 23.49%      | 52.1%           |
| American Indian or Alaska Native Male   | 0.00%       | 0.2%            |
| American Indian or Alaska Native Female | 0.00%       | 0.2%            |
| Asian Male                              | 1.20%       | 2.1%            |

The following groups are at parity:

| <u>Group</u>                     | <u>FY06</u> | <u>2000 CLF</u> |
|----------------------------------|-------------|-----------------|
| Female                           | 69.28%      | 38.6%           |
| White Female                     | 33.94%      | 30.6%           |
| Black or African American Male   | 5.02%       | 2.8%            |
| Black or African American Female | 31.53%      | 3.5%            |
| Asian Female                     | 2.61%       | 1.3%            |

The permanent workforce category of “**Professional Workforce**” consists of 432 employees. Challenges to parity exist in the following groups:

| <u>Group</u>                   | <u>FY06</u> | <u>2000 CLF</u> |
|--------------------------------|-------------|-----------------|
| Female                         | 47.45%      | 53.7%           |
| Hispanic or Latino Male        | 1.62%       | 2.3%            |
| Hispanic or Latina Female      | 0.93%       | 2.8%            |
| White Female                   | 33.56%      | 42.3%           |
| Black or African American Male | 2.31%       | 2.7%            |

The following groups are at parity:

| <u>Group</u>                            | <u>FY06</u> | <u>2000 CLF</u> |
|---|-------------|-----------------|
| Male                                    | 52.55%      | 46.3%           |
| White Male                              | 43.52%      | 37.1%           |
| Black or African American Female        | 8.80%       | 4.9%            |
| Asian Male                              | 4.86%       | 3.2%            |
| Asian Female                            | 3.94%       | 2.6%            |
| American Indian or Alaska Native Male   | 0.23%       | 0.2%            |
| American Indian or Alaska Native Female | 0.23%       | 0.3%            |

The permanent workforce category of “**Technician Workforce**” consists of 1 employee. The employee is a Black or African American female:

The permanent workforce category of “**Administrative Support Workers**” consists of 166 employees. Challenges to parity exist in the following groups:

| <u>Group</u>                            | <u>FY06</u> | <u>2000 CLF</u> |
|---|-------------|-----------------|
| Male                                    | 12.05%      | 24.4%           |
| Hispanic or Latino Male                 | 0.60%       | 2.9%            |
| Hispanic or Latina Female               | 1.81%       | 6.7%            |
| White Female                            | 16.27%      | 56.3%           |
| White Male                              | 3.01%       | 16.5%           |
| Asian Male                              | 0.00%       | 1.0%            |
| American Indian or Alaska Native Male   | 0.00%       | 0.1%            |
| American Indian or Alaska Native Female | 0.00%       | 0.5%            |

The following groups are represented above their CLF ratio:

| <u>Group</u>                     | <u>FY06</u> | <u>2000 CLF</u> |
|----------------------------------|-------------|-----------------|
| Female                           | 87.95%      | 75.6%           |
| Black or African American Male   | 8.43%       | 3.3%            |
| Black or African American Female | 66.27%      | 8.9%            |
| Asian Female                     | 3.61%       | 2.0%            |

The permanent workforce category of “**Service Workers**” consists of 7 employees. Challenges to parity exist in the following groups:

| <u>Group</u>                            | <u>FY06</u> | <u>2000 CLF</u> |
|---|-------------|-----------------|
| Female                                  | 42.86%      | 59.4%           |
| Hispanic or Latino Male                 | 0.00%       | 6.6%            |
| White Female                            | 14.29%      | 38.0%           |
| Black or African American Male          | 0.00%       | 6.2%            |
| Asian Male                              | 0.00%       | 1.6%            |
| Asian Female                            | 0.00%       | 1.9%            |
| American Indian or Alaska Native Male   | 0.00%       | 0.4%            |
| American Indian or Alaska Native Female | 0.00%       | 0.5%            |

The following groups are represented above their CLF ratio:

| <u>Group</u>                     | <u>FY06</u> | <u>2000 CLF</u> |
|----------------------------------|-------------|-----------------|
| Male                             | 57.14%      | 40.6%           |
| Hispanic or Latina Female        | 14.29%      | 7.9%            |
| White Male                       | 57.14%      | 25.0%           |
| Black or African American Female | 14.29%      | 9.6%            |

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**Appendix A**

**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 45 employees.

| <u>Group</u>                            | <u>FY06</u> | <u>National 2000 CLF</u> |
|---|-------------|--------------------------|
| Female                                  | 53.33%      | 56.6%                    |
| Hispanic or Latina Female               | 2.22%       | 5.3%                     |
| White Female                            | 37.78%      | 39.7%                    |
| Asian Male                              | 2.22%       | 2.7%                     |
| American Indian or Alaska Native Male   | 0.00%       | 0.4%                     |
| American Indian or Alaska Native Female | 0.00%       | 0.6%                     |
| American Indian or Alaska Native Male   | 0.00%       | 0.4%                     |
| American Indian or Alaska Native Female | 0.00%       | 0.6%                     |

The following groups are represented above their CLF ratio:

| <u>Group</u>                     | <u>FY06</u> | <u>National 2000 CLF</u> |
|----------------------------------|-------------|--------------------------|
| Male                             | 46.67%      | 43.4%                    |
| Hispanic or Latino Male          | 6.67%       | 4.7%                     |
| White Male                       | 31.11%      | 30.2%                    |
| Black or African American Male   | 6.67%       | 4.9%                     |
| Black or African American Female | 8.89%       | 7.9%                     |
| Asian Female                     | 4.44%       | 2.5%                     |

**Job Series 0343 – Management Analysis** has a total of 100 employees. Challenges to parity exist in the following groups:

| <u>Group</u>                            | <u>FY 06</u> | <u>National 2000 CLF</u> |
|---|--------------|--------------------------|
| Male                                    | 15.00%       | 61.4%                    |
| Hispanic or Latino Male                 | 0.00%        | 2.0%                     |
| Hispanic or Latina Female               | 0.00%        | 1.6%                     |
| White Male                              | 11.00%       | 52.5%                    |
| Asian Male                              | 0.00%        | 3.5%                     |
| American Indian or Alaska Native Male   | 0.00%        | 0.3%                     |
| American Indian or Alaska Native Female | 0.00%        | 0.3%                     |

The following groups are above their NCLF ratio:

| <u>Group</u>                     | <u>FY06</u> | <u>National 2000 CLF</u> |
|----------------------------------|-------------|--------------------------|
| Female                           | 85.00%      | 38.6%                    |
| White Female                     | 34.00%      | 31.1%                    |
| Black or African American Male   | 4.00%       | 2.6%                     |
| Black or African American Female | 47.00%      | 3.4%                     |
| Asian Female                     | 4.00%       | 2.0%                     |

**Job Series 0401 – Biologist** has a total of 42 employees. Challenges to parity exist in the following groups:

| <u>Group</u>                            | <u>FY06</u> | <u>National 2000 CLF</u> |
|---|-------------|--------------------------|
| Male                                    | 42.86%      | 55.9%                    |
| Hispanic or Latino Male                 | 0.00%       | 1.9%                     |
| Hispanic or Latina Female               | 0.00%       | 2.1%                     |
| White Male                              | 35.71%      | 47.3%                    |
| Black or African American Female        | 0.00%       | 1.8%                     |
| American Indian or Alaska Native Male   | 0.00%       | 0.6%                     |
| American Indian or Alaska Native Female | 0.00%       | 0.3%                     |

The following groups are at parity:

| <u>Group</u>                   | <u>FY06</u> | <u>National 2000 CLF</u> |
|--------------------------------|-------------|--------------------------|
| Female                         | 57.14%      | 44.1%                    |
| White Female                   | 47.62%      | 35.0%                    |
| Black or African American Male | 2.38%       | 1.2%                     |
| Asian Male                     | 4.76%       | 4.3%                     |
| Asian Female                   | 9.52%       | 4.5%                     |

**Job Series 1101 – General Business & Industry** has a total of 51 employees. Challenges to parity exist in the following groups:

| <u>Group</u>                            | <u>FY06</u> | <u>National 2000 CLF</u> |
|---|-------------|--------------------------|
| Male                                    | 21.57%      | 43.4%                    |
| Hispanic or Latino Male                 | 1.96%       | 4.7%                     |
| Hispanic or Latina Female               | 1.96%       | 5.3%                     |
| White Male                              | 13.73%      | 30.2%                    |
| White Female                            | 37.25%      | 39.7%                    |
| Asian Male                              | 0.00%       | 2.7%                     |
| American Indian or Alaska Native Male   | 0.00%       | 0.4%                     |
| American Indian or Alaska Native Female | 0.00%       | 0.6%                     |

The following groups are at parity:

| <u>Group</u>                     | <u>FY06</u> | <u>National 2000 CLF</u> |
|----------------------------------|-------------|--------------------------|
| Female                           | 78.43%      | 56.6%                    |
| Black or African American Male   | 5.88%       | 4.9%                     |
| Black or African American Female | 35.29%      | 7.9%                     |
| Asian Female                     | 3.92%       | 2.5%                     |

**Job Series 1301 – General Physical Science** has a total of 52 employees. Challenges to parity exist in the following groups:

| <u>Group</u>                            | <u>FY06</u> | <u>National 2000 CLF</u> |
|---|-------------|--------------------------|
| Female                                  | 26.92%      | 34.4%                    |
| Hispanic Male                           | 0.00%       | 2.2%                     |
| Hispanic Female                         | 0.00%       | 1.7%                     |
| Black or African American Male          | 0.00%       | 1.7%                     |
| Black or African American Female        | 0.00%       | 1.4%                     |
| Asian Male                              | 0.00%       | 15.5%                    |
| Asian Female                            | 1.92%       | 8.0%                     |
| American Indian or Alaska Native Male   | 0.00%       | 0.2%                     |
| American Indian or Alaska Native Female | 0.00%       | 0.1%                     |

The following groups are at parity:

| <u>Group</u> | <u>FY06</u> | <u>National 2000 CLF</u> |
|--------------|-------------|--------------------------|
| Male         | 73.08%      | 65.6%                    |
| White Male   | 73.08%      | 45.4%                    |
| White Female | 25.00%      | 22.9%                    |

**Job Series 2210 – Information Tech Management** has a total of 90 employees. Challenges to diversity exist in the following groups:

| <u>Group</u>                            | <u>FY06</u> | <u>National 2000 CLF</u> |
|---|-------------|--------------------------|
| Male                                    | 50.00%      | 66.8%                    |
| Hispanic or Latino Male                 | 2.22%       | 3.1%                     |
| Hispanic or Latina Female               | 0.00%       | 1.6%                     |
| White Male                              | 37.78%      | 50.4%                    |
| Asian Male                              | 4.44%       | 7.6%                     |
| American Indian or Alaska Native male   | 0.00%       | 0.5%                     |
| American Indian or Alaska Native Female | 0.00%       | 0.2%                     |

The following groups are at parity:

| <u>Group</u>                     | <u>FY06</u> | <u>National 2000 CLF</u> |
|----------------------------------|-------------|--------------------------|
| Female                           | 50.00%      | 33.2%                    |
| White Female                     | 26.67%      | 24.7%                    |
| Black or African American Male   | 5.56%       | 4.4%                     |
| Black or African American Female | 17.78%      | 3.5%                     |
| Asian Female                     | 5.56%       | 3.0%                     |

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**Appendix A**

**Table 715-A4-1 – Participation Rates for General Schedules (GS) Grades by Race/Ethnicity and Sex – Permanent Workforce**

EEOC requires that agencies identify any underutilization of their workforce in a particular occupation or at a particular grade or pay level. In particular, low participation rates for a race, ethnicity, and sex group in any of the senior grades of GS-13 and above (Senior Executive Service) compared to the participation rate for the total workforce in the grades is a trigger of the possible existence of a barrier.

Underutilization of a particular subgroup can be identified by viewing the class group numeric counts and percentages from the highest to the lowest grades. There is no underutilization where the participation rate for any class group is more than its overall representation in the agency. Underutilization can be identified where the participation rate for the class group is less than its overall representation.

NSF has a total of 779 employees in the senior level positions. In addition to the senior grade levels of GS-13 through SES, NSF has a total of 326 Administratively Determined (AD) employees (Table A4-1a). American Indian or Alaska Native males are conspicuously absent in the senior grades levels of GS-13 – SES, NSF has 1 male in the AD category. In viewing Table A4-1 from the bottom (highest grade) to the top (the lowest grade) the data shows that the following groups are underutilized in the following senior grade levels of GS-13 to SES:

**Grade GS-13:**

| <b><u>Group:</u></b>                    | <b><u>Count:</u></b> | <b><u>Total:</u></b> |
|---|----------------------|----------------------|
| Male                                    | 26.32%               | 28.24%               |
| White Male                              | 18.42%               | 20.15%               |
| Hispanic or Latino Male                 | 0.88%                | 1.03%                |
| Black or African American Male          | 4.39%                | 5.52%                |
| Black or African American Female        | 24.56%               | 37.74%               |
| American Indian or Alaska Native Female | 0.00%                | 0.13%                |

**Grade GS-14:**

| <b><u>Group:</u></b>             | <b><u>Count:</u></b> | <b><u>Total:</u></b> |
|----------------------------------|----------------------|----------------------|
| Female                           | 56.07%               | 71.76%               |
| Hispanic or Latina Female        | 0.00%                | 0.77%                |
| Black or African American Male   | 2.80%                | 5.52%                |
| Black or African American Female | 9.35%                | 37.74%               |

**Grade GS-15:**

| <b><u>Group:</u></b>                       | <b><u>Count:</u></b> | <b><u>Total:</u></b> |
|--|----------------------|----------------------|
| Female                                     | 54.79%               | 71.76%               |
| Hispanic or Latino Male                    | 0.00%                | 1.03%                |
| Hispanic or Latina Female                  | 0.00%                | 0.77%                |
| Black or African American Male             | 5.48%                | 5.52%                |
| Black or African American Female           | 6.85%                | 37.74%               |
| Asian Male                                 | 1.37%                | 1.54%                |
| Asian Female                               | 2.74%                | 3.47%                |
| American Indian or Alaska<br>Native Female | 0.00%                | 0.13%                |

**Grade Senior Executive Service (SES):**

| <b><u>Group:</u></b>                       | <b><u>Count:</u></b> | <b><u>Total:</u></b> |
|--|----------------------|----------------------|
| Female                                     | 42.31%               | 71.76%               |
| Hispanic or Latina Female                  | 0.00%                | 0.77%                |
| Black or African American Male             | 2.56%                | 5.52%                |
| Black or African American Female           | 2.56%                | 37.74%               |
| Asian Female                               | 2.56%                | 3.47%                |
| American Indian or Alaska<br>Native Female | 0.00%                | 0.13%                |

The following group is not underutilized in the senior grades:

| <b><u>Grade:</u></b> | <b><u>Group:</u></b> | <b><u>Count:</u></b> | <b><u>Total:</u></b> |
|----------------------|----------------------|----------------------|----------------------|
| GS-13                | White Female         | 42.11%               | 29.65%               |
| GS-14                | White Female         | 41.12%               | 29.65%               |
| GS-15                | White Female         | 45.21%               | 29.65%               |
| SES                  | White Female         | 37.18%               | 29.65%               |

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**Table 715-A7 – Applicant Flow Data for Major Occupations by Race/Ethnicity and Sex –  
Permanent Workforce**

Data is not available – Refer to Part H, Action Element E1.2

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**Appendix A**

**Table 715-A9 – Selections for Internal Competitive Promotions for Major Occupations by Race/Ethnicity and Sex – Permanent Workforce**

In general, rates for Hispanic or Latinos, Black or African American males, Asians, and American Indian or Alaska Natives are below the corresponding agency availability. White males had 18.81%, White females 26.73%, and Black or African American females had 42.57%. A complete analysis is not possible since all the data is not available.

**Table 715-A10 – Selections for Internal Competitive Promotions for Major Occupations by Race/Ethnicity and Sex – Permanent Workforce**

White males, White females and Black or African American females had the highest eligibility rate relative to the corresponding agency availability. Approximately, about one third of White males and White females spent longer than the minimum in grade. More than half of the minority groups spent more than the minimum time in grade, taking them longer to achieve their full potential or move up the career ladder.

**Table 715-A11 – Internal Selections for Senior Level Positions (GS 13-14-15-SES) by Race/Ethnicity and Sex – Permanent Workforce**

Data not available

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**Table 715-A12 – Participation in Career Development/Training by Race/Ethnicity and Sex for Permanent Workforce**

Data for Career Development is not available – Refer to Part H, Action Element C2.3

Data on the training conducted during FY 2006, displayed in Table A12 shows that:

In grades GS-5 through GS-12, females took advantage of training opportunities more than males.

In grades GS-5 through GS-12, the Black or African American subgroup participated in training more than any other minority group.

Of the GS-5 through GS-12 group, the GS-9 employees attended a higher number of training courses. GS-7 employees were the second highest participants of training. GS-12 employees were the third highest participants, followed by the GS-11 employees.

In grades GS-13 through GS-15 females attended more training than the males.

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**Appendix A**

**Table 715-A13 – Employee Recognition and Awards by Race/Ethnicity and Sex for Permanent Workforce**

Awards are distributed equably among all groups consistent with their employment rates.

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**Appendix A**

**Table 715-A14 – Separations by Type of Separations- Distribution by Race/Ethnicity and Sex for Permanent Workforce**

Involuntary separations were conducted equability. A review of voluntary separations shows:

In general, males are leaving at a slightly higher rate 39.19% than their representation rate of 36.56%. Specifically, White males are leaving at a higher rate (32.43%) than their 28.42% representation rates.

Black or African American females and males are departing the agency at slightly higher rates (28.38% and 6.76%) than their representation rates (27.87% and 4.43%).

Hispanic females are departing the agency at higher rates (2.70%) than their representation rates (1.27%).

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Table A14: Separations by Race/National Origin and Sex

# National Science Foundation

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

Report Symbol: VP715A1

From September 30, 2002 To September 30, 2006

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 |
| <b>TOTAL</b>            | <b>All</b>      | <b>Male</b> | <b>Female</b>                             | <b>Male</b> | <b>Female</b> | <b>Male</b> | <b>Female</b>             | <b>Male</b> | <b>Female</b> | <b>Male</b> | <b>Female</b>                             | <b>Male</b> | <b>Female</b>     | <b>Male</b> | <b>Female</b>                    |        |
| 09/30/2002 - Prior FY   | #               | 1291        | 498                                       | 793         | 16            | 17          | 388                       | 394         | 63            | 351         | 29  | 31          | 0                 | 0           | 2                                | 0      |
|                         | %               | 100         | 38.57                                     | 61.43       | 1.24          | 1.32        | 30.05                     | 30.52       | 4.88          | 27.19       | 2.25                                      | 2.40        | 0.00              | 0.00        | 0.15                             | 0.00   |
| 09/30/2006 - Current FY | #               | 1367        | 548                                       | 819         | 17            | 17          | 425                       | 411         | 62            | 346         | 42  | 41          | 0                 | 0           | 2                                | 4      |
|                         | %               | 100         | 40.09                                     | 59.91       | 1.24          | 1.24        | 31.09                     | 30.07       | 4.54          | 25.31       | 3.07                                      | 3.00        | 0.00              | 0.00        | 0.15                             | 0.29   |
| 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    |
| Difference              | #               | 76          | 50  | 26          | 1             | 0           | 37                        | 17          | -1            | -5          | 13  | 10          | 0                 | 0           | 0                                | 4      |
| Ratio Change            | %               |             | 1.52                                      | -1.52       | 0.00          | -0.08       | 1.04                      | -0.45       | -0.34         | -1.88       | 0.82                                      | 0.60        | 0.00              | 0.00        | 0.00                             | 0.29   |
| Net Change              | %               | 5.89        | 10.04                                     | 3.28        | 6.25          | 0.00        | 9.54                      | 4.31        | -1.59         | -1.42       | 44.83                                     | 32.26       | 0.00              | 0.00        | 0.00                             | 0.00   |
| <b>PERMANENT</b>        |                 |             |   |             |               |             |                           |             |               |             |   |             |                   |             |                                  |        |
| 09/30/2002 - Prior FY   | #               | 1086        | 389                                       | 697         | 9             | 16          | 307                       | 327         | 51            | 325         | 21  | 29          | 0                 | 0           | 1                                | 0      |
|                         | %               | 100         | 35.82                                     | 64.18       | 0.83          | 1.47        | 28.27                     | 30.11       | 4.70          | 29.93       | 1.93                                      | 2.67        | 0.00              | 0.00        | 0.09                             | 0.00   |
| 09/30/2006 - Current FY | #               | 1105        | 404                                       | 701         | 13            | 14          | 314                       | 342         | 49            | 308         | 27  | 36          | 0                 | 0           | 1                                | 1      |
|                         | %               | 100         | 36.56                                     | 63.44       | 1.18          | 1.27        | 28.42                     | 30.95       | 4.43          | 27.87       | 2.44                                      | 3.26        | 0.00              | 0.00        | 0.09                             | 0.09   |
| Difference              | #               | 19          | 15  | 4           | 4             | -2          | 7                         | 15          | -2            | -17         | 6   | 7           | 0                 | 0           | 0                                | 1      |
| Ratio Change            | %               |             | 0.74                                      | -0.74       | 0.35          | -0.20       | 0.15                      | 0.84        | -0.27         | -2.06       | 0.51                                      | 0.59        | 0.00              | 0.00        | 0.00                             | 0.09   |
| Net Change              | %               | 1.75        | 3.86                                      | 0.57        | 44.44         | -12.50      | 2.28                      | 4.59        | -3.92         | -5.23       | 28.57                                     | 24.14       | 0.00              | 0.00        | 0.00                             | 0.00   |
| <b>TEMPORARY</b>        |                 |             |   |             |               |             |                           |             |               |             |   |             |                   |             |                                  |        |
| 09/30/2002 - Prior FY   | #               | 205         | 109                                       | 96          | 7             | 1           | 81                        | 67          | 12            | 26          | 8   | 2           | 0                 | 0           | 1                                | 0      |
|                         | %               | 100         | 53.17                                     | 46.83       | 3.41          | 0.49        | 39.51                     | 32.68       | 5.85          | 12.68       | 3.90                                      | 0.98        | 0.00              | 0.00        | 0.49                             | 0.00   |
| 09/30/2006 - Current FY | #               | 262         | 144                                       | 118         | 4             | 3           | 111                       | 69          | 13            | 38          | 15  | 5           | 0                 | 0           | 1                                | 3      |
|                         | %               | 100         | 54.96                                     | 45.04       | 1.53          | 1.15        | 42.37                     | 26.34       | 4.96          | 14.50       | 5.73                                      | 1.91        | 0.00              | 0.00        | 0.38                             | 1.15   |
| Difference              | #               | 57          | 35  | 22          | -3            | 2           | 30                        | 2           | 1             | 12          | 7   | 3           | 0                 | 0           | 0                                | 3      |
| Ratio Change            | %               |             | 1.79                                      | -1.79       | -1.88         | 0.66        | 2.86                      | -6.34       | -0.89         | 1.82        | 1.83                                      | 0.93        | 0.00              | 0.00        | -0.11                            | 1.15   |
| Net Change              | %               | 27.80       | 32.11                                     | 22.92       | -42.86        | 200.00      | 37.04                     | 2.99        | 8.33          | 46.15       | 87.50                                     | 150.00      | 0.00              | 0.00        | 0.00                             | 0.00   |

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

Report Symbol: VP715A1

From September 30, 2002 To September 30, 2006

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 |
| <b>NON-APPROPRIATED</b> |                 |      |   |        |       |        |                           |        |       |        |   |        |                                  |        |                   |      |      |        |
| 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      |
|                         | %               | 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   |
| Ratio Change            | #               | 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   |
| Net Change              | #               | 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   |

# National Science Foundation

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

Report Symbol: VP715A1

From September 30, 2005 To September 30, 2006

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 |
| <b>TOTAL</b>            | <b>All</b>      | <b>Male</b> | <b>Female</b>                             | <b>Male</b> | <b>Female</b> | <b>Male</b> | <b>Female</b>             | <b>Male</b> | <b>Female</b> | <b>Male</b> | <b>Female</b>                             | <b>Male</b> | <b>Female</b>     | <b>Male</b> | <b>Female</b>                    | <b>Male</b> | <b>Female</b> |        |
| 09/30/2005 - Prior FY   | #               | 1342        | 517                                       | 825         | 17            | 19          | 404                       | 406         | 63            | 358         | 31  | 40          | 0                 | 0           | 2                                | 2           | 0             | 0      |
|                         | %               | 100         | 38.52                                     | 61.48       | 1.27          | 1.42        | 30.10                     | 30.25       | 4.69          | 26.68       | 2.31                                      | 2.98        | 0.00              | 0.00        | 0.15                             | 0.15        | 0.00          | 0.00   |
| 09/30/2006 - Current FY | #               | 1367        | 548                                       | 819         | 17            | 17          | 425                       | 411         | 62            | 346         | 42  | 41          | 0                 | 0           | 2                                | 4           | 0             | 0      |
|                         | %               | 100         | 40.09                                     | 59.91       | 1.24          | 1.24        | 31.09                     | 30.07       | 4.54          | 25.31       | 3.07                                      | 3.00        | 0.00              | 0.00        | 0.15                             | 0.29        | 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    |
| Difference              | #               | 25          | 31  | -6          | 0             | -2          | 21                        | 5           | -1            | -12         | 11  | 1           | 0                 | 0           | 0                                | 2           | 0             | 0      |
|                         | %               |             | 1.57                                      | -1.57       | -0.03         | -0.18       | 0.99                      | -0.18       | -0.15         | -1.37       | 0.76                                      | 0.02        | 0.00              | 0.00        | 0.00                             | 0.14        | 0.00          | 0.00   |
| Ratio Change            | %               |             | 1.86                                      | 6.00        | -0.73         | 0.00        | -10.53                    | 5.20        | 1.23          | -1.59       | -3.35                                     | 35.48       | 2.50              | 0.00        | 0.00                             | 100.00      | 0.00          | 0.00   |
| <b>PERMANENT</b>        |                 |             |   |             |               |             |                           |             |               |             |   |             |                   |             |                                  |             |               |        |
| 09/30/2005 - Prior FY   | #               | 1112        | 408                                       | 704         | 12            | 14          | 313                       | 334         | 56            | 322         | 26  | 33          | 0                 | 0           | 1                                | 1           | 0             | 0      |
|                         | %               | 100         | 36.69                                     | 63.31       | 1.08          | 1.26        | 28.15                     | 30.04       | 5.04          | 28.96       | 2.34                                      | 2.97        | 0.00              | 0.00        | 0.09                             | 0.09        | 0.00          | 0.00   |
| 09/30/2006 - Current FY | #               | 1105        | 404                                       | 701         | 13            | 14          | 314                       | 342         | 49            | 308         | 27  | 36          | 0                 | 0           | 1                                | 1           | 0             | 0      |
|                         | %               | 100         | 36.56                                     | 63.44       | 1.18          | 1.27        | 28.42                     | 30.95       | 4.43          | 27.87       | 2.44                                      | 3.26        | 0.00              | 0.00        | 0.09                             | 0.09        | 0.00          | 0.00   |
| Difference              | #               | -7          | -4  | -3          | 1             | 0           | 1                         | 8           | -7            | -14         | 1   | 3           | 0                 | 0           | 0                                | 0           | 0             | 0      |
|                         | %               |             | -0.13                                     | 0.13        | 0.10          | 0.01        | 0.27                      | 0.91        | -0.61         | -1.09       | 0.10                                      | 0.29        | 0.00              | 0.00        | 0.00                             | 0.00        | 0.00          | 0.00   |
| Ratio Change            | %               |             | -0.63                                     | -0.98       | -0.43         | 8.33        | 0.00                      | 0.32        | 2.40          | -12.50      | -4.35                                     | 3.85        | 9.09              | 0.00        | 0.00                             | 0.00        | 0.00          | 0.00   |
| <b>TEMPORARY</b>        |                 |             |   |             |               |             |                           |             |               |             |   |             |                   |             |                                  |             |               |        |
| 09/30/2005 - Prior FY   | #               | 230         | 109                                       | 121         | 5             | 5           | 91                        | 72          | 7             | 36          | 5   | 7           | 0                 | 0           | 1                                | 1           | 0             | 0      |
|                         | %               | 100         | 47.39                                     | 52.61       | 2.17          | 2.17        | 39.57                     | 31.30       | 3.04          | 15.65       | 2.17                                      | 3.04        | 0.00              | 0.00        | 0.43                             | 0.43        | 0.00          | 0.00   |
| 09/30/2006 - Current FY | #               | 262         | 144                                       | 118         | 4             | 3           | 111                       | 69          | 13            | 38          | 15  | 5           | 0                 | 0           | 1                                | 3           | 0             | 0      |
|                         | %               | 100         | 54.96                                     | 45.04       | 1.53          | 1.15        | 42.37                     | 26.34       | 4.96          | 14.50       | 5.73                                      | 1.91        | 0.00              | 0.00        | 0.38                             | 1.15        | 0.00          | 0.00   |
| Difference              | #               | 32          | 35  | -3          | -1            | -2          | 20                        | -3          | 6             | 2           | 10  | -2          | 0                 | 0           | 0                                | 2           | 0             | 0      |
|                         | %               |             | 7.57                                      | -7.57       | -0.64         | -1.02       | 2.80                      | -4.96       | 1.92          | -1.15       | 3.56                                      | -1.13       | 0.00              | 0.00        | -0.05                            | 0.72        | 0.00          | 0.00   |
| Ratio Change            | %               |             | 13.91                                     | 32.11       | -2.48         | -20.00      | -40.00                    | 21.98       | -4.17         | 85.71       | 5.56                                      | 200.00      | -28.57            | 0.00        | 0.00                             | 200.00      | 0.00          | 0.00   |
| Net Change              | %               |             |   |             |               |             |                           |             |               |             |   |             |                   |             |                                  |             |               |        |

**National Science Foundation  
Total Workforce - Distribution by Race/Ethnicity and Sex**  
From September 30, 2005 To September 30, 2006

| 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      |                   |      |
| <b>NON-APPROPRIATED</b> | <b>All</b>      | <b>Male</b> | <b>Female</b>                             | <b>Male</b> | <b>Female</b> | <b>Male</b> | <b>Female</b>             | <b>Male</b> | <b>Female</b> | <b>Male</b> | <b>Female</b>                             | <b>Male</b> | <b>Female</b>                    | <b>Male</b> | <b>Female</b> | <b>Male</b> | <b>Female</b>     |      |
| 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           | 0   | 0           | 0             | 0           | 0                         | 0           | 0             | 0           | 0   | 0           | 0                                | 0           | 0             | 0           | 0                 | 0    |
| 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**  
**Total IPA Workforce - Distribution by Race/Ethnicity and Sex**  
**From September 30, 2005, To September 30, 2006**

**Table A1a**

|                | TOTAL EMPLOYEES |       | TOTAL EMPLOYEES |        | TOTAL EMPLOYEES |        | Hispanic |        | White  |        | Black |        | AIAN  |        | Asian |        | NHOPi |        | 2 of More |        |
|----------------|-----------------|-------|-----------------|--------|-----------------|--------|----------|--------|--------|--------|-------|--------|-------|--------|-------|--------|-------|--------|-----------|--------|
|                | All             | Male  | Male            | Female | Male            | Female | Male     | Female | Male   | Female | Male  | Female | Male  | Female | Male  | Female | Male  | Female | Male      | Female |
| FY 2005 #      | 194             | 139   | 55              | 3      | 0               | 109    | 38       | 6      | 11     | 0      | 0     | 20     | 6     | 1      | 0     | 0      | 0     | 0      | 0         | 0      |
| FY 2005 %      | 100.0           | 71.65 | 28.35           | 1.55   | 0.00            | 56.18  | 19.58    | 3.13   | 5.70   | 0.00   | 0.00  | 10.31  | 3.13  | 0.52   | 0.00  | 0.00   | 0.00  | 0.00   | 0.00      | 0.00   |
| FY 2006 #      | 222             | 157   | 65              | 4      | 1               | 124    | 50       | 4      | 7      | 0      | 0     | 24     | 7     | 1      | 0     | 0      | 0     | 0      | 0         | 0      |
| FY 2006 %      | 100.0           | 70.72 | 29.28           | 1.80   | 0.45            | 55.85  | 22.52    | 1.80   | 3.15   | 0.00   | 0.00  | 10.81  | 3.15  | 0.45   | 0.00  | 0.00   | 0.00  | 0.00   | 0.00      | 0.00   |
| CLF % (2000)   | 100.0           | 53.2  | 46.8            | 6.2    | 4.5             | 39.0   | 33.7     | 4.8    | 5.7    | 0.3    | 0.3   | 1.9    | 1.7   | 0.1    | 0.1   | 0.1    | 0.1   | 0.8    | 0.8       | 0.8    |
| Difference #   | 28              | 18    | 10              | 1      | 1               | 15     | 12       | -2     | -4     | 0      | 0     | 4      | 1     | 0      | 0     | 0      | 0     | 0      | 0         | 0      |
| Ratio Change % | 0.0             | -0.93 | 0.93            | 0.25   | 0.45            | -0.33  | 2.94     | -1.33  | -2.55  | 0.0    | 0.0   | 0.50   | 0.02  | -0.07  | 0.0   | 0.0    | 0.0   | 0.0    | 0.0       | 0.0    |
| Net Change %   | 14.43           | 12.95 | 18.18           | 33.33  | 0.00            | 13.76  | 31.58    | -33.33 | -36.36 | 0.0    | 0.0   | 20.00  | 16.66 | 0.00   | 0.0   | 0.0    | 0.0   | 0.0    | 0.0       | 0.0    |

**National Science Foundation**  
**Total IPA Workforce - Distribution by Race/Ethnicity and Sex**  
**From September 30, 2005, To September 30, 2006**

**Table A2a**

|                   | TOTAL | 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 or More Male | 2 or More Female |
|-------------------|-------|------------|--------------|---------------|-----------------|------------|--------------|------------|--------------|-----------|-------------|------------|--------------|------------|--------------|----------------|------------------|
| TOTAL - FY 2006 # | 222   | 157        | 65           | 4             | 1               | 124        | 50           | 4          | 7            | 0         | 0           | 24         | 7            | 1          | 0            | 0              | 0                |
| Total - FY 2006 % | 100.0 | 70.72      | 29.28        | 1.80          | 0.45            | 55.85      | 22.52        | 1.80       | 3.15         | 0.00      | 0.00        | 10.81      | 3.15         | 0.45       | 0.00         | 0.00           | 0.00             |
| CLF % (2000)      | 100.0 | 53.2       | 46.8         | 6.2           | 4.5             | 39.0       | 33.7         | 4.8        | 5.7          | 0.3       | 0.3         | 1.9        | 1.7          | 0.1        | 0.1          | 0.8            | 0.8              |
| Component A #     | 0     | 0          | 0            | 0             | 0               | 0          | 0            | 0          | 0            | 0         | 0           | 0          | 0            | 0          | 0            | 0              | 0                |
| Component A %     | 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        | 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, 2006

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 |        |      |
|            |                 |       | Male                                      | Female | Male  | Female | Male                      | Female | Male  | Female | Male                                      | Female | Male                             | Female | Male              | Female | Male |
| TOTAL      | # 1105          | 404   | 701                                       | 13     | 14    | 314    | 342                       | 49     | 308   | 27     | 36  | 0      | 0                                | 1      | 1                 | 0      | 0    |
|            | % 100           | 36.56 | 63.44                                     | 1.18   | 1.27  | 28.42  | 30.95                     | 4.43   | 27.87 | 2.44   | 3.26                                      | 0.00   | 0.00                             | 0.09   | 0.09              | 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 | # 137 | 38    | 99    | 1    | 1    | 31    | 53    | 5    | 40    | 1    | 5    | 0    | 0    | 0    | 0    | 0    | 0    |
|     | % 100 | 27.74 | 72.26 | 0.73 | 0.73 | 22.63 | 38.69 | 3.65 | 29.20 | 0.73 | 3.65 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| BIO | # 69  | 15    | 54    | 0    | 0    | 12    | 20    | 1    | 31    | 2    | 3    | 0    | 0    | 0    | 0    | 0    | 0    |
|     | % 100 | 21.74 | 78.26 | 0.00 | 0.00 | 17.39 | 28.99 | 1.45 | 44.93 | 2.90 | 4.35 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| CSE | # 54  | 10    | 44    | 0    | 2    | 7     | 14    | 1    | 28    | 2    | 0    | 0    | 0    | 0    | 0    | 0    | 0    |
|     | % 100 | 18.52 | 81.48 | 0.00 | 3.70 | 12.96 | 25.93 | 1.85 | 51.85 | 3.70 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| EHR | # 102 | 29    | 73    | 2    | 2    | 22    | 25    | 3    | 42    | 1    | 4    | 0    | 0    | 1    | 0    | 0    | 0    |
|     | % 100 | 28.43 | 71.57 | 1.96 | 1.96 | 21.57 | 24.51 | 2.94 | 41.18 | 0.98 | 3.92 | 0.00 | 0.00 | 0.98 | 0.00 | 0.00 | 0.00 |
| ENG | # 91  | 36    | 55    | 0    | 0    | 21    | 14    | 7    | 40    | 8    | 1    | 0    | 0    | 0    | 0    | 0    | 0    |
|     | % 100 | 39.56 | 60.44 | 0.00 | 0.00 | 23.08 | 15.38 | 7.69 | 43.96 | 8.79 | 1.10 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| GEO | # 88  | 42    | 46    | 1    | 3    | 36    | 27    | 4    | 13    | 1    | 3    | 0    | 0    | 0    | 0    | 0    | 0    |
|     | % 100 | 47.73 | 52.27 | 1.14 | 3.41 | 40.91 | 30.68 | 4.55 | 14.77 | 1.14 | 3.41 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| IRM | # 163 | 59    | 104   | 2    | 0    | 42    | 59    | 12   | 38    | 3    | 6    | 0    | 0    | 0    | 1    | 0    | 0    |
|     | % 100 | 36.20 | 63.80 | 1.23 | 0.00 | 25.77 | 36.20 | 7.36 | 23.31 | 1.84 | 3.68 | 0.00 | 0.00 | 0.00 | 0.61 | 0.00 | 0.00 |
| MPS | # 92  | 46    | 46    | 2    | 2    | 38    | 21    | 4    | 20    | 2    | 3    | 0    | 0    | 0    | 0    | 0    | 0    |
|     | % 100 | 50.00 | 50.00 | 2.17 | 2.17 | 41.30 | 22.83 | 4.35 | 21.74 | 2.17 | 3.26 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| NSB | # 13  | 5     | 8     | 0    | 0    | 3     | 6     | 1    | 2     | 1    | 0    | 0    | 0    | 0    | 0    | 0    | 0    |
|     | % 100 | 38.46 | 61.54 | 0.00 | 0.00 | 23.08 | 46.15 | 7.69 | 15.38 | 7.69 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| OID | # 148 | 60    | 88    | 3    | 2    | 49    | 59    | 5    | 23    | 3    | 4    | 0    | 0    | 0    | 0    | 0    | 0    |
|     | % 100 | 40.54 | 59.46 | 2.03 | 1.35 | 33.11 | 39.86 | 3.38 | 15.54 | 2.03 | 2.70 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| OIG | # 61  | 29    | 32    | 1    | 1    | 27    | 21    | 0    | 8     | 1    | 2    | 0    | 0    | 0    | 0    | 0    | 0    |
|     | % 100 | 47.54 | 52.46 | 1.64 | 1.64 | 44.26 | 34.43 | 0.00 | 13.11 | 1.64 | 3.28 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| SBE | # 87  | 35    | 52    | 1    | 1    | 26    | 23    | 6    | 23    | 2    | 5    | 0    | 0    | 0    | 0    | 0    | 0    |
|     | % 100 | 40.23 | 59.77 | 1.15 | 1.15 | 29.89 | 26.44 | 6.90 | 26.44 | 2.30 | 5.75 | 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, 2006

Full/PartTime Permanent Workforce

| GS/GM SES Grades         | Total Employees |      |        | Hispanic or Latino |        | RACE/ETHNICITY (Non - Hispanic or Latino) |        |                           |        |       |        |   |        |                                  |        | Two or More Races |        |
|--------------------------|-----------------|------|--------|--------------------|--------|---|--------|---------------------------|--------|-------|--------|---|--------|----------------------------------|--------|-------------------|--------|
|                          |                 |      |        |                    |        | White                                     |        | Black or African American |        | Asian |        | Native Hawaiian or Other Pacific Islander |        | American Indian or Alaska Native |        |                   |        |
|                          | All             | Male | Female | Male               | Female | Male                                      | Female | Male                      | Female | Male  | Female | Male                                      | Female | Male                             | Female | Male              | Female |
| GS 05                    | #               | 3    | 1      | 2                  | 0      | 0   | 1      | 0                         | 0      | 1     | 0      | 1   | 0      | 0                                | 0      | 0                 | 0      |
|                          | %               | 100  | 33.33  | 66.67              | 0.00   | 0.00                                      | 33.33  | 0.00                      | 0.00   | 33.33 | 0.00   | 33.33                                     | 0.00   | 0.00                             | 0.00   | 0.00              | 0.00   |
| GS 06                    | #               | 5    | 3      | 2                  | 0      | 0   | 0      | 1                         | 3      | 1     | 0      | 0   | 0      | 0                                | 0      | 0                 | 0      |
|                          | %               | 100  | 60.00  | 40.00              | 0.00   | 0.00                                      | 0.00   | 20.00                     | 60.00  | 20.00 | 0.00   | 0.00                                      | 0.00   | 0.00                             | 0.00   | 0.00              | 0.00   |
| GS 07                    | #               | 104  | 16     | 88                 | 1      | 2   | 4      | 13                        | 11     | 68    | 0      | 5   | 0      | 0                                | 0      | 0                 | 0      |
|                          | %               | 100  | 15.38  | 84.62              | 0.96   | 1.92                                      | 3.85   | 12.50                     | 10.58  | 65.38 | 0.00   | 4.81                                      | 0.00   | 0.00                             | 0.00   | 0.00              | 0.00   |
| GS 08                    | #               | 54   | 3      | 51                 | 0      | 1   | 1      | 7                         | 2      | 43    | 0      | 0   | 0      | 0                                | 0      | 0                 | 0      |
|                          | %               | 100  | 5.56   | 94.44              | 0.00   | 1.85                                      | 1.85   | 12.96                     | 3.70   | 79.63 | 0.00   | 0.00                                      | 0.00   | 0.00                             | 0.00   | 0.00              | 0.00   |
| GS 09                    | #               | 76   | 12     | 64                 | 0      | 0   | 5      | 7                         | 6      | 54    | 1      | 3   | 0      | 0                                | 0      | 0                 | 0      |
|                          | %               | 100  | 15.79  | 84.21              | 0.00   | 0.00                                      | 6.58   | 9.21                      | 7.89   | 71.05 | 1.32   | 3.95                                      | 0.00   | 0.00                             | 0.00   | 0.00              | 0.00   |
| GS 10                    | #               | 9    | 0      | 9                  | 0      | 0   | 0      | 2                         | 0      | 7     | 0      | 0   | 0      | 0                                | 0      | 0                 | 0      |
|                          | %               | 100  | 0.00   | 100.00             | 0.00   | 0.00                                      | 0.00   | 22.22                     | 0.00   | 77.78 | 0.00   | 0.00                                      | 0.00   | 0.00                             | 0.00   | 0.00              | 0.00   |
| GS 11                    | #               | 63   | 7      | 56                 | 0      | 0   | 5      | 20                        | 2      | 34    | 0      | 2   | 0      | 0                                | 0      | 0                 | 0      |
|                          | %               | 100  | 11.11  | 88.89              | 0.00   | 0.00                                      | 7.94   | 31.75                     | 3.17   | 53.97 | 0.00   | 3.17                                      | 0.00   | 0.00                             | 0.00   | 0.00              | 0.00   |
| GS 12                    | #               | 93   | 23     | 70                 | 0      | 0   | 17     | 27                        | 5      | 41    | 1      | 2   | 0      | 0                                | 0      | 0                 | 0      |
|                          | %               | 100  | 24.73  | 75.27              | 0.00   | 0.00                                      | 18.28  | 29.03                     | 5.38   | 44.09 | 1.08   | 2.15                                      | 0.00   | 0.00                             | 0.00   | 0.00              | 0.00   |
| GS/GM 13                 | #               | 114  | 30     | 84                 | 1      | 3   | 21     | 48                        | 5      | 28    | 3      | 5   | 0      | 0                                | 0      | 0                 | 0      |
|                          | %               | 100  | 26.32  | 73.68              | 0.88   | 2.63                                      | 18.42  | 42.11                     | 4.39   | 24.56 | 2.63   | 4.39                                      | 0.00   | 0.00                             | 0.00   | 0.00              | 0.00   |
| GS/GM 14                 | #               | 107  | 47     | 60                 | 4      | 0   | 38     | 44                        | 3      | 10    | 2      | 5   | 0      | 0                                | 0      | 1                 | 0      |
|                          | %               | 100  | 43.93  | 56.07              | 3.74   | 0.00                                      | 35.51  | 41.12                     | 2.80   | 9.35  | 1.87   | 4.67                                      | 0.00   | 0.00                             | 0.00   | 0.93              | 0.00   |
| GS/GM 15                 | #               | 73   | 33     | 40                 | 0      | 0   | 28     | 33                        | 4      | 5     | 1      | 2   | 0      | 0                                | 0      | 0                 | 0      |
|                          | %               | 100  | 45.21  | 54.79              | 0.00   | 0.00                                      | 38.36  | 45.21                     | 5.48   | 6.85  | 1.37   | 2.74                                      | 0.00   | 0.00                             | 0.00   | 0.00              | 0.00   |
| Senior Executive Service | #               | 78   | 45     | 33                 | 2      | 0   | 37     | 29                        | 2      | 2     | 4      | 2   | 0      | 0                                | 0      | 0                 | 0      |
|                          | %               | 100  | 57.69  | 42.31              | 2.56   | 0.00                                      | 47.44  | 37.18                     | 2.56   | 2.56  | 5.13   | 2.56                                      | 0.00   | 0.00                             | 0.00   | 0.00              | 0.00   |
| Total                    | #               | 779  | 220    | 559                | 8      | 6   | 157    | 231                       | 43     | 294   | 12     | 27  | 0      | 0                                | 0      | 1                 | 0      |
|                          | %               | 100  | 28.24  | 71.76              | 1.03   | 0.77                                      | 20.15  | 29.65                     | 5.52   | 37.74 | 1.54   | 3.47                                      | 0.00   | 0.00                             | 0.00   | 0.13              | 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, 2006

Temporary Workforce

| GS/GM SES Grades         | Total Employees |      |        | Hispanic or Latino |        | RACE/ETHNICITY (Non - Hispanic or Latino) |        |                           |        |       |        |   |        |                                  |        | Two or More Races |        |
|--------------------------|-----------------|------|--------|--------------------|--------|---|--------|---------------------------|--------|-------|--------|---|--------|----------------------------------|--------|-------------------|--------|
|                          |                 |      |        |                    |        | White                                     |        | Black or African American |        | Asian |        | Native Hawaiian or Other Pacific Islander |        | American Indian or Alaska Native |        |                   |        |
|                          | All             | Male | Female | Male               | Female | Male                                      | Female | Male                      | Female | Male  | Female | Male                                      | Female | Male                             | Female | Male              | Female |
| GS 01                    | #               | 1    | 1      | 0                  | 1      | 0   | 0      | 0                         | 0      | 0     | 0      | 0   | 0      | 0                                | 0      | 0                 | 0      |
|                          | %               | 100  | 100    | 0.00               | 100.00 | 0.00                                      | 0.00   | 0.00                      | 0.00   | 0.00  | 0.00   | 0.00                                      | 0.00   | 0.00                             | 0.00   | 0.00              | 0.00   |
| GS 02                    | #               | 2    | 0      | 2                  | 0      | 0   | 0      | 0                         | 1      | 0     | 0      | 0   | 0      | 0                                | 1      | 0                 | 0      |
|                          | %               | 100  | 0.00   | 100.00             | 0.00   | 0.00                                      | 0.00   | 0.00                      | 0.00   | 50.00 | 0.00   | 0.00                                      | 0.00   | 0.00                             | 0.00   | 50.00             | 0.00   |
| GS 03                    | #               | 7    | 3      | 4                  | 0      | 0   | 1      | 3                         | 3      | 0     | 0      | 0   | 0      | 0                                | 0      | 0                 | 0      |
|                          | %               | 100  | 42.86  | 57.14              | 0.00   | 0.00                                      | 0.00   | 14.29                     | 42.86  | 42.86 | 0.00   | 0.00                                      | 0.00   | 0.00                             | 0.00   | 0.00              | 0.00   |
| GS 04                    | #               | 16   | 5      | 11                 | 0      | 0   | 2      | 0                         | 2      | 10    | 1      | 0   | 0      | 0                                | 1      | 0                 | 0      |
|                          | %               | 100  | 31.25  | 68.75              | 0.00   | 0.00                                      | 12.50  | 0.00                      | 12.50  | 62.50 | 6.25   | 0.00                                      | 0.00   | 0.00                             | 0.00   | 6.25              | 0.00   |
| GS 05                    | #               | 12   | 3      | 9                  | 0      | 0   | 1      | 0                         | 1      | 9     | 1      | 0   | 0      | 0                                | 0      | 0                 | 0      |
|                          | %               | 100  | 25.00  | 75.00              | 0.00   | 0.00                                      | 8.33   | 0.00                      | 8.33   | 75.00 | 8.33   | 0.00                                      | 0.00   | 0.00                             | 0.00   | 0.00              | 0.00   |
| GS 06                    | #               | 1    | 0      | 1                  | 0      | 0   | 0      | 0                         | 0      | 0     | 1      | 0   | 0      | 0                                | 0      | 0                 | 0      |
|                          | %               | 100  | 0.00   | 100.00             | 0.00   | 0.00                                      | 0.00   | 0.00                      | 0.00   | 0.00  | 100.00 | 0.00                                      | 0.00   | 0.00                             | 0.00   | 0.00              | 0.00   |
| GS 07                    | #               | 3    | 0      | 3                  | 0      | 0   | 1      | 0                         | 2      | 0     | 0      | 0   | 0      | 0                                | 0      | 0                 | 0      |
|                          | %               | 100  | 0.00   | 100.00             | 0.00   | 0.00                                      | 0.00   | 33.33                     | 0.00   | 66.67 | 0.00   | 0.00                                      | 0.00   | 0.00                             | 0.00   | 0.00              | 0.00   |
| GS/GM 13                 | #               | 1    | 0      | 1                  | 0      | 0   | 0      | 1                         | 0      | 0     | 0      | 0   | 0      | 0                                | 0      | 0                 | 0      |
|                          | %               | 100  | 0.00   | 100.00             | 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   |
| Senior Executive Service | #               | 8    | 4      | 4                  | 0      | 0   | 4      | 3                         | 0      | 0     | 0      | 1   | 0      | 0                                | 0      | 0                 | 0      |
|                          | %               | 100  | 50.00  | 50.00              | 0.00   | 0.00                                      | 50.00  | 37.50                     | 0.00   | 0.00  | 0.00   | 12.50                                     | 0.00   | 0.00                             | 0.00   | 0.00              | 0.00   |
| Total                    | #               | 51   | 16     | 35                 | 1      | 0   | 7      | 6                         | 6      | 25    | 2      | 2   | 0      | 0                                | 2      | 0                 | 0      |
|                          | %               | 100  | 31.37  | 68.63              | 1.96   | 0.00                                      | 13.73  | 11.76                     | 11.76  | 49.02 | 3.92   | 3.92                                      | 0.00   | 0.00                             | 0.00   | 3.92              | 0.00   |

# National Science Foundation

## Participation Rates for AD Levels by Race/Ethnicity and Sex

Report Symbol: VP715A4-1a

As of September 30, 2006

Full/PartTime Permanent Workforce

| AD Levels | Total Employees |      |        | Hispanic or Latino |        | RACE/ETHNICITY (Non - Hispanic or Latino) |        |                           |        |       |        |   |        |                                  |        | Two or More Races |        |
|-----------|-----------------|------|--------|--------------------|--------|---|--------|---------------------------|--------|-------|--------|---|--------|----------------------------------|--------|-------------------|--------|
|           |                 |      |        |                    |        | White                                     |        | Black or African American |        | Asian |        | Native Hawaiian or Other Pacific Islander |        | American Indian or Alaska Native |        |                   |        |
|           | All             | Male | Female | Male               | Female | Male                                      | Female | Male                      | Female | Male  | Female | Male                                      | Female | Male                             | Female | Male              | Female |
| AD 01     | #               | 11   | 1      | 10                 | 0      | 0   | 1      | 9                         | 0      | 0     | 0      | 1   | 0      | 0                                | 0      | 0                 | 0      |
|           | %               | 100  | 9.09   | 90.91              | 0.00   | 0.00                                      | 9.09   | 81.82                     | 0.00   | 0.00  | 0.00   | 9.09                                      | 0.00   | 0.00                             | 0.00   | 0.00              | 0.00   |
| AD 02     | #               | 13   | 4      | 9                  | 0      | 0   | 4      | 8                         | 0      | 1     | 0      | 0   | 0      | 0                                | 0      | 0                 | 0      |
|           | %               | 100  | 30.77  | 69.23              | 0.00   | 0.00                                      | 30.77  | 61.54                     | 0.00   | 7.69  | 0.00   | 0.00                                      | 0.00   | 0.00                             | 0.00   | 0.00              | 0.00   |
| AD 03     | #               | 28   | 12     | 16                 | 0      | 0   | 11     | 11                        | 1      | 3     | 0      | 2   | 0      | 0                                | 0      | 0                 | 0      |
|           | %               | 100  | 42.86  | 57.14              | 0.00   | 0.00                                      | 39.29  | 39.29                     | 3.57   | 10.71 | 0.00   | 7.14                                      | 0.00   | 0.00                             | 0.00   | 0.00              | 0.00   |
| AD 04     | #               | 237  | 143    | 94                 | 5      | 8   | 119    | 71                        | 5      | 9     | 13     | 6   | 0      | 0                                | 1      | 0                 | 0      |
|           | %               | 100  | 60.34  | 39.66              | 2.11   | 3.38                                      | 50.21  | 29.96                     | 2.11   | 3.80  | 5.49   | 2.53                                      | 0.00   | 0.00                             | 0.42   | 0.00              | 0.00   |
| AD 05     | #               | 37   | 24     | 13                 | 0      | 0   | 22     | 12                        | 0      | 1     | 2      | 0   | 0      | 0                                | 0      | 0                 | 0      |
|           | %               | 100  | 64.86  | 35.14              | 0.00   | 0.00                                      | 59.46  | 32.43                     | 0.00   | 2.70  | 5.41   | 0.00                                      | 0.00   | 0.00                             | 0.00   | 0.00              | 0.00   |
| Total     | #               | 326  | 184    | 142                | 5      | 8   | 157    | 111                       | 6      | 14    | 15     | 9   | 0      | 0                                | 1      | 0                 | 0      |
|           | %               | 100  | 56.44  | 43.56              | 1.53   | 2.45                                      | 48.16  | 34.05                     | 1.84   | 4.29  | 4.60   | 2.76                                      | 0.00   | 0.00                             | 0.31   | 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, 2006

Full/PartTime Permanent Workforce

| GS/GM SES Grades         | Total Employees |       |        | Hispanic or Latino |        | RACE/ETHNICITY (Non - Hispanic or Latino) |        |                           |        |       |        |   |        |                                  |        | Two or More Races |        |
|--------------------------|-----------------|-------|--------|--------------------|--------|---|--------|---------------------------|--------|-------|--------|---|--------|----------------------------------|--------|-------------------|--------|
|                          |                 |       |        |                    |        | White                                     |        | Black or African American |        | Asian |        | Native Hawaiian or Other Pacific Islander |        | American Indian or Alaska Native |        |                   |        |
|                          | All             | Male  | Female | Male               | Female | Male                                      | Female | Male                      | Female | Male  | Female | Male                                      | Female | Male                             | Female | Male              | Female |
| GS 05                    | #               | 3     | 1      | 2                  | 0      | 0   | 1      | 0                         | 0      | 1     | 0      | 1   | 0      | 0                                | 0      | 0                 | 0      |
|                          | %               | 0.39  | 0.45   | 0.36               | 0.00   | 0.00                                      | 0.64   | 0.00                      | 0.00   | 0.34  | 0.00   | 3.70                                      | 0.00   | 0.00                             | 0.00   | 0.00              | 0.00   |
| GS 06                    | #               | 5     | 3      | 2                  | 0      | 0   | 0      | 1                         | 3      | 1     | 0      | 0   | 0      | 0                                | 0      | 0                 | 0      |
|                          | %               | 0.64  | 1.36   | 0.36               | 0.00   | 0.00                                      | 0.00   | 0.43                      | 6.98   | 0.34  | 0.00   | 0.00                                      | 0.00   | 0.00                             | 0.00   | 0.00              | 0.00   |
| GS 07                    | #               | 104   | 16     | 88                 | 1      | 2   | 4      | 13                        | 11     | 68    | 0      | 5   | 0      | 0                                | 0      | 0                 | 0      |
|                          | %               | 13.35 | 7.27   | 15.74              | 12.50  | 33.33                                     | 2.55   | 5.63                      | 25.58  | 23.13 | 0.00   | 18.52                                     | 0.00   | 0.00                             | 0.00   | 0.00              | 0.00   |
| GS 08                    | #               | 54    | 3      | 51                 | 0      | 1   | 1      | 7                         | 2      | 43    | 0      | 0   | 0      | 0                                | 0      | 0                 | 0      |
|                          | %               | 6.93  | 1.36   | 9.12               | 0.00   | 16.67                                     | 0.64   | 3.03                      | 4.65   | 14.63 | 0.00   | 0.00                                      | 0.00   | 0.00                             | 0.00   | 0.00              | 0.00   |
| GS 09                    | #               | 76    | 12     | 64                 | 0      | 0   | 5      | 7                         | 6      | 54    | 1      | 3   | 0      | 0                                | 0      | 0                 | 0      |
|                          | %               | 9.76  | 5.45   | 11.45              | 0.00   | 0.00                                      | 3.18   | 3.03                      | 13.95  | 18.37 | 8.33   | 11.11                                     | 0.00   | 0.00                             | 0.00   | 0.00              | 0.00   |
| GS 10                    | #               | 9     | 0      | 9                  | 0      | 0   | 0      | 2                         | 0      | 7     | 0      | 0   | 0      | 0                                | 0      | 0                 | 0      |
|                          | %               | 1.16  | 0.00   | 1.61               | 0.00   | 0.00                                      | 0.00   | 0.87                      | 0.00   | 2.38  | 0.00   | 0.00                                      | 0.00   | 0.00                             | 0.00   | 0.00              | 0.00   |
| GS 11                    | #               | 63    | 7      | 56                 | 0      | 0   | 5      | 20                        | 2      | 34    | 0      | 2   | 0      | 0                                | 0      | 0                 | 0      |
|                          | %               | 8.09  | 3.18   | 10.02              | 0.00   | 0.00                                      | 3.18   | 8.66                      | 4.65   | 11.56 | 0.00   | 7.41                                      | 0.00   | 0.00                             | 0.00   | 0.00              | 0.00   |
| GS 12                    | #               | 93    | 23     | 70                 | 0      | 0   | 17     | 27                        | 5      | 41    | 1      | 2   | 0      | 0                                | 0      | 0                 | 0      |
|                          | %               | 11.94 | 10.45  | 12.52              | 0.00   | 0.00                                      | 10.83  | 11.69                     | 11.63  | 13.95 | 8.33   | 7.41                                      | 0.00   | 0.00                             | 0.00   | 0.00              | 0.00   |
| GS/GM 13                 | #               | 114   | 30     | 84                 | 1      | 3   | 21     | 48                        | 5      | 28    | 3      | 5   | 0      | 0                                | 0      | 0                 | 0      |
|                          | %               | 14.63 | 13.64  | 15.03              | 12.50  | 50.00                                     | 13.38  | 20.78                     | 11.63  | 9.52  | 25.00  | 18.52                                     | 0.00   | 0.00                             | 0.00   | 0.00              | 0.00   |
| GS/GM 14                 | #               | 107   | 47     | 60                 | 4      | 0   | 38     | 44                        | 3      | 10    | 2      | 5   | 0      | 0                                | 0      | 1                 | 0      |
|                          | %               | 13.74 | 21.36  | 10.73              | 50.00  | 0.00                                      | 24.20  | 19.05                     | 6.98   | 3.40  | 16.67  | 18.52                                     | 0.00   | 0.00                             | 0.00   | 100.00            | 0.00   |
| GS/GM 15                 | #               | 73    | 33     | 40                 | 0      | 0   | 28     | 33                        | 4      | 5     | 1      | 2   | 0      | 0                                | 0      | 0                 | 0      |
|                          | %               | 9.37  | 15.00  | 7.16               | 0.00   | 0.00                                      | 17.83  | 14.29                     | 9.30   | 1.70  | 8.33   | 7.41                                      | 0.00   | 0.00                             | 0.00   | 0.00              | 0.00   |
| Senior Executive Service | #               | 78    | 45     | 33                 | 2      | 0   | 37     | 29                        | 2      | 2     | 4      | 2   | 0      | 0                                | 0      | 0                 | 0      |
|                          | %               | 10.01 | 20.45  | 5.90               | 25.00  | 0.00                                      | 23.57  | 12.55                     | 4.65   | 0.68  | 33.33  | 7.41                                      | 0.00   | 0.00                             | 0.00   | 0.00              | 0.00   |
| Total                    | #               | 779   | 220    | 559                | 8      | 6   | 157    | 231                       | 43     | 294   | 12     | 27  | 0      | 0                                | 0      | 1                 | 0      |
|                          | %               | 100   | 100    | 100                | 100    | 100                                       | 100    | 100                       | 100    | 100   | 100    | 100                                       | 100    | 100                              | 100    | 100               | 100    |

# National Science Foundation

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

Report Symbol: VP715A4-2

As of September 30, 2006

Temporary Workforce

| GS/GM SES Grades         | Total Employees |       |        | Hispanic or Latino |        | RACE/ETHNICITY (Non - Hispanic or Latino) |        |                           |        |       |        |   |        |                                  |        | Two or More Races |        |      |
|--------------------------|-----------------|-------|--------|--------------------|--------|---|--------|---------------------------|--------|-------|--------|---|--------|----------------------------------|--------|-------------------|--------|------|
|                          |                 |       |        |                    |        | White                                     |        | Black or African American |        | Asian |        | Native Hawaiian or Other Pacific Islander |        | American Indian or Alaska Native |        |                   |        |      |
|                          | All             | Male  | Female | Male               | Female | Male                                      | Female | Male                      | Female | Male  | Female | Male                                      | Female | Male                             | Female | Male              | Female |      |
| GS 01                    | #               | 1     | 1      | 0                  | 1      | 0   | 0      | 0                         | 0      | 0     | 0      | 0   | 0      | 0                                | 0      | 0                 | 0      | 0    |
|                          | %               | 1.96  | 6.25   | 0.00               | 100.00 | 0.00                                      | 0.00   | 0.00                      | 0.00   | 0.00  | 0.00   | 0.00                                      | 0.00   | 0.00                             | 0.00   | 0.00              | 0.00   | 0.00 |
| GS 02                    | #               | 2     | 0      | 2                  | 0      | 0   | 0      | 0                         | 1      | 0     | 0      | 0   | 0      | 0                                | 1      | 0                 | 0      | 0    |
|                          | %               | 3.92  | 0.00   | 5.71               | 0.00   | 0.00                                      | 0.00   | 0.00                      | 4.00   | 0.00  | 0.00   | 0.00                                      | 0.00   | 0.00                             | 50.00  | 0.00              | 0.00   | 0.00 |
| GS 03                    | #               | 7     | 3      | 4                  | 0      | 0   | 1      | 3                         | 3      | 0     | 0      | 0   | 0      | 0                                | 0      | 0                 | 0      | 0    |
|                          | %               | 13.73 | 18.75  | 11.43              | 0.00   | 0.00                                      | 0.00   | 16.67                     | 50.00  | 12.00 | 0.00   | 0.00                                      | 0.00   | 0.00                             | 0.00   | 0.00              | 0.00   | 0.00 |
| GS 04                    | #               | 16    | 5      | 11                 | 0      | 0   | 2      | 0                         | 2      | 10    | 1      | 0   | 0      | 0                                | 1      | 0                 | 0      | 0    |
|                          | %               | 31.37 | 31.25  | 31.43              | 0.00   | 0.00                                      | 28.57  | 0.00                      | 33.33  | 40.00 | 50.00  | 0.00                                      | 0.00   | 0.00                             | 0.00   | 50.00             | 0.00   | 0.00 |
| GS 05                    | #               | 12    | 3      | 9                  | 0      | 0   | 1      | 0                         | 1      | 9     | 1      | 0   | 0      | 0                                | 0      | 0                 | 0      | 0    |
|                          | %               | 23.53 | 18.75  | 25.71              | 0.00   | 0.00                                      | 14.29  | 0.00                      | 16.67  | 36.00 | 50.00  | 0.00                                      | 0.00   | 0.00                             | 0.00   | 0.00              | 0.00   | 0.00 |
| GS 06                    | #               | 1     | 0      | 1                  | 0      | 0   | 0      | 0                         | 0      | 0     | 1      | 0   | 0      | 0                                | 0      | 0                 | 0      | 0    |
|                          | %               | 1.96  | 0.00   | 2.86               | 0.00   | 0.00                                      | 0.00   | 0.00                      | 0.00   | 0.00  | 50.00  | 0.00                                      | 0.00   | 0.00                             | 0.00   | 0.00              | 0.00   | 0.00 |
| GS 07                    | #               | 3     | 0      | 3                  | 0      | 0   | 0      | 1                         | 0      | 2     | 0      | 0   | 0      | 0                                | 0      | 0                 | 0      | 0    |
|                          | %               | 5.88  | 0.00   | 8.57               | 0.00   | 0.00                                      | 0.00   | 16.67                     | 0.00   | 8.00  | 0.00   | 0.00                                      | 0.00   | 0.00                             | 0.00   | 0.00              | 0.00   | 0.00 |
| GS/GM 13                 | #               | 1     | 0      | 1                  | 0      | 0   | 0      | 1                         | 0      | 0     | 0      | 0   | 0      | 0                                | 0      | 0                 | 0      | 0    |
|                          | %               | 1.96  | 0.00   | 2.86               | 0.00   | 0.00                                      | 0.00   | 16.67                     | 0.00   | 0.00  | 0.00   | 0.00                                      | 0.00   | 0.00                             | 0.00   | 0.00              | 0.00   | 0.00 |
| Senior Executive Service | #               | 8     | 4      | 4                  | 0      | 0   | 4      | 3                         | 0      | 0     | 0      | 1   | 0      | 0                                | 0      | 0                 | 0      | 0    |
|                          | %               | 15.69 | 25.00  | 11.43              | 0.00   | 0.00                                      | 57.14  | 50.00                     | 0.00   | 0.00  | 0.00   | 50.00                                     | 0.00   | 0.00                             | 0.00   | 0.00              | 0.00   | 0.00 |
| Total                    | #               | 51    | 16     | 35                 | 1      | 0   | 7      | 6                         | 6      | 25    | 2      | 2   | 0      | 0                                | 2      | 0                 | 0      | 0    |
|                          | %               | 100   | 100    | 100                | 100    | 100                                       | 100    | 100                       | 100    | 100   | 100    | 100                                       | 100    | 100                              | 100    | 100               | 100    | 100  |

# National Science Foundation

## Participation Rates for AD Levels by Race/Ethnicity and Sex

Report Symbol: VP715A4-2a

As of September 30, 2006

Full/PartTime Permanent Workforce

| AD Levels | Total Employees |       |        | Hispanic or Latino |        | RACE/ETHNICITY (Non - Hispanic or Latino) |        |                           |        |       |        |   |        |                                  |        | Two or More Races |        |
|-----------|-----------------|-------|--------|--------------------|--------|---|--------|---------------------------|--------|-------|--------|---|--------|----------------------------------|--------|-------------------|--------|
|           |                 |       |        |                    |        | White                                     |        | Black or African American |        | Asian |        | Native Hawaiian or Other Pacific Islander |        | American Indian or Alaska Native |        |                   |        |
|           | All             | Male  | Female | Male               | Female | Male                                      | Female | Male                      | Female | Male  | Female | Male                                      | Female | Male                             | Female | Male              | Female |
| AD 01     | #               | 11    | 1      | 10                 | 0      | 0   | 1      | 9                         | 0      | 0     | 0      | 1   | 0      | 0                                | 0      | 0                 | 0      |
|           | %               | 3.37  | 0.54   | 7.04               | 0.00   | 0.00                                      | 0.64   | 8.11                      | 0.00   | 0.00  | 0.00   | 11.11                                     | 0.00   | 0.00                             | 0.00   | 0.00              | 0.00   |
| AD 02     | #               | 13    | 4      | 9                  | 0      | 0   | 4      | 8                         | 0      | 1     | 0      | 0   | 0      | 0                                | 0      | 0                 | 0      |
|           | %               | 3.99  | 2.17   | 6.34               | 0.00   | 0.00                                      | 2.55   | 7.21                      | 0.00   | 7.14  | 0.00   | 0.00                                      | 0.00   | 0.00                             | 0.00   | 0.00              | 0.00   |
| AD 03     | #               | 28    | 12     | 16                 | 0      | 0   | 11     | 11                        | 1      | 3     | 0      | 2   | 0      | 0                                | 0      | 0                 | 0      |
|           | %               | 8.59  | 6.52   | 11.27              | 0.00   | 0.00                                      | 7.01   | 9.91                      | 16.67  | 21.43 | 0.00   | 22.22                                     | 0.00   | 0.00                             | 0.00   | 0.00              | 0.00   |
| AD 04     | #               | 237   | 143    | 94                 | 5      | 8   | 119    | 71                        | 5      | 9     | 13     | 6   | 0      | 0                                | 1      | 0                 | 0      |
|           | %               | 72.70 | 77.72  | 66.20              | 100.00 | 100.00                                    | 75.80  | 63.96                     | 83.33  | 64.29 | 86.67  | 66.67                                     | 0.00   | 0.00                             | 100.00 | 0.00              | 0.00   |
| AD 05     | #               | 37    | 24     | 13                 | 0      | 0   | 22     | 12                        | 0      | 1     | 2      | 0   | 0      | 0                                | 0      | 0                 | 0      |
|           | %               | 11.35 | 13.04  | 9.15               | 0.00   | 0.00                                      | 14.01  | 10.81                     | 0.00   | 7.14  | 13.33  | 0.00                                      | 0.00   | 0.00                             | 0.00   | 0.00              | 0.00   |
| Total     | #               | 326   | 184    | 142                | 5      | 8   | 157    | 111                       | 6      | 14    | 15     | 9   | 0      | 0                                | 1      | 0                 | 0      |
|           | %               | 100   | 100    | 100                | 100    | 100                                       | 100    | 100                       | 100    | 100   | 100    | 100                                       | 100    | 100                              | 100    | 100               | 100    |

# National Science Foundation

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

Report Symbol: VP715A6

As of September 30, 2006

Full/PartTime Permanent Workforce

| Job Title / Series Agency Rate<br>Occupational CLF         | Total Employees |        | RACE/ETHNICITY (Non - Hispanic or Latino) |        |       |        |                           |        |       |        |   |        |                                  |        |      |        | Two or More<br>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 |                      |      |
| 340 - Program Management<br>National CLF 2000              | #               | 45     | 21  | 24     | 3     | 1      | 14                        | 17     | 3     | 4      | 1   | 2      | 0                                | 0      | 0    | 0      | 0                    | 0    |
|  | %               | 100.00 | 46.67                                     | 53.33  | 6.67  | 2.22   | 31.11                     | 37.78  | 6.67  | 8.89   | 2.22                                      | 4.44   | 0.00                             | 0.00   | 0.00 | 0.00   | 0.00                 | 0.00 |
| 343 - Management Analysis<br>National CLF 2000             | #               | 100    | 15  | 85     | 0     | 0      | 11                        | 34     | 4     | 47     | 0   | 4      | 0                                | 0      | 0    | 0      | 0                    | 0    |
|  | %               | 100.00 | 15.00                                     | 85.00  | 0.00  | 0.00   | 11.00                     | 34.00  | 4.00  | 47.00  | 0.00                                      | 4.00   | 0.00                             | 0.00   | 0.00 | 0.00   | 0.00                 | 0.00 |
| 401 - Biologist<br>National CLF 2000                       | #               | 42     | 18  | 24     | 0     | 0      | 15                        | 20     | 1     | 0      | 2   | 4      | 0                                | 0      | 0    | 0      | 0                    | 0    |
|  | %               | 100.00 | 42.86                                     | 57.14  | 0.00  | 0.00   | 35.71                     | 47.62  | 2.38  | 0.00   | 4.76                                      | 9.52   | 0.00                             | 0.00   | 0.00 | 0.00   | 0.00                 | 0.00 |
| 1101 - General Business &<br>Industry<br>National CLF 2000 | #               | 51     | 11  | 40     | 1     | 1      | 7                         | 19     | 3     | 18     | 0   | 2      | 0                                | 0      | 0    | 0      | 0                    | 0    |
|  | %               | 100.00 | 21.57                                     | 78.43  | 1.96  | 1.96   | 13.73                     | 37.25  | 5.88  | 35.29  | 0.00                                      | 3.92   | 0.00                             | 0.00   | 0.00 | 0.00   | 0.00                 | 0.00 |
| 1301 - General Physical Science<br>National CLF 2000       | #               | 52     | 38  | 14     | 0     | 0      | 38                        | 13     | 0     | 0      | 0   | 1      | 0                                | 0      | 0    | 0      | 0                    | 0    |
|  | %               | 100.00 | 73.08                                     | 26.92  | 0.00  | 0.00   | 73.08                     | 25.00  | 0.00  | 0.00   | 0.00                                      | 1.92   | 0.00                             | 0.00   | 0.00 | 0.00   | 0.00                 | 0.00 |
| 2210 - Information Tech Mgt<br>National CLF 2000           | #               | 90     | 45  | 45     | 2     | 0      | 34                        | 24     | 5     | 16     | 4   | 5      | 0                                | 0      | 0    | 0      | 0                    | 0    |
|  | %               | 100.00 | 50.00                                     | 50.00  | 2.22  | 0.00   | 37.78                     | 26.67  | 5.56  | 17.78  | 4.44                                      | 5.56   | 0.00                             | 0.00   | 0.00 | 0.00   | 0.00                 | 0.00 |
| Total  | #               | 380    | 148                                       | 232    | 6     | 2      | 119                       | 127    | 16    | 85     | 7   | 18     | 0                                | 0      | 0    | 0      | 0                    | 0    |
|  | %               | 100.00 | 38.95                                     | 61.05  | 1.58  | 0.53   | 31.32                     | 33.42  | 4.21  | 22.37  | 1.84                                      | 4.74   | 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, 2006

Non-Permanent Workforce

| Job Title / Series Agency Rate Occupational CLF | Total Employees |        |       | Hispanic or Latino |      | RACE/ETHNICITY (Non - 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 |
| 340 - Program Management                        | #               | 16     | 12    | 4                  | 1    | 0   | 8      | 3                         | 1      | 1     | 2      | 0   | 0      | 0                                | 0      | 0                 | 0      |
|   | %               | 100.00 | 75.00 | 25.00              | 6.25 | 0.00                                      | 50.00  | 18.75                     | 6.25   | 6.25  | 12.50  | 0.00                                      | 0.00   | 0.00                             | 0.00   | 0.00              | 0.00   |
| National CLF 2000                               | #               | 43.4   | 56.6  | 4.7                | 5.3  | 0   | 30.2   | 39.7                      | 4.9    | 7.9   | 2.7    | 2.5                                       | 0.1    | 0.1                              | 0.4    | 0.6               | 0.3    |
|   | %               | 40     | 16    | 24                 | 0    | 0   | 14     | 17                        | 0      | 5     | 1      | 2   | 0      | 0                                | 1      | 0                 | 0      |
| 401 - Biologist                                 | #               | 40     | 16    | 24                 | 0    | 0   | 14     | 17                        | 0      | 5     | 1      | 2   | 0      | 0                                | 1      | 0                 | 0      |
|   | %               | 100.00 | 40.00 | 60.00              | 0.00 | 0.00                                      | 35.00  | 42.50                     | 0.00   | 12.50 | 2.50   | 5.00                                      | 0.00   | 0.00                             | 2.50   | 0.00              | 0.00   |
| National CLF 2000                               | #               | 19     | 15    | 4                  | 0    | 0   | 14     | 4                         | 1      | 0     | 0      | 0   | 0      | 0                                | 0      | 0                 | 0      |
|   | %               | 100.00 | 78.95 | 21.05              | 0.00 | 0.00                                      | 73.68  | 21.05                     | 5.26   | 0.00  | 0.00   | 0.00                                      | 0.00   | 0.00                             | 0.00   | 0.00              | 0.00   |
| 1301 - General Physical Science                 | #               | 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    |
|   | %               | 1      | 1     | 0                  | 0    | 1   | 0      | 0                         | 0      | 0     | 0      | 0   | 0      | 0                                | 0      | 0                 | 0      |
| 2210 - Information Tech Mgt                     | #               | 100.00 | 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   | 0.00              | 0.00   |
|   | %               | 66.8   | 33.2  | 3.1                | 1.6  | 50.4                                      | 24.7   | 4.4                       | 3.5    | 7.6   | 3.0    | 0.1                                       | 0.0    | 0.5                              | 0.2    | 0.7               | 0.2    |
| National CLF 2000                               | #               | 76     | 44    | 32                 | 1    | 0   | 37     | 24                        | 2      | 6     | 3      | 2   | 0      | 0                                | 1      | 0                 | 0      |
|   | %               | 100.00 | 57.89 | 42.11              | 1.32 | 0.00                                      | 48.68  | 31.58                     | 2.63   | 7.89  | 3.95   | 2.63                                      | 0.00   | 0.00                             | 1.32   | 0.00              | 0.00   |
| Total   | #               | 76     | 44    | 32                 | 1    | 0   | 37     | 24                        | 2      | 6     | 3      | 2   | 0      | 0                                | 1      | 0                 | 0      |
|   | %               | 100.00 | 57.89 | 42.11              | 1.32 | 0.00                                      | 48.68  | 31.58                     | 2.63   | 7.89  | 3.95   | 2.63                                      | 0.00   | 0.00                             | 1.32   | 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, 2005 To September 30, 2006

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           | #               | 60  | 25  | 35     | 1     | 1      | 23                        | 19     | 0     | 11     | 1   | 4      | 0                                | 0      | 0    | 0      | 0                 | 0    | 0    |
|                     | %               | 100 | 41.67                                     | 58.33  | 1.67  | 1.67   | 38.33                     | 31.67  | 0.00  | 18.33  | 1.67                                      | 6.67   | 0.00                             | 0.00   | 0.00 | 0.00   | 0.00              | 0.00 | 0.00 |
| Temporary           | #               | 185 | 96  | 89     | 2     | 1      | 62                        | 47     | 15    | 33     | 16  | 5      | 0                                | 0      | 0    | 2      | 2                 | 1    | 1    |
|                     | %               | 100 | 51.89                                     | 48.11  | 1.08  | 0.54   | 33.51                     | 25.41  | 8.11  | 17.84  | 8.65                                      | 2.70   | 0.00                             | 0.00   | 0.00 | 1.08   | 0.54              | 0.54 | 0.54 |
| TOTAL               | #               | 245 | 121                                       | 124    | 3     | 2      | 85                        | 66     | 15    | 44     | 17  | 9      | 0                                | 0      | 0    | 2      | 2                 | 1    | 1    |
|                     | %               | 100 | 49.39                                     | 50.61  | 1.22  | 0.82   | 34.69                     | 26.94  | 6.12  | 17.96  | 6.94                                      | 3.67   | 0.00                             | 0.00   | 0.00 | 0.82   | 0.41              | 0.41 | 0.41 |
| 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  | 0.8  |

**Table A9: SELECTIONS FOR INTERNAL COMPETITIVE PROMOTIONS FOR MAJOR OCCUPATIONS - Distribution by Race/National Origin and Sex**

Plan Level: Headquarters  
 Analysis Level: Headquarters  
 Source of Data: FY 2006 Personnel

| Job Title of Vacancy (Occ 1) | TOTAL | TOTAL  | TOTAL    | Hispanic | Hispanic | White  | White    | Black  | Black    | AIAN   | AIAN     | Asian    | Asian  | NHOPI  | NHOPI    | 2/More | 2/More   |
|------------------------------|-------|--------|----------|----------|----------|--------|----------|--------|----------|--------|----------|----------|--------|--------|----------|--------|----------|
|                              | (All) | (Male) | (Female) | (Male)   | (Female) | (Male) | (Female) | (Male) | (Female) | (Male) | (Female) | (Female) | (Male) | (Male) | (Female) | (Male) | (Female) |
| Total Applications Received  | 101   | 26     | 75       | 1        | 1        | 19     | 27       | 5      | 43       | 0      | 0        | 4        | 1      | 0      | 0        | 0      | 0        |
| % Applications Received      | 100.0 | 25.74  | 74.26    | 0.99     | 0.99     | 18.81  | 26.73    | 4.95   | 42.57    | 0.0    | 0.0      | 3.96     | 0.99   | 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        |
| % 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    | 0.0      | 0.0    | 0.0      |
| # Selected                   | 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      | 0.0    | 0.0      | 0.0    | 0.0      | 0.0      | 0.0    | 0.0    | 0.0      | 0.0    | 0.0      |
| Relevant Applicant Pool %    | 100.0 | 36.56  | 63.44    | 0.94     | 1.37     | 28.17  | 30.74    | 4.79   | 28.0     | 0.09   | 0.09     | 3.17     | 2.31   | 0.0    | 0.0      | 0.26   | 0.09     |

# National Science Foundation

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

Report Symbol: VP715A10

As of September 30, 2006

Full/PartTime Permanent Workforce

|  | Total Employees |     | Hispanic or Latino |        | RACE/ETHNICITY (Non - Hispanic or Latino) |        |                           |        |       |        |   |        |                                  |        | Two or More Races |      |      |
|--|-----------------|-----|--------------------|--------|---|--------|---------------------------|--------|-------|--------|---|--------|----------------------------------|--------|-------------------|------|------|
|  |                 |     |                    |        | 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 |
| <b>Total Employees Eligible for Career Ladder Promotions</b> | #               | 79  | 20                 | 59     | 0   | 0      | 14                        | 15     | 6     | 42     | 0   | 2      | 0                                | 0      | 0                 | 0    | 0    |
|  | %               | 100 | 25.32              | 74.68  | 0.00                                      | 0.00   | 17.72                     | 18.99  | 7.59  | 53.16  | 0.00                                      | 2.53   | 0.00                             | 0.00   | 0.00              | 0.00 | 0.00 |
| <b>Time in grade in excess of minimum</b>                    | #               | 40  | 9                  | 31     | 0   | 0      | 5                         | 5      | 4     | 24     | 0   | 2      | 0                                | 0      | 0                 | 0    | 0    |
|  | %               | 100 | 16.67              | 83.33  | 0.00                                      | 0.00   | 0.00                      | 25.00  | 16.67 | 58.33  | 0.00                                      | 0.00   | 0.00                             | 0.00   | 0.00              | 0.00 | 0.00 |
| <b>1 - 12 months</b>   | #               | 5   | 0                  | 5      | 0   | 0      | 0                         | 0      | 0     | 4      | 0   | 1      | 0                                | 0      | 0                 | 0    | 0    |
|  | %               | 100 | 0.00               | 100.00 | 0.00                                      | 0.00   | 0.00                      | 0.00   | 0.00  | 80.00  | 0.00                                      | 20.00  | 0.00                             | 0.00   | 0.00              | 0.00 | 0.00 |
| <b>13 - 24 months</b>  | #               | 23  | 7                  | 16     | 0   | 0      | 5                         | 2      | 2     | 13     | 0   | 1      | 0                                | 0      | 0                 | 0    | 0    |
|  | %               | 100 | 30.43              | 69.57  | 0.00                                      | 0.00   | 21.74                     | 8.70   | 8.70  | 56.52  | 0.00                                      | 4.35   | 0.00                             | 0.00   | 0.00              | 0.00 | 0.00 |
| <b>25 + months</b>   | #               | 23  | 7                  | 16     | 0   | 0      | 5                         | 2      | 2     | 13     | 0   | 1      | 0                                | 0      | 0                 | 0    | 0    |
|  | %               | 100 | 30.43              | 69.57  | 0.00                                      | 0.00   | 21.74                     | 8.70   | 8.70  | 56.52  | 0.00                                      | 4.35   | 0.00                             | 0.00   | 0.00              | 0.00 | 0.00 |

**National Science Foundation**  
**Participation In Career Development/Training by Race/Ethnicity and Sex**  
**From September 30, 2005, To September 30, 2006**

**Table A12a**

|                             | Total      | 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  |            |            |              |               |                 |            |              |            |              |           |             |            |              |            |              |             |               |   |
| Male                        | 0          | 0          | 0            | 0             | 0               | 0          | 0            | 0          | 0            | 0         | 0           | 0          | 0            | 0          | 0            | 0           | 0             | 0 |
| Female                      | 8          | 0          | 8            | 0             | 0               | 0          | 3            | 0          | 2            | 0         | 0           | 0          | 0            | 0          | 0            | 3           | 0             | 0 |
| <b>Total number of GS 5</b> | <b>8</b>   |            |              |               |                 |            |              |            |              |           |             |            |              |            |              |             |               |   |
| Training for grades - GS 6  |            |            |              |               |                 |            |              |            |              |           |             |            |              |            |              |             |               |   |
| Male                        | 1          | 1          | 0            | 0             | 0               | 0          | 0            | 1          | 0            | 0         | 0           | 0          | 0            | 0          | 0            | 0           | 0             | 0 |
| Female                      | 0          | 0          | 0            | 0             | 0               | 0          | 0            | 0          | 0            | 0         | 0           | 0          | 0            | 0          | 0            | 0           | 0             | 0 |
| <b>Total number of GS 6</b> | <b>1</b>   |            |              |               |                 |            |              |            |              |           |             |            |              |            |              |             |               |   |
| Training for grades - GS 7  |            |            |              |               |                 |            |              |            |              |           |             |            |              |            |              |             |               |   |
| Male                        | 28         | 28         | 0            | 0             | 0               | 3          | 0            | 25         | 0            | 0         | 0           | 0          | 0            | 0          | 0            | 0           | 0             | 0 |
| Female                      | 171        | 0          | 171          | 0             | 1               | 0          | 9            | 0          | 157          | 0         | 0           | 0          | 4            | 0          | 0            | 0           | 0             | 0 |
| <b>Total number of GS 7</b> | <b>199</b> |            |              |               |                 |            |              |            |              |           |             |            |              |            |              |             |               |   |
| Training for grades - GS 8  |            |            |              |               |                 |            |              |            |              |           |             |            |              |            |              |             |               |   |
| Male                        | 3          | 3          | 0            | 0             | 0               | 0          | 0            | 3          | 0            | 0         | 0           | 0          | 0            | 0          | 0            | 0           | 0             | 0 |
| Female                      | 90         | 0          | 90           | 0             | 0               | 0          | 12           | 0          | 74           | 0         | 0           | 0          | 4            | 0          | 0            | 0           | 0             | 0 |
| <b>Total number of GS 8</b> | <b>93</b>  |            |              |               |                 |            |              |            |              |           |             |            |              |            |              |             |               |   |
| Training for grades - GS 9  |            |            |              |               |                 |            |              |            |              |           |             |            |              |            |              |             |               |   |
| Male                        | 49         | 49         | 0            | 0             | 0               | 6          | 0            | 39         | 0            | 0         | 0           | 0          | 4            | 0          | 0            | 0           | 0             | 0 |
| Female                      | 223        | 0          | 223          | 0             | 0               | 0          | 15           | 0          | 207          | 0         | 0           | 0          | 1            | 0          | 0            | 0           | 0             | 0 |
| <b>Total number of GS 9</b> | <b>272</b> |            |              |               |                 |            |              |            |              |           |             |            |              |            |              |             |               |   |

**National Science Foundation**  
**Participation In Career Development/Training by Race/Ethnicity and Sex**  
**From September 30, 2005, To September 30, 2006**

**Table A12a**

|                              | Total      | 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 | Z/More Male | Z/More Female |   |
|------------------------------|------------|------------|--------------|---------------|-----------------|------------|--------------|------------|--------------|-----------|-------------|------------|--------------|------------|--------------|-------------|---------------|---|
| Training for grades - GS 10  |            |            |              |               |                 |            |              |            |              |           |             |            |              |            |              |             |               |   |
| Male                         | 0          | 0          | 0            | 0             | 0               | 0          | 0            | 0          | 0            | 0         | 0           | 0          | 0            | 0          | 0            | 0           | 0             | 0 |
| Female                       | 13         | 0          | 13           | 0             | 0               | 0          | 2            | 0          | 11           | 0         | 0           | 0          | 0            | 0          | 0            | 0           | 0             | 0 |
| <b>Total number of GS 10</b> | <b>13</b>  |            |              |               |                 |            |              |            |              |           |             |            |              |            |              |             |               |   |
| Training for grades - GS 11  |            |            |              |               |                 |            |              |            |              |           |             |            |              |            |              |             |               |   |
| Male                         | 6          | 6          | 0            | 0             | 0               | 6          | 0            | 0          | 0            | 0         | 0           | 0          | 0            | 0          | 0            | 0           | 0             | 0 |
| Female                       | 148        | 0          | 148          | 0             | 0               | 0          | 24           | 0          | 114          | 0         | 0           | 0          | 0            | 10         | 0            | 0           | 0             | 0 |
| <b>Total number of GS 11</b> | <b>154</b> |            |              |               |                 |            |              |            |              |           |             |            |              |            |              |             |               |   |
| Training for grades - GS 12  |            |            |              |               |                 |            |              |            |              |           |             |            |              |            |              |             |               |   |
| Male                         | 28         | 28         | 0            | 0             | 0               | 19         | 0            | 9          | 0            | 0         | 0           | 0          | 0            | 0          | 0            | 0           | 0             | 0 |
| Female                       | 163        |            | 163          | 0             | 0               | 0          | 50           | 0          | 112          | 0         | 0           | 0          | 0            | 1          | 0            | 0           | 0             | 0 |
| <b>Total number of GS 12</b> | <b>191</b> |            |              |               |                 |            |              |            |              |           |             |            |              |            |              |             |               |   |

**National Science Foundation**  
**Participation In Career Development/Training by Race/Ethnicity and Sex**  
**From September 30, 2005, To September 30, 2006**

**Table A12a**

|                             | Total | Total |        | Hispanic |        | White |        | Black |        | AIAN |        | Asian |        | NHOP |        | 2/More |        |  |
|-----------------------------|-------|-------|--------|----------|--------|-------|--------|-------|--------|------|--------|-------|--------|------|--------|--------|--------|--|
|                             |       | Male  | Female | Male     | Female | Male  | Female | Male  | Female | Male | Female | Male  | Female | Male | Female | Male   | Female |  |
| <b>Training for GS13-14</b> |       |       |        |          |        |       |        |       |        |      |        |       |        |      |        |        |        |  |
|                             |       |       |        |          |        |       |        |       |        |      |        |       |        |      |        |        |        |  |

**Training for grades - GS 13**

|                              |     |            |     |   |   |    |    |   |    |   |   |   |   |   |   |   |   |
|------------------------------|-----|------------|-----|---|---|----|----|---|----|---|---|---|---|---|---|---|---|
| Male                         | 52  | 52         | 0   | 3 | 0 | 31 | 0  | 3 | 0  | 0 | 0 | 7 | 0 | 8 | 0 | 0 | 0 |
| Female                       | 120 | 0          | 120 | 0 | 6 | 0  | 54 | 0 | 60 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| <b>Total number of GS 13</b> |     | <b>172</b> |     |   |   |    |    |   |    |   |   |   |   |   |   |   |   |

**Training for grades - GS 14**

|                              |     |            |     |   |   |    |    |   |    |   |   |   |   |   |   |   |   |
|------------------------------|-----|------------|-----|---|---|----|----|---|----|---|---|---|---|---|---|---|---|
| Male                         | 67  | 67         | 0   | 7 | 0 | 56 | 0  | 4 | 0  | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Female                       | 101 | 0          | 101 | 0 | 0 | 0  | 76 | 0 | 14 | 0 | 5 | 0 | 1 | 0 | 5 | 0 | 0 |
| <b>Total number of GS 14</b> |     | <b>168</b> |     |   |   |    |    |   |    |   |   |   |   |   |   |   |   |

**Training for GS 15 - SES**

|                                    |    |           |    |   |   |    |    |   |   |   |   |   |   |   |   |   |   |
|------------------------------------|----|-----------|----|---|---|----|----|---|---|---|---|---|---|---|---|---|---|
| <b>Training for grades - GS 15</b> |    |           |    |   |   |    |    |   |   |   |   |   |   |   |   |   |   |
| Male                               | 34 | 34        | 0  | 0 | 0 | 28 | 0  | 6 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Female                             | 42 | 0         | 42 | 0 | 0 | 0  | 33 | 0 | 6 | 0 | 0 | 0 | 0 | 3 | 0 | 0 | 0 |
| <b>Total number of GS 15</b>       |    | <b>76</b> |    |   |   |    |    |   |   |   |   |   |   |   |   |   |   |

**Training for grades - ES**

|                            |   |          |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |
|----------------------------|---|----------|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| Male                       | 0 | 0        | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Female                     | 0 | 0        | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| <b>Total number of SES</b> |   | <b>0</b> |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |

**National Science Foundation**  
**Participation In Career Development/Training by Race/Ethnicity and Sex**  
**From September 30, 2005, To September 30, 2006**

**Table A12a**

|                                  | Total      | Total Male | Total Female | Hispanic Male | Hispanic Female | White Male | White Female | Black Male | Black Female | AIAN Male | AIAN Female | Asian Male | Asian Female | NHOP1 Male | NHOP1 Female | 2/More Male | 2/More Female |
|----------------------------------|------------|------------|--------------|---------------|-----------------|------------|--------------|------------|--------------|-----------|-------------|------------|--------------|------------|--------------|-------------|---------------|
| <b>Training for AD1 - AD 5</b>   |            |            |              |               |                 |            |              |            |              |           |             |            |              |            |              |             |               |
| <b>Training for grades - AD1</b> |            |            |              |               |                 |            |              |            |              |           |             |            |              |            |              |             |               |
| Male                             | 16         | 16         | 0            | 0             | 0               | 5          | 0            | 0          | 0            | 11        | 0           | 0          | 0            | 0          | 0            | 0           | 0             |
| Female                           | 55         | 0          | 55           | 0             | 0               | 0          | 43           | 0          | 10           | 0         | 0           | 0          | 2            | 0          | 0            | 0           | 0             |
| <b>Total number of AD1</b>       | <b>71</b>  |            |              |               |                 |            |              |            |              |           |             |            |              |            |              |             |               |
| <b>Training for grades - AD2</b> |            |            |              |               |                 |            |              |            |              |           |             |            |              |            |              |             |               |
| Male                             | 4          | 4          | 0            | 0             | 0               | 4          | 0            | 0          | 0            | 0         | 0           | 0          | 0            | 0          | 0            | 0           | 0             |
| Female                           | 25         | 0          | 25           | 0             | 1               | 0          | 17           | 0          | 7            | 0         | 0           | 0          | 0            | 0          | 0            | 0           | 0             |
| <b>Total number of AD2</b>       | <b>29</b>  |            |              |               |                 |            |              |            |              |           |             |            |              |            |              |             |               |
| <b>Training for grades - AD3</b> |            |            |              |               |                 |            |              |            |              |           |             |            |              |            |              |             |               |
| Male                             | 17         | 17         | 0            | 0             | 0               | 16         | 0            | 1          | 0            | 0         | 0           | 0          | 0            | 0          | 0            | 0           | 0             |
| Female                           | 25         | 0          | 25           | 0             | 0               | 0          | 9            | 0          | 6            | 0         | 0           | 0          | 10           | 0          | 0            | 0           | 0             |
| <b>Total number of AD3</b>       | <b>42</b>  |            |              |               |                 |            |              |            |              |           |             |            |              |            |              |             |               |
| <b>Training for grades - AD4</b> |            |            |              |               |                 |            |              |            |              |           |             |            |              |            |              |             |               |
| Male                             | 74         | 74         | 0            | 0             | 0               | 64         | 0            | 7          | 0            | 3         | 0           | 0          | 0            | 0          | 0            | 0           | 0             |
| Female                           | 89         | 0          | 89           | 0             | 7               |            | 70           | 0          | 4            | 0         | 0           | 0          | 8            | 0          | 0            | 0           | 0             |
| <b>Total number of AD4</b>       | <b>163</b> |            |              |               |                 |            |              |            |              |           |             |            |              |            |              |             |               |
| <b>Training for grades - AD5</b> |            |            |              |               |                 |            |              |            |              |           |             |            |              |            |              |             |               |
| Male                             | 9          | 9          | 0            | 0             | 0               | 9          | 0            | 0          | 0            | 0         | 0           | 0          | 0            | 0          | 0            | 0           | 0             |
| Female                           | 4          | 0          | 4            | 0             | 0               | 0          | 4            | 0          | 0            | 0         | 0           | 0          | 0            | 0          | 0            | 0           | 0             |
| <b>Total number of AD5</b>       | <b>13</b>  |            |              |               |                 |            |              |            |              |           |             |            |              |            |              |             |               |

**National Science Foundation**  
**Participation In Career Development/Training by Race/Ethnicity and Sex**  
**From September 30, 2005, To September 30, 2006**

**Table A12a**

|  | Total | Total |        | Hispanic |        | Hispanic |        | White |        | White |        | Black |        | Black |        | AIAN |        | AIAN |        | Asian |        | Asian |        | NHOP1 |        | NHOP1 |        | 2/More |        | 2/More |  |
|--|-------|-------|--------|----------|--------|----------|--------|-------|--------|-------|--------|-------|--------|-------|--------|------|--------|------|--------|-------|--------|-------|--------|-------|--------|-------|--------|--------|--------|--------|--|
|  |       | Male  | Female | Male     | Female | Male     | Female | Male  | Female | Male  | Female | Male  | Female | Male  | Female | Male | Female | Male | Female | Male  | Female | Male  | Female | Male  | Female | Male  | Female | Male   | Female |        |  |

**Training for grades EE and GM**

|                           |            |    |    |   |   |   |   |    |    |   |   |   |   |   |   |   |   |   |   |    |   |   |   |   |   |   |   |   |   |   |   |
|---------------------------|------------|----|----|---|---|---|---|----|----|---|---|---|---|---|---|---|---|---|---|----|---|---|---|---|---|---|---|---|---|---|---|
| Training for grades - EE  |            |    |    |   |   |   |   |    |    |   |   |   |   |   |   |   |   |   |   |    |   |   |   |   |   |   |   |   |   |   |   |
| Male                      | 54         | 54 | 0  | 0 | 3 | 0 | 0 | 48 | 0  | 1 | 0 | 0 | 0 | 2 | 0 | 0 | 0 | 0 | 0 | 2  | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Female                    | 59         | 0  | 59 | 0 | 0 | 0 | 0 | 0  | 46 | 0 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 11 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |   |
| <b>Total number of EE</b> | <b>113</b> |    |    |   |   |   |   |    |    |   |   |   |   |   |   |   |   |   |   |    |   |   |   |   |   |   |   |   |   |   |   |

**Training for grades - GM**

|                           |          |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |  |
|---------------------------|----------|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|--|
| Male                      | 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 | 0 | 0 |  |
| Female                    | 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 | 0 | 0 |  |
| <b>Total number of GM</b> | <b>0</b> |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |  |

**Training for grades - EG**

|                           |          |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |  |
|---------------------------|----------|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|--|
| Male                      | 2        | 2 | 0 | 0 | 0 | 0 | 0 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |  |
| Female                    | 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 | 0 | 0 |  |
| <b>Total number of EG</b> | <b>2</b> |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |  |

# National Science Foundation

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

Report Symbol: VP715A13

From September 30, 2005 To September 30, 2006

Full/PartTime Permanent Workforce

| Recognition or Award Program - # Awards Given - Total Cash | 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 |                   |  |
| <b>Time-Off Awards - 1-8 Hours</b>                         |                 |         |   |         |        |        |                           |         |        |         |   |        |                                  |        |        |        |                   |  |
| Total Time-Off Awards                                      | #               | 79      | 17  | 62      | 0      | 0      | 16                        | 36      | 1      | 22      | 0   | 4      | 0                                | 0      | 0      | 0      | 0                 |  |
| Awards 1-8 Hours   | %               | 100.00  | 21.52                                     | 78.48   | 0.00   | 0.00   | 20.25                     | 45.57   | 1.27   | 27.85   | 0.00                                      | 5.06   | 0.00                             | 0.00   | 0.00   | 0.00   | 0.00              |  |
| Total Hours  |                 | 470     | 90  | 380     | 0      | 0      | 86                        | 216     | 4      | 132     | 0   | 32     | 0                                | 0      | 0      | 0      | 0                 |  |
| Average Hours  |                 | 5.9     | 5.3                                       | 6.1     | 0.0    | 0.0    | 5.4                       | 6.0     | 4.0    | 6.0     | 0.0                                       | 8.0    | 0.0                              | 0.0    | 0.0    | 0.0    | 0.0               |  |
| <b>Time-Off Awards - 9+ Hours</b>                          |                 |         |   |         |        |        |                           |         |        |         |   |        |                                  |        |        |        |                   |  |
| Total Time-Off Awards                                      | #               | 35      | 6   | 29      | 0      | 0      | 5                         | 11      | 1      | 17      | 0   | 1      | 0                                | 0      | 0      | 0      | 0                 |  |
| Awards Over 8 Hours  | %               | 100.00  | 17.14                                     | 82.86   | 0.00   | 0.00   | 14.29                     | 31.43   | 2.86   | 48.57   | 0.00                                      | 2.86   | 0.00                             | 0.00   | 0.00   | 0.00   | 0.00              |  |
| Total Hours  |                 | 764     | 168                                       | 596     | 0      | 0      | 152                       | 228     | 16     | 344     | 0   | 24     | 0                                | 0      | 0      | 0      | 0                 |  |
| Average Hours  |                 | 21.8    | 28.0                                      | 20.6    | 0.0    | 0.0    | 30.4                      | 20.7    | 16.0   | 20.2    | 0.0                                       | 24.0   | 0.0                              | 0.0    | 0.0    | 0.0    | 0.0               |  |
| <b>Cash Awards - \$100-\$500</b>                           |                 |         |   |         |        |        |                           |         |        |         |   |        |                                  |        |        |        |                   |  |
| Total Cash Awards  | #               | 426     | 115                                       | 311     | 5      | 3      | 80                        | 131     | 27     | 167     | 3   | 10     | 0                                | 0      | 0      | 0      | 0                 |  |
| \$500 and Under  | %               | 100.00  | 27.00                                     | 73.00   | 1.17   | 0.70   | 18.78                     | 30.75   | 6.34   | 39.20   | 0.70                                      | 2.35   | 0.00                             | 0.00   | 0.00   | 0.00   | 0.00              |  |
| Total Amount   |                 | 147203  | 41800                                     | 105403  | 2100   | 1200   | 28300                     | 43250   | 10300  | 57353   | 1100                                      | 3600   | 0                                | 0      | 0      | 0      | 0                 |  |
| Average Amount   |                 | 345.5   | 363.5                                     | 338.9   | 420.0  | 400.0  | 353.8                     | 330.2   | 381.5  | 343.4   | 366.7                                     | 360.0  | 0.0                              | 0.0    | 0.0    | 0.0    | 0.0               |  |
| <b>Cash Awards - \$501+</b>                                |                 |         |   |         |        |        |                           |         |        |         |   |        |                                  |        |        |        |                   |  |
| Total Cash Awards  | #               | 1312    | 450                                       | 862     | 14     | 17     | 358                       | 416     | 50     | 388     | 27  | 40     | 0                                | 0      | 1      | 1      | 0                 |  |
| \$501 and Over   | %               | 100.00  | 34.30                                     | 65.70   | 1.07   | 1.30   | 27.29                     | 31.71   | 3.81   | 29.57   | 2.06                                      | 3.05   | 0.00                             | 0.00   | 0.08   | 0.08   | 0.00              |  |
| Total Amount   |                 | 5926363 | 2327835                                   | 3598528 | 67748  | 73905  | 1912128                   | 2077072 | 212895 | 1243452 | 130664                                    | 198799 | 0                                | 0      | 4400   | 5300   | 0                 |  |
| Average Amount   |                 | 4517.0  | 5173.0                                    | 4174.6  | 4839.1 | 4347.4 | 5341.1                    | 4993.0  | 4257.9 | 3204.8  | 4839.4                                    | 4970.0 | 0.0                              | 0.0    | 4400.0 | 5300.0 | 0.0               |  |
| <b>Quality Step Increases (QSIs)</b>                       |                 |         |   |         |        |        |                           |         |        |         |   |        |                                  |        |        |        |                   |  |
| Total QSIs   | #               | 118     | 23  | 95      | 1      | 2      | 16                        | 35      | 6      | 52      | 0   | 6      | 0                                | 0      | 0      | 0      | 0                 |  |
|  | %               | 100.00  | 19.49                                     | 80.51   | 0.85   | 1.69   | 13.56                     | 29.66   | 5.08   | 44.07   | 0.00                                      | 5.08   | 0.00                             | 0.00   | 0.00   | 0.00   | 0.00              |  |
| Total Benefit  |                 | 270430  | 67396                                     | 203034  | 2578   | 3760   | 50154                     | 88458   | 14664  | 96972   | 0   | 13844  | 0                                | 0      | 0      | 0      | 0                 |  |
| Average Benefit  |                 | 2291.8  | 2930.3                                    | 2137.2  | 2578.0 | 1880.0 | 3134.6                    | 2527.4  | 2444.0 | 1864.8  | 0.0                                       | 2307.3 | 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, 2005 To September 30, 2006

Full/PartTime Permanent Workforce

| Type of Separations | 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 |
| Voluntary           | #               | 74   | 29  | 45     | 0     | 2      | 24                        | 21     | 5     | 21     | 0   | 1      | 0                                | 0      | 0                 | 0      | 0    | 0      |
|                     | %               | 100  | 39.19                                     | 60.81  | 0.00  | 2.70   | 32.43                     | 28.38  | 6.76  | 28.38  | 0.00                                      | 1.35   | 0.00                             | 0.00   | 0.00              | 0.00   | 0.00 | 0.00   |
| Involuntary         | #               | 3    | 1   | 2      | 0     | 0      | 0                         | 1      | 1     | 1      | 0   | 0      | 0                                | 0      | 0                 | 0      | 0    | 0      |
|                     | %               | 100  | 33.33                                     | 66.67  | 0.00  | 0.00   | 0.00                      | 33.33  | 33.33 | 33.33  | 0.00                                      | 0.00   | 0.00                             | 0.00   | 0.00              | 0.00   | 0.00 | 0.00   |
| Total Separations   | #               | 77   | 30  | 47     | 0     | 2      | 24                        | 22     | 6     | 22     | 22  | 1      | 0                                | 0      | 0                 | 0      | 0    | 0      |
|                     | %               | 100  | 38.96                                     | 61.04  | 0.00  | 2.60   | 31.17                     | 28.57  | 7.79  | 28.57  | 28.57                                     | 1.30   | 0.00                             | 0.00   | 0.00              | 0.00   | 0.00 | 0.00   |
| Total Workforce     | #               | 1105 | 404                                       | 701    | 13    | 14     | 314                       | 342    | 49    | 308    | 27  | 36     | 0                                | 0      | 1                 | 1      | 0    | 0      |
|                     | %               | 100  | 36.56                                     | 63.44  | 1.18  | 1.27   | 28.42                     | 30.95  | 4.43  | 27.87  | 2.44                                      | 3.26   | 0.00                             | 0.00   | 0.09              | 0.09   | 0.00 | 0.00   |

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EEOC FORM  
715-01  
**Appendix B**  
*U.S. Equal Employment Opportunity Commission*  
**FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT**  
Workforce Analysis Period FY 2006

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# National Science Foundation

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

Report Symbol: VP715B1

From September 30, 2002 To September 30, 2006

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 |         |  |  |  |  |  |  |
| 09/30/2002              | #     | 1291                       | 1187                | 17                 | 87                  | 16                | 3                  | 2                         | 1                         | 3                       | 2                        | 0                                | 0                   | 4                             | 1       |  |  |  |  |  |  |
|                         | %     | 100                        | 91.94               | 1.32               | 6.74                | 1.24              | 0.23               | 0.15                      | 0.08                      | 0.23                    | 0.15                     | 0.00                             | 0.00                | 0.31                          | 0.08    |  |  |  |  |  |  |
| 09/30/2006              | #     | 1367                       | 1238                | 27                 | 102                 | 17                | 3                  | 3                         | 0                         | 3                       | 1                        | 1                                | 0                   | 6                             | 0       |  |  |  |  |  |  |
|                         | %     | 100                        | 90.56               | 1.98               | 7.46                | 1.24              | 0.22               | 0.22                      | 0.00                      | 0.22                    | 0.07                     | 0.07                             | 0.00                | 0.44                          | 0.00    |  |  |  |  |  |  |
| Difference              | #     | 76                         | 51                  | 10                 | 15                  | 1                 | 0                  | -1                        | 0                         | 0                       | -1                       | 1                                | 0                   | 2                             | -1      |  |  |  |  |  |  |
| Ratio Change            | %     |                            | -1.38               | 0.66               | 0.72                | 0.00              | -0.01              | 0.07                      | -0.08                     | -0.01                   | -0.08                    | 0.07                             | 0.00                | 0.13                          | -0.08   |  |  |  |  |  |  |
| Net Change              | %     | 5.89                       | 4.30                | 58.82              | 17.24               | 6.25              | 0.00               | -100.00                   | 0.00                      | 0.00                    | -50.00                   | 0.0                              | 0.0                 | 50.00                         | -100.00 |  |  |  |  |  |  |
| Federal High            | %     |                            |                     |                    |                     | 2.27              |                    |                           |                           |                         |                          |                                  |                     |                               |         |  |  |  |  |  |  |
| <b>PERMANENT</b>        |       |                            |                     |                    |                     |                   |                    |                           |                           |                         |                          |                                  |                     |                               |         |  |  |  |  |  |  |
| 09/30/2002              | #     | 1086                       | 998                 | 14                 | 74                  | 12                | 3                  | 2                         | 0                         | 3                       | 2                        | 0                                | 0                   | 2                             | 0       |  |  |  |  |  |  |
|                         | %     | 100                        | 91.90               | 1.29               | 6.81                | 1.10              | 0.28               | 0.18                      | 0.00                      | 0.28                    | 0.18                     | 0.00                             | 0.00                | 0.18                          | 0.00    |  |  |  |  |  |  |
| 09/30/2006              | #     | 1105                       | 1007                | 21                 | 77                  | 13                | 3                  | 2                         | 0                         | 3                       | 1                        | 0                                | 0                   | 4                             | 0       |  |  |  |  |  |  |
|                         | %     | 100                        | 91.13               | 1.90               | 6.97                | 1.18              | 0.27               | 0.18                      | 0.00                      | 0.27                    | 0.09                     | 0.00                             | 0.00                | 0.36                          | 0.00    |  |  |  |  |  |  |
| Difference              | #     | 19                         | 9                   | 7                  | 3                   | 1                 | 0                  | 0                         | 0                         | 0                       | -1                       | 0                                | 0                   | 2                             | 0       |  |  |  |  |  |  |
| Ratio Change            | %     |                            | -0.77               | 0.61               | 0.16                | 0.08              | -0.01              | 0.00                      | 0.00                      | -0.01                   | -0.09                    | 0.00                             | 0.00                | 0.18                          | 0.00    |  |  |  |  |  |  |
| Net Change              | %     | 1.75                       | 0.90                | 50.00              | 4.05                | 8.33              | 0.00               | 0.00                      | 0.0                       | 0.00                    | -50.00                   | 0.0                              | 0.0                 | 100.00                        | 0.0     |  |  |  |  |  |  |
| <b>TEMPORARY</b>        |       |                            |                     |                    |                     |                   |                    |                           |                           |                         |                          |                                  |                     |                               |         |  |  |  |  |  |  |
| 09/30/2002              | #     | 205                        | 189                 | 3                  | 13                  | 4                 | 0                  | 0                         | 1                         | 0                       | 0                        | 0                                | 0                   | 2                             | 1       |  |  |  |  |  |  |
|                         | %     | 100                        | 92.20               | 1.46               | 6.34                | 1.95              | 0.00               | 0.00                      | 0.49                      | 0.00                    | 0.00                     | 0.00                             | 0.00                | 0.98                          | 0.49    |  |  |  |  |  |  |
| 09/30/2006              | #     | 262                        | 231                 | 6                  | 25                  | 4                 | 0                  | 1                         | 0                         | 0                       | 0                        | 1                                | 0                   | 2                             | 0       |  |  |  |  |  |  |
|                         | %     | 100                        | 88.17               | 2.29               | 9.54                | 1.53              | 0.00               | 0.38                      | 0.00                      | 0.00                    | 0.00                     | 0.38                             | 0.00                | 0.76                          | 0.00    |  |  |  |  |  |  |
| Difference              | #     | 57                         | 42                  | 3                  | 12                  | 0                 | 0                  | 1                         | -1                        | 0                       | 0                        | 1                                | 0                   | 0                             | -1      |  |  |  |  |  |  |
| Ratio Change            | %     |                            | -4.03               | 0.83               | 3.20                | -0.42             | 0.00               | 0.38                      | -0.49                     | 0.00                    | 0.00                     | 0.38                             | 0.00                | -0.22                         | -0.49   |  |  |  |  |  |  |
| Net Change              | %     | 27.80                      | 22.22               | 100.00             | 92.31               | 0.00              | 0.00               | -100.00                   | 0.00                      | 0.00                    | 0.00                     | 0.00                             | 0.00                | -100.00                       | -100.00 |  |  |  |  |  |  |
| <b>NON-APPROPRIATED</b> |       |                            |                     |                    |                     |                   |                    |                           |                           |                         |                          |                                  |                     |                               |         |  |  |  |  |  |  |
| 09/30/2002              | #     | 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    |  |  |  |  |  |  |
| 09/30/2006              | #     | 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, 2005 To September 30, 2006

Total Workforce

| Employment<br>Tenure    | Total by Disability Status |       |                          |                           |                       |                        |                      |                       |                                 |                                 |                               |                                | Detail for Targeted Disabilities |                           |                                     |  |  |  |  |  |  |  |  |  |
|-------------------------|----------------------------|-------|--------------------------|---------------------------|-----------------------|------------------------|----------------------|-----------------------|---------------------------------|---------------------------------|-------------------------------|--------------------------------|----------------------------------|---------------------------|-------------------------------------|--|--|--|--|--|--|--|--|--|
|                         | TOTAL                      |       | [05]<br>No<br>Disability | [01]<br>Not<br>Identified | [06-94]<br>Disability | Targeted<br>Disability | [16, 17]<br>Deafness | [23, 25]<br>Blindness | [28, 32-38]<br>Missing<br>Limbs | [64-68]<br>Partial<br>Paralysis | [71-78]<br>Total<br>Paralysis | [82]<br>Convulsive<br>Disorder | [90]<br>Mental<br>Retardation    | [91]<br>Mental<br>Illness | [92]<br>Distortion of<br>Limb/Spine |  |  |  |  |  |  |  |  |  |
| 09/30/2005              | #                          | 1342  | 1223                     | 25                        | 94                    | 16                     | 3                    | 2                     | 0                               | 3                               | 1                             | 1                              | 0                                | 6                         | 0                                   |  |  |  |  |  |  |  |  |  |
|                         | %                          | 100   | 91.13                    | 1.86                      | 7.00                  | 1.19                   | 0.22                 | 0.15                  | 0.00                            | 0.22                            | 0.07                          | 0.07                           | 0.00                             | 0.45                      | 0.00                                |  |  |  |  |  |  |  |  |  |
| 09/30/2006              | #                          | 1367  | 1238                     | 27                        | 102                   | 17                     | 3                    | 3                     | 0                               | 3                               | 1                             | 1                              | 0                                | 6                         | 0                                   |  |  |  |  |  |  |  |  |  |
|                         | %                          | 100   | 90.56                    | 1.98                      | 7.46                  | 1.24                   | 0.22                 | 0.22                  | 0.00                            | 0.22                            | 0.07                          | 0.07                           | 0.00                             | 0.44                      | 0.00                                |  |  |  |  |  |  |  |  |  |
| Difference              | #                          | 25    | 15                       | 2                         | 8                     | 1                      | 0                    | 1                     | 0                               | 0                               | 0                             | 0                              | 0                                | 0                         | 0                                   |  |  |  |  |  |  |  |  |  |
| Ratio Change            | %                          | -0.57 | -0.12                    | 0.12                      | 0.46                  | 0.05                   | 0.00                 | 0.07                  | 0.00                            | 0.00                            | 0.00                          | 0.00                           | 0.00                             | -0.01                     | 0.00                                |  |  |  |  |  |  |  |  |  |
| Net Change              | %                          | 1.86  | 1.23                     | 8.00                      | 8.51                  | 6.25                   | 0.00                 | 50.00                 | 0.0                             | 0.00                            | 0.00                          | 0.00                           | 0.0                              | 0.00                      | 0.0                                 |  |  |  |  |  |  |  |  |  |
| Federal High            | %                          |       |                          |                           |                       | 2.27                   |                      |                       |                                 |                                 |                               |                                |                                  |                           |                                     |  |  |  |  |  |  |  |  |  |
| <b>PERMANENT</b>        |                            |       |                          |                           |                       |                        |                      |                       |                                 |                                 |                               |                                |                                  |                           |                                     |  |  |  |  |  |  |  |  |  |
| 09/30/2005              | #                          | 1112  | 1023                     | 15                        | 74                    | 12                     | 3                    | 2                     | 0                               | 3                               | 1                             | 0                              | 0                                | 3                         | 0                                   |  |  |  |  |  |  |  |  |  |
|                         | %                          | 100   | 92.00                    | 1.35                      | 6.65                  | 1.08                   | 0.27                 | 0.18                  | 0.00                            | 0.27                            | 0.09                          | 0.00                           | 0.00                             | 0.27                      | 0.00                                |  |  |  |  |  |  |  |  |  |
| 09/30/2006              | #                          | 1105  | 1007                     | 21                        | 77                    | 13                     | 3                    | 2                     | 0                               | 3                               | 1                             | 0                              | 0                                | 4                         | 0                                   |  |  |  |  |  |  |  |  |  |
|                         | %                          | 100   | 91.13                    | 1.90                      | 6.97                  | 1.18                   | 0.27                 | 0.18                  | 0.00                            | 0.27                            | 0.09                          | 0.00                           | 0.00                             | 0.36                      | 0.00                                |  |  |  |  |  |  |  |  |  |
| Difference              | #                          | -7    | -16                      | 6                         | 3                     | 1                      | 0                    | 0                     | 0                               | 0                               | 0                             | 0                              | 0                                | 1                         | 0                                   |  |  |  |  |  |  |  |  |  |
| Ratio Change            | %                          | -0.87 | -0.55                    | 0.55                      | 0.32                  | 0.10                   | 0.00                 | 0.00                  | 0.00                            | 0.00                            | 0.00                          | 0.00                           | 0.00                             | 0.09                      | 0.00                                |  |  |  |  |  |  |  |  |  |
| Net Change              | %                          | -0.63 | -1.56                    | 40.00                     | 4.05                  | 8.33                   | 0.00                 | 0.00                  | 0.00                            | 0.00                            | 0.00                          | 0.00                           | 0.0                              | 33.33                     | 0.0                                 |  |  |  |  |  |  |  |  |  |
| <b>TEMPORARY</b>        |                            |       |                          |                           |                       |                        |                      |                       |                                 |                                 |                               |                                |                                  |                           |                                     |  |  |  |  |  |  |  |  |  |
| 09/30/2005              | #                          | 230   | 200                      | 10                        | 20                    | 4                      | 0                    | 0                     | 0                               | 0                               | 0                             | 1                              | 0                                | 3                         | 0                                   |  |  |  |  |  |  |  |  |  |
|                         | %                          | 100   | 86.96                    | 4.35                      | 8.70                  | 1.74                   | 0.00                 | 0.00                  | 0.00                            | 0.00                            | 0.00                          | 0.43                           | 0.00                             | 1.30                      | 0.00                                |  |  |  |  |  |  |  |  |  |
| 09/30/2006              | #                          | 262   | 231                      | 6                         | 25                    | 4                      | 0                    | 1                     | 0                               | 0                               | 0                             | 1                              | 0                                | 2                         | 0                                   |  |  |  |  |  |  |  |  |  |
|                         | %                          | 100   | 88.17                    | 2.29                      | 9.54                  | 1.53                   | 0.00                 | 0.38                  | 0.00                            | 0.00                            | 0.00                          | 0.38                           | 0.00                             | 0.76                      | 0.00                                |  |  |  |  |  |  |  |  |  |
| Difference              | #                          | 32    | 31                       | -4                        | 5                     | 0                      | 0                    | 1                     | 0                               | 0                               | 0                             | 0                              | 0                                | -1                        | 0                                   |  |  |  |  |  |  |  |  |  |
| Ratio Change            | %                          | 1.21  | -2.06                    | 0.84                      | -0.21                 | 0.00                   | 0.38                 | 0.00                  | 0.00                            | 0.00                            | 0.00                          | -0.05                          | 0.00                             | -0.54                     | 0.00                                |  |  |  |  |  |  |  |  |  |
| Net Change              | %                          | 13.91 | 15.50                    | -40.00                    | 25.00                 | 0.00                   | 0.00                 | 0.00                  | 0.00                            | 0.00                            | 0.00                          | 0.00                           | -33.33                           | 0.00                      | 0.00                                |  |  |  |  |  |  |  |  |  |
| <b>NON-APPROPRIATED</b> |                            |       |                          |                           |                       |                        |                      |                       |                                 |                                 |                               |                                |                                  |                           |                                     |  |  |  |  |  |  |  |  |  |
| 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                                |  |  |  |  |  |  |  |  |  |
| 09/30/2006              | #                          | 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 IPA Workforce - Distribution by Disability**  
**From September 30, 2005, To September 30, 2006**

**Table B1a**

|                   | 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 Limb/Spine |
|-------------------|-------|--------------------|---------------------|--------------------|---------------------|-------------------|--------------------|---------------------------|---------------------------|-------------------------|--------------------------|-------------------------|---------------------|----------------------------|
| <b>Total IPAs</b> |       |                    |                     |                    |                     |                   |                    |                           |                           |                         |                          |                         |                     |                            |
| FY 2005 #         | 194   | 168                | 7                   | 19                 | 2                   | 0                 | 0                  | 0                         | 1                         | 0                       | 0                        | 0                       | 1                   | 0                          |
| FY 2005 %         | 100.0 | 86.60              | 3.61                | 9.79               | 1.03                | 0.00              | 0.00               | 0.00                      | 0.52                      | 0.00                    | 0.00                     | 0.00                    | 0.52                | 0.00                       |
| FY 2006 #         | 222   | 197                | 6                   | 19                 | 2                   | 0                 | 0                  | 0                         | 1                         | 0                       | 0                        | 0                       | 1                   | 0                          |
| FY 2006 %         | 100.0 | 88.74              | 2.70                | 8.56               | 0.90                | 0.00              | 0.00               | 0.00                      | 0.45                      | 0.00                    | 0.00                     | 0.00                    | 0.45                | 0.00                       |
| Difference #      | 28    | 29                 | -1                  | 0                  | 0                   | 0                 | 0                  | 0                         | 0                         | 0                       | 0                        | 0                       | 0                   | 0                          |
| Ratio Change %    | 0.0   | 2.14               | -1.91               | -1.23              | -0.13               | 0.0               | 0.0                | 0.0                       | -0.07                     | 0.0                     | 0.00                     | 0.0                     | -0.07               | 0.0                        |
| Net Change %      | 14.43 | 17.26              | -14.3               | 0.00               | 0.0                 | 0.0               | 0.0                | 0.0                       | 0.0                       | 0.0                     | 0.0                      | 0.0                     | 0.0                 | 0.0                        |

**National Science Foundation  
Total IPA Workforce - Distribution by Disability  
From September 30, 2005, To September 30, 2006**

**Table B2a**

|  | Total | [05] No<br>Disability | [01] Not<br>Identified | [06-94]<br>Disability | Targeted<br>Disability | [16, 17]<br>Deafness | [23, 25]<br>Blindness | [28, 32-38]<br>Missing<br>Limbs | [64-68]<br>Partial<br>Paralysis | [71-78]<br>Total<br>Paralysis | [82]<br>Convulsive<br>Disorder | [90]<br>Mental<br>Retardation | [91]<br>Mental<br>Illness | [92]<br>Distortion -<br>Limb/Spine |
|--|-------|-----------------------|------------------------|-----------------------|------------------------|----------------------|-----------------------|---------------------------------|---------------------------------|-------------------------------|--------------------------------|-------------------------------|---------------------------|------------------------------------|
| Total Work Force #                                   | 222   | 197                   | 6                      | 19                    | 2                      | 0                    | 0                     | 0                               | 1                               | 0                             | 0                              | 0                             | 1                         | 0                                  |
| Total Work Force %                                   | 100   | 88.74                 | 2.70                   | 8.56                  | 0.90                   | 0.00                 | 0.00                  | 0.00                            | 0.45                            | 0.00                          | 0.00                           | 0.00                          | 0.45                      | 0.00                               |
| <b>Federal High for Targeted Disabilities: 2.27%</b> |       |                       |                        |                       |                        |                      |                       |                                 |                                 |                               |                                |                               |                           |                                    |
| Component A #  | 0     | 0                     | 0                      | 0                     | 0                      | 0                    | 0                     | 0                               | 0                               | 0                             | 0                              | 0                             | 0                         | 0                                  |
| Component A %  | 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                                |

**National Science Foundation**  
**Total Workforce by Component - Distribution by Disability (OPM Form 256 Self-Identificatio**  
 Report Symbol: VP715B2 As of September 30, 2006 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 | # 1105 | 1007                       | 21                  | 77                 | 13                  | 3                 | 2                  | 0                          | 3                         | 1                       | 0                        | 0                                | 0                   | 0                             | 0    | 0    | 0    | 0    | 0    | 0    |      |
|                  | % 100  | 91.13                      | 1.90                | 6.97               | 1.18                | 0.27              | 0.18               | 0.00                       | 0.27                      | 0.09                    | 0.00                     | 0.00                             | 0.00                | 0.00                          | 0.00 | 0.00 | 0.00 | 0.36 | 0.00 | 0.00 |      |
| Federal High     | #      |                            |                     |                    | 2.27                |                   |                    |                            |                           |                         |                          |                                  |                     |                               |      |      |      |      |      |      |      |
| BFA              | # 137  | 126                        | 5                   | 6                  | 1                   | 0                 | 0                  | 0                          | 0                         | 0                       | 0                        | 0                                | 0                   | 0                             | 0    | 0    | 0    | 0    | 0    | 0    | 0    |
|                  | % 100  | 91.97                      | 3.65                | 4.38               | 0.73                | 0.00              | 0.00               | 0.00                       | 0.00                      | 0.00                    | 0.00                     | 0.00                             | 0.00                | 0.00                          | 0.00 | 0.00 | 0.00 | 0.73 | 0.00 | 0.00 | 0.00 |
| BIO              | # 69   | 63                         | 0                   | 6                  | 0                   | 0                 | 0                  | 0                          | 0                         | 0                       | 0                        | 0                                | 0                   | 0                             | 0    | 0    | 0    | 0    | 0    | 0    | 0    |
|                  | % 100  | 91.30                      | 0.00                | 8.70               | 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 |
| CSE              | # 54   | 49                         | 1                   | 4                  | 2                   | 0                 | 1                  | 0                          | 0                         | 0                       | 0                        | 0                                | 0                   | 0                             | 0    | 0    | 0    | 0    | 0    | 0    | 0    |
|                  | % 100  | 90.74                      | 1.85                | 7.41               | 3.70                | 0.00              | 1.85               | 0.00                       | 0.00                      | 0.00                    | 0.00                     | 0.00                             | 0.00                | 0.00                          | 0.00 | 0.00 | 0.00 | 1.85 | 0.00 | 0.00 | 0.00 |
| EHR              | # 102  | 95                         | 2                   | 5                  | 1                   | 1                 | 0                  | 0                          | 0                         | 0                       | 0                        | 0                                | 0                   | 0                             | 0    | 0    | 0    | 0    | 0    | 0    | 0    |
|                  | % 100  | 93.14                      | 1.96                | 4.90               | 0.98                | 0.98              | 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 |
| ENG              | # 91   | 86                         | 0                   | 5                  | 0                   | 0                 | 0                  | 0                          | 0                         | 0                       | 0                        | 0                                | 0                   | 0                             | 0    | 0    | 0    | 0    | 0    | 0    | 0    |
|                  | % 100  | 94.51                      | 0.00                | 5.49               | 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 |
| GEO              | # 88   | 83                         | 0                   | 5                  | 0                   | 0                 | 0                  | 0                          | 0                         | 0                       | 0                        | 0                                | 0                   | 0                             | 0    | 0    | 0    | 0    | 0    | 0    | 0    |
|                  | % 100  | 94.32                      | 0.00                | 5.68               | 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 |
| IRM              | # 163  | 143                        | 3                   | 17                 | 2                   | 0                 | 0                  | 0                          | 1                         | 1                       | 0                        | 0                                | 0                   | 0                             | 0    | 0    | 0    | 0    | 0    | 0    | 0    |
|                  | % 100  | 87.73                      | 1.84                | 10.43              | 1.23                | 0.00              | 0.00               | 0.00                       | 0.61                      | 0.61                    | 0.00                     | 0.00                             | 0.00                | 0.00                          | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| MPS              | # 92   | 83                         | 2                   | 7                  | 2                   | 1                 | 0                  | 0                          | 0                         | 0                       | 0                        | 0                                | 0                   | 0                             | 0    | 0    | 0    | 0    | 0    | 0    | 0    |
|                  | % 100  | 90.22                      | 2.17                | 7.61               | 2.17                | 1.09              | 0.00               | 0.00                       | 0.00                      | 0.00                    | 0.00                     | 0.00                             | 0.00                | 0.00                          | 0.00 | 0.00 | 0.00 | 1.09 | 0.00 | 0.00 | 0.00 |
| NSB              | # 13   | 12                         | 1                   | 0                  | 0                   | 0                 | 0                  | 0                          | 0                         | 0                       | 0                        | 0                                | 0                   | 0                             | 0    | 0    | 0    | 0    | 0    | 0    | 0    |
|                  | % 100  | 92.31                      | 7.69                | 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 |
| O/D              | # 148  | 131                        | 3                   | 14                 | 4                   | 0                 | 1                  | 0                          | 2                         | 0                       | 0                        | 0                                | 0                   | 0                             | 0    | 0    | 0    | 0    | 0    | 0    | 0    |
|                  | % 100  | 88.51                      | 2.03                | 9.46               | 2.70                | 0.00              | 0.68               | 0.00                       | 1.35                      | 0.00                    | 0.00                     | 0.00                             | 0.00                | 0.00                          | 0.00 | 0.00 | 0.00 | 0.68 | 0.00 | 0.00 | 0.00 |
| OIG              | # 61   | 57                         | 2                   | 2                  | 1                   | 1                 | 0                  | 0                          | 0                         | 0                       | 0                        | 0                                | 0                   | 0                             | 0    | 0    | 0    | 0    | 0    | 0    | 0    |
|                  | % 100  | 93.44                      | 3.28                | 3.28               | 1.64                | 1.64              | 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 |
| SBE              | # 87   | 79                         | 2                   | 6                  | 0                   | 0                 | 0                  | 0                          | 0                         | 0                       | 0                        | 0                                | 0                   | 0                             | 0    | 0    | 0    | 0    | 0    | 0    | 0    |
|                  | % 100  | 90.80                      | 2.30                | 6.90               | 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

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

Report Symbol: VP715B2

As of September 30, 2006

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 | # 1105<br>% 100 | 1007<br>91.13              | 21<br>1.90          | 77<br>6.97         | 13<br>1.18          | 3<br>0.27         | 2<br>0.18          | 0<br>0.00                        | 0.27<br>0.27              | 1<br>0.09               | 0<br>0.00                | 0<br>0.00               | 0<br>0.00           | 0.36<br>0.36                  | 0<br>0.00 |  |  |
| Federal High     | #<br>%          |                            |                     |                    | 2.27                |                   |                    |                                  |                           |                         |                          |                         |                     |                               |           |  |  |
| BFA              | # 137<br>% 100  | 126<br>91.97               | 5<br>3.65           | 6<br>4.38          | 1<br>0.73           | 0<br>0.00         | 0<br>0.00          | 0<br>0.00                        | 0.00<br>0.00              | 0<br>0.00               | 0<br>0.00                | 0<br>0.00               | 0<br>0.00           | 0.73<br>0.73                  | 0<br>0.00 |  |  |
| BIO              | # 69<br>% 100   | 63<br>91.30                | 0<br>0.00           | 6<br>8.70          | 0<br>0.00           | 0<br>0.00         | 0<br>0.00          | 0<br>0.00                        | 0.00<br>0.00              | 0<br>0.00               | 0<br>0.00                | 0<br>0.00               | 0<br>0.00           | 0<br>0.00                     | 0<br>0.00 |  |  |
| CSE              | # 54<br>% 100   | 49<br>90.74                | 1<br>1.85           | 4<br>7.41          | 2<br>3.70           | 0<br>0.00         | 1<br>1.85          | 0<br>0.00                        | 0.00<br>0.00              | 0<br>0.00               | 0<br>0.00                | 0<br>0.00               | 0<br>0.00           | 1.85<br>1.85                  | 0<br>0.00 |  |  |
| EHR              | # 102<br>% 100  | 95<br>93.14                | 2<br>1.96           | 5<br>4.90          | 1<br>0.98           | 1<br>0.98         | 0<br>0.00          | 0<br>0.00                        | 0.00<br>0.00              | 0<br>0.00               | 0<br>0.00                | 0<br>0.00               | 0<br>0.00           | 0<br>0.00                     | 0<br>0.00 |  |  |
| ENG              | # 91<br>% 100   | 86<br>94.51                | 0<br>0.00           | 5<br>5.49          | 0<br>0.00           | 0<br>0.00         | 0<br>0.00          | 0<br>0.00                        | 0.00<br>0.00              | 0<br>0.00               | 0<br>0.00                | 0<br>0.00               | 0<br>0.00           | 0.00<br>0.00                  | 0<br>0.00 |  |  |
| GEO              | # 88<br>% 100   | 83<br>94.32                | 0<br>0.00           | 5<br>5.68          | 0<br>0.00           | 0<br>0.00         | 0<br>0.00          | 0<br>0.00                        | 0.00<br>0.00              | 0<br>0.00               | 0<br>0.00                | 0<br>0.00               | 0<br>0.00           | 0.00<br>0.00                  | 0<br>0.00 |  |  |
| IRM              | # 163<br>% 100  | 143<br>87.73               | 3<br>1.84           | 17<br>10.43        | 2<br>1.23           | 0<br>0.00         | 0<br>0.00          | 0<br>0.00                        | 0.61<br>0.61              | 1<br>0.61               | 0<br>0.00                | 0<br>0.00               | 0<br>0.00           | 0<br>0.00                     | 0<br>0.00 |  |  |
| MPS              | # 92<br>% 100   | 83<br>90.22                | 2<br>2.17           | 7<br>7.61          | 2<br>2.17           | 1<br>1.09         | 0<br>0.00          | 0<br>0.00                        | 0.00<br>0.00              | 0<br>0.00               | 0<br>0.00                | 0<br>0.00               | 0<br>0.00           | 1.09<br>1.09                  | 0<br>0.00 |  |  |
| NSB              | # 13<br>% 100   | 12<br>92.31                | 1<br>7.69           | 0<br>0.00          | 0<br>0.00           | 0<br>0.00         | 0<br>0.00          | 0<br>0.00                        | 0.00<br>0.00              | 0<br>0.00               | 0<br>0.00                | 0<br>0.00               | 0<br>0.00           | 0.00<br>0.00                  | 0<br>0.00 |  |  |
| O/D              | # 148<br>% 100  | 131<br>88.51               | 3<br>2.03           | 14<br>9.46         | 4<br>2.70           | 0<br>0.00         | 1<br>0.68          | 0<br>0.00                        | 1.35<br>1.35              | 0<br>0.00               | 0<br>0.00                | 0<br>0.00               | 0<br>0.00           | 0.68<br>0.68                  | 0<br>0.00 |  |  |
| OIG              | # 61<br>% 100   | 57<br>93.44                | 2<br>3.28           | 2<br>3.28          | 1<br>1.64           | 1<br>1.64         | 0<br>0.00          | 0<br>0.00                        | 0.00<br>0.00              | 0<br>0.00               | 0<br>0.00                | 0<br>0.00               | 0<br>0.00           | 0.00<br>0.00                  | 0<br>0.00 |  |  |
| SBE              | # 87<br>% 100   | 79<br>90.80                | 2<br>2.30           | 6<br>6.90          | 0<br>0.00           | 0<br>0.00         | 0<br>0.00          | 0<br>0.00                        | 0.00<br>0.00              | 0<br>0.00               | 0<br>0.00                | 0<br>0.00               | 0<br>0.00           | 0.00<br>0.00                  | 0<br>0.00 |  |  |

# National Science Foundation Occupational Categories - Distribution by Disability

Report Symbol: VP715B3-1

As of September 30, 2006

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 |      |      |      |      |
| <b>1. Officials and Managers</b>               |       |                            |                     |                    |                     |                   |                    |                           |                           |                         |                          |                                  |                     |                               |      |      |      |      |
| - Executive/Senior Level (Grades 15 and Above) | # 154 | 139                        | 3                   | 12                 | 2                   | 0                 | 1                  | 0                         | 1                         | 0                       | 0                        | 0                                | 0                   | 0                             | 0    | 0    | 0    | 0    |
|  | % 100 | 90.26                      | 1.95                | 7.79               | 1.30                | 0.00              | 0.65               | 0.00                      | 0.65                      | 0.00                    | 0.00                     | 0.00                             | 0.00                | 0.00                          | 0.00 | 0.00 | 0.00 | 0.00 |
| - Mid-Level (Grades 13-14)                     | # 17  | 17                         | 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)            | # 29  | 29                         | 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                 | # 298 | 274                        | 6                   | 18                 | 3                   | 0                 | 0                  | 0                         | 1                         | 0                       | 0                        | 0                                | 0                   | 0                             | 0    | 2    | 0    | 0    |
|  | % 100 | 91.95                      | 2.01                | 6.04               | 1.01                | 0.00              | 0.00               | 0.00                      | 0.34                      | 0.00                    | 0.00                     | 0.00                             | 0.00                | 0.00                          | 0.67 | 0.00 | 0.00 | 0.00 |
| <b>Officials and Managers - TOTAL</b>          | # 498 | 459                        | 9                   | 30                 | 5                   | 0                 | 1                  | 0                         | 2                         | 0                       | 0                        | 0                                | 0                   | 0                             | 2    | 0    | 0    | 0    |
|  | % 100 | 92.17                      | 1.81                | 6.02               | 1.00                | 0.00              | 0.20               | 0.00                      | 0.40                      | 0.00                    | 0.00                     | 0.00                             | 0.00                | 0.00                          | 0.40 | 0.00 | 0.00 | 0.00 |
| <b>2. Professionals</b>                        | # 432 | 388                        | 12                  | 32                 | 4                   | 1                 | 1                  | 0                         | 1                         | 1                       | 0                        | 0                                | 0                   | 0                             | 0    | 0    | 0    | 0    |
|  | % 100 | 89.81                      | 2.78                | 7.41               | 0.93                | 0.23              | 0.23               | 0.00                      | 0.23                      | 0.23                    | 0.00                     | 0.00                             | 0.00                | 0.00                          | 0.00 | 0.00 | 0.00 | 0.00 |
| <b>3. Technicians</b>                          | # 1   | 1                          | 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 |
| <b>5. Administrative Support Workers</b>       | # 166 | 151                        | 0                   | 15                 | 4                   | 2                 | 0                  | 0                         | 0                         | 0                       | 0                        | 0                                | 0                   | 0                             | 2    | 0    | 0    | 0    |
|  | % 100 | 90.96                      | 0.00                | 9.04               | 2.41                | 1.20              | 0.00               | 0.00                      | 0.00                      | 0.00                    | 0.00                     | 0.00                             | 0.00                | 1.20                          | 0.00 | 0.00 | 0.00 | 0.00 |
| <b>9. Service Workers</b>                      | # 7   | 7                          | 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, 2006

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 |      |      |       |      |      |
| <b>1. Officials and Managers</b>               |         |                            |                     |                    |                     |                   |                                  |                           |                           |                         |                          |                         |                     |                               |      |      |       |      |      |
| - Executive/Senior Level (Grades 15 and Above) | # 154   | 139                        | 3                   | 12                 | 2                   | 0                 | 1                                | 0                         | 1                         | 0                       | 0                        | 0                       | 0                   | 0                             | 0    | 0    | 0     | 0    | 0    |
|  | % 13.94 | 13.80                      | 14.29               | 15.58              | 15.38               | 0.00              | 50.00                            | 0.0                       | 33.33                     | 0.00                    | 0.0                      | 0.0                     | 0.0                 | 0.0                           | 0.0  | 0.0  | 0.00  | 0.00 | 0.0  |
| - Mid-Level (Grades 13 - 14)                   | # 17    | 17                         | 0                   | 0                  | 0                   | 0                 | 0                                | 0                         | 0                         | 0                       | 0                        | 0                       | 0                   | 0                             | 0    | 0    | 0     | 0    | 0    |
|  | % 1.54  | 1.69                       | 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 |
| - First-Level (Grades 12 and Below)            | # 29    | 29                         | 0                   | 0                  | 0                   | 0                 | 0                                | 0                         | 0                         | 0                       | 0                        | 0                       | 0                   | 0                             | 0    | 0    | 0     | 0    | 0    |
|  | % 2.62  | 2.88                       | 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 |
| - Other Officials and Managers                 | # 298   | 274                        | 6                   | 18                 | 3                   | 0                 | 0                                | 0                         | 1                         | 0                       | 0                        | 0                       | 0                   | 0                             | 0    | 0    | 2     | 0    | 0    |
|  | % 26.97 | 27.21                      | 28.57               | 23.38              | 23.08               | 0.00              | 0.00                             | 0.0                       | 33.33                     | 0.00                    | 0.0                      | 0.0                     | 0.0                 | 0.0                           | 0.0  | 0.0  | 50.00 | 0.0  | 0.0  |
| <b>Officials and Managers - TOTAL</b>          | # 498   | 459                        | 9                   | 30                 | 5                   | 0                 | 1                                | 0                         | 2                         | 0                       | 0                        | 0                       | 0                   | 0                             | 0    | 0    | 2     | 0    | 0    |
|  | % 45.07 | 45.58                      | 42.86               | 38.96              | 38.46               | 0.00              | 50.00                            | 0.0                       | 66.67                     | 0.00                    | 0.0                      | 0.0                     | 0.0                 | 0.0                           | 0.0  | 0.0  | 50.00 | 0.0  | 0.0  |
| <b>2. Professionals</b>                        | # 432   | 388                        | 12                  | 32                 | 4                   | 1                 | 1                                | 0                         | 1                         | 1                       | 0                        | 0                       | 0                   | 0                             | 0    | 0    | 0     | 0    | 0    |
|  | % 39.10 | 38.53                      | 57.14               | 41.56              | 30.77               | 33.33             | 50.00                            | 0.0                       | 33.33                     | 100.00                  | 0.0                      | 0.0                     | 0.0                 | 0.0                           | 0.0  | 0.0  | 0.00  | 0.00 | 0.0  |
| <b>3. Technicians</b>                          | # 1     | 1                          | 0                   | 0                  | 0                   | 0                 | 0                                | 0                         | 0                         | 0                       | 0                        | 0                       | 0                   | 0                             | 0    | 0    | 0     | 0    | 0    |
|  | % 0.09  | 0.10                       | 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 |
| <b>5. Administrative Support Workers</b>       | # 166   | 151                        | 0                   | 15                 | 4                   | 2                 | 0                                | 0                         | 0                         | 0                       | 0                        | 0                       | 0                   | 0                             | 0    | 0    | 2     | 0    | 0    |
|  | % 15.02 | 15.00                      | 0.00                | 19.48              | 30.77               | 66.67             | 0.00                             | 0.0                       | 0.00                      | 0.00                    | 0.00                     | 0.00                    | 0.00                | 0.00                          | 0.00 | 0.00 | 50.00 | 0.00 | 0.00 |
| <b>9. Service Workers</b>                      | # 7     | 7                          | 0                   | 0                  | 0                   | 0                 | 0                                | 0                         | 0                         | 0                       | 0                        | 0                       | 0                   | 0                             | 0    | 0    | 0     | 0    | 0    |
|  | % 0.63  | 0.70                       | 0.00                | 0.00               | 0.00                | 0.00              | 0.00                             | 0.0                       | 0.00                      | 0.00                    | 0.0                      | 0.0                     | 0.00                | 0.00                          | 0.0  | 0.0  | 0.00  | 0.00 | 0.00 |
| <b>Total Work Force</b>                        | # 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, 2006

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    |
|                             | %     | 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 06                       | #     | 5                          | 2                   | 0                  | 3                   | 0                                | 0                  | 0                         | 0                         | 0                       | 0                        | 0                       | 0                   | 0                             | 0    | 0    |
|                             | %     | 100                        | 40.00               | 0.00               | 60.00               | 0.00                             | 0.00               | 0.00                      | 0.00                      | 0.00                    | 0.00                     | 0.00                    | 0.00                | 0.00                          | 0.00 | 0.00 |
| GS 07                       | #     | 104                        | 93                  | 0                  | 11                  | 3                                | 2                  | 0                         | 0                         | 0                       | 0                        | 0                       | 0                   | 1                             | 0    | 0    |
|                             | %     | 100                        | 89.42               | 0.00               | 10.58               | 2.88                             | 1.92               | 0.00                      | 0.00                      | 0.00                    | 0.00                     | 0.00                    | 0.00                | 0.96                          | 0.00 | 0.00 |
| GS 08                       | #     | 54                         | 51                  | 0                  | 3                   | 1                                | 0                  | 0                         | 0                         | 0                       | 0                        | 0                       | 0                   | 1                             | 0    | 0    |
|                             | %     | 100                        | 94.44               | 0.00               | 5.56                | 1.85                             | 0.00               | 0.00                      | 0.00                      | 0.00                    | 0.00                     | 0.00                    | 0.00                | 1.85                          | 0.00 | 0.00 |
| GS 09                       | #     | 76                         | 69                  | 2                  | 5                   | 0                                | 0                  | 0                         | 0                         | 0                       | 0                        | 0                       | 0                   | 0                             | 0    | 0    |
|                             | %     | 100                        | 90.79               | 2.63               | 6.58                | 0.00                             | 0.00               | 0.00                      | 0.00                      | 0.00                    | 0.00                     | 0.00                    | 0.00                | 0.00                          | 0.00 | 0.00 |
| GS 10                       | #     | 9                          | 9                   | 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                         | 58                  | 0                  | 5                   | 3                                | 0                  | 0                         | 0                         | 1                       | 1                        | 0                       | 0                   | 1                             | 0    | 0    |
|                             | %     | 100                        | 92.06               | 0.00               | 7.94                | 4.76                             | 0.00               | 0.00                      | 0.00                      | 1.59                    | 1.59                     | 0.00                    | 0.00                | 1.59                          | 0.00 | 0.00 |
| GS 12                       | #     | 93                         | 88                  | 0                  | 5                   | 1                                | 0                  | 0                         | 0                         | 0                       | 0                        | 0                       | 0                   | 1                             | 0    | 0    |
|                             | %     | 100                        | 94.62               | 0.00               | 5.38                | 1.08                             | 0.00               | 0.00                      | 0.00                      | 0.00                    | 0.00                     | 0.00                    | 0.00                | 1.08                          | 0.00 | 0.00 |
| GS/GM 13                    | #     | 114                        | 104                 | 4                  | 6                   | 1                                | 1                  | 0                         | 0                         | 0                       | 0                        | 0                       | 0                   | 0                             | 0    | 0    |
|                             | %     | 100                        | 91.23               | 3.51               | 5.26                | 0.88                             | 0.88               | 0.00                      | 0.00                      | 0.00                    | 0.00                     | 0.00                    | 0.00                | 0.00                          | 0.00 | 0.00 |
| GS/GM 14                    | #     | 107                        | 99                  | 4                  | 4                   | 0                                | 0                  | 0                         | 0                         | 0                       | 0                        | 0                       | 0                   | 0                             | 0    | 0    |
|                             | %     | 100                        | 92.52               | 3.74               | 3.74                | 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                    | #     | 73                         | 69                  | 0                  | 4                   | 0                                | 0                  | 0                         | 0                         | 0                       | 0                        | 0                       | 0                   | 0                             | 0    | 0    |
|                             | %     | 100                        | 94.52               | 0.00               | 5.48                | 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    | #     | 78                         | 72                  | 3                  | 3                   | 0                                | 0                  | 0                         | 0                         | 0                       | 0                        | 0                       | 0                   | 0                             | 0    | 0    |
|                             | %     | 100                        | 92.31               | 3.85               | 3.85                | 0.00                             | 0.00               | 0.00                      | 0.00                      | 0.00                    | 0.00                     | 0.00                    | 0.00                | 0.00                          | 0.00 | 0.00 |
| Total                       | #     | 779                        | 717                 | 13                 | 49                  | 9                                | 3                  | 0                         | 0                         | 1                       | 1                        | 0                       | 0                   | 4                             | 0    | 0    |
|                             | %     | 100                        | 92.04               | 1.67               | 6.29                | 1.16                             | 0.39               | 0.00                      | 0.00                      | 0.13                    | 0.13                     | 0.00                    | 0.00                | 0.51                          | 0.00 | 0.00 |

# National Science Foundation

## Participation Rates for General Schedule (GS) Grades by Disability

Report Symbol: VP715B4-1

As of September 30, 2006

Temporary 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 01                       | #     | 1                          | 1                   | 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 |
| GS 02                       | #     | 2                          | 2                   | 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 |
| GS 03                       | #     | 7                          | 6                   | 0                  | 1                   | 0                 | 0                                | 0                         | 0                         | 0                       | 0                        | 0                       | 0                   | 0                             | 0    |
|                             | %     | 100                        | 85.71               | 0.00               | 14.29               | 0.00              | 0.00                             | 0.00                      | 0.00                      | 0.00                    | 0.00                     | 0.00                    | 0.00                | 0.00                          | 0.00 |
| GS 04                       | #     | 16                         | 14                  | 2                  | 0                   | 0                 | 0                                | 0                         | 0                         | 0                       | 0                        | 0                       | 0                   | 0                             | 0    |
|                             | %     | 100                        | 87.50               | 12.50              | 0.00                | 0.00              | 0.00                             | 0.00                      | 0.00                      | 0.00                    | 0.00                     | 0.00                    | 0.00                | 0.00                          | 0.00 |
| GS 05                       | #     | 12                         | 10                  | 1                  | 1                   | 0                 | 0                                | 0                         | 0                         | 0                       | 0                        | 0                       | 0                   | 0                             | 0    |
|                             | %     | 100                        | 83.33               | 8.33               | 8.33                | 0.00              | 0.00                             | 0.00                      | 0.00                      | 0.00                    | 0.00                     | 0.00                    | 0.00                | 0.00                          | 0.00 |
| GS 06                       | #     | 1                          | 1                   | 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 |
| GS 07                       | #     | 3                          | 3                   | 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 |
| GS/GM 13                    | #     | 1                          | 1                   | 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 |
| Senior Executive Service    | #     | 8                          | 8                   | 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 |
| Total                       | #     | 51                         | 46                  | 3                  | 2                   | 0                 | 0                                | 0                         | 0                         | 0                       | 0                        | 0                       | 0                   | 0                             | 0    |
|                             | %     | 100                        | 90.20               | 5.88               | 3.92                | 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, 2006

Total 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 01                       | #     | 1                          | 1                   | 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                          |
| GS 02                       | #     | 2                          | 2                   | 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                          |
| GS 03                       | #     | 7                          | 6                   | 0                  | 1                   | 0                                | 0                  | 0                         | 0                         | 0                       | 0                        | 0                       | 0                   | 0                             |
|                             | %     | 100                        | 85.71               | 0.00               | 14.29               | 0.00                             | 0.00               | 0.00                      | 0.00                      | 0.00                    | 0.00                     | 0.00                    | 0.00                | 0.00                          |
| GS 04                       | #     | 16                         | 14                  | 2                  | 0                   | 0                                | 0                  | 0                         | 0                         | 0                       | 0                        | 0                       | 0                   | 0                             |
|                             | %     | 100                        | 87.50               | 12.50              | 0.00                | 0.00                             | 0.00               | 0.00                      | 0.00                      | 0.00                    | 0.00                     | 0.00                    | 0.00                | 0.00                          |
| GS 05                       | #     | 15                         | 13                  | 1                  | 1                   | 0                                | 0                  | 0                         | 0                         | 0                       | 0                        | 0                       | 0                   | 0                             |
|                             | %     | 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                          |
| GS 06                       | #     | 6                          | 3                   | 0                  | 3                   | 0                                | 0                  | 0                         | 0                         | 0                       | 0                        | 0                       | 0                   | 0                             |
|                             | %     | 100                        | 50.00               | 0.00               | 50.00               | 0.00                             | 0.00               | 0.00                      | 0.00                      | 0.00                    | 0.00                     | 0.00                    | 0.00                | 0.00                          |
| GS 07                       | #     | 107                        | 96                  | 0                  | 11                  | 3                                | 2                  | 0                         | 0                         | 0                       | 0                        | 0                       | 1                   | 0                             |
|                             | %     | 100                        | 89.72               | 0.00               | 10.28               | 2.80                             | 1.87               | 0.00                      | 0.00                      | 0.00                    | 0.00                     | 0.00                    | 0.93                | 0.00                          |
| GS 08                       | #     | 54                         | 51                  | 0                  | 3                   | 1                                | 0                  | 0                         | 0                         | 0                       | 0                        | 0                       | 1                   | 0                             |
|                             | %     | 100                        | 94.44               | 0.00               | 5.56                | 1.85                             | 0.00               | 0.00                      | 0.00                      | 0.00                    | 0.00                     | 0.00                    | 1.85                | 0.00                          |
| GS 09                       | #     | 76                         | 69                  | 2                  | 5                   | 0                                | 0                  | 0                         | 0                         | 0                       | 0                        | 0                       | 0                   | 0                             |
|                             | %     | 100                        | 90.79               | 2.63               | 6.58                | 0.00                             | 0.00               | 0.00                      | 0.00                      | 0.00                    | 0.00                     | 0.00                    | 0.00                | 0.00                          |
| GS 10                       | #     | 9                          | 9                   | 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                          |
| GS 11                       | #     | 63                         | 58                  | 0                  | 5                   | 3                                | 0                  | 0                         | 0                         | 1                       | 1                        | 0                       | 0                   | 1                             |
|                             | %     | 100                        | 92.06               | 0.00               | 7.94                | 4.76                             | 0.00               | 0.00                      | 0.00                      | 1.59                    | 1.59                     | 0.00                    | 0.00                | 1.59                          |
| GS 12                       | #     | 93                         | 88                  | 0                  | 5                   | 1                                | 0                  | 0                         | 0                         | 0                       | 0                        | 0                       | 0                   | 1                             |
|                             | %     | 100                        | 94.62               | 0.00               | 5.38                | 1.08                             | 0.00               | 0.00                      | 0.00                      | 0.00                    | 0.00                     | 0.00                    | 0.00                | 1.08                          |
| GS/GM 13                    | #     | 115                        | 105                 | 4                  | 6                   | 1                                | 1                  | 0                         | 0                         | 0                       | 0                        | 0                       | 0                   | 0                             |
|                             | %     | 100                        | 91.30               | 3.48               | 5.22                | 0.87                             | 0.87               | 0.00                      | 0.00                      | 0.00                    | 0.00                     | 0.00                    | 0.00                | 0.00                          |
| GS/GM 14                    | #     | 107                        | 99                  | 4                  | 4                   | 0                                | 0                  | 0                         | 0                         | 0                       | 0                        | 0                       | 0                   | 0                             |
|                             | %     | 100                        | 92.52               | 3.74               | 3.74                | 0.00                             | 0.00               | 0.00                      | 0.00                      | 0.00                    | 0.00                     | 0.00                    | 0.00                | 0.00                          |
| GS/GM 15                    | #     | 73                         | 69                  | 0                  | 4                   | 0                                | 0                  | 0                         | 0                         | 0                       | 0                        | 0                       | 0                   | 0                             |
|                             | %     | 100                        | 94.52               | 0.00               | 5.48                | 0.00                             | 0.00               | 0.00                      | 0.00                      | 0.00                    | 0.00                     | 0.00                    | 0.00                | 0.00                          |
| Senior Executive Service    | #     | 86                         | 80                  | 3                  | 3                   | 0                                | 0                  | 0                         | 0                         | 0                       | 0                        | 0                       | 0                   | 0                             |
|                             | %     | 100                        | 93.02               | 3.49               | 3.49                | 0.00                             | 0.00               | 0.00                      | 0.00                      | 0.00                    | 0.00                     | 0.00                    | 0.00                | 0.00                          |
| Total                       | #     | 830                        | 763                 | 16                 | 51                  | 9                                | 3                  | 0                         | 0                         | 1                       | 1                        | 0                       | 0                   | 4                             |
|                             | %     | 100                        | 91.93               | 1.93               | 6.14                | 1.08                             | 0.36               | 0.00                      | 0.00                      | 0.12                    | 0.12                     | 0.00                    | 0.00                | 0.48                          |

# National Science Foundation

## Participation Rates for General Schedule (GS) Grades by Disability

Report Symbol: VP715B4-2

As of September 30, 2006

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                             |
|                             | %     | 0.39                       | 0.42                | 0.00               | 0.00                | 0.00                             | 0.00               | 0.00                      | 0.00                      | 0.00                    | 0.00                     | 0.00                    | 0.00                | 0.00                          |
| GS 06                       | #     | 5                          | 2                   | 0                  | 3                   | 0                                | 0                  | 0                         | 0                         | 0                       | 0                        | 0                       | 0                   | 0                             |
|                             | %     | 0.64                       | 0.28                | 0.00               | 6.12                | 0.00                             | 0.00               | 0.00                      | 0.00                      | 0.00                    | 0.00                     | 0.00                    | 0.00                | 0.00                          |
| GS 07                       | #     | 104                        | 93                  | 0                  | 11                  | 3                                | 2                  | 0                         | 0                         | 0                       | 0                        | 0                       | 1                   | 0                             |
|                             | %     | 13.35                      | 12.97               | 0.00               | 22.45               | 33.33                            | 66.67              | 0.00                      | 0.00                      | 0.00                    | 0.00                     | 0.00                    | 25.00               | 0.00                          |
| GS 08                       | #     | 54                         | 51                  | 0                  | 3                   | 1                                | 0                  | 0                         | 0                         | 0                       | 0                        | 0                       | 1                   | 0                             |
|                             | %     | 6.93                       | 7.11                | 0.00               | 6.12                | 11.11                            | 0.00               | 0.00                      | 0.00                      | 0.00                    | 0.00                     | 0.00                    | 25.00               | 0.00                          |
| GS 09                       | #     | 76                         | 69                  | 2                  | 5                   | 0                                | 0                  | 0                         | 0                         | 0                       | 0                        | 0                       | 0                   | 0                             |
|                             | %     | 9.76                       | 9.62                | 15.38              | 10.20               | 0.00                             | 0.00               | 0.00                      | 0.00                      | 0.00                    | 0.00                     | 0.00                    | 0.00                | 0.00                          |
| GS 10                       | #     | 9                          | 9                   | 0                  | 0                   | 0                                | 0                  | 0                         | 0                         | 0                       | 0                        | 0                       | 0                   | 0                             |
|                             | %     | 1.16                       | 1.26                | 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                         | 58                  | 0                  | 5                   | 3                                | 0                  | 0                         | 0                         | 1                       | 1                        | 0                       | 1                   | 0                             |
|                             | %     | 8.09                       | 8.09                | 0.00               | 10.20               | 33.33                            | 0.00               | 0.00                      | 0.00                      | 100.00                  | 100.00                   | 0.00                    | 0.00                | 25.00                         |
| GS 12                       | #     | 93                         | 88                  | 0                  | 5                   | 1                                | 0                  | 0                         | 0                         | 0                       | 0                        | 0                       | 1                   | 0                             |
|                             | %     | 11.94                      | 12.27               | 0.00               | 10.20               | 11.11                            | 0.00               | 0.00                      | 0.00                      | 0.00                    | 0.00                     | 0.00                    | 25.00               | 0.00                          |
| GS/GM 13                    | #     | 114                        | 104                 | 4                  | 6                   | 1                                | 1                  | 0                         | 0                         | 0                       | 0                        | 0                       | 0                   | 0                             |
|                             | %     | 14.63                      | 14.50               | 30.77              | 12.24               | 11.11                            | 33.33              | 0.00                      | 0.00                      | 0.00                    | 0.00                     | 0.00                    | 0.00                | 0.00                          |
| GS/GM 14                    | #     | 107                        | 99                  | 4                  | 4                   | 0                                | 0                  | 0                         | 0                         | 0                       | 0                        | 0                       | 0                   | 0                             |
|                             | %     | 13.74                      | 13.81               | 30.77              | 8.16                | 0.00                             | 0.00               | 0.00                      | 0.00                      | 0.00                    | 0.00                     | 0.00                    | 0.00                | 0.00                          |
| GS/GM 15                    | #     | 73                         | 69                  | 0                  | 4                   | 0                                | 0                  | 0                         | 0                         | 0                       | 0                        | 0                       | 0                   | 0                             |
|                             | %     | 9.37                       | 9.62                | 0.00               | 8.16                | 0.00                             | 0.00               | 0.00                      | 0.00                      | 0.00                    | 0.00                     | 0.00                    | 0.00                | 0.00                          |
| Senior Executive Service    | #     | 78                         | 72                  | 3                  | 3                   | 0                                | 0                  | 0                         | 0                         | 0                       | 0                        | 0                       | 0                   | 0                             |
|                             | %     | 10.01                      | 10.04               | 23.08              | 6.12                | 0.00                             | 0.00               | 0.00                      | 0.00                      | 0.00                    | 0.00                     | 0.00                    | 0.00                | 0.00                          |
| Total                       | #     | 779                        | 717                 | 13                 | 49                  | 9                                | 3                  | 0                         | 0                         | 1                       | 1                        | 0                       | 4                   | 0                             |
|                             | %     | 100                        | 92.04               | 1.67               | 6.29                | 1.16                             | 0.39               | 0.00                      | 0.00                      | 0.13                    | 0.13                     | 0.00                    | 0.00                | 0.51                          |

# National Science Foundation

## Participation Rates for General Schedule (GS) Grades by Disability

Report Symbol: VP715B4-2

As of September 30, 2006

Temporary 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 01                       | #     | 1                          | 1                   | 0                  | 0                   | 0                                | 0                  | 0                         | 0                         | 0                       | 0                        | 0                       | 0                   | 0                             | 0    | 0    |
|                             | %     | 1.96                       | 2.17                | 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                       | #     | 2                          | 2                   | 0                  | 0                   | 0                                | 0                  | 0                         | 0                         | 0                       | 0                        | 0                       | 0                   | 0                             | 0    | 0    |
|                             | %     | 3.92                       | 4.35                | 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                       | #     | 7                          | 6                   | 0                  | 1                   | 0                                | 0                  | 0                         | 0                         | 0                       | 0                        | 0                       | 0                   | 0                             | 0    | 0    |
|                             | %     | 13.73                      | 13.04               | 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 |
| GS 04                       | #     | 16                         | 14                  | 2                  | 0                   | 0                                | 0                  | 0                         | 0                         | 0                       | 0                        | 0                       | 0                   | 0                             | 0    | 0    |
|                             | %     | 31.37                      | 30.43               | 66.67              | 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 05                       | #     | 12                         | 10                  | 1                  | 1                   | 0                                | 0                  | 0                         | 0                         | 0                       | 0                        | 0                       | 0                   | 0                             | 0    | 0    |
|                             | %     | 23.53                      | 21.74               | 33.33              | 50.00               | 0.00                             | 0.00               | 0.00                      | 0.00                      | 0.00                    | 0.00                     | 0.00                    | 0.00                | 0.00                          | 0.00 | 0.00 |
| GS 06                       | #     | 1                          | 1                   | 0                  | 0                   | 0                                | 0                  | 0                         | 0                         | 0                       | 0                        | 0                       | 0                   | 0                             | 0    | 0    |
|                             | %     | 1.96                       | 2.17                | 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 07                       | #     | 3                          | 3                   | 0                  | 0                   | 0                                | 0                  | 0                         | 0                         | 0                       | 0                        | 0                       | 0                   | 0                             | 0    | 0    |
|                             | %     | 5.88                       | 6.52                | 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                    | #     | 1                          | 1                   | 0                  | 0                   | 0                                | 0                  | 0                         | 0                         | 0                       | 0                        | 0                       | 0                   | 0                             | 0    | 0    |
|                             | %     | 1.96                       | 2.17                | 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    | #     | 8                          | 8                   | 0                  | 0                   | 0                                | 0                  | 0                         | 0                         | 0                       | 0                        | 0                       | 0                   | 0                             | 0    | 0    |
|                             | %     | 15.69                      | 17.39               | 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                       | #     | 51                         | 46                  | 3                  | 2                   | 0                                | 0                  | 0                         | 0                         | 0                       | 0                        | 0                       | 0                   | 0                             | 0    | 0    |
|                             | %     | 100                        | 90.20               | 5.88               | 3.92                | 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 Major Occupations - Distribution by Disability

Report Symbol: VP715B6

As of September 30, 2006

Full/PartTime Permanent Workforce

| Job Title / Series<br>Agency Rate     | TOTAL | Total by Disability Status |                           |                       |                        | Detail for Targeted Disabilities |                       |                                 |                                 |                               |                                |                               |                           |                                     |  |
|---------------------------------------|-------|----------------------------|---------------------------|-----------------------|------------------------|----------------------------------|-----------------------|---------------------------------|---------------------------------|-------------------------------|--------------------------------|-------------------------------|---------------------------|-------------------------------------|--|
|                                       |       | [05]<br>No<br>Disability   | [01]<br>Not<br>Identified | [06-94]<br>Disability | Targeted<br>Disability | [16, 17]<br>Deafness             | [23, 25]<br>Blindness | [28, 32-38]<br>Missing<br>Limbs | [64-68]<br>Partial<br>Paralysis | [71-78]<br>Total<br>Paralysis | [82]<br>Convulsive<br>Disorder | [90]<br>Mental<br>Retardation | [91]<br>Mental<br>Illness | [92]<br>Distortion of<br>Limb/Spine |  |
| 340 - Program<br>Management           | # 45  | 41                         | 1                         | 3                     | 0                      | 0                                | 0                     | 0                               | 0                               | 0                             | 0                              | 0                             | 0                         | 0                                   |  |
|                                       | % 100 | 91.11                      | 2.22                      | 6.67                  | 0.00                   | 0.00                             | 0.00                  | 0.00                            | 0.00                            | 0.00                          | 0.00                           | 0.00                          | 0.00                      | 0.00                                |  |
| 343 - Management<br>Analysis          | # 100 | 96                         | 2                         | 2                     | 0                      | 0                                | 0                     | 0                               | 0                               | 0                             | 0                              | 0                             | 0                         |                                     |  |
|                                       | % 100 | 96.00                      | 2.00                      | 2.00                  | 0.00                   | 0.00                             | 0.00                  | 0.00                            | 0.00                            | 0.00                          | 0.00                           | 0.00                          | 0.00                      |                                     |  |
| 401 - Biologist                       | # 42  | 39                         | 0                         | 3                     | 0                      | 0                                | 0                     | 0                               | 0                               | 0                             | 0                              | 0                             | 0                         |                                     |  |
|                                       | % 100 | 92.86                      | 0.00                      | 7.14                  | 0.00                   | 0.00                             | 0.00                  | 0.00                            | 0.00                            | 0.00                          | 0.00                           | 0.00                          | 0.00                      |                                     |  |
| 1101 - General<br>Business & Industry | # 51  | 46                         | 2                         | 3                     | 1                      | 0                                | 0                     | 0                               | 0                               | 0                             | 0                              | 0                             | 1                         |                                     |  |
|                                       | % 100 | 90.20                      | 3.92                      | 5.88                  | 1.96                   | 0.00                             | 0.00                  | 0.00                            | 0.00                            | 0.00                          | 0.00                           | 0.00                          | 1.96                      |                                     |  |
| 1301 - General<br>Physical Science    | # 52  | 46                         | 1                         | 5                     | 1                      | 0                                | 0                     | 0                               | 1                               | 0                             | 0                              | 0                             | 0                         |                                     |  |
|                                       | % 100 | 88.46                      | 1.92                      | 9.62                  | 1.92                   | 0.00                             | 0.00                  | 0.00                            | 1.92                            | 0.00                          | 0.00                           | 0.00                          | 0.00                      |                                     |  |
| 2210 - Information<br>Tech Mgt        | # 90  | 81                         | 2                         | 7                     | 0                      | 0                                | 0                     | 0                               | 0                               | 0                             | 0                              | 0                             | 0                         |                                     |  |
|                                       | % 100 | 90.00                      | 2.22                      | 7.78                  | 0.00                   | 0.00                             | 0.00                  | 0.00                            | 0.00                            | 0.00                          | 0.00                           | 0.00                          | 0.00                      |                                     |  |
| Total                                 | # 380 | 349                        | 8                         | 23                    | 2                      | 0                                | 0                     | 0                               | 1                               | 0                             | 0                              | 0                             | 1                         |                                     |  |
|                                       | % 100 | 91.84                      | 2.11                      | 6.05                  | 0.53                   | 0.00                             | 0.00                  | 0.00                            | 0.26                            | 0.00                          | 0.00                           | 0.00                          | 0.26                      |                                     |  |

# National Science Foundation

## Participation Rates for Major Occupations - Distribution by Disability

Report Symbol: VP715B6

As of September 30, 2006

Temporary Workforce

| Job Title / Series<br>Agency Rate  | TOTAL | Total by Disability Status |                           |                       |                        | Detail for Targeted Disabilities |                       |                                 |                                 |                               |                                |                               |                           |                                     |
|------------------------------------|-------|----------------------------|---------------------------|-----------------------|------------------------|----------------------------------|-----------------------|---------------------------------|---------------------------------|-------------------------------|--------------------------------|-------------------------------|---------------------------|-------------------------------------|
|                                    |       | [05]<br>No<br>Disability   | [01]<br>Not<br>Identified | [06-94]<br>Disability | Targeted<br>Disability | [16, 17]<br>Deafness             | [23, 25]<br>Blindness | [28, 32-38]<br>Missing<br>Limbs | [64-68]<br>Partial<br>Paralysis | [71-78]<br>Total<br>Paralysis | [82]<br>Convulsive<br>Disorder | [90]<br>Mental<br>Retardation | [91]<br>Mental<br>Illness | [92]<br>Distortion of<br>Limb/Spine |
| 340 - Program<br>Management        | #     | 16                         | 16                        | 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                                |
| 401 - Biologist                    | #     | 40                         | 37                        | 0                     | 3                      | 1                                | 0                     | 0                               | 0                               | 0                             | 1                              | 0                             | 0                         | 0                                   |
|                                    | %     | 100                        | 92.50                     | 0.00                  | 7.50                   | 2.50                             | 0.00                  | 0.00                            | 0.00                            | 0.00                          | 2.50                           | 0.00                          | 0.00                      | 0.00                                |
| 1301 - General<br>Physical Science | #     | 19                         | 18                        | 0                     | 1                      | 0                                | 0                     | 0                               | 0                               | 0                             | 0                              | 0                             | 0                         | 0                                   |
|                                    | %     | 100                        | 94.74                     | 0.00                  | 5.26                   | 0.00                             | 0.00                  | 0.00                            | 0.00                            | 0.00                          | 0.00                           | 0.00                          | 0.00                      | 0.00                                |
| 2210 - Information<br>Tech Mgt     | #     | 1                          | 1                         | 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                              | #     | 76                         | 72                        | 0                     | 4                      | 1                                | 0                     | 0                               | 0                               | 0                             | 1                              | 0                             | 0                         | 0                                   |
|                                    | %     | 100                        | 94.74                     | 0.00                  | 5.26                   | 1.32                             | 0.00                  | 0.00                            | 0.00                            | 0.00                          | 1.32                           | 0.00                          | 0.00                      | 0.00                                |

# National Science Foundation

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

Report Symbol: VP715B8

From September 30, 2005 To September 30, 2006

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] 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 |      |
| Permanent            | #     | 60                         | 50                  | 6                  | 4                   | 1                  | 0                                | 0                         | 0                         | 0                       | 0                        | 0                       | 0                   | 1                             | 0    |
|                      | %     | 100                        | 83.33               | 10.00              | 6.67                | 1.67               | 0.00                             | 0.00                      | 0.00                      | 0.00                    | 0.00                     | 0.00                    | 0.00                | 1.67                          | 0.00 |
| Temporary            | #     | 185                        | 166                 | 1                  | 18                  | 1                  | 0                                | 1                         | 0                         | 0                       | 0                        | 0                       | 0                   | 0                             | 0    |
|                      | %     | 100                        | 89.73               | 0.54               | 9.73                | 0.54               | 0.00                             | 0.54                      | 0.00                      | 0.00                    | 0.00                     | 0.00                    | 0.00                | 0.00                          | 0.00 |
| Total                | #     | 245                        | 216                 | 7                  | 22                  | 2                  | 0                                | 1                         | 0                         | 0                       | 0                        | 0                       | 1                   | 0                             |      |
|                      | %     | 100                        | 88.16               | 2.86               | 8.98                | 0.82               | 0.00                             | 0.41                      | 0.00                      | 0.00                    | 0.00                     | 0.00                    | 0.41                | 0.00                          |      |
| Prior Year Workforce | #     | 245                        | 216                 | 7                  | 22                  | 2                  | 0                                | 1                         | 0                         | 0                       | 0                        | 0                       | 1                   | 0                             |      |
|                      | %     | 100                        | 91.13               | 1.86               | 7.00                | 1.19               | 0.22                             | 0.15                      | 0.00                      | 0.22                    | 0.07                     | 0.07                    | 0.45                | 0.00                          |      |

# National Science Foundation

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

Report Symbol: VP715B10

As of September 30, 2006

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 |
| <b>Total Employees Eligible for Career Ladder Promotions</b> | <b>79</b>  | <b>100</b> | 69                         | 2                   | 8                  | 1                   | 0                 | 0                                | 0                         | 1                         | 0                       | 0                        | 0                       | 0                   | 0                             |
|  |            |            | 87.34                      | 2.53                | 10.13              | 1.27                | 0.00              | 0.00                             | 0.00                      | 1.27                      | 0.00                    | 0.00                     | 0.00                    | 0.00                | 0.00                          |
| <b>Time in grade in excess of minimum</b>                    | <b>40</b>  | <b>100</b> | 34                         | 0                   | 6                  | 1                   | 0                 | 0                                | 0                         | 1                         | 0                       | 0                        | 0                       | 0                   | 0                             |
|  |            |            | 10                         | 0                   | 2                  | 1                   | 0                 | 0                                | 0                         | 1                         | 0                       | 0                        | 0                       | 0                   | 0                             |
| <b>1 - 12 months</b>   | <b>100</b> | <b>100</b> | 83.33                      | 0.00                | 16.67              | 8.33                | 0.00              | 0.00                             | 0.00                      | 8.33                      | 0.00                    | 0.00                     | 0.00                    | 0.00                | 0.00                          |
|  |            |            | 4                          | 0                   | 1                  | 0                   | 0                 | 0                                | 0                         | 0                         | 0                       | 0                        | 0                       | 0                   | 0                             |
| <b>13 - 24 months</b>  | <b>5</b>   | <b>100</b> | 80.00                      | 0.00                | 20.00              | 0.00                | 0.00              | 0.00                             | 0.00                      | 0.00                      | 0.00                    | 0.00                     | 0.00                    | 0.00                | 0.00                          |
|  |            |            | 20                         | 0                   | 3                  | 0                   | 0                 | 0                                | 0                         | 0                         | 0                       | 0                        | 0                       | 0                   | 0                             |
| <b>25 + months</b>   | <b>23</b>  | <b>100</b> | 86.96                      | 0.00                | 13.04              | 0.00                | 0.00              | 0.00                             | 0.00                      | 0.00                      | 0.00                    | 0.00                     | 0.00                    | 0.00                | 0.00                          |
|  |            |            | 0                          | 0                   | 0                  | 0                   | 0                 | 0                                | 0                         | 0                         | 0                       | 0                        | 0                       | 0                   | 0                             |

**National Science Foundation**  
**Participation In Career Development/Training by Disability**  
**From September 30, 2005, To September 30, 2006**

**Table B12a**

|                            | Total Disability | [05] No Disability | [01] Not Identified | [06-94] Disability | Targeted Disability | [16, 17] Deafness | [23, 25] Blindness | [28, 32-38] Missing Limbs | [64-69] Partial Paralysis | [71-78] Total Paralysis | [82] Convulsive Disorder | [90] Mental Retardation | [91] Mental Illness | [92] Distortion of Limb/Spine |
|----------------------------|------------------|--------------------|---------------------|--------------------|---------------------|-------------------|--------------------|---------------------------|---------------------------|-------------------------|--------------------------|-------------------------|---------------------|-------------------------------|
| Training for grades - GS 5 |                  |                    |                     |                    |                     |                   |                    |                           |                           |                         |                          |                         |                     |                               |
| Male                       | 0                | 0                  | 0                   | 0                  | 0                   | 0                 | 0                  | 0                         | 0                         | 0                       | 0                        | 0                       | 0                   | 0                             |
| Female                     | 8                | 8                  | 0                   | 0                  | 0                   | 0                 | 0                  | 0                         | 0                         | 0                       | 0                        | 0                       | 0                   | 0                             |
| <b>Total GS 5</b>          | <b>8</b>         | <b>8</b>           | <b>0</b>            | <b>0</b>           | <b>0</b>            | <b>0</b>          | <b>0</b>           | <b>0</b>                  | <b>0</b>                  | <b>0</b>                | <b>0</b>                 | <b>0</b>                | <b>0</b>            | <b>0</b>                      |
| Training for grades - GS 6 |                  |                    |                     |                    |                     |                   |                    |                           |                           |                         |                          |                         |                     |                               |
| Male                       | 1                | 1                  | 0                   | 0                  | 0                   | 0                 | 0                  | 0                         | 0                         | 0                       | 0                        | 0                       | 0                   | 0                             |
| Female                     | 0                | 0                  | 0                   | 0                  | 0                   | 0                 | 0                  | 0                         | 0                         | 0                       | 0                        | 0                       | 0                   | 0                             |
| <b>Total GS 6</b>          | <b>1</b>         | <b>1</b>           | <b>0</b>            | <b>0</b>           | <b>0</b>            | <b>0</b>          | <b>0</b>           | <b>0</b>                  | <b>0</b>                  | <b>0</b>                | <b>0</b>                 | <b>0</b>                | <b>0</b>            | <b>0</b>                      |
| Training for grades - GS 7 |                  |                    |                     |                    |                     |                   |                    |                           |                           |                         |                          |                         |                     |                               |
| Male                       | 28               | 28                 | 0                   | 0                  | 0                   | 0                 | 0                  | 0                         | 0                         | 0                       | 0                        | 0                       | 0                   | 0                             |
| Female                     | 171              | 161                | 0                   | 10                 | 0                   | 0                 | 0                  | 0                         | 0                         | 0                       | 0                        | 0                       | 0                   | 0                             |
| <b>Total GS 7</b>          | <b>199</b>       | <b>161</b>         | <b>0</b>            | <b>10</b>          | <b>0</b>            | <b>0</b>          | <b>0</b>           | <b>0</b>                  | <b>0</b>                  | <b>0</b>                | <b>0</b>                 | <b>0</b>                | <b>0</b>            | <b>0</b>                      |
| Training for grades - GS 8 |                  |                    |                     |                    |                     |                   |                    |                           |                           |                         |                          |                         |                     |                               |
| Male                       | 3                | 1                  | 0                   | 2                  | 2                   | 0                 | 0                  | 0                         | 0                         | 0                       | 0                        | 0                       | 0                   | 2                             |
| Female                     | 90               | 79                 | 0                   | 11                 | 0                   | 0                 | 0                  | 0                         | 0                         | 0                       | 0                        | 0                       | 0                   | 0                             |
| <b>Total GS 8</b>          | <b>93</b>        | <b>80</b>          | <b>0</b>            | <b>13</b>          | <b>2</b>            | <b>0</b>          | <b>0</b>           | <b>0</b>                  | <b>0</b>                  | <b>0</b>                | <b>0</b>                 | <b>0</b>                | <b>0</b>            | <b>2</b>                      |
| Training for grades - GS 9 |                  |                    |                     |                    |                     |                   |                    |                           |                           |                         |                          |                         |                     |                               |
| Male                       | 49               | 46                 | 3                   | 0                  | 0                   | 0                 | 0                  | 0                         | 0                         | 0                       | 0                        | 0                       | 0                   | 0                             |
| Female                     | 223              | 186                | 2                   | 35                 | 0                   | 0                 | 0                  | 0                         | 0                         | 0                       | 0                        | 0                       | 0                   | 0                             |
| <b>Total GS 9</b>          | <b>272</b>       | <b>232</b>         | <b>5</b>            | <b>35</b>          | <b>0</b>            | <b>0</b>          | <b>0</b>           | <b>0</b>                  | <b>0</b>                  | <b>0</b>                | <b>0</b>                 | <b>0</b>                | <b>0</b>            | <b>0</b>                      |

**National Science Foundation**  
**Participation In Career Development/Training by Disability**  
**From September 30, 2005, To September 30, 2006**

**Table B12a**

|                                    | [05] No Disability | [01] Not Identified | [06-94] Disability | Targeted Disability | [16, 17] Deafness | [23, 25] Blindness | [28, 32-38] Missing Limbs | [64-69] Partial Paralysis | [71-78] Total Paralysis | [82] Convulsive Disorder | [90] Mental Retardation | [91] Mental Illness | [92] Distortion of Limb/Spine |
|------------------------------------|--------------------|---------------------|--------------------|---------------------|-------------------|--------------------|---------------------------|---------------------------|-------------------------|--------------------------|-------------------------|---------------------|-------------------------------|
| <b>Training for grades - GS 10</b> |                    |                     |                    |                     |                   |                    |                           |                           |                         |                          |                         |                     |                               |
| Male                               | 0                  | 0                   | 0                  | 0                   | 0                 | 0                  | 0                         | 0                         | 0                       | 0                        | 0                       | 0                   | 0                             |
| Female                             | 13                 | 0                   | 0                  | 0                   | 0                 | 0                  | 0                         | 0                         | 0                       | 0                        | 0                       | 0                   | 0                             |
| <b>Total GS 10</b>                 | <b>13</b>          |                     |                    |                     |                   |                    |                           |                           |                         |                          |                         |                     |                               |
| <b>Training for grades - GS 11</b> |                    |                     |                    |                     |                   |                    |                           |                           |                         |                          |                         |                     |                               |
| Male                               | 6                  | 0                   | 0                  | 0                   | 0                 | 0                  | 0                         | 0                         | 0                       | 0                        | 0                       | 0                   | 0                             |
| Female                             | 148                | 0                   | 4                  | 3                   | 0                 | 0                  | 0                         | 1                         | 0                       | 0                        | 0                       | 0                   | 2                             |
| <b>Total GS 11</b>                 | <b>154</b>         |                     |                    |                     |                   |                    |                           |                           |                         |                          |                         |                     |                               |
| <b>Training for grades - GS 12</b> |                    |                     |                    |                     |                   |                    |                           |                           |                         |                          |                         |                     |                               |
| Male                               | 28                 | 23                  | 0                  | 5                   | 0                 | 0                  | 0                         | 0                         | 0                       | 0                        | 0                       | 0                   | 0                             |
| Female                             | 163                | 159                 | 0                  | 4                   | 4                 | 0                  | 0                         | 0                         | 0                       | 0                        | 0                       | 0                   | 4                             |
| <b>Total GS 12</b>                 | <b>191</b>         |                     |                    |                     |                   |                    |                           |                           |                         |                          |                         |                     |                               |

**National Science Foundation**  
**Participation In Career Development/Training by Disability**  
**From September 30, 2005, To September 30, 2006**

**Table B12a**

|                             | [05] No Disability Total | [01] Not Identified | [06-94] Disability | Targeted Disability | [16,17] Deafness | [23,25] Blindness | [28, 32-38] Missing Limbs | [64-69] Partial Paralysis | [71-78] Total Paralysis | [82] Convulsive Disorder | [90] Mental Retardation | [91] Mental Illness | [92] Distortion of Limb/Spine |
|-----------------------------|--------------------------|---------------------|--------------------|---------------------|------------------|-------------------|---------------------------|---------------------------|-------------------------|--------------------------|-------------------------|---------------------|-------------------------------|
| <b>Training for GS13-14</b> |                          |                     |                    |                     |                  |                   |                           |                           |                         |                          |                         |                     |                               |
| Male                        | 52                       | 42                  | 0                  | 10                  | 8                | 0                 | 0                         | 0                         | 0                       | 0                        | 0                       | 0                   | 0                             |
| Female                      | 120                      | 111                 | 2                  | 7                   | 5                | 0                 | 0                         | 5                         | 0                       | 0                        | 0                       | 0                   | 0                             |
| <b>Total GS 13</b>          | <b>172</b>               |                     |                    |                     |                  |                   |                           |                           |                         |                          |                         |                     |                               |

|                                    |            |     |   |    |   |   |   |   |   |   |   |   |   |
|------------------------------------|------------|-----|---|----|---|---|---|---|---|---|---|---|---|
| <b>Training for grades - GS 13</b> |            |     |   |    |   |   |   |   |   |   |   |   |   |
| Male                               | 52         | 42  | 0 | 10 | 8 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Female                             | 120        | 111 | 2 | 7  | 5 | 0 | 0 | 5 | 0 | 0 | 0 | 0 | 0 |
| <b>Total GS 13</b>                 | <b>172</b> |     |   |    |   |   |   |   |   |   |   |   |   |

|                                    |            |    |   |   |   |   |   |   |   |   |   |   |   |
|------------------------------------|------------|----|---|---|---|---|---|---|---|---|---|---|---|
| <b>Training for grades - GS 14</b> |            |    |   |   |   |   |   |   |   |   |   |   |   |
| Male                               | 67         | 66 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Female                             | 101        | 96 | 2 | 3 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| <b>Total GS 14</b>                 | <b>168</b> |    |   |   |   |   |   |   |   |   |   |   |   |

|                                    |           |    |   |   |   |   |   |   |   |   |   |   |   |
|------------------------------------|-----------|----|---|---|---|---|---|---|---|---|---|---|---|
| <b>Training for GS 15 - SES</b>    |           |    |   |   |   |   |   |   |   |   |   |   |   |
| <b>Training for grades - GS 15</b> |           |    |   |   |   |   |   |   |   |   |   |   |   |
| Male                               | 34        | 34 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Female                             | 42        | 38 | 0 | 4 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| <b>Total GS 15</b>                 | <b>76</b> |    |   |   |   |   |   |   |   |   |   |   |   |

|                                 |          |   |   |   |   |   |   |   |   |   |   |   |   |
|---------------------------------|----------|---|---|---|---|---|---|---|---|---|---|---|---|
| <b>Training for grades - ES</b> |          |   |   |   |   |   |   |   |   |   |   |   |   |
| Male                            | 0        | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Female                          | 0        | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| <b>Total SES</b>                | <b>0</b> |   |   |   |   |   |   |   |   |   |   |   |   |
| <b>(Pay Plan ES)</b>            |          |   |   |   |   |   |   |   |   |   |   |   |   |

**National Science Foundation**  
**Participation In Career Development/Training by Disability**  
**From September 30, 2005, To September 30, 2006**

**Table B12a**

|                                | [05] No<br>Total Disability | [01] Not<br>Identified | [06-94]<br>Disability | Targeted<br>Disability | [16,17]<br>Deafness | [23,25]<br>Blindness | [28, 32-<br>38]<br>Missing<br>Limbs | [64-69]<br>Partial<br>Paralysis | [71-78]<br>Total<br>Paralysis | [82]<br>Convulsive<br>Disorder | [90] Mental<br>Retardation | [91]<br>Mental<br>Illness | [92]<br>Distortion<br>of<br>Limb/Spine |
|--------------------------------|-----------------------------|------------------------|-----------------------|------------------------|---------------------|----------------------|-------------------------------------|---------------------------------|-------------------------------|--------------------------------|----------------------------|---------------------------|--|
| <b>Training for AD1 - AD 5</b> |                             |                        |                       |                        |                     |                      |                                     |                                 |                               |                                |                            |                           |  |
| Training for grades - AD1      |                             |                        |                       |                        |                     |                      |                                     |                                 |                               |                                |                            |                           |  |
| Male                           | 16                          | 16                     | 0                     | 0                      | 0                   | 0                    | 0                                   | 0                               | 0                             | 0                              | 0                          | 0                         | 0                                      |
| Female                         | 55                          | 49                     | 0                     | 6                      | 1                   | 0                    | 0                                   | 0                               | 0                             | 1                              | 0                          | 0                         | 0                                      |
| <b>Total AD1</b>               | <b>71</b>                   | <b>71</b>              | <b>0</b>              | <b>6</b>               | <b>1</b>            | <b>0</b>             | <b>0</b>                            | <b>0</b>                        | <b>0</b>                      | <b>1</b>                       | <b>0</b>                   | <b>0</b>                  | <b>0</b>                               |
| Training for grades - AD2      |                             |                        |                       |                        |                     |                      |                                     |                                 |                               |                                |                            |                           |  |
| Male                           | 4                           | 4                      | 0                     | 0                      | 0                   | 0                    | 0                                   | 0                               | 0                             | 0                              | 0                          | 0                         | 0                                      |
| Female                         | 25                          | 24                     | 0                     | 1                      | 0                   | 0                    | 0                                   | 0                               | 0                             | 0                              | 0                          | 0                         | 0                                      |
| <b>Total AD2</b>               | <b>29</b>                   | <b>29</b>              | <b>0</b>              | <b>1</b>               | <b>0</b>            | <b>0</b>             | <b>0</b>                            | <b>0</b>                        | <b>0</b>                      | <b>0</b>                       | <b>0</b>                   | <b>0</b>                  | <b>0</b>                               |
| Training for grades - AD3      |                             |                        |                       |                        |                     |                      |                                     |                                 |                               |                                |                            |                           |  |
| Male                           | 17                          | 17                     | 0                     | 0                      | 0                   | 0                    | 0                                   | 0                               | 0                             | 0                              | 0                          | 0                         | 0                                      |
| Female                         | 25                          | 22                     | 0                     | 3                      | 0                   | 0                    | 0                                   | 0                               | 0                             | 0                              | 0                          | 0                         | 0                                      |
| <b>Total AD3</b>               | <b>42</b>                   | <b>42</b>              | <b>0</b>              | <b>3</b>               | <b>0</b>            | <b>0</b>             | <b>0</b>                            | <b>0</b>                        | <b>0</b>                      | <b>0</b>                       | <b>0</b>                   | <b>0</b>                  | <b>0</b>                               |
| Training for grades - AD4      |                             |                        |                       |                        |                     |                      |                                     |                                 |                               |                                |                            |                           |  |
| Male                           | 74                          | 70                     | 1                     | 3                      | 1                   | 0                    | 0                                   | 0                               | 0                             | 0                              | 0                          | 1                         | 0                                      |
| Female                         | 89                          | 81                     | 0                     | 8                      | 0                   | 0                    | 0                                   | 0                               | 0                             | 0                              | 0                          | 0                         | 0                                      |
| <b>Total AD4</b>               | <b>163</b>                  | <b>163</b>             | <b>1</b>              | <b>11</b>              | <b>1</b>            | <b>0</b>             | <b>0</b>                            | <b>0</b>                        | <b>0</b>                      | <b>0</b>                       | <b>0</b>                   | <b>1</b>                  | <b>0</b>                               |
| Training for grades - AD5      |                             |                        |                       |                        |                     |                      |                                     |                                 |                               |                                |                            |                           |  |
| Male                           | 9                           | 5                      | 3                     | 1                      | 0                   | 0                    | 0                                   | 0                               | 0                             | 0                              | 0                          | 0                         | 0                                      |
| Female                         | 4                           | 3                      | 0                     | 1                      | 0                   | 0                    | 0                                   | 0                               | 0                             | 0                              | 0                          | 0                         | 0                                      |
| <b>Total AD5</b>               | <b>13</b>                   | <b>13</b>              | <b>3</b>              | <b>2</b>               | <b>0</b>            | <b>0</b>             | <b>0</b>                            | <b>0</b>                        | <b>0</b>                      | <b>0</b>                       | <b>0</b>                   | <b>0</b>                  | <b>0</b>                               |

**National Science Foundation**  
**Participation In Career Development/Training by Disability**  
**From September 30, 2005, To September 30, 2006**

|              | [05] No Disability | [01] Not Identified | [06-94] Disability | Targeted Disability | [16, 17] Deafness | [23, 25] Blindness | [28, 32-38] Missing Limbs | [64-69] Partial Paralysis | [71-78] Total Paralysis | [82] Convulsive Disorder | [90] Mental Retardation | [91] Mental Illness | [92] Distortion of Limb/Spine |
|--------------|--------------------|---------------------|--------------------|---------------------|-------------------|--------------------|---------------------------|---------------------------|-------------------------|--------------------------|-------------------------|---------------------|-------------------------------|
| <b>Total</b> |                    |                     |                    |                     |                   |                    |                           |                           |                         |                          |                         |                     |                               |

**Training for grades EE and GM**

| Training for grades - EE |            |            |          |          |          |          |          |          |          |          |          |          |          |
|--------------------------|------------|------------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|
| Male                     | 54         | 54         | 0        | 0        | 0        | 0        | 0        | 0        | 0        | 0        | 0        | 0        | 0        |
| Female                   | 59         | 59         | 0        | 0        | 0        | 0        | 0        | 0        | 0        | 0        | 0        | 0        | 0        |
| <b>Total EE</b>          | <b>113</b> | <b>113</b> | <b>0</b> |

| Training for grades - GM |          |          |          |          |          |          |          |          |          |          |          |          |          |
|--------------------------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|
| Male                     | 0        | 0        | 0        | 0        | 1        | 0        | 0        | 0        | 0        | 0        | 0        | 0        | 0        |
| Female                   | 0        | 0        | 0        | 0        | 0        | 0        | 0        | 0        | 0        | 0        | 0        | 0        | 0        |
| <b>Total GM</b>          | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b> | <b>1</b> | <b>0</b> |

| Training for grades - EG |          |          |          |          |          |          |          |          |          |          |          |          |          |
|--------------------------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|
| Male                     | 2        | 2        | 0        | 0        | 0        | 0        | 0        | 0        | 0        | 0        | 0        | 0        | 0        |
| Female                   | 0        | 0        | 0        | 0        | 0        | 0        | 0        | 0        | 0        | 0        | 0        | 0        | 0        |
| <b>Total EG</b>          | <b>2</b> | <b>2</b> | <b>0</b> |

# National Science Foundation

## Employee Recognition and Awards - Distribution by Disability

Report Symbol: VP715B13

From September 30, 2005 To September 30, 2006

Full/PartTime Permanent Workforce

| Recognition or Award Program - # Awards Given - Total Cash | 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 |                                  |  |  |  |  |  |  |
| <b>Time-Off Awards - 1-8 Hours</b>                         |        |                            |                     |                    |                     |                   |                    |                           |                           |                         |                          |                         |                     |                               |                                  |  |  |  |  |  |  |
| <b>Total Time-Off Awards</b>                               | # 79   | 73                         | 0                   | 6                  | 0                   | 0                 | 0                  | 0                         | 0                         | 0                       | 0                        | 0                       | 0                   | 0                             |                                  |  |  |  |  |  |  |
| <b>1-8 Hours</b>   | % 100  | 92.41                      | 0.00                | 7.59               | 0.00                | 0.00              | 0.00               | 0.00                      | 0.00                      | 0.00                    | 0.00                     | 0.00                    | 0.00                | 0.00                          |                                  |  |  |  |  |  |  |
| <b>Total Hours</b>   | 470    | 426                        | 0                   | 44                 | 0                   | 0                 | 0                  | 0                         | 0                         | 0                       | 0                        | 0                       | 0                   | 0                             |                                  |  |  |  |  |  |  |
| <b>Average Hours</b>                                       | 5.9    | 5.8                        | 0.0                 | 7.3                | 0.0                 | 0.0               | 0.0                | 0.0                       | 0.0                       | 0.0                     | 0.0                      | 0.0                     | 0.0                 | 0.0                           |                                  |  |  |  |  |  |  |
| <b>Time-Off Awards - 9+ Hours</b>                          |        |                            |                     |                    |                     |                   |                    |                           |                           |                         |                          |                         |                     |                               |                                  |  |  |  |  |  |  |
| <b>Total Time-Off Awards Over 8 Hours</b>                  | # 35   | 32                         | 1                   | 2                  | 0                   | 0                 | 0                  | 0                         | 0                         | 0                       | 0                        | 0                       | 0                   | 0                             |                                  |  |  |  |  |  |  |
| <b>Total Hours</b>   | % 100  | 91.43                      | 2.86                | 5.71               | 0.00                | 0.00              | 0.00               | 0.00                      | 0.00                      | 0.00                    | 0.00                     | 0.00                    | 0.00                | 0.00                          |                                  |  |  |  |  |  |  |
| <b>Average Hours</b>                                       | 764    | 700                        | 24                  | 40                 | 0                   | 0                 | 0                  | 0                         | 0                         | 0                       | 0                        | 0                       | 0                   | 0                             |                                  |  |  |  |  |  |  |
| <b>Cash Awards - \$100-\$500</b>                           | 21.8   | 21.9                       | 24.0                | 20.0               | 0.0                 | 0.0               | 0.0                | 0.0                       | 0.0                       | 0.0                     | 0.0                      | 0.0                     | 0.0                 | 0.0                           |                                  |  |  |  |  |  |  |
| <b>Total Cash Awards \$500 and Under</b>                   |        |                            |                     |                    |                     |                   |                    |                           |                           |                         |                          |                         |                     |                               |                                  |  |  |  |  |  |  |
| <b>Total Amount</b>  | # 426  | 390                        | 15                  | 21                 | 2                   | 1                 | 0                  | 0                         | 0                         | 0                       | 0                        | 0                       | 1                   | 0                             |                                  |  |  |  |  |  |  |
| <b>Average Amount</b>                                      | % 100  | 91.55                      | 3.52                | 4.93               | 0.47                | 0.23              | 0.00               | 0.00                      | 0.00                      | 0.00                    | 0.00                     | 0.00                    | 0.23                | 0.00                          |                                  |  |  |  |  |  |  |
| <b>Cash Awards - \$501+</b>                                | 147203 | 135053                     | 5250                | 6900               | 800                 | 400               | 0                  | 0                         | 0                         | 0                       | 0                        | 0                       | 400                 | 0                             |                                  |  |  |  |  |  |  |
| <b>Total Cash Awards \$501 and Over</b>                    | 345.5  | 346.3                      | 350.0               | 328.6              | 400.0               | 400.0             | 0.0                | 0.0                       | 0.0                       | 0.0                     | 0.0                      | 0.0                     | 400.0               | 0.0                           |                                  |  |  |  |  |  |  |
| <b>Quality Step Increases (QSIs)</b>                       |        |                            |                     |                    |                     |                   |                    |                           |                           |                         |                          |                         |                     |                               |                                  |  |  |  |  |  |  |
| <b>Total QSIs</b>  | # 118  | 108                        | 1                   | 9                  | 1                   | 0                 | 0                  | 0                         | 0                         | 0                       | 0                        | 0                       | 1                   | 0                             |                                  |  |  |  |  |  |  |
| <b>Total Benefit</b>                                       | % 100  | 91.53                      | 0.85                | 7.63               | 0.85                | 0.00              | 0.00               | 0.00                      | 0.00                      | 0.00                    | 0.00                     | 0.00                    | 0.85                | 0.00                          |                                  |  |  |  |  |  |  |
| <b>Average Benefit</b>                                     | 270430 | 248609                     | 2578                | 19243              | 2168                | 0                 | 0                  | 0                         | 0                         | 0                       | 0                        | 0                       | 2168                | 0                             |                                  |  |  |  |  |  |  |
|  | 2291.8 | 2301.9                     | 2578.0              | 2138.1             | 2168.0              | 0.0               | 0.0                | 0.0                       | 0.0                       | 0.0                     | 0.0                      | 0.0                     | 2168.0              | 0.0                           |                                  |  |  |  |  |  |  |

# National Science Foundation

## Separations by Type of Separation - Distribution by Disability

Report Symbol: VP715B14

From September 30, 2005 To September 30, 2006

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] 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 |      |  |  |  |
| Voluntary           | #     | 74                         | 1                   | 2                  | 0                   | 0                 | 0                  | 0                         | 0                         | 0                       | 0                        | 0                                | 0                   | 0                             | 0    |  |  |  |
|                     | %     | 95.95                      | 1.35                | 2.70               | 0.00                | 0.00              | 0.00               | 0.00                      | 0.00                      | 0.00                    | 0.00                     | 0.00                             | 0.00                | 0.00                          | 0.00 |  |  |  |
| Involuntary         | #     | 3                          | 0                   | 0                  | 0                   | 0                 | 0                  | 0                         | 0                         | 0                       | 0                        | 0                                | 0                   | 0                             |      |  |  |  |
|                     | %     | 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                          |      |  |  |  |
| Total Separations   | #     | 77                         | 1                   | 2                  | 0                   | 0                 | 0                  | 0                         | 0                         | 0                       | 0                        | 0                                | 0                   | 0                             |      |  |  |  |
|                     | %     | 96.10                      | 1.30                | 2.60               | 0.00                | 0.00              | 0.00               | 0.00                      | 0.00                      | 0.00                    | 0.00                     | 0.00                             | 0.00                | 0.00                          |      |  |  |  |
| Total Work Force    | #     | 1105                       | 21                  | 77                 | 13                  | 3                 | 2                  | 3                         | 1                         | 0                       | 0                        | 4                                | 0                   |                               |      |  |  |  |
|                     | %     | 100                        | 1.90                | 6.97               | 1.18                | 0.27              | 0.18               | 0.00                      | 0.27                      | 0.09                    | 0.00                     | 0.36                             | 0.00                |                               |      |  |  |  |

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**EEOC Form  
715-01**

U.S. Equal Employment Opportunity Commission  
**FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT**  
National Science Foundation  
For Period Covering October 1, 2005, To September 30, 2006

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**Appendix Table of Contents**

**Appendix C. Additional Required Data**

- C.1: NSF Succession Plan
- C.2: EEOC Form 462, Annual Federal Equal Employment Opportunity Statistical Report of Discrimination Complaints
- C.3: Organizational Chart
- C.4: Policy Statements on Equal Opportunity and Diversity and Prevention of Harassment
- C.5: OEOP Bulletin No. 05-01 on Training on Prevention of Harassment
- C.6: OEOP Bulletin No. 05-07 on Interpreting Services for Hearing Impaired Employees

**EEOC Form  
715-01**

U.S. Equal Employment Opportunity Commission  
**FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT**  
National Science Foundation  
For Period Covering October 1, 2005, To September 30, 2006

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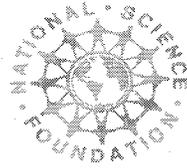
**Appendix C. Additional Required Data**

**C.1: NSF Succession Plan**

# *NSF Succession Plan*

*September 29, 2006*

## 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, engineers, and educators. 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 reflect the changing needs of the Foundation. The following are a few examples of existing and

## NSF Succession Plan

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 with the hiring of the Dean in July 2005, was critical to the Foundation's efforts to address succession planning. The Academy, which reports directly to the Deputy Director for HRM, 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 developed a proposal for an enhanced comprehensive Leadership Development Program and curriculum.

**Program Management Seminars** - NSF's succession planning strategies include reaching out to our various scientific, engineering and educational communities that we serve to recruit the best and the brightest in each discipline. 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 about \$5 billion in grants to universities and institutions throughout the country. The Academy conducts a comprehensive seminar (3.5 days off-site and 1.5 days on-site) 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' Retreats & Roundtables** – Semi-annually, NSF holds offsite retreats for Division Directors and their deputies to strategically plan and collectively address critical and emerging issues within the Foundation. These retreats lead to a more informed, cohesive and networked leadership cadre that can better respond to the changing needs of the organization. In addition, on at least a quarterly basis, Division Director's Roundtables provide just in time education and training on topical issues, such as changes in technology, financial procedures or human capital policies.

**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. Using Groove Network's Virtual Office

## NSF Succession Plan

as its supporting technology the first Communities of Practice sessions, consisting of Science Assistants, began to gather online to facilitate the exchange of critical information, historical knowledge and agency procedures. Other Communities of Practice are being identified.

**Learning Management System** - In support of the government-wide e-training initiative the Foundation collaborated with OPM through an MOU to acquire and implement a Learning Management System (LMS) called AcademyLearn. Phase one of the implementation was completed in late 2005. In 2006, e-Books 24x7, an online library, was implemented and in the spring of 2007 a fully automated SF-182 is planned to go online. When fully implemented, the LMS will support the development of individual learning paths for employees at all levels.

**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 to facilitate 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,” a term used to describe 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 they were to become vacant. As a result, succession strategies address the impacts of such continual change, to determine if different recruitment strategies are needed. For example, the Executive Resources Board reviews the balance between permanent and temporary executives and follows up to ensure that recruitment strategies address any imbalances. 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.

#### Science (Program-Related) Positions only

| NSF Position & Numbers   | Projected Annual Turnover | % Projected Annual Turnover | Applicant Pools   | Staffing Options                                     |
|--|---------------------------|-----------------------------|---|--|
| Assistant Directors & Office Directors<br>N = 11<br>3 currently permanent  | 5                         | 27%                         | Academia<br>Internal NSF<br>Federal SES<br>Private Sector   | SES Career<br>SES Limited<br>Term<br>IPA             |
| Deputy ADs, XOs, DADs, Deputy ODs, Division Directors, Deputy DDs, Section Heads<br>N = 65<br>34 currently permanent | 19                        | 29%                         | Academia<br>Internal NSF<br>Federal SES<br>Private Sector   | SES Career<br>SES Limited<br>Term<br>IPA             |
| Executive level Senior Advisors<br><br>N = 49<br>33 currently permanent  | 6                         | 12%                         | Academia<br>Internal NSF<br>Federal SES<br>Private Sector<br>Senior President’s Management Fellows (PMFs) | SES Career<br>SES Limited<br>Term<br>AD-5            |
| Program Managers<br>N = 452<br>220- currently permanent  | 150                       | 33%                         | Academia<br>Internal NSF<br>Federal GS  | AD-4 Permanent<br>AD-4 temporary<br>AD-4 VSEE<br>IPA |
| Science Assistants<br>N = 44<br>11 currently permanent   | 9                         | 20%                         | Academia<br>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 retirement eligibility within five years. OIRM has begun cross-referencing this retirement data to the number of employees who are eligible to assume those positions if they 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 11%.

**Business Operations and Information Professionals only**

| <b>NSF Position &amp; Numbers</b>   | <b>Projected Annual Turnover</b> | <b>% Projected Annual Turnover</b> | <b>Applicant Pools</b>   | <b>Staffing Options</b>               |
|---|----------------------------------|------------------------------------|--|---------------------------------------|
| Office Directors<br>N = 4   | 0                                | 0%                                 | Academia<br>Internal NSF<br>Federal SES<br>Private Sector  | SES Career<br>SES Limited Term<br>IPA |
| Deputy Office Directors,<br>Division Directors,<br>Deputy DDs<br>N = 16             | 3                                | 2%                                 | Academia<br>Internal NSF<br>Federal SES<br>Private Sector  | SES Career                            |
| Senior Advisors and non-supervisory executives<br>N = 9                             | 0                                | 0%                                 | Academia<br>Internal NSF<br>Federal SES<br>Private Sector  | SES Career<br>AD-5                    |
| Supervisors and managers<br>N = 66  | 8                                | 12%                                | Academia<br>Internal NSF<br>Federal SES & GS,<br>Senior PMF, PMF<br>Private Sector   | GS/GM-13-15                           |
| Business operations and information professionals (grants, IT, HR, etc.)<br>N = 393 | 40                               | 10%                                | Academia<br>Internal NSF<br>Federal GS<br>Private Sector PMF<br>Career Interns<br>New Graduates of College & Technical Schools | GS-5 -14                              |
| Administrative Officers & Managers<br>N = 43  | 10                               | 23%                                | Internal NSF<br>Federal GS<br>PMF<br>Private Sector  | GS-11-13                              |

## NSF Succession Plan

### Support Staff Positions

All NSF support staff positions are permanent positions (not counting students, etc.). 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<br><br>N= 132  | 15                        | 11%                         | Internal NSF<br>Federal GS<br>Private Sector<br>Career Interns<br>College Graduates        | GS 4-9           |
| Clerical/Secretarial staff<br><br>N= 81 | 10                        | 12%                         | Internal NSF<br>Federal GS<br>Private Sector<br>College Graduates<br>High School Graduates | GS-2-10          |

NSF's total projected turnover rate, including both planned and unplanned turnover, remains low at only about 11%.

### 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. Approximately 50% of NSF's current business and operations senior executives were selected to the SES ranks from other NSF positions and 72% 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 training.
- 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 critical discussion topics.
- 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 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

## NSF Succession Plan

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.

| <b>Program-Related Positions</b>                | <b>Internal Cadre</b> | <b>Pipeline of Merit Reviewers</b> | <b>National Outreach</b> | <b>Local Recruiting</b> |
|---|-----------------------|------------------------------------|--------------------------|-------------------------|
| 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                  |

| <b>Business Operations and Information Professionals</b> | <b>From Internal Cadre</b> | <b>From Pipeline of Merit Reviewers</b> | <b>From National Outreach</b> | <b>Local Recruiting</b> |
|--|----------------------------|---|-------------------------------|-------------------------|
| 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                    |

| <b>Support Staff Positions</b> | <b>Internal Cadre</b> | <b>Pipeline of Merit Reviewers</b> | <b>National Outreach</b> | <b>Local Recruiting</b> |
|--------------------------------|-----------------------|------------------------------------|--------------------------|-------------------------|
| 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.

### **Implementation Responsibilities**

Succession Planning responsibilities are as follows:

**NSF Senior Leadership** – ensures that NSF management and selecting officials are apprised on succession programs, opportunities, challenges, and progress and that appropriate agency commitment is made to Succession Planning activities.

**Chief Human Capital Officer (CHCO)** – maintains overall responsibility for Succession Planning activities including data collection and trend analyses, implementation and continual improvement on Succession Support Programs, and strategies for recruiting, outreach, staff development, and ensuring coordination with NSF senior leadership, the Executive Resources Board, and the Performance Review Board, as appropriate.

**Executive Resources Board** – monitors progress on identified executive resource issues, such as the balance between permanent and temporary executive staff, and executive development activities.

**Performance Review Board** – ensures linkages between performance plans and agency mission and strategic goals, and ensures that NSF focuses on succession strategies for new agency directions.

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**EEOC Form  
715-01**

U.S. Equal Employment Opportunity Commission  
**FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT**  
National Science Foundation  
For Period Covering October 1, 2005, To September 30, 2006

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**Appendix C. Additional Required Data**

**C.2: EEOC Form 462, Annual Federal Equal Employment  
Opportunity Statistical Report of Discrimination Complaints**

**NATIONAL SCIENCE FOUNDATION**

4201 WILSON BOULEVARD  
ARLINGTON, VIRGINIA 22230

October 19, 2006



OFFICE OF  
EQUAL OPPORTUNITY PROGRAMS

Mr. Carlton M. Hadden  
Director  
Office of Federal Operations  
Equal Employment Opportunity Commission  
1801 L Street, NW  
Washington, DC 20507

Dear Mr. Hadden:

Enclosed is the National Science Foundation's FY 2006 EEOC Form 462, Annual Federal Equal Employment Opportunity Statistical Report of Discrimination Complaints. A copy of this report was also faxed to your office on the above date.

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

Sincerely,

A handwritten signature in cursive script that reads "Ronald Branch".

Ronald Branch  
Director  
Office of Equal Opportunity Programs

Enclosure

*Certified Fax # 7003 2260 0005 5360 3772*

**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 2006

**PART I - PRE-COMPLAINT COUNSELING**

| EEO COUNSELOR   | COUNSELINGS |             |
|---|-------------|-------------|
|   | COUNSELINGS | INDIVIDUALS |
| <b>A. TOTAL COMPLETED/ENDED COUNSELINGS</b>                         | 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 |             |
|---|-------------|-------------|
|   | COUNSELINGS | INDIVIDUALS |
| <b>B. TOTAL COMPLETED/ENDED COUNSELINGS</b>                         | 2           | 2           |
| 1. COUNSELED WITHIN 30 DAYS   | 1           | 1           |
| 2. COUNSELED WITHIN 31 TO 90 DAYS                                   | 1           | 1           |
| 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           |

| COMBINED TOTAL  | COUNSELINGS |             |
|---|-------------|-------------|
|   | COUNSELINGS | INDIVIDUALS |
| <b>C. TOTAL COMPLETED/ENDED COUNSELINGS</b>                         | 2           | 2           |
| 1. COUNSELED WITHIN 30 DAYS   | 1           | 1           |
| 2. COUNSELED WITHIN 31 TO 90 DAYS                                   | 1           | 1           |
| 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           |

| D. COUNSELING ACTIVITIES  | COUNSELINGS |             |
|---|-------------|-------------|
|   | COUNSELINGS | INDIVIDUALS |
| 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   | 1           | 1           |
| c. COUNSELINGS COMPLETED/ENDED IN REPORTING PERIOD THAT RESULTED IN COMPLAINT FILINGS IN REPORTING PERIOD | 1           | 1           |
| d. DECISION 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 |             |         |
|---|-------------|-------------|---------|
|   | COUNSELINGS | INDIVIDUALS | AMOUNT  |
| <b>TOTAL</b>                                  | 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 |             |
|---|-------------|-------------|
|   | COUNSELINGS | INDIVIDUALS |
| <b>TOTAL</b>                                      | 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 |             |         |
|---|-------------|-------------|---------|
|   | COUNSELINGS | INDIVIDUALS | AMOUNT  |
| <b>TOTAL</b>                              | 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 |             |
|--|-------------|-------------|
|  | COUNSELINGS | INDIVIDUALS |
| <b>TOTAL</b>                                     | 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 2006

**PART I - PRE-COMPLAINT COUNSELING (CONTINUED)**

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

**PART II - FORMAL COMPLAINT ACTIVITIES**

|   |  |  |
|---|--|--|
| 4 | A. COMPLAINTS ON HAND AT THE BEGINNING OF THE REPORTING PERIOD                         |  |
| 1 | B. COMPLAINTS FILED  |  |
| 0 | C. REMANDS   |  |
| 5 | D. TOTAL COMPLAINTS (sum of lines A+B+C)   |  |
| 5 | 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                                    |  |
| 3 | 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 |
|----------------------------------|--------|---------|
| <b>1. WORK FORCE</b>             |        |         |
| a. TOTAL WORK FORCE              | 1529   |         |
| b. PERMANENT EMPLOYEES           | 1373   |         |
| <b>2. COUNSELOR</b>              | 0      |         |
| a. FULL-TIME                     | 0      | 0.00    |
| b. PART-TIME                     | 0      | 0.00    |
| c. COLLATERAL DUTY               | 0      | 0.00    |
| <b>3. INVESTIGATOR</b>           | 0      |         |
| a. FULL-TIME                     | 0      | 0.00    |
| b. PART-TIME                     | 0      | 0.00    |
| c. COLLATERAL DUTY               | 0      | 0.00    |
| <b>4. COUNSELOR/INVESTIGATOR</b> | 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 |
| <b>1. NEW STAFF - TOTAL</b>  | 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        |
| <b>2. EXPERIENCED STAFF - TOTAL</b>                                    | 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?<br>PERSON: Dr. Thomas Windham<br>TITLE: Senior Advisor for Science and Engineering Workforce   |     |    |
| 3. WHO IS RESPONSIBLE FOR THE DAY-TO-DAY OPERATION OF THE EEO PROGRAM IN YOUR DEPARTMENT/AGENCY/ORGANIZATION?<br>PERSON: Ronald Branch<br>TITLE: Director, Office of Equal Opportunity Programs |     |    |
| 4. WHO DOES THAT PERSON REPORT TO?<br>PERSON: Dr. Thomas Windham<br>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)

REPORTING PERIOD: FY 2006

AGENCY OR DEPARTMENT: National Science Foundation

## PART IV - BASES AND ISSUES ALLEGED IN COMPLAINTS FILED

| ISSUES OF ALLEGED DISCRIMINATION  | BASES OF ALLEGED DISCRIMINATION |                        |       |       |          |     |   |                 |       |     | TOTAL COMPLAINTS BY ISSUE | TOTAL BASES BY ISSUE | TOTAL COMPLAINTS BY ISSUE | TOTAL COMPLAINTS BY ISSUE |            |   |               |        |
|-----------------------------------|---------------------------------|------------------------|-------|-------|----------|-----|---|-----------------|-------|-----|---------------------------|----------------------|---------------------------|---------------------------|------------|---|---------------|--------|
|                                   | RACE                            |                        |       |       | REPRISAL | SEX |   | NATIONAL ORIGIN |       | AGE |                           |                      |                           |                           | DISABILITY |   | EQUAL PAY ACT |        |
|                                   | AMER INDIAN ALASKAN NATIVE      | ASIAN PACIFIC ISLANDER | BLACK | WHITE |          | M   | F | HISPANIC        | OTHER |     |                           |                      |                           |                           | M          | F |               | MENTAL |
| A. APPOINTMENT/TIME               | 0                               | 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             | 0      |
| C. AWARDS                         | 0                               | 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             | 0      |
| E. DISCIPLINARY ACTION            | 0                               | 0                      | 0     | 0     | 0        | 0   | 0 | 0               | 0     | 0   | 0                         | 0                    | 0                         | 0                         | 0          | 0 | 0             | 0      |
| 1. DEMOTION                       | 0                               | 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             | 0      |
| 3. SUSPENSION                     | 0                               | 0                      | 0     | 0     | 0        | 0   | 0 | 0               | 0     | 0   | 0                         | 0                    | 0                         | 0                         | 0          | 0 | 0             | 0      |
| 4. REMOVAL                        | 0                               | 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             | 0      |
| G. EVALUATION/APPRaisal           | 0                               | 0                      | 1     | 0     | 1        | 0   | 0 | 0               | 0     | 0   | 0                         | 0                    | 0                         | 0                         | 0          | 0 | 0             | 1      |
| H. EXAMINATION TEST               | 0                               | 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             | 0      |
| 1. NON-SEXUAL                     | 0                               | 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             | 0      |
| J. MEDICAL EXAMINATIONS           | 0                               | 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             | 0      |
| L. PROMOTION/NO-SELECTION         | 0                               | 0                      | 0     | 0     | 0        | 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             | 0      |
| 1. DENIED                         | 0                               | 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             | 0      |
| N. REASONABLE ACCOMMODATION       | 0                               | 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             | 0      |
| P. RETIREMENT                     | 0                               | 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             | 0      |
| R. TERMS CONDITIONS OF EMPLOYMENT | 0                               | 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             | 0      |
| T. TRAINING                       | 0                               | 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                      | 1     | 0     | 1        | 0   | 0 | 0               | 0     | 0   | 0                         | 0                    | 0                         | 0                         | 0          | 0 | 0             | 0      |
| TOTAL COMPLAINTS FILED BY BASES   | 0                               | 0                      | 1     | 0     | 1        | 0   | 0 | 0               | 0     | 0   | 0                         | 0                    | 0                         | 0                         | 0          | 0 | 0             | 0      |
| TOTAL COMPLAINTS BY BASES         | 0                               | 0                      | 1     | 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 2006

**PART V - SUMMARY OF CLOSURES BY STATUTE**

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

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

**B. TOTAL BY STATUTES**

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

**PART VI - SUMMARY OF CLOSURES BY CATEGORY**

|   | TOTAL<br>NUMBER | TOTAL<br>DAYS | AVERAGE<br>DAYS |
|---|-----------------|---------------|-----------------|
| <b>A. TOTAL NUMBER OF CLOSURES</b> (1+2+3)  | 2               | 1536          | 768.00          |
| 1. WITHDRAWALS  | 0               | 0             | 0.00            |
| a. NON-ADR WITHDRAWALS  | 0               | 0             | 0.00            |
| b. ADR WITHDRAWALS  | 0               | 0             | 0.00            |
| 2. SETTLEMENTS  | 1               | 817           | 817.00          |
| a. NON-ADR SETTLEMENTS  | 1               | 817           | 817.00          |
| b. ADR SETTLEMENTS  | 0               | 0             | 0.00            |
| 3. FINAL AGENCY DECISIONS (B+C)   | 1               | 719           | 719.00          |
| <b>B. FINAL AGENCY DECISIONS WITHOUT AN ADMINISTRATIVE JUDGE DECISION</b> (1+2+3) | 0               | 0             |                 |
| 1. FINDING DISCRIMINATION   | 0               | 0             | 0.00            |
| 2. FINDING NO DISCRIMINATION  | 0               | 0             | 0.00            |
| 3. DISMISSAL OF COMPLAINTS  | 0               | 0             | 0.00            |
| <b>C. FINAL AGENCY ACTIONS WITH AN ADMINISTRATIVE JUDGE (AJ) DECISION</b> (1+2)   | 1               | 719           |                 |
| 1. AJ DECISION FULLY IMPLEMENTED (a+b)  | 1               | 719           |                 |
| (a) FINDING DISCRIMINATION  | 0               | 0             | 0.00            |
| (b) FINDING NO DISCRIMINATION   | 0               | 0             | 0.00            |
| (c) DISMISSAL OF COMPLAINTS   | 1               | 719           | 719.00          |
| 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 2006

**PART VI - SUMMARY OF CLOSURES BY CATEGORY (Continued)**

|  | TOTAL<br>NUMBER | TOTAL<br>DAYS | AVERAGE<br>DAYS |
|--|-----------------|---------------|-----------------|
| <b>D. FINAL AGENCY MERIT DECISIONS (FAD) ISSUED</b> (1+2+3)                        | 0               | 0             | 0.00            |
| 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)                                | 0               | 0             | 0.00            |
| a. AGENCY ISSUED FAD WITHIN 60 DAYS OF END OF 30-DAY ELECTION PERIOD               | 0               | 0             | 0.00            |
| 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**

|  |  | AMOUNT   |
|--|--|--|
| <b>A. TOTAL COMPLAINTS CLOSED WITH CORRECTIVE ACTION</b>   | 1  |  |
| <b>B. CLOSURES WITH MONETARY BENEFITS TO COMPLAINANT</b>   | 0  | \$ 0.00  |
| 1. BACK PAY/FRONT PAY  | 0  | \$ 0.00  |
| 2. LUMP SUM PAYMENT  | 0  | \$ 0.00  |
| 3. COMPENSATORY DAMAGES  | 0  | \$ 0.00  |
| <b>C. CLOSURES WITH ATTORNEY'S FEES AND COSTS</b>  | 0  | \$ 0.00  |
| <b>D. SUBTOTAL OF ALL MONETARY BENEFITS (B+C)</b>  | 0  | \$ 0.00  |
| <b>E. CLOSURES WITH NON-MONETARY BENEFITS</b>  | 1  |  |
| <b>F. TYPES OF CORRECTIVE ACTION</b>   | NUMBER OF CLOSURES<br>WITH MONETARY BENEFITS | NUMBER OF CLOSURES WITH<br>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   | 1  | 1  |
| 8. ACCOMMODATION   | 0  | 0  |
| 9. TRAINING/TUITION/ETC.   | 0  | 0  |
| 10. LEAVE RESTORED   | 0  | 0  |
| 11. NSF agreed only to provide basic information to perspective employers                              | 1  | 1  |
| 12. Terms in paragraph does not apply in requests for background checks or suitability investigations. | 1  | 1  |
| 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 2006**

**PART VIII - SUMMARY OF PENDING COMPLAINTS BY CATEGORY**

| A. TOTAL COMPLAINTS PENDING (SAME AS PART II Line I)<br>(1+2+3+4) | NUMBER PENDING | NUMBER OF DAYS | AVERAGE DAYS | NUMBER OF DAYS PENDING FOR OLDEST CASE |
|---|----------------|----------------|--------------|--|
| 1. COMPLAINTS PENDING WRITTEN NOTIFICATION                        | 0              | 0              | 0.00         | 0                                      |
| 2. COMPLAINTS PENDING IN INVESTIGATION                            | 1              | 25             | 25.00        | 25                                     |
| 3. COMPLAINTS PENDING IN HEARINGS                                 | 0              | 0              | 0.00         | 0                                      |
| 4. COMPLAINTS PENDING A FINAL AGENCY DECISION                     | 2              | 3842           | 1921.00      | 2209                                   |

**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  
STATISTICAL REPORT OF DISCRIMINATION COMPLAINTS**

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

AGENCY OR DEPARTMENT: **National Science Foundation**      REPORTING PERIOD: **FY2006**

**PART X - SUMMARY OF ADR PROGRAM ACTIVITIES**

**INFORMAL PHASE (PRE-COMPLAINT)**

|  | COUNSELINGS        | INDIVIDUALS        | DAYS        | AVERAGE DAYS        |
|--|--------------------|--------------------|-------------|---------------------|
| <b>A. ADR PENDING FROM PREVIOUS REPORTING PERIOD</b>   | 0                  | 0                  |             |                     |
| <b>B. ADR ACTIONS IN COMPLETED/ENDED COUNSELINGS</b>   |                    |                    |             |                     |
| 1. ADR OFFERED   | 2                  | 2                  |             |                     |
| 2. REJECTED BY COMPLAINANT   | 1                  | 1                  |             |                     |
| 3. REJECTED BY AGENCY  | 0                  | 0                  |             |                     |
| 4. TOTAL ACCEPTED INTO ADR   | 1                  | 1                  |             |                     |
| <b>C. ADR RESOURCES USED IN COMPLETED/ENDED COUNSELINGS (1+2+3+4+5+6+7)</b>  | 1                  | 1                  |             |                     |
| 1. INHOUSE   | 0                  | 0                  |             |                     |
| 2. ANOTHER FEDERAL AGENCY  | 1                  | 1                  |             |                     |
| 3. PRIVATE ORGANIZATIONS, (e.g., CONTRACTORS,<br>BAR ASSOCIATIONS, INDIVIDUAL VOLUNTEERS<br>OR COLLEGE/UNIVERSITY PERSONNEL) | 0                  | 0                  |             |                     |
| 4. MULTIPLE RESOURCES USED (Please specify)  | 0                  | 0                  |             |                     |
| 5.   |                    |                    |             |                     |
| 6.   |                    |                    |             |                     |
| 7.   |                    |                    |             |                     |
| <b>D. ADR ATTEMPTS IN COMPLETED/ENDED COUNSELINGS (1+2+3+4+5+6+7+8+9+10+11)</b>  | 1                  | 1                  | 41          | 41.00               |
| 1. MEDIATION   | 1                  | 1                  | 41          | 41.00               |
| 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. OMBUDSMAN   | 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.  |                    |                    |             |                     |
| <b>E. STATUS OF CASES</b>  | <b>COUNSELINGS</b> | <b>INDIVIDUALS</b> | <b>DAYS</b> | <b>AVERAGE DAYS</b> |
| 1. TOTAL CLOSED (a+b+c+d+e+f)  | 1                  | 1                  | 41          | 41.00               |
| a. SETTLEMENTS WITH BENEFITS (Monetary and Non-monetary)   | 0                  | 0                  | 0           | 0.00                |
| b. NO FORMAL COMPLAINT FILED   | 0                  | 0                  | 0           | 0.00                |
| c. NO RESOLUTION   | 1                  | 1                  | 41          | 41.00               |
| d. NO ADR ATTEMPT  | 0                  | 0                  | 0           | 0.00                |
| e.   |                    |                    |             |                     |
| f.   |                    |                    |             |                     |
| 2. OPEN INVENTORY - ADR PENDING  | 1                  | 1                  | 38          | 38.00               |

**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 2006

**PART XI - SUMMARY OF ADR PROGRAM ACTIVITIES**

**FORMAL PHASE**

|   |   | COMPLAINTS | COMPLAINANTS | DAYS    | AVERAGE DAYS |
|---|---|------------|--------------|---------|--------------|
| <b>A. ADR PENDING FROM PREVIOUS REPORTING PERIOD</b>                      |   | 0          | 0            |         |              |
| <b>B. ADR ACTIONS IN COMPLAINT CLOSURES</b>                               |   |            |              |         |              |
| 1.  | ADR OFFERED   | 0          | 0            |         |              |
| 2.  | REJECTED BY COMPLAINANT   | 0          | 0            |         |              |
| 3.  | REJECTED BY AGENCY  | 0          | 0            |         |              |
| 4.  | TOTAL ACCEPTED INTO ADR   | 0          | 0            |         |              |
| <b>C. ADR RESOURCES USED IN COMPLAINT CLOSURES (1+2+3+4+5+6+7)</b>        |   | 0          | 0            |         |              |
| 1.  | INHOUSE   | 0          | 0            |         |              |
| 2.  | ANOTHER FEDERAL AGENCY  | 0          | 0            |         |              |
| 3.  | PRIVATE ORGANIZATIONS, (e.g., CONTRACTORS,<br>BAR ASSOCIATIONS, INDIVIDUAL VOLUNTEERS<br>OR COLLEGE/UNIVERSITY PERSONNEL) | 0          | 0            |         |              |
| 4.  | MULTIPLE RESOURCES USED (Please specify)  | 0          | 0            |         |              |
| 5.  |   |            |              |         |              |
| 6.  |   |            |              |         |              |
| 7.  |   |            |              |         |              |
| <b>D. ADR ATTEMPTS IN COMPLAINT CLOSURES (1+2+3+4+5+6+7+8+9+10+11+12)</b> |   | 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.  | OMBUDSMAN   | 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.   |   |            |              |         |              |
| <b>E. STATUS OF CASES</b>   |   | 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.  | NO ADR ATTEMPT  | 0          | 0            | 0       | 0.00         |
| e.  |   |            |              |         |              |
| f.  |   |            |              |         |              |
| 2.  | OPEN INVENTORY - ADR PENDING  | 0          | 0            | 0       | 0.00         |
| <b>F. BENEFITS RECEIVED</b>   |   | 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 2006

**PART XII - SUMMARY OF ADR PROGRAM ACTIVITIES**

**TRAINING AND RESOURCES**

|  |                 | NUMBER IN TOTAL WORKFORCE | TRAINED BY END OF REPORTING PERIOD |
|--|-----------------|---------------------------|------------------------------------|
| <b>A. BASIC ADR ORIENTATION TRAINING</b>             |                 |                           |                                    |
| 1.   | MANAGERS        | 248                       | 34                                 |
| 2.   | EMPLOYEES       | 1281                      | 236                                |
| <b>B. EMPLOYEES THAT CAN PARTICIPATE IN ADR</b>      |                 | 1529                      |                                    |
| <b>C. IN HOUSE STAFF RESOURCES AVAILABLE FOR ADR</b> |                 | 2                         |                                    |
| 1.   | FULL TIME       | 0                         |                                    |
| 2.   | PART TIME       | 0                         |                                    |
| 3.   | COLLATERAL DUTY | 2                         |                                    |
| <b>D. ADR FUNDING SPENT</b>                          |                 | AMOUNT                    |                                    |
|  |                 | \$ 1200.00                |                                    |

**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, 2005 through September 30, 2006 are accurate and complete.

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

**SIGNATURE OF CERTIFYING OFFICIAL:** *Ronald Branch*

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

**SIGNATURE OF PREPARER:** *Doris Starkes*

**DATE:** 10/31/2006      **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 - Two EEOC decisions were received during the FY06. These two complaints were added back to NSF's inventory

Part 6

- VI.A.2 AveDays - Average number of days exceeds 550 due to remand that occurred in FY03. After a series of appeals complaint was settled in FY06.

Part 8

- VIII.A.2 Ave Days - NSF received two EEOC appeal decisions in complaints pending from FY 00 and FY 02 during FY 06. The final agency decision/actions are still pending in these complaints.

- VIII.A.2 Average Days - NSF received two EEOC appeal decisions in complaints pending from FY 00 and FY 02 during FY 06. The final agency decision/actions are still pending in these complaints.

- VIII.A.3 Ave Days - Hearings in the cases reported last FY were completed in FY 05.

- VIII.A.3 Average Days - Hearings in the cases reported last FY were completed in FY 05.

- VIII.A.4 Ave Days - NSF had no complaints pending at the investigation stage at the end of last reporting period. All investigations, if any, are usually held during the FY unless filed near the end of the FY. Complaints reported here was filed just before the close of FY 06. The two complaints referenced in A-4 were filed in 2000 and 2004.

- VIII.A.4 Average Days - NSF had no complaints pending at the investigation stage at the end of last reporting period. All investigations, if any, are usually held during the FY unless filed near the end of the FY. Complaints reported here was filed just before the close of FY 06. The two complaints referenced in A-4 were filed in 2000 and 2004.

**EEOC Form  
715-01**

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

National Science Foundation

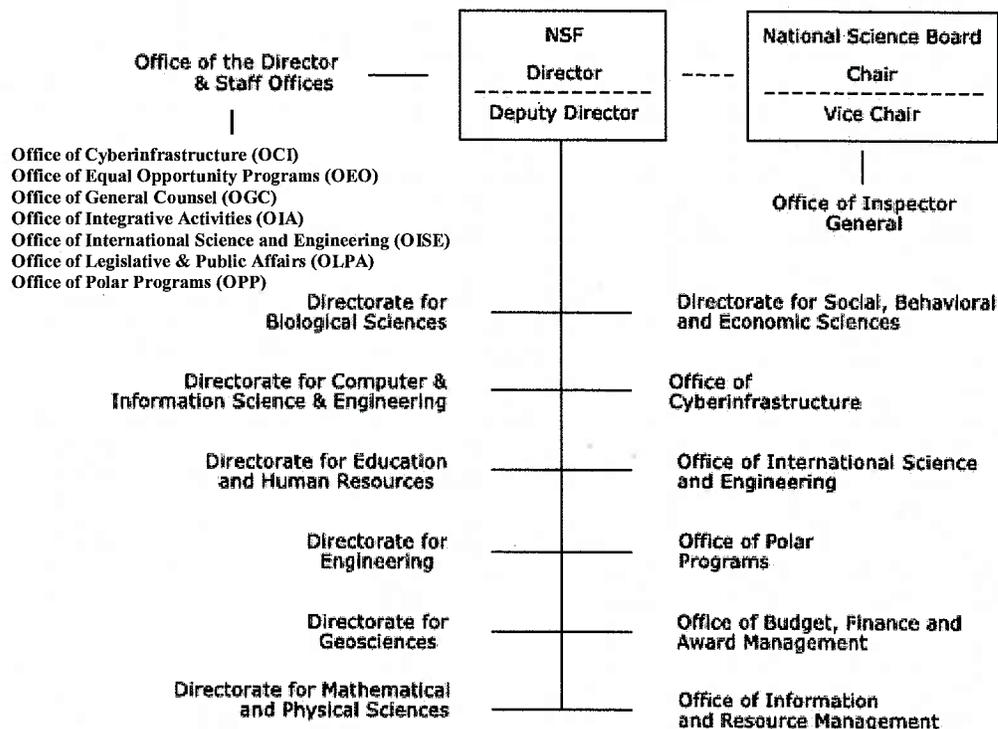
For Period Covering October 1, 2005, To September 30, 2006

**Appendix C. Additional Required Data**

**C.3: Organizational Chart**

# 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 07, 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.**

EEOC Form  
715-01

U.S. Equal Employment Opportunity Commission  
**FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT**  
National Science Foundation

For Period Covering October 1, 2005, To September 30, 2006

**Appendix C. Additional Required Data**

**C.4: Policy Statements on Equal Opportunity and  
Diversity and Prevention of Harassment**

NATIONAL SCIENCE FOUNDATION  
OFFICE OF THE DIRECTOR  
Arlington, VA 22230

STAFF MEMORANDUM

O/D 07-01  
(revised)

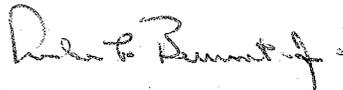
January 25, 2007

Administration and Management

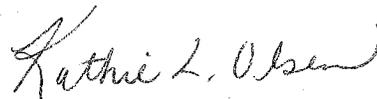
SUBJECT: Policy Statements on Equal Opportunity and Diversity  
and Prevention of Harassment

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 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 our jobs done.



Arden L. Bement, Jr.  
Director



Kathie L. Olsen  
Deputy Director

Attachments (2)

Distribution: All employees

Originating Unit: Office of Equal Opportunity Programs

## 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.

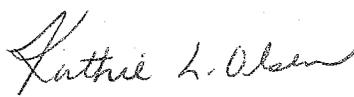
We can assure our employees that any complaint of prohibited discrimination will be taken seriously. Any employee, who believes that he/she has been harassed or discriminated against, should contact NSF's Office of Equal Opportunity Programs.

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

## 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.

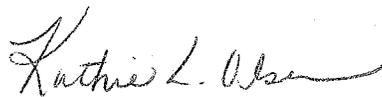
NSF employees who feel that they are being harassed by supervisors, co-workers, or customers should make it clear to the individual(s) that such behavior is offensive and unwelcome. They should immediately report this behavior to an appropriate management official in the organization in which the incident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

**EEOC Form  
715-01**

U.S. Equal Employment Opportunity Commission  
**FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT**  
National Science Foundation  
For Period Covering October 1, 2005, To September 30, 2006

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**Appendix C. Additional Required Data**

**C.5: OEOP Bulletin No. 05-01 on Training on Prevention  
of Harassment**

NATIONAL SCIENCE FOUNDATION  
OFFICE OF EQUAL OPPORTUNITY PROGRAMS

OEOP BULLETIN NO. – 07-03

January 9, 2007

**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

EEOC Form  
715-01

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

National Science Foundation

For Period Covering October 1, 2005, To September 30, 2006

**Appendix C. Additional Required Data**

**C.6: OEOP Bulletin No. 05-07 on Interpreting Services  
for Hearing Impaired Employees**

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

OEOP BULLETIN NO. 07-02

January 11, 2007  
Revised

**REASONABLE ACCOMMODATIONS**

SUBJECT: Requesting Interpreting Services for Deaf and/or Hard of Hearing  
Employees, Panelists and Visitors

The Office of Equal Opportunity Programs (OEOP) is responsible for providing interpreting services to deaf and/or hard of hearing NSF employees, panelists and visitors participating in all NSF-sponsored programs and activities, training assignments, and interviews.

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](mailto:croberts@nsf.gov), with copies to Eric Santifu at [esantifu@nsf.gov](mailto:esantifu@nsf.gov) and Andrea McIntyre at [amcintyr@nsf.gov](mailto: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  
Replaces: OEOP Bulletin 05-07