

U.S. Equal Employment Opportunity Commission  
**FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT**  
National Science Foundation  
For the Period Covering October 1, 2020 to September 30, 2021

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### **Glossary of Terms<sup>1</sup>**

**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 2010 Census.

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

**INDIVIDUAL WITH A DISABILITY:** A person who (1) has a physical impairment or mental impairment that substantially limits one or more of that person's major life activities; (2) has a record of such impairment; or (3) is regarded as having such an impairment.

**TARGETED DISABILITIES:** Disabilities "targeted" for emphasis in affirmative action planning. Targeted disabilities include deafness, blindness, missing extremities, partial paralysis, complete paralysis, convulsive disorders, intellectual disabilities, mental illness, and a genetic or physical condition affecting limbs and/or spine.

**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; this 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 or Latino, Asian, American Indian or Alaskan Native, Native Hawaiian or Other Pacific Islander.

**NSF STAFF CATEGORIES:** Science and Engineering (S&E) - includes positions in science, engineering, and education plus management and general administration positions with program responsibilities in the research 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. Business Operations positions are located in the research directorates as well as in the offices that provide support to the research directorates (e.g., finance, human resources, etc.).

**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.

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<sup>1</sup> Definitions are in accordance with EEOC guidelines and NSF's staff groupings.

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<b>PART A</b> Department or Agency Identifying Information	<b>1. Agency</b>	<b>1.</b> National Science Foundation
	<b>1.a</b> 2nd level reporting component	
	<b>2. Address</b>	<b>2.</b> 2415 Eisenhower Avenue
	<b>3. City, State, Zip Code</b>	<b>3.</b> Alexandria, VA 22314
	<b>4. Agency Code</b>   <b>5. FIPS code(s)</b>	<b>4.</b> NF00   <b>5.</b> 24,11

<b>PART B</b> Total Employment	<b>1.</b> Enter total number of permanent full-time and part-time employees	<b>1.</b> 1311
	<b>2.</b> Enter total number of temporary employees	<b>2.</b> 258
	<b>3. TOTAL EMPLOYMENT [add lines B 1 through 2]</b>	<b>4.</b> 1569

<b>PART C</b> Agency Official(s) Responsible For Oversight of EEO Program(s)	Title Type	Name	Title
	Head of Agency	Dr. Sethuraman Panchanathan	Director
	Principal EEO Director/Official	Rhonda J. Davis	Office Head
	Affirmative Employment Program Manager	Edmund Rhynes	EEO Complaints Program Manager
	Complaint Processing Program Manager	Edmund Rhynes	EEO Complaints Program Manager
	Disability Program Manager (SEPM)	Shawn Murray	Disability Program Manager
	Other EEO Staff	Sabrina Caraway	Diversity Program Manager
	Other EEO Staff	Sarah Williams	Acting Deputy Office Head

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<b>PART D</b> List of Subordinate Components Covered in This Report	Subordinate Component and Location (City/State)	Country	Agency Code
<b>EEOC FORMS and Documents</b>	<b>Required</b>	<b>Uploaded</b>	
Anti-Harassment Policy and Procedures	Y	Y	
Organization Chart	Y	Y	
Personal Assistance Services Procedures	Y	Y	
Reasonable Accommodation Procedure	Y	Y	
EEO Policy Statement	Y	Y	
Agency Strategic Plan	Y	Y	
Alternative Dispute Resolution Procedures	Y	Y	
Diversity Policy Statement	N	Y	
Disabled Veterans Affirmative Action Program (DVAAP) Report	N	N	
EEO Strategic Plan	N	N	
Federal Equal Opportunity Recruitment Program (FEORP) Report	N	N	
Human Capital Strategic Plan	N	N	
Results from most recent Federal Employee Viewpoint Survey or Annual Employee Survey	N	N	

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EXECUTIVE SUMMARY: MISSION

The National Science Foundation (NSF) was established by Congress in 1950 as an independent agency of the Federal government with the mission "to promote the progress of science; to advance the national health, prosperity, and welfare; and to secure the national defense. NSF supports fundamental research at the frontiers of knowledge, across all fields of science and engineering (S&E) and S&E education. With an annual budget of about \$8.8 billion (FY 2022), NSF funds approximately 24% of all federally-supported fundamental research conducted by U.S. colleges and universities.

NSF accomplishes its mission primarily by making merit-based grants and cooperative agreements to colleges, universities, and other institutions to support researchers throughout the nation. NSF uses a merit review process to select new awards from competitive proposals submitted by the S&E research and education communities. Each year, NSF evaluates approximately 43,600 proposals to make around 11,300 competitive awards to 2,000 institutions. NSF's merit review uses two criteria to evaluate research proposals- intellectual merit (i.e., the potential to advance knowledge) and broader impacts (i.e., the potential to benefit society).

Over the years, NSF-funded research and education projects and world-class S&E infrastructure have led to many significant discoveries. More than 250 Nobel Prize winners received support from NSF at some point in their careers. The highly acclaimed achievements of these laureates are but a small fraction of the advances enabled by NSF, which have, in turn, stimulated economic growth and improved the quality of life, health, and security for our nation.

In order to unleash the United States' innovation potential, it is essential to have a well-prepared S&E workforce, capable of taking advantage of the expanding knowledge base and advanced technology generated by fundamental research activities. NSF continues to meet the U.S. S&E workforce needs by seamlessly integrating the education of future scientists, engineers, and educators into the broad portfolio of research that NSF supports. This investment strategy generates not only groundbreaking S&E discoveries, but it also equips the future S&E workforce with the knowledge and experience to apply the most advanced concepts and technology to meet societal challenges.

NSF has a strong commitment to diversity and inclusion, as reflected in the core values outlined within NSF's newly crafted 2022-2026 Strategic Plan, more specifically: "We value the knowledge, skills, abilities, experiences and perspectives that colleagues from different backgrounds bring to our work and workplace. We recognize that these things strengthen NSF's ability to fulfill its mission..." Moreover, the complimentary principles of diversity, equity, inclusion and accessibility are now embodied in three of NSF's strategic objectives under the first and fourth strategic goals: Strategic Goal 1: Empower STEM talent to fully participate in science and engineering. Specifically: *Strategic Objective 1 (G1/01): "increase the involvement of communities underrepresented in STEM and enhance capacity throughout the nation. Strategic Objective 2 (G1/02): "Grow a diverse STEM workforce to advance the progress of science and technology"* and Strategic Goal 4: Excel at NSF operations and management. Specifically: *Strategic Objective 2 (G4/02): "Invest in people - attract, empower and retain a talented and diverse NSF workforce"*. NSF continues its strong commitment to diversity and inclusion and takes the necessary actions to attain model EEO status.

NSF's total workforce for FY 2021 consisted of 1,569 employees - 1,311 permanent and 258 temporary - according to the Federal Personnel Payroll System (FPPS). The NSF staff are distributed across seven science, technology, engineering and mathematics (STEM) directorates and five business offices. The STEM directorates include many temporary employees in both temporary federal appointments and as Visiting Scientists, Engineers, and Educators

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(VSEEs, which includes the members of the National Science Board). NSF does not employ wage-grade workers.

EXECUTIVE SUMMARY: ESSENTIAL ELEMENT A-F

*Essential Element A: Demonstrated Commitment from Agency Leadership à Fully Met*

*Essential Element B: Integration of EEO into the Agency's Strategic Mission à Fully Met*

*Essential Element C: Management and Program Accountability à Met*

*Essential Element D: Proactive Prevention of Unlawful Discrimination à Fully Met*

*Essential Element E: Efficiency à Fully Met*

*Essential Element F: Responsiveness and Legal Compliance à Fully Met*

EXECUTIVE SUMMARY: WORKFORCE ANALYSES

## SUMMARY ANALYSIS OF NSF'S WORKFORCE

Over the last fiscal year, recruitment and retention activities were impacted due to the pandemic and questions about remote work. However, NSF has attempted to make strides towards attaining model Equal Employment Opportunity (EEO) status as defined by the EEO Commission (EEOC). NSF's workforce strategy seeks to serve not only the Federal workforce but the wider academic and research communities.

The EEOC requires that agencies compute the net change within a demographic group, within the workforce, between two time periods. This net change is calculated by taking the difference between the number of employees in a demographic group at the end of the current fiscal year and the prior fiscal year and dividing this number by that in the prior fiscal year. If a group's percentage decreased, that net change is negative. If a group displays a net change lower than that for the total workforce, there may be a barrier to enhancing participation.

Consistent with NSF's mission, a number of Broadening Participation grant programs seek to increase diversity in the wider academic and research communities, which supply the talent pool for staff serving under Intergovernmental Personnel Act (IPA) appointments, who are considered vital to NSF's mission, but who are not included as employees in FPPS and, therefore, are not included in tabulations in this report.

### NSF Workforce by Race/Ethnicity and Sex

The EEOC requires that agencies compute the net change within each demographic category in the agency workforce, between the fiscal year just ended and the previous fiscal year. Overall, the NSF workforce remained relatively the same in FY 2021 compared to FY 2020. However, in Table A1, the demographic categories with small numbers show the biggest changes in percentage (Hispanics Females -- 8 (Number Difference) 16.00% (Net Change); Native Hawaiian or Other Pacific Islander Males -1 (Number Difference) -100% (Net Change); Native Hawaiian or Other Pacific Islander Females -1 (Number Difference) -100% (Net Change); Native American Females -1 (Number Difference) -100% (Net Change); Two or More Races (Males) -- 1 (Number Difference) ;25% (Net Change).

The Civilian Labor Force (CLF), as measured by the U.S. Bureau of Labor Statistics (BLS), is a benchmark for determining underrepresentation of demographic categories in NSF's total workforce. Table A1 compares the NSF total workforce data to the 2014-2018 CLF. The following groups were below parity:

- Males (12.53% below parity);
- Whites (10.88% below parity); and
- Hispanics/Latinos (7.05% below parity).



EXECUTIVE SUMMARY: WORKFORCE ANALYSES

Conversely, categories over-represented in the NSF total workforce when compared to the 2014-2018 CLF were:

- Females (12.53% above parity);
- Blacks/African Americans (15.51% above parity); and
- Asians (4.88% above parity).

**Table 1. NSF Total Workforce, FY 2020 and FY 2021**

FY-20	FY-21
Permanent - 1263	Permanent - 1311
Temporary - 242	Temporary - 258

Table 1 disaggregates the NSF workforce by permanent (n=1,311) versus temporary appointments (n=258). Comparing the permanent and temporary workforces is important because of the research on labor force participation that suggests minority group members are more likely than those in the majority group to occupy less secure positions. There were a few ways in which the NSF temporary workforce continues to differ from those in the permanent workforce.

- Males had a higher percentage representation in the NSF temporary workforce (which includes VSEE's), while females had a higher percentage representation in the permanent workforce;
- Hispanics and Whites had a higher percentage representation in the NSF temporary workforce than in the permanent workforce.

**FY 2021 NSF Permanent Workforce to FY 2021 NSF Temporary Workforce and 2014-2018 Civilian Labor Force**

NSF's 1,311 permanent employees in FY 2021 were distributed across 12 components, which include seven "research directorates," which implement programs consistent with NSF's mission and five "offices" that support NSF's mission via business and administrative functions. The demographic composition for each of NSF's 12 components by sex, with the following recurring key findings:

- Overall, 60.74% of NSF's employees were female, which is higher than the 2014-2018 Civilian Labor Force percentages (48.2% female);
- Females continue to account for more than half of all employees in nearly all NSF's directorates (Table A2); with the exception of
- The Mathematics and Physical Sciences (MPS) directorate, which had the lowest percentage of female employees: 49.5% (Table A2);

EXECUTIVE SUMMARY: WORKFORCE ANALYSES

- Females accounted for more than 65% of employees in the Office of the Director (O/D), 65% in the Budget and Finance Administration (BFA), 66% of employees in the Office of the Inspector General (OIG), 71% of the National Science Board (NSB) office and over 74% of employees in the Education and Human Resources (EHR) directorate (Table A2).

**Racial/Ethnic Composition of the FY 2021 NSF Total Workforce Compared to the 2014-2018 U.S. Civilian Labor Force (CLF)**

2014-2018 Civilian Labor Force (CLF)	2021 NSF Total Workforce	Race/Ethnicity
2.88%	1.09%	All Others
4.37%	9.25%	Asians
12.31%	27.16%	African-Americans
12.98%	5.93%	Hispanics/Latino (a)
67.47%	56.59%	White

Source: Workforce Data Table A1

Table A1 of the Workforce Data Tables show the racial/ethnic composition of the FY 2021 NSF total workforce. Overall, the NSF workforce had a relatively higher percentage of employees of color (43%) than the comparable U.S. civilian labor force (33%).

**Key findings (Workforce Data Table A2):**

Racial/ethnicity composition continues to vary greatly across NSF's components, for example:

- 66% of the directorate of Geo Sciences total workforce were White, with relatively small representations of Blacks/African Americans (22%) when compared to other offices and directorates;
- 63% of the directorate of Biological Sciences total workforce were White, with relatively small representations of Blacks/African Americans (16%) when compared to other offices and directorates;
- Blacks/African Americans accounted for more than 32% of the permanent workforce in five components: Education and Human Resources (EHR) 47%, Computer and Information Science and Engineering (CISE) 42%, Information and Resource Management (IRM) 39%, Budget, Finance, and Awards Management (BFA) 33%, and Engineering (ENG) 36%.
- While Asian employees accounted for ~9% of NSF's overall permanent workforce and 4% of the Civilian Labor Force, Asians accounted for more than 10% of the permanent workforce in five components: Biological Science (BIO) 11%, Office of the Inspector General (OIG) 12%, Mathematical and Physical Sciences (MPS) 10%, Social, Behavioral, and Economic Sciences (SBE) 15%, and Computer and Information Science and Engineering (CISE) 14%.
- Hispanics/Latinos accounted for 6% of the NSF total workforce, a rate lower than the Civilian Labor Force of 13%; MPS, CISE, BIO and OIG components had the highest representation of Hispanic/Latino permanent employees at ~ 7%.

NSF Workforce by Disability Status

**EXECUTIVE SUMMARY: WORKFORCE ANALYSES**

As shown in Table B1, NSF's total workforce included 9.31% People with Disabilities (PWDs) and 1.85% People with Targeted Disabilities (PWTDs) in FY 2021. This representation is below the 501 goal of 12% for PWDs and 2% for PWTDs, but it does reflect a net increase of 5% and 7%, respectively.

Among NSF's new hires (permanent and temporary, averages) in FY 2021, 14.3% were PWDs (this represents a 7% increase in representation over FY 2020), 0.0% were PWTDs, 75.73% reported having no disability status, and 10% did not identify a status as reported in Table B8.

EXECUTIVE SUMMARY: ACCOMPLISHMENTS

*Essential Element A: Demonstrated Commitment from Agency Leadership à Fully Met*

In FY 2021, NSF met all measures under Essential Element A. Some highlights of accomplishments under this element include the following:

Charged by the NSF Director, the foundation established the NSF Racial Equity Task Force (RETF), an employee-led effort to identify and address racial barriers and inequities that may exist within the agency. The RETF Steering Committee and sub-committee working groups were assigned to conduct a comprehensive analysis and assessment of: employee listening sessions, interviews with NSF resource offices, demographic data, focus groups, and other research data.

Following their analysis, the RETF developed a comprehensive report of recommendations which was disseminated to all staff and is currently under review and planning for appropriate next steps in this multiphase continuing effort.

Initial outcomes of the effort have been:

- The establishment of the Racial Equity Task Force demonstrated the values of diversity and inclusion from the highest level of organizational leadership.
- The preparation of the task force report engaged staff in the opportunity to co-create recommendations for policies and initiatives in support of an environment of diversity, equity, and inclusivity in employment and program delivery.
- The report provided the Director with employee perspectives, recommendations, ideas and possible strategies for growth and development regarding racial equity.

In order to emphasize the importance of consistent understanding and application of DEIA concepts and values across NSF programs, the NSF Director incorporated training on Operationalizing Racial Equity into scheduled executive leadership meetings.

NSF's FY 2021-2022 Annual Performance Goal was to "foster a culture of inclusion through change management efforts resulting in change leadership and accountability". The 2021 target of the goal was "All NSF executives, managers, and supervisors would participate in culture change activities". The outcome yielded 100% of supervisory leadership having completed the required Prevention of Sexual Harassment and Handling Workplace Bullying training.

NSF leadership consistently prioritizes participation in the agency's Special Emphasis Program observances. In FY 2021, the NSF Director underscored his commitment to the values of diversity, equity, inclusion and accessibility by personally providing opening remarks at 8 of the 9 agency-wide observances. To ensure this commitment was maintained by the highest levels of the agency, the Chief Operating Officer stood in for the Director to provide remarks at the single annual program he was unable to attend.

EXECUTIVE SUMMARY: ACCOMPLISHMENTS

OECR disseminates copies of existing EEO policy statements and provides EEO/D&I briefings to all new employees through the agency's New Employee Orientation (NEO) program and to new Program Officers via Program Management Seminars. OECR also offers specialized EEO briefings to the various NSF divisions and/or units. These offerings continue to be provided virtually due to the pandemic.

In addition, new managers and existing employees are provided with a copy of the EEO policy statement when attending NSF's Virtual Federal Supervision Training, which is mandatory when promoted to supervisory ranks.

*Essential Element B: Integration of EEO into the Agency's Strategic Mission à Fully Met*

NSF continued to meet all measures under Essential Element B. Some highlights of accomplishments under this element include the following:

NSF submitted the Governmentwide DEIA Strategic Plan to the Assistant to the President for Domestic Policy (APDP), the Director of the Office of Personnel Management (OPM), and the Deputy Director for Management of the Office of Management and Budget (OMB), within 120 days of the directive being issued. NSF's Plan identified actions to advance DEIA in the workforce and remove any potential barriers identified in ongoing agency self-assessments.

The plan incorporated quarterly goals and actions to advance DEIA in the agency workforce and in the agency's workplace culture, and was developed in a manner that is consistent with the law. The plan also preserves merit principles and was developed in consultation with cross-agency DEIA Teams and relevant stakeholders.

NSF's FY 2021-2022 Annual Performance Goal to "foster a culture of inclusion through change management efforts resulting in change leadership and accountability" was developed to directly support the overarching NSF Strategic Plan for Fiscal Years 2018-2022, Strategic objective 3.1: Attract, retain, and empower a talented and diverse workforce.

Ms. Rhonda J. Davis, Head of the Office of Equity and Civil Rights, served as a key committee member responsible for the development of NSF's new strategic plan for FY 2022-2026. In that role, Ms. Davis ensured that EEO, D&I, and equity-based values were adequately addressed and included in NSF's overall strategy.

NSF piloted their "The Discovery Files" podcast series in Spanish to expand outreach to the Hispanic community. By releasing this series in Spanish, future employees can see themselves and their language

EXECUTIVE SUMMARY: ACCOMPLISHMENTS

represented at the agency. Removing what can sometimes feel like cultural fit barriers allows the agency to be proactive, using innovative means to reach future employees sooner.

*Essential Element C: Management and Program Accountability à Met*

NSF continued to meet all measures under Essential Element C. Some highlights of accomplishments under this element include the following:

In order to demonstrate accountability to the DEIA performance goal set by leadership, NSF issues an Annual Performance Report (APR) to our stakeholders and the American public. The APR provides information on the progress NSF has made toward achieving its goals and objectives as described in the agency's strategic plan and Annual Performance Plan. To provide confidence that the performance information would be credible, NSF followed the Government Accountability Office's guidance and engaged external contractors to conduct an independent validation and verification review of its annual performance information, data, and processes.

All NSF SES members' performance plans continue to include a D&I element; however, sample language for agency-specific performance requirements have been included in an SES Performance Desk Guide for consideration when developing and rating plans. The examples were designed to help make D&I practical in its application, and thereby help to integrate behavioral change into the policies and practices that govern their day-to-day operations.

NSF established two new, employee driven groups: 1) an NSF chapter of Blacks in Government (BIG), whose mission is to enable Black employees to have the ability to maximize their career opportunities and provide a mechanism for inclusion, growth, and advocacy; and 2) the Mental Health Advocates (MHA) employee resource group, whose mission is to be a strategic partner with NSF to promote a culture of diversity and inclusion.

OECR offered various learning and development opportunities, including Prevention of Sexual Harassment, Handling Workplace Bullying, Diversity and Inclusion, Unconscious Bias and Conflict Resolution.

OECR staff participated on inter-agency councils and groups, including the EEOC's Director's Meetings, OPM's D&I 60+ Federal Agencies Strategic Partnership, Federal interagency Diversity Partnership, DOJ's Title VI Working Group, Title IX Inter-Agency Working Group, Veterans Employment Program Working Group, International Working Group on Sexual Misconduct, Alternative Dispute Resolution Working Group, Missing Millions Working Group, Gender Policy Council, Racial Equity Task Force, DEIA Implementation Team, Equity for Under-served Communities & Geographical Diversity.

EXECUTIVE SUMMARY: ACCOMPLISHMENTS

OECR provided input and assistance in the coordination, development, and implementation of the following EEO and related plans, in collaboration with HRM, agency counsel, and other applicable officials:

- The Annual Federal Equal Opportunity Recruitment Program (FEORP) Plan, which involved targeted recruitment efforts based on a determination of underrepresentation of minorities and/or women in the various occupational categories, both nationally and in specific geographic locations.
- The Disabled Veterans Affirmative Action Program (DVAPP) Representation and Assessment and Action Plan, which focuses on methods used to recruit and employ disabled veterans, especially those who are 30 percent or more disabled.
- The NSF DEIA Strategic Plan, which provides a shared direction, encourages commitment, and creates alignment so NSF can approach its workplace DEIA efforts in a coordinated, collaborative, and integrated manner. Agency staff contributed to the planning efforts by participating in the agency assessment and strategic planning sessions.

OECR responded in a timely manner, to compliance issues related to the EEOC and other applicable orders.

In FY21, the Office of Diversity and Inclusion (OECR) underwent an organizational expansion, restructuring, and renaming to the Office of Equity and Civil Rights (OECR). The intent of the reorganization was to expand OECR's reach and capacity to better serve NSF stakeholders and workforce and achieve a model EEO program. In preparation for the reorganization, NSF assessed its capacity and needs via evaluation tools such as the office/directorate reviews and an OECR organizational assessment. Findings from the assessments informed OECR's organization plan which was approved by agency leadership. The approved plan restructured OECR into three branches and increased OECR's staffing level to a total of 26 FTEs. As of the end of FY21, OECR FTE count increased from 11 to 18. While OECR did not reach the FTE capacity as planned, the reorganization has reaped benefits and NSF continues to seek opportunities to enhance scope and support of critical EEO and DEIA initiatives, as supported by the needs and capacity assessment.

During the interim OECR developed plans to pilot a detail opportunity for five Special Emphasis Portfolio (SEP) Strategist to begin expanding OECR's SEP program. Plans for the SEP Strategists included being responsible for developing and implementing strategic, targeted initiatives to promote DEIA in all aspects of employment for targeted groups.

*Essential Element D: Proactive Prevention of Unlawful Discrimination à Fully Met*

NSF continued to meet all measures under Essential Element D. Some highlights of accomplishments under this element include the following:

- The analyses to identify and remove unnecessary barriers were conducted throughout FY2021;

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- The fulfillment of its requirement under the America COMPETES Act Reauthorization, to complete Title IX Compliance Site Reviews;
- The continued collaboration with senior managers in identifying and implementing action plans to eliminate identified barriers. OEER also continued its partnership with the NSF Academy staff to identify training and professional development opportunities that will support the agency having a Model EEO Program;
- The completion of 99.5% of employees fulfilling the required bi-annual Prevention of Sexual Harassment and Handling Workplace Bullying training;
- A collaborative, 5-year pilot with NSF's Union partners, AFGE Local 3403 to incorporate alternative dispute resolution (ADR) as an optional process for addressing non-EEO disputes and we continued to encourage the use of ADR to all employees via the EEO Complaints Program, inclusive of supervisors and managers;
- The completion of workforce analyses regarding race, ethnicity, sex, and disability in which the groups were evaluated via workforce profile, major occupations, grade level distribution, compensation and reward system.

#### NSF Complaint Activity Analysis

During this period there were 4 informal and 2 formal complaints filed with a total of 6 bases.

#### *Essential Element E: Efficiency à Measures Met*

NSF met all measures under Essential Element E. Some highlights of accomplishments under this element include the following:

OEER continued to track and monitor all EEO complaint activity throughout the complaints process via iComplaints and other means. The system allows NSF to identify issues and bases of complaints, identify the persons who filed the complaint and the Responsible Management Officials, and enter other relevant information such as requests for extensions and hearings, settlements, etc. to allow NSF to analyze complaint activity and trends.

OEER continued to identify and monitor trends in complaint processing to ensure the agency is meeting its obligation under applicable laws.

NSF maintained an ADR program in which ADR was offered to aggrieved individuals, as appropriate, during the pre- and formal complaint stages of the EEO process.



EXECUTIVE SUMMARY: ACCOMPLISHMENTS

Once ADR is elected, all managers are required to participate. Participating managers are required to have the applicable settlement authority.

*Essential Element F: Responsiveness and Legal Compliance àFully Met*

NSF met all measures under Essential Element F. Some highlights of accomplishments under this element include the following:

OECR continued to implement a system of management control in close consultation with the Office of the General Counsel to ensure timely compliance with all orders and directives issued by EEOC Administrative Judges.

OECR continued to maintain control over the payroll processing function to guarantee responsive and timely processing of any monetary relief and to process any other form of ordered relief, if applicable.

All documentation for completing compliance in a timely manner was provided to the EEOC.

EXECUTIVE SUMMARY: PLANNED ACTIVITIES

## EEOC'S FEDERAL SECTOR COMPLEMENT PLAN REVIEW - FOCUS AREAS

For this report, NSF focused on the following areas: (1) Schedule A hires; (2) reasonable accommodations program in regard to NSF's Disability Program; (3) anti-harassment program; (4) barrier analysis of executive level positions. In 2014, NSF began to identify relevant benchmarks and promising practices for these focus areas, which are addressed in other agency reports, including the Federal Equal Opportunity Recruitment Program (FEORP) and the Disabled Veterans Affirmative Action Program (DVAAP).

### Schedule A hires

In FY21, HRM hired a new Selective Placement Program Coordinator (SPPC) and new Veterans Employment Coordinator (VEC). During this time, of the 234 Federal NSF new hires, 33 (approximately 14%) were individuals who reported a disability. Seeking to be broadly inclusive in hiring efforts, NSF's Human Resource Management provides operational support to NSF's Directorates and Offices, which includes generally meeting with these organizations on either a bi-weekly or monthly basis. During these meetings, HRM regularly holds strategic recruitment discussions with an emphasis on special hiring authorities and programs that could allow managers to non-competitively hire disabled veterans and/or other Schedule A hires.

As part of overall efforts, NSF continues to encourage new hires to complete the SF 256 to self-identify their disabilities. While this process is completely voluntary, this is encouraged both during the hiring process, and during New Employee Orientation. Additionally, the agency sends out a request annually to remind individuals that they may update their disability status at any time. Numbers of new hires and internal employees completing these forms is improving.

While most outreach events and career fairs were still "on hold" due to the pandemic, NSF continued to perform targeted outreach. The SPPC, in coordination with OECR, formed a partnership with Fairfax County Public Schools (FCPS) as part of the Secondary Transition to Employment Program (STEP). This program places disabled students into unpaid positions at federal agencies and organizations to allow them to gain real-life work experience. Additionally, the SPPC joined the Workforce Recruitment Program (WRP), a site managed by the US Department of Labor and the US Department of Defense to recruit and hire student and job applicants with disabilities. The SPPC regularly reviews eligible applicants from WRP and refers them to NSF vacancies that match their skills and experience, and champions the WRP with managers across NSF. Several HR Specialists and hiring managers have joined the WRP as a result. The SPPC is actively engaged with external organizations supporting disability hiring initiatives and has formed productive relationships with key stakeholders within the agency, the federal industry, and surrounding communities to enhance NSF's capabilities to support hiring individuals with disabilities.

### Reasonable Accommodations

**EXECUTIVE SUMMARY: PLANNED ACTIVITIES**

Supporting persons with disabilities through reasonable accommodations (RA) in compliance with laws and regulations governing Federal sector equal employment opportunity (EEO) and civil rights is a high priority of NSF. NSF also works to ensure equal opportunity through policy development, workforce analyses, outreach, and education.

HRM updated several communication documents and templates to increase the knowledge of Reasonable Accommodation (RA) programs and options in coordination with OECR. For example, HRM updated our "commitment letter" template to include information about requesting reasonable accommodations for new hires, and/or to assist during the New Employee Orientation Process. Additionally, interview "best practices" were updated to include a reasonable accommodation option for interviewees. Our supervisory training courses were updated to include information about available reasonable accommodation options for the recruitment and hiring processes; and our external assessment process involved coordination with OECR to allow for reasonable accommodations for applicants to take the assessment.

All new employees are provided information about NSF's RA services as a regular part of the onboarding process to ensure persons with disabilities know how to obtain an accommodation. NSF also delivered Disability Employment and Reasonable Accommodations training as part of NSF's Federal Supervision course and Merit Review Basics II. The training included an overview of the laws governing EEO as they relate to disability employment and reasonable accommodations; a description of the process of requesting reasonable accommodations; and the role managers and supervisors play in this process.

Anti-Harassment Program

OECR participated in a number of virtual sessions that provided an understanding for NSF employees of diversity and inclusion and EEO techniques. Courses included:

- Harassment
- Inclusion and belonging
- Retaliation
- Bullying/Abusive Treatment
- Accountability and Performance Management
- Discrimination
- Fair Hiring, Selection, and Promotion
- Documenting Workplace Events and/or Accommodations

EXECUTIVE SUMMARY: PLANNED ACTIVITIES

- Employee Request for Leave
- NSF continues to develop courses which entail extensive education and training for senior level executives, managers, and supervisors, with content about implicit bias;
- NSF’s Equal Opportunity and The Prevention of Harassment policies and EEO complaints processes in compliance with Title VII are prominently posted in agency common areas and communicated to staff on an on-going basis; and
- NSF’s explicit external policies include nondiscrimination obligations and compliance with Title IX, both of which are monitored by OECR.

Barrier Analysis of Executive Level Positions

For purposes of this report, the EEOC defines a barrier as “An agency personnel policy, principle, practice, or condition that limits or tends to limit the employment opportunities of members of a particular gender, race or ethnic background or for an individual (or individuals) based on disability status.”

*Glass Ceiling Benchmarks and SES Pipeline Analyses, FY 2021*

Upward Mobility Benchmarks (UMBs) were used to capture the different pathways into the SES for NSF employees. One SES pathway for NSF staff is upward progression through the GS-ranks.

**Barrier Analysis Results, NSF Permanent Workforce, FY 2021**

	Total #	Race/Ethnicity							
		Hispanic or Latino		Non-Hispanic or Latino					
				White		Black/African American		Asian	
		Male	Female	Male	Female	Male	Female	Male	Female
<b>All NSF PERM</b>	1311	2.21%	3.43%	26.24%	28.30%	5.57%	23.95%	3.89%	5.26%
SES	84	1.19%	2.38%	39.29%	38.10%	3.57%	4.76%	7.14%	3.57%
GS-15	106	1.89%	0.94%	33.02%	37.74%	4.72%	16.98%	1.89%	2.83%
GS-14	225	1.78%	4.00%	23.11%	28.89%	7.56%	20.98%	5.33%	7.56%
GS-13	160	0.0%	4.38%	16.25%	24.38%	8.75%	37.50%	2.50%	4.38%
<b>Gaps - Differences</b>									

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SES- GS15		-0.7%	1.44%	6.27%	0.36%	-1.15%	-12.22%	5.25%	0.74%
GS15 - GS14		0.11%	-3.06%	9.91%	8.85%	-2.84%	-3.91%	-3.44%	-4.73%
GS14 - GS13		1.78%	-0.38%	6.86%	4.56%	-1.19%	-16.61%	2.83%	3.18%

Source: Data for this table were extracted from Table A4 PERM.

The step-wise gaps are shown in two ways. First, differences in proportionate representation are shown for which a negative signed number indicates the demographic category accounts for proportionately fewer of those in the *higher* compared to the lower grade position.

Key findings include:

- There are few Hispanic/Latino employees at the GS-13-14-15 levels, suggesting this to be a potential source of a barrier for Hispanic/Latino employees;
- The GS-13-14-15 pathway to the SES suggests that white males and females are advantaged towards upward career movement, representing proportionately more employees at each subsequent step along the GS-pathway to the SES; and
- While African American females are overrepresented in comparison to the CLF at the GS-13 level (38%) compared to their overall NSF workforce participation (22%), their proportionate representation significantly declines at the GS-15 level (17%), suggesting this level to be a potential source of a barrier for African American females.

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**EXECUTIVE SUMMARY: PLANNED ACTIVITIES**

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CERTIFICATION of ESTABLISHMENT of CONTINUING  
EQUAL EMPLOYMENT OPPORTUNITY PROGRAMS

Rhonda J. Davis, Office Head, ES-260-00

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.

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

Date

8/30/2022



Signature of Agency Head or Agency Head Designee

Date

RHONDA J DAVIS

Digitally signed by RHONDA J  
DAVIS  
Date: 2022.08.31 06:57:36 -04'00'

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Agency Self-Assessment Checklist

Essential Element: A Demonstrated Commitment From agency Leadership

Compliance Indicator	Measures	Measure Has Been Met			For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
		Yes	No	N/A	
A.1. The agency issues an effective, up-to-date EEO policy statement.					
A.1.a. Does the agency annually issue a signed and dated EEO policy statement on agency letterhead that clearly communicates the agency's commitment to EEO for all employees and applicants? If "Yes", please provide the annual issuance date in the comments column. [see MD-715, II(A)]		X			We are currently in the process of updating the existing policy to reflect internal and industry changes. 8/6/2020
A.1.b. Does the EEO policy statement address all protected bases (age, color, disability, sex (including pregnancy, sexual orientation and gender identity), genetic information, national origin, race, religion, and reprisal) contained in the laws EEOC enforces? [see 29 CFR § 1614.101(a)] If the EEO policy statement covers any additional bases (e.g., marital status, veteran status and political affiliation), please list them in the comments column.		X			



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Agency Self-Assessment Checklist

Compliance Indicator	Measures	Measure Has Been Met			For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
		Yes	No	N/A	
	A.2. The agency has communicated EEO policies and procedures to all employees.				
	A.2.a. Does the agency disseminate the following policies and procedures to all employees:				
	A.2.a.1. Anti-harassment policy? [see MD 715, II(A)]	X			
	A.2.a.2. Reasonable accommodation procedures? [see 29 CFR § 1614.203(d)(3)]	X			
	A.2.b. Does the agency prominently post the following information throughout the workplace and on its public website:				
	A.2.b.1. The business contact information for its EEO Counselors, EEO Officers, Special Emphasis Program Managers, and EEO Director? [see 29 C.F.R § 1614.102(b)(7)]	X			
	A.2.b.2. Written materials concerning the EEO program, laws, policy statements, and the operation of the EEO complaint process? [see 29 CFR §1614.102(b)(5)]	X			
	A.2.b.3. Reasonable accommodation procedures? [see 29 CFR § 1614.203(d)(3)(i)] If so, please provide the internet address in the comments column.	X			<a href="https://www.nsf.gov/od/oecr/reasonable_accom">https://www.nsf.gov/od/oecr/reasonable_accom</a>
	A.2.c. Does the agency inform its employees about the following topics:				
	A.2.c.1. EEO complaint process? [see 29 CFR §§ 1614.102(a)(12) and 1614.102(b)(5)] If "yes", please provide how often and the means by which such training is delivered.	X			Annually, onboarding and during ongoing educational activities
	A.2.c.2. ADR process? [see MD-110, Ch. 3(II)(C)] If "yes", please provide how often.	X			Annually, onboarding and during ongoing educational activities
	A.2.c.3. Reasonable accommodation program? [see 29 CFR § 1614.203(d)(7)(ii)(C)] If "yes", please provide how often.	X			Annually, onboarding and during ongoing educational activities
	A.2.c.4. Anti-harassment program? [see EEOC Enforcement Guidance on Vicarious Employer Liability for Unlawful Harassment by Supervisors (1999), § V.C.1] If "yes", please provide how often.	X			Annually, onboarding and during ongoing educational activities
	A.2.c.5. Behaviors that are inappropriate in the workplace and could result in disciplinary action? [5 CFR §2635.101(b)] If "yes", please provide how often.	X			Annually

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Agency Self-Assessment Checklist

Compliance Indicator		Measure Has Been Met			For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
		Yes	No	N/A	
Measures	A.3. The agency assesses and ensures EEO principles are part of its culture.			N/A	
A.3.a.	Does the agency provide recognition to employees, supervisors, managers and units demonstrating superior accomplishment in equal employment opportunity? [see 29 CFR § 1614.102(a)(9)] If "yes", provide one or two examples in the comments section. .	X			Director's Award for Equal Opportunity and Nominations for Presidential Rank Awards
A.3.b.	Does the agency utilize the Federal Employee Viewpoint Survey or other climate assessment tools to monitor the perception of EEO principles within the workforce? [see 5 CFR Part 250]	X			

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Agency Self-Assessment Checklist

Essential Element: B Integration of EEO into the agency's Strategic Mission

Compliance Indicator	Measures	Measure Has Been Met			For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
		Yes	No	N/A	
B.1. The reporting structure for the EEO program provides the principal EEO official with appropriate authority and resources to effectively carry out a successful EEO program.					
B.1.a. Is the agency head the immediate supervisor of the person ("EEO Director") who has day-to-day control over the EEO office? [see 29 CFR §1614.102(b)(4)]		X			
B.1.a.1. If the EEO Director does not report to the agency head, does the EEO Director report to the same agency head designee as the mission-related programmatic offices? If "yes," please provide the title of the agency head designee in the comments.			X		
B.1.a.2. Does the agency's organizational chart clearly define the reporting structure for the EEO office? [see 29 CFR §1614.102(b)(4)]		X			
B.1.b. Does the EEO Director have a regular and effective means of advising the agency head and other senior management officials of the effectiveness, efficiency and legal compliance of the agency's EEO program? [see 29 CFR §1614.102(c)(1); MD-715 Instructions, Sec. I]		X			
B.1.c. During this reporting period, did the EEO Director present to the head of the agency, and other senior management officials, the "State of the agency" briefing covering the six essential elements of the model EEO program and the status of the barrier analysis process? [see MD-715 Instructions, Sec. I] If "yes", please provide the date of the briefing in the comments column.		X			November 9, 2021 and frequent ongoing meetings
B.1.d. Does the EEO Director regularly participate in senior-level staff meetings concerning personnel, budget, technology, and other workforce issues? [see MD-715, II(B)]		X			

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Agency Self-Assessment Checklist

Compliance Indicator	Measures	Measure Has Been Met			For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
		Yes	No	N/A	
B.2.a.	Is the EEO Director responsible for the implementation of a continuing affirmative employment program to promote EEO and to identify and eliminate discriminatory policies, procedures, and practices? [see MD-110, Ch. 1(III)(A); 29 CFR §1614.102(c)] If not, identify the office with this authority in the comments column.	X			
B.2.b.	Is the EEO Director responsible for overseeing the completion of EEO counseling? [see 29 CFR §1614.102(c)(4)]	X			
B.2.c.	Is the EEO Director responsible for overseeing the fair and thorough investigation of EEO complaints? [see 29 CFR §1614.102(c)(5)] [This question may not be applicable for certain subordinate level components.]	X			
B.2.d.	Is the EEO Director responsible for overseeing the timely issuance of final agency decisions? [see 29 CFR §1614.102(c)(5)] [This question may not be applicable for certain subordinate level components.]	X			
B.2.e.	Is the EEO Director responsible for ensuring compliance with EEOC orders? [see 29 CFR §§ 1614.102(e); 1614.502]	X			
B.2.f.	Is the EEO Director responsible for periodically evaluating the entire EEO program and providing recommendations for improvement to the agency head? [see 29 CFR §1614.102(c)(2)]	X			
B.2.g.	If the agency has subordinate level components, does the EEO Director provide effective guidance and coordination for the components? [see 29 CFR §§ 1614.102(c)(2); (c)(3)]			X	We don't have subordinate level components.

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Agency Self-Assessment Checklist

Compliance Indicator		Measure Has Been Met			For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
		Yes	No	N/A	
Measures	B.3. The EEO Director and other EEO professional staff are involved in, and consulted on, management/personnel actions.				
	B.3.a. Do EEO program officials participate in agency meetings regarding workforce changes that might impact EEO issues, including strategic planning, recruitment strategies, vacancy projections, succession planning, and selections for training/career development opportunities? [see MD-715, II(B)]	X			
	B.3.b. Does the agency's current strategic plan reference EEO / diversity and inclusion principles? [see MD-715, II(B)] If "yes", please identify the EEO principles in the strategic plan in the comments column.	X			NSF strives to maintain a staff that is representative of the broader national community. We support outstanding researchers and innovative thinkers from across our nation's diversity of regions, organizations and demographic groups.

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Agency Self-Assessment Checklist

Compliance Indicator	Measures	Measure Has Been Met			For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
		Yes	No	N/A	
B.4.a.	Pursuant to 29 CFR §1614.102(a)(1), has the agency allocated sufficient funding and qualified staffing to successfully implement the EEO program, for the following areas:				
B.4.a.1.	to conduct a self-assessment of the agency for possible program deficiencies? [see MD-715, II(D)]	X			
B.4.a.10.	to effectively manage its reasonable accommodation program? [see 29 CFR §1614.203(d)(4)(ii)]	X			
B.4.a.11.	to ensure timely and complete compliance with EEOC orders? [see MD-715, II(E)]	X			
B.4.a.2.	to enable the agency to conduct a thorough barrier analysis of its workforce? [see MD-715, II(B)]	X			
B.4.a.3.	to timely, thoroughly, and fairly process EEO complaints, including EEO counseling, investigations, final agency decisions, and legal sufficiency reviews? [see 29 CFR §§ 1614.102(c)(5); 1614.105(b) – (f); MD-110, Ch. 1(IV)(D) & 5(IV); MD-715, II(E)]	X			
B.4.a.4.	to provide all supervisors and employees with training on the EEO program, including but not limited to retaliation, harassment, religious accommodations, disability accommodations, the EEO complaint process, and ADR? [see MD-715, II(B) and III(C)] If not, please identify the type(s) of training with insufficient funding in the comments column.	X			
B.4.a.5.	to conduct thorough, accurate, and effective field audits of the EEO programs in components and the field offices, if applicable? [see 29 CFR §1614.102(c)(2)]			X	N/A
B.4.a.6.	to publish and distribute EEO materials (e.g. harassment policies, EEO posters, reasonable accommodations procedures)? [see MD-715, II(B)]	X			
B.4.a.7.	to maintain accurate data collection and tracking systems for the following types of data: complaint tracking, workforce demographics, and applicant flow data? [see MD-715, II(E)] If not, please identify the systems with insufficient funding in the comments section.	X			
B.4.a.8.	to effectively administer its special emphasis programs (such as, Federal Women's Program, Hispanic Employment Program, and People with Disabilities Program Manager)? [5 USC § 7201; 38 USC § 4214; 5 CFR § 720.204; 5 CFR § 213.3102(t) and (u); 5 CFR § 315.709]	X			
B.4.a.9.	to effectively manage its anti-harassment program? [see MD-715 Instructions, Sec. I; EEOC Enforcement Guidance on Vicarious Employer Liability for Unlawful Harassment by Supervisors (1999), § V.C. 1]	X			
B.4.b.	Does the EEO office have a budget that is separate from other offices within the agency? [see 29 CFR § 1614.102(a)(1)]	X			
B.4.c.	Are the duties and responsibilities of EEO officials clearly defined? [see MD-110, Ch. 1(III)(A), 2(III), & 6(III)]	X			
B.4.d.	Does the agency ensure that all new counselors and investigators, including contractors and collateral duty employees, receive the required 32 hours of training, pursuant to Ch. 2(II) (A) of MD-110?	X			
B.4.e.	Does the agency ensure that all experienced counselors and investigators, including contractors and collateral duty employees, receive the required 8 hours of annual refresher training, pursuant to Ch. 2(II)(C) of MD-110?	X			

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Agency Self-Assessment Checklist

Compliance Indicator		Measure Has Been Met			For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
		Yes	No	N/A	
Measures	B.5. The agency recruits, hires, develops, and retains supervisors and managers who have effective managerial, communications, and interpersonal skills				
	B.5.a. Pursuant to 29 CFR §1614.102(a)(5), have all managers and supervisors received orientation, training, and advice on their responsibilities under the following areas under the agency EEO program:				
	B.5.a.1. EEO complaint process? [see MD-715(II)(B)]	X			
	B.5.a.2. Reasonable Accommodation Procedures? [see 29 CFR § 1614.102(d)(3)]	X			
	B.5.a.3. Anti-harassment policy? [see MD-715(II)(B)]	X			
	B.5.a.4. Supervisory, managerial, communication and interpersonal skills in order to supervise most effectively in a workplace with diverse employees and avoid disputes arising from ineffective communications? [see MD-715, II(B)]	X			
	B.5.a.5. ADR, with emphasis on the federal government's interest in encouraging mutual resolution of disputes and the benefits associated with utilizing ADR? [see MD-715(II)(E)]	X			
Compliance Indicator		Measure Has Been Met			For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
Measures		Yes	No	N/A	
	B.6. The agency involves managers in the implementation of its EEO program.				
	B.6.a. Are senior managers involved in the implementation of Special Emphasis Programs? [see MD-715 Instructions, Sec. I]	X			
	B.6.b. Do senior managers participate in the barrier analysis process? [see MD-715 Instructions, Sec. I]	X			
	B.6.c. When barriers are identified, do senior managers assist in developing agency EEO action plans (Part I, Part J, or the Executive Summary)? [see MD-715 Instructions, Sec. I]	X			
	B.6.d. Do senior managers successfully implement EEO Action Plans and incorporate the EEO Action Plan Objectives into agency strategic plans? [29 CFR §1614.102(a)(5)]	X			

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Agency Self-Assessment Checklist

Essential Element: C Management and Program Accountability

Compliance Indicator	Measures	Measure Has Been Met			For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
		Yes	No	N/A	
C.1. The agency conducts regular internal audits of its component and field offices.					
C.1.a. Does the agency regularly assess its component and field offices for possible EEO program deficiencies? [see 29 CFR §1614.102(c)(2)] If "yes", please provide the schedule for conducting audits in the comments section.		X			Semi Annually
C.1.b. Does the agency regularly assess its component and field offices on their efforts to remove barriers from the workplace? [see 29 CFR §1614.102(c)(2)] If "yes", please provide the schedule for conducting audits in the comments section.		X			Annually
C.1.c. Do the component and field offices make reasonable efforts to comply with the recommendations of the field audit? [see MD-715, II(C)]				X	The agency doesn't have field offices



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Agency Self-Assessment Checklist

Compliance Indicator	Measures	Measure Has Been Met			For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
		Yes	No	N/A	
C.2.a.	Has the agency established comprehensive anti-harassment policy and procedures that comply with EEOC's enforcement guidance? [see MD-715, II(C); Enforcement Guidance on Vicarious Employer Liability for Unlawful Harassment by Supervisors (Enforcement Guidance), EEOC No. 915.002, § V.C.1 (June 18, 1999)]	X			
C.2.a.1.	Does the anti-harassment policy require corrective action to prevent or eliminate conduct before it rises to the level of unlawful harassment? [see EEOC Enforcement Guidance on Vicarious Employer Liability for Unlawful Harassment by Supervisors (1999), § V.C.1]	X			
C.2.a.2.	Has the agency established a firewall between the Anti-Harassment Coordinator and the EEO Director? [see EEOC Report, Model EEO Program Must Have an Effective Anti-Harassment Program (2006)]	X			
C.2.a.3.	Does the agency have a separate procedure (outside the EEO complaint process) to address harassment allegations? [see Enforcement Guidance on Vicarious Employer Liability for Unlawful Harassment by Supervisors (Enforcement Guidance), EEOC No. 915.002, § V.C.1 (June 18, 1999)]	X			
C.2.a.4.	Does the agency ensure that the EEO office informs the anti-harassment program of all EEO counseling activity alleging harassment? [See Enforcement Guidance, V.C.]	X			
C.2.a.5.	Does the agency conduct a prompt inquiry (beginning within 10 days of notification) of all harassment allegations, including those initially raised in the EEO complaint process? [see Complainant v. Dep't of Veterans Affairs, EEOC Appeal No. 0120123232 (May 21, 2015); Complainant v. Dep't of Defense (Defense Commissary Agency), EEOC Appeal No. 0120130331 (May 29, 2015)] If "no", please provide the percentage of timely-processed inquiries in the comments column.	X			
C.2.a.6.	Do the agency's training materials on its anti-harassment policy include examples of disability-based harassment? [see 29 CFR §1614.203(d)(2)]	X			
C.2.b.	Has the agency established disability reasonable accommodation procedures that comply with EEOC's regulations and guidance? [see 29 CFR §1614.203(d)(3)]	X			
C.2.b.1.	Is there a designated agency official or other mechanism in place to coordinate or assist with processing requests for disability accommodations throughout the agency? [see 29 CFR §1614.203(d)(3)(D)]	X			
C.2.b.2.	Has the agency established a firewall between the Reasonable Accommodation Program Manager and the EEO Director? [see MD-110, Ch. 1(IV)(A)]	X			
C.2.b.3.	Does the agency ensure that job applicants can request and receive reasonable accommodations during the application and placement processes? [see 29 CFR §1614.203(d)(1)(ii)(B)]	X			
C.2.b.4.	Do the reasonable accommodation procedures clearly state that the agency should process the request within a maximum amount of time (e.g., 20 business days), as established by the agency in its affirmative action plan? [see 29 CFR §1614.203(d)(3)(i)(M)]	X			
C.2.b.5.	Does the agency process all initial accommodation requests, excluding ongoing interpretative services, within the time frame set forth in its reasonable accommodation procedures? [see MD-715, II(C)] If "no", please provide the percentage of timely-processed requests, excluding ongoing interpretative services, in the comments column.	X			
C.2.c.	Has the agency established procedures for processing requests for personal assistance services that comply with EEOC's regulations, enforcement guidance, and other applicable executive orders, guidance, and standards? [see 29 CFR §1614.203(d)(6)]	X			
C.2.c.1.	Does the agency post its procedures for processing requests for Personal Assistance Services on its public website? [see 29 CFR §1614.203(d)(5)(v)] If "yes", please provide the internet address in the comments column.	X			<a href="https://www.nsf.gov/od/oecr/docs/RA_Procedures_6">https://www.nsf.gov/od/oecr/docs/RA_Procedures_6</a>

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Agency Self-Assessment Checklist

Compliance Indicator	Measures	Measure Has Been Met			For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
		Yes	No	N/A	
	C.3. The agency evaluates managers and supervisors on their efforts to ensure equal employment opportunity.				
	C.3.a. Pursuant to 29 CFR §1614.102(a)(5), do all managers and supervisors have an element in their performance appraisal that evaluates their commitment to agency EEO policies and principles and their participation in the EEO program?	X			
	C.3.b. Does the agency require rating officials to evaluate the performance of managers and supervisors based on the following activities:				
	C.3.b.1. Resolve EEO problems/disagreements/conflicts, including the participation in ADR proceedings? [see MD-110, Ch. 3.I]	X			
	C.3.b.2. Ensure full cooperation of employees under his/her supervision with EEO officials, such as counselors and investigators? [see 29 CFR §1614.102(b)(6)]	X			
	C.3.b.3. Ensure a workplace that is free from all forms of discrimination, including harassment and retaliation? [see MD-715, II(C)]	X			
	C.3.b.4. Ensure that subordinate supervisors have effective managerial, communication, and interpersonal skills to supervise in a workplace with diverse employees? [see MD-715 Instructions, Sec. I]	X			
	C.3.b.5. Provide religious accommodations when such accommodations do not cause an undue hardship? [see 29 CFR §1614.102(a)(7)]	X			
	C.3.b.6. Provide disability accommodations when such accommodations do not cause an undue hardship? [ see 29 CFR §1614.102(a)(8)]	X			
	C.3.b.7. Support the EEO program in identifying and removing barriers to equal opportunity?. [see MD-715, II(C)]	X			
	C.3.b.8. Support the anti-harassment program in investigating and correcting harassing conduct?. [see Enforcement Guidance, V.C.2]	X			
	C.3.b.9. Comply with settlement agreements and orders issued by the agency, EEOC, and EEO-related cases from the Merit Systems Protection Board, labor arbitrators, and the Federal Labor Relations Authority? [see MD-715, II(C)]	X			
	C.3.c. Does the EEO Director recommend to the agency head improvements or corrections, including remedial or disciplinary actions, for managers and supervisors who have failed in their EEO responsibilities? [see 29 CFR §1614.102(c)(2)]	X			
	C.3.d. When the EEO Director recommends remedial or disciplinary actions, are the recommendations regularly implemented by the agency? [see 29 CFR §1614.102(c)(2)]	X			

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Compliance Indicator	Measures	Measure Has Been Met			For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
		Yes	No	N/A	
C.4. The agency ensures effective coordination between its EEO program and Human Resources (HR) program.					
C.4.a. Do the HR Director and the EEO Director meet regularly to assess whether personnel programs, policies, and procedures conform to EEOC laws, instructions, and management directives? [see 29 CFR §1614.102(a)(2)]		X			
C.4.b. Has the agency established timetables/schedules to review at regular intervals its merit promotion program, employee recognition awards program, employee development/training programs, and management/personnel policies, procedures, and practices for systemic barriers that may be impeding full participation in the program by all EEO groups? [see MD-715 Instructions, Sec. I]		X			
C.4.c. Does the EEO office have timely access to accurate and complete data (e.g., demographic data for the workforce, applicants, training programs, etc.) required to prepare the MD-715 workforce data tables? [see 29 CFR §1614.601(a)]		X			
C.4.d. Does the HR office timely provide the EEO office with access to other data (e.g., exit interview data, climate assessment surveys, and grievance data), upon request? [see MD-715, II(C)]		X			
C.4.e. Pursuant to Section II(C) of MD-715, does the EEO office collaborate with the HR office to:					
C.4.e.1. Implement the Affirmative Action Plan for Individuals with Disabilities? [see 29 CFR §1614.203(d); MD-715, II(C)]		X			
C.4.e.2. Develop and/or conduct outreach and recruiting initiatives? [see MD-715, II(C)]		X			
C.4.e.3. Develop and/or provide training for managers and employees? [see MD-715, II(C)]		X			
C.4.e.4. Identify and remove barriers to equal opportunity in the workplace? [see MD-715, II(C)]		X			
C.4.e.5. Assist in preparing the MD-715 report? [see MD-715, II(C)]		X			
Compliance Indicator	Measures	Measure Has Been Met			For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
C.5. Following a finding of discrimination, the agency explores whether it should take a disciplinary action.		Yes	No	N/A	
C.5.a. Does the agency have a disciplinary policy and/or table of penalties that covers discriminatory conduct? [see 29 CFR §1614.102(a)(6); see also Douglas v. Veterans Administration, 5 MSPR 280 (1981)]		X			
C.5.b. When appropriate, does the agency discipline or sanction managers and employees for discriminatory conduct? [see 29 CFR §1614.102(a)(6)] If "yes", please state the number of disciplined/sanctioned individuals during this reporting period in the comments.		X			No managers or employees were disciplined for discriminatory conduct during the reporting period
C.5.c. If the agency has a finding of discrimination (or settles cases in which a finding was likely), does the agency inform managers and supervisors about the discriminatory conduct (e.g., post mortem to discuss lessons learned)? [see MD-715, II(C)]		X			

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Compliance Indicator		Measure Has Been Met			
Measures		Yes	No	N/A	For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
C.6.a. Does the EEO office provide management/supervisory officials with regular EEO updates on at least an annual basis, including EEO complaints, workforce demographics and data summaries, legal updates, barrier analysis plans, and special emphasis updates? [see MD-715 Instructions, Sec. I] If "yes", please identify the frequency of the EEO updates in the comments column.	C.6. The EEO office advises managers/supervisors on EEO matters.	X			Annually
C.6.b. Are EEO officials readily available to answer managers' and supervisors' questions or concerns? [see MD-715 Instructions, Sec. I]		X			

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Essential Element: D Proactive Prevention

Compliance Indicator		Measure Has Been Met			For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
Measures		Yes	No	N/A	
D.1.a. Does the agency have a process for identifying triggers in the workplace? [see MD-715 Instructions, Sec. I]		X			
D.1.b. Does the agency regularly use the following sources of information for trigger identification: workforce data; complaint/grievance data; exit surveys; employee climate surveys; focus groups; affinity groups; union; program evaluations; special emphasis programs; and/or external special interest groups? [see MD-715 Instructions, Sec. I]		X			
D.1.c. Does the agency conduct exit interviews or surveys that include questions on how the agency could improve the recruitment, hiring, inclusion, retention and advancement of individuals with disabilities? [see 29 CFR §1614.203(d)(1)(iii)(C)]		X			
Compliance Indicator		Measure Has Been Met			For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
Measures		Yes	No	N/A	
D.2.a. Does the agency have a process for analyzing the identified triggers to find possible barriers? [see MD-715, (II)(B)]	D.2. The agency identifies areas where barriers may exclude EEO groups (reasonable basis to act.)	X			
D.2.b. Does the agency regularly examine the impact of management/personnel policies, procedures, and practices by race, national origin, sex, and disability? [see 29 CFR §1614.102(a)(3)]		X			
D.2.c. Does the agency consider whether any group of employees or applicants might be negatively impacted prior to making human resource decisions, such as re-organizations and realignments? [see 29 CFR §1614.102(a)(3)]		X			
D.2.d. Does the agency regularly review the following sources of information to find barriers: complaint/grievance data, exit surveys, employee climate surveys, focus groups, affinity groups, union, program evaluations, anti-harassment program, special emphasis programs, and/or external special interest groups? [see MD-715 Instructions, Sec. I] If "yes", please identify the data sources in the comments column.		X			All excluding affinity groups and external special interest groups

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Compliance Indicator		Measure Has Been Met			For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
Measures		Yes	No	N/A	
	D.3. The agency establishes appropriate action plans to remove identified barriers.	X			
	D.3.a. Does the agency effectively tailor action plans to address the identified barriers, in particular policies, procedures, or practices? [see 29 CFR §1614.102(a)(3)]	X			
	D.3.b. If the agency identified one or more barriers during the reporting period, did the agency implement a plan in Part I, including meeting the target dates for the planned activities? [see MD-715, II(D)]	X			
	D.3.c. Does the agency periodically review the effectiveness of the plans? [see MD-715, II(D)]	X			
Compliance Indicator		Measure Has Been Met			For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
Measures		Yes	No	N/A	
	D.4. The agency has an affirmative action plan for people with disabilities, including those with targeted disabilities.	X			<a href="https://www.nsf.gov/od/oecr/reports.jsp">https://www.nsf.gov/od/oecr/reports.jsp</a>
	D.4.a. Does the agency post its affirmative action plan on its public website? [see 29 CFR §1614.203(d)(4)] If yes, please provide the internet address in the comments.	X			
	D.4.b. Does the agency take specific steps to ensure qualified people with disabilities are aware of and encouraged to apply for job vacancies? [see 29 CFR §1614.203(d)(1)(i)]	X			
	D.4.c. Does the agency ensure that disability-related questions from members of the public are answered promptly and correctly? [see 29 CFR §1614.203(d)(1)(ii)(A)]	X			
	D.4.d. Has the agency taken specific steps that are reasonably designed to increase the number of persons with disabilities or targeted disabilities employed at the agency until it meets the goals? [see 29 CFR §1614.203(d)(7)(ii)]	X			

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Essential Element: E Efficiency

Compliance Indicator	Measures	Measure Has Been Met			For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
		Yes	No	N/A	
E.1.a.	Does the agency timely provide EEO counseling, pursuant to 29 CFR §1614.105?	X			
E.1.b.	Does the agency provide written notification of rights and responsibilities in the EEO process during the initial counseling session, pursuant to 29 CFR §1614.105(b)(1)?	X			
E.1.c.	Does the agency issue acknowledgment letters immediately upon receipt of a formal complaint, pursuant to MD-110, Ch. 5(I)?	X			
E.1.d.	Does the agency issue acceptance letters/dismissal decisions within a reasonable time (e.g., 60 days) after receipt of the written EEO Counselor report, pursuant to MD-110, Ch. 5(I)? If so, please provide the average processing time in the comments.	X			30 days
E.1.e.	Does the agency ensure that all employees fully cooperate with EEO counselors and EEO personnel in the EEO process, including granting routine access to personnel records related to an investigation, pursuant to 29 CFR §1614.102(b)(6)?	X			
E.1.f.	Does the agency timely complete investigations, pursuant to 29 CFR §1614.108?	X			
E.1.g.	If the agency does not timely complete investigations, does the agency notify complainants of the date by which the investigation will be completed and of their right to request a hearing or file a lawsuit, pursuant to 29 CFR §1614.108(g)?	X			
E.1.h.	When the complainant did not request a hearing, does the agency timely issue the final agency decision, pursuant to 29 CFR §1614.110(b)?	X			
E.1.i.	Does the agency timely issue final actions following receipt of the hearing file and the administrative judge's decision, pursuant to 29 CFR §1614.110(a)?	X			
E.1.j.	If the agency uses contractors to implement any stage of the EEO complaint process, does the agency hold them accountable for poor work product and/or delays? [See MD-110, Ch. 5(V)(A)] If "yes", please describe how in the comments column.	X			The contractors are held accountable in accordance with the statement of work which has a quality commitment clause
E.1.k.	If the agency uses employees to implement any stage of the EEO complaint process, does the agency hold them accountable for poor work product and/or delays during performance review? [See MD-110, Ch. 5(V)(A)]			X	The agency uses contractors to perform these functions
E.1.l.	Does the agency submit complaint files and other documents in the proper format to EEOC through the Federal Sector EEO Portal (FedSEP)? [See 29 CFR § 1614.403(g)]	X			

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Compliance Indicator		Measure Has Been Met			For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
		Yes	No	N/A	
Measures	E.2. The agency has a neutral EEO process.			N/A	
	E.2.a. Has the agency established a clear separation between its EEO complaint program and its defensive function? [see MD-110, Ch. 1(IV)(D)] If "yes", please explain.	X			The EEO complaints program is provided with sufficient resources to carry out the necessary program functions to include legal sufficiency reviews.
	E.2.b. When seeking legal sufficiency reviews, does the EEO office have access to sufficient legal resources separate from the agency representative? [see MD-110, Ch. 1(IV)(D)] If "yes", please identify the source/ location of the attorney who conducts the legal sufficiency review in the comments column.	X			Contractor/USPS
	E.2.c. If the EEO office relies on the agency's defensive function to conduct the legal sufficiency review, is there a firewall between the reviewing attorney and the agency representative? [see MD-110, Ch. 1(IV)(D)]			X	The agency uses contract resources to perform this function.
	E.2.d. Does the agency ensure that its agency representative does not intrude upon EEO counseling, investigations, and final agency decisions? [see MD-110, Ch. 1(IV)(D)]	X			
	E.2.e. If applicable, are processing time frames incorporated for the legal counsel's sufficiency review for timely processing of complaints? [see EEOC Report, Attaining a Model Agency Program: Efficiency (Dec. 1, 2004)]	X			



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Compliance Indicator	Measures	Measure Has Been Met			For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
		Yes	No	N/A	
E.3.	The agency has established and encouraged the widespread use of a fair alternative dispute resolution (ADR) program.				
E.3.a.	Has the agency established an ADR program for use during both the pre-complaint and formal complaint stages of the EEO process? [see 29 CFR §1614.102(b)(2)]	X			
E.3.b.	Does the agency require managers and supervisors to participate in ADR once it has been offered? [see MD-715, II(A)(1)]	X			
E.3.c.	Does the Agency encourage all employees to use ADR, where ADR is appropriate? [See MD-110, Ch. 3(IV)(C)]	X			
E.3.d.	Does the agency ensure a management official with settlement authority is accessible during the dispute resolution process? [see MD-110, Ch. 3(III)(A)(9)]	X			
E.3.e.	Does the agency prohibit the responsible management official named in the dispute from having settlement authority? [see MD-110, Ch. 3(I)]	X			
E.3.f.	Does the agency annually evaluate the effectiveness of its ADR program? [see MD-110, Ch. 3(II)(D)]	X			
E.4.	The agency has effective and accurate data collection systems in place to evaluate its EEO program.				
E.4.a.	Does the agency have systems in place to accurately collect, monitor, and analyze the following data:				
E.4.a.1.	Complaint activity, including the issues and bases of the complaints, the aggrieved individuals/complainants, and the involved management official? [see MD-715, II(E)]	X			
E.4.a.2.	The race, national origin, sex, and disability status of agency employees? [see 29 CFR §1614.601(a)]	X			
E.4.a.3.	Recruitment activities? [see MD-715, II(E)]	X			
E.4.a.4.	External and internal applicant flow data concerning the applicants' race, national origin, sex, and disability status? [see MD-715, II(E)]	X			
E.4.a.5.	The processing of requests for reasonable accommodation? [29 CFR §1614.203(d)(4)]	X			
E.4.a.6.	The processing of complaints for the anti-harassment program? [see EEOC Enforcement Guidance on Vicarious Employer Liability for Unlawful Harassment by Supervisors (1999), § V.C.2]	X			
E.4.b.	Does the agency have a system in place to re-survey the workforce on a regular basis? [MD-715 Instructions, Sec. I]	X			

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Compliance Indicator		Measure Has Been Met			For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
		Yes	No	N/A	
Measures	E.5. The agency identifies and disseminates significant trends and best practices in its EEO program.				
	E.5.a. Does the agency monitor trends in its EEO program to determine whether the agency is meeting its obligations under the statutes EEOC enforces? [see MD-715, II(E)] If "yes", provide an example in the comments.	X			EEO Director reviews complaint trends to identify areas of concerns to address via training/briefings.
	E.5.b. Does the agency review other agencies' best practices and adopt them, where appropriate, to improve the effectiveness of its EEO program? [see MD-715, II(E)] If "yes", provide an example in the comments.	X			EEO Director attends multiple working group meetings (Diversity in Government and the EEO Small Agency Council). Best practices are shared during those sessions for review and possible implementation.
	E.5.c. Does the agency compare its performance in the EEO process to other federal agencies of similar size? [see MD-715, II(E)]	X			

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Agency Self-Assessment Checklist

Essential Element: F Responsiveness and Legal Compliance

Compliance Indicator	Measures	Measure Has Been Met			For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
		Yes	No	N/A	
F.1. The agency has processes in place to ensure timely and full compliance with EEOC orders and settlement agreements.					
F.1.a. Does the agency have a system of management controls to ensure that its officials timely comply with EEOC orders/directives and final agency actions? [see 29 CFR §1614.102(e); MD-715, II(F)]		X			
F.1.b. Does the agency have a system of management controls to ensure the timely, accurate, and complete compliance with resolutions/settlement agreements? [see MD-715, II(F)]		X			
F.1.c. Are there procedures in place to ensure the timely and predictable processing of ordered monetary relief? [see MD-715, II(F)]		X			
F.1.d. Are procedures in place to process other forms of ordered relief promptly? [see MD-715, II(F)]		X			
F.1.e. When EEOC issues an order requiring compliance by the agency, does the agency hold its compliance officer(s) accountable for poor work product and/or delays during performance review? [see MD-110, Ch. 9(IX)(H)]		X			
F.2. The agency complies with the law, including EEOC regulations, management directives, orders, and other written instructions.					
F.2.a. Does the agency timely respond and fully comply with EEOC orders? [see 29 CFR §1614.502; MD-715, II(E)]		X			
F.2.a.1. When a complainant requests a hearing, does the agency timely forward the investigative file to the appropriate EEOC hearing office? [see 29 CFR §1614.108(g)]		X			
F.2.a.2. When there is a finding of discrimination that is not the subject of an appeal by the agency, does the agency ensure timely compliance with the orders of relief? [see 29 CFR §1614.501]		X			
F.2.a.3. When a complainant files an appeal, does the agency timely forward the investigative file to EEOC's Office of Federal Operations? [see 29 CFR §1614.403(e)]		X			
F.2.a.4. Pursuant to 29 CFR §1614.502, does the agency promptly provide EEOC with the required documentation for completing compliance?		X			

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Compliance Indicator		Measure Has Been Met			For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
		Yes	No	N/A	
Measures	F.3. The agency reports to EEOC its program efforts and accomplishments.				
F.3.a. Does the agency timely submit to EEOC an accurate and complete No FEAR Act report? [Public Law 107-174 (May 15, 2002), §203(a)]		X			
F.3.b. Does the agency timely post on its public webpage its quarterly No FEAR Act data? [see 29 CFR §1614.703(d)]		X			<a href="https://www.nsf.gov/od/oecr/nofearact.jsp">https://www.nsf.gov/od/oecr/nofearact.jsp</a>

Essential Element:  Other

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Plan to Attain Essential Elements

PART H.1

Brief Description of Program  
Deficiency:

B.1.a.1. If the EEO Director does not report to the agency head, does the EEO Director report to the same agency head designee as the mission-related programmatic offices? If "yes," please provide the title of the agency head designee in the comments.

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Plan to Eliminate Identified Barriers

PART I.1

<b>Source of the Trigger:</b>	Workforce Data (if so identify the table)	
<b>Specific Workforce Data Table:</b>	Workforce Data Table - A1	
<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>Issue #1: Underrepresentation of Race and Sex in NSF's Total Workforce - The agency's Hispanic total workforce (5.93%) is lower than their civilian labor force (CLF) (12.98%) (Tab A1) - The agency's male total workforce (39.26%) is lower than their CLF rate of (51.79%) causing a variance of -13%. (Tab A1) Issue #2: Advancement of Black/African American (B/AA) female permanent staff - The workforce data indicates the participation rate of B/AA females in the agency's total workforce is 22%, which far exceeds their rate of 7% in the CLF (Tab A1). - B/A- B/AA females occupy 44% of all Management and Program Analysts (0343) positions in comparison to 13% for white males and 22% white females (A6P). B/AA females represent 24% of the permanent of workforce (Tab A1). - B/AA females average 50.53% representation for grades GS 7 – 14 positions, in comparison to 8.67% for white males and 18.06% white females (A4P) - B/AA females are underrepresented in the permanent workforce at the GS-15 level at 17% in comparison to 33% for white males and 38% white females (Tab A4P) - B/AA females are underrepresented in the permanent workforce at the SES level at 5% in comparison to 40% for white males and 38% white females (Tab A4P) - B/AA females are underrepresented in the "other senior pay levels" (administratively determined) at 6% in comparison to 40% for white males and 33% white females Issue #3: Lack of Diversity in SES and AD ranks - Significantly less Black Male and Black Females (8%) in the permanent SES, in comparison to White males and females (77%) (Tab A4P) - 73% of the Executive Officials and Managers are White (Tab A3) - No representation of Native Americans, Alaskan and Pacific Islander - 73% of all AD positions are occupied by White employees.</p>	
<p><b>STATEMENT OF BARRIER GROUPS:</b></p>	<p><b>Barrier Group</b></p> <p>All Men</p> <p>Hispanic or Latino Males</p> <p>Hispanic or Latino Females</p> <p>Black or African American Males</p> <p>Black or African American Females</p> <p>Native Hawaiian or Other Pacific Islander Males</p> <p>Native Hawaiian or Other Pacific Islander Females</p>	
<p><b>Barrier Analysis Process Completed?:</b></p>	Y	
<p><b>Barrier(s) Identified?:</b></p>	Y	
<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><b>Barrier Name</b></p> <p>Recruitment and retention of Hispanic/Latino permanent staff; Advancement of Black/African American)</p>	<p><b>Description of Policy, Procedure, or Practice</b></p> <p>Issue #1: Hispanics are entering and exiting the permanent workforce at nearly the same rate. The data shows 4.95% (Tab A16) of Hispanics separated from the agency in comparison to the 8.33% (Tab A8) that were hired in FY21, indicating the separation rate is nearly the same as the rate of hire. Additionally, Hispanics have low participation rates in many of the major occupations throughout the agency.</p> <p>Issue #3: Lack of Diversity in SES and AD ranks - White employees occupy 77% of permanent SES positions and 73% of permanent AD positions.</p> <p>Issue #2: B/AA females are not ascending to GS-14 and GS-15 levels and in the SES which may point to challenges with the agency's upward mobility practices and procedures. A review of current practices, procedures and, networking, career development, and opportunities, may help to increase participation rates in higher positions.</p>

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Plan to Eliminate Identified Barriers

Objective(s) and Dates for EEO Plan

Date Initiated	Target Date	Sufficient Funding / Staffing?	Date Modified	Date Completed	Objective Description
09/01/2020	09/30/2023	Yes	08/01/2022		Issue #2: Advancement of Black/African American (B/AA) female permanent staff  Increase B/AA female representation in GS-14, GS-15 and SES positions.
10/01/2021	09/30/2023	Yes			Issue #1: Recruitment and retention of Hispanic/Latino permanent staff  Increase the recruitment and retention rates off Hispanic/Latino employees in all grades.
09/01/2020	09/30/2023	Yes	08/01/2022		Issue #3: Lack of Diversity in SES and AD ranks  Increase participation of underrepresented groups in SES and AD level positions.

Responsible Official(s)

Title	Name	Standards Address The Plan?
Office Head	Rhonda Davis	Yes
Office of Information and Resource Management	Wonzie Gardner	Yes
Chief Human Capital Officer	Wonzie Gardner	Yes

Planned Activities Toward Completion of Objective

Target Date	Planned Activities	Sufficient Staffing & Funding?	Modified Date	Completion Date
09/30/2023	Issue #1: Recruitment and retention of Hispanic/Latino permanent staff  -Increase paid internships and strengthen NSF's Pathways Program, to include expanding internship outreach and recruitment through focused efforts with underserved communities -Leverage memberships and/or advertisements to major recruitment platforms and minority serving media to maximize scope and reach of our recruitment efforts -Develop and implement pilot programs to explore and measure new approaches to employment practices, in the pursuit of model hiring, promotion, and retention practices -Enhance partnerships to promote availability and transparency of workforce demographic data -Partner with our Hispanic ERG to assess their mission, current goals, structure, and maturity-level as an organization, and actively recruit an Executive Sponsor whose attributes and skills align with the ERGs determined needs. The Executive Sponsor will serve then as a catalyst to accelerate the maturation of the ERG	Yes		

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Plan to Eliminate Identified Barriers

Planned Activities Toward Completion of Objective

Target Date	Planned Activities	Sufficient Staffing & Funding?	Modified Date	Completion Date
09/30/2024	<p>Issue #2: Advancement of Black/African American (B/M) female permanent staff</p> <ul style="list-style-type: none"> <li>-Revise NSF Internal Detail Process/Practice to remove supervisory approval as a requirement for application</li> <li>-Review all current NSF position description requirements to assess for objective, consistent job duties and responsibilities</li> <li>-Increase participation in NSF Mentorship program</li> <li>-Increase access to competency based coaching services</li> <li>-Continue the next phase of the Racial Equity Task Force for implementation of preliminary recommendations, and further analysis of others. This group of committed stakeholders will provide another measure of effort and accountability to ensure recommendations to support this and other underrepresented groups remain a priority.</li> </ul>	Yes		
09/30/0023	<p>Issue #3 Increase Diversity in Senior Executive Service (SES) and Administratively Determined (AD) Pay Plan</p> <ul style="list-style-type: none"> <li>-Establish Chief Diversity &amp; Inclusion Officer (CDIO)</li> <li>-Engage agency leadership in regularly reviewing and interpreting workforce demographic data in order to understand current and historical workforce composition</li> <li>-Develop NSF DEIA Curriculum to span various learning types to ensure broad understanding of, and engagement in, critical DEIA concepts. This effort will support understanding of recruitment strategies to reach diverse audiences and mitigate bias</li> <li>-Engage Executive leaders in training on Understanding Racialization and Structural Advantage to identify the mechanisms that reproduce racial disparities in hiring, promotions, compensation, and retention.</li> </ul>	Yes		

Report of Accomplishments

Fiscal Year	Accomplishments
2021	NSF established an account with the new platform Handshake App, to allow targeted recruitment of students and recent graduates at all local colleges in DC, Maryland, and Virginia. This is enabling NSF to focus on specific institutions to increase diverse hiring efforts, including the hiring of Hispanics and Latinos.
2021	NSF started the process of working with our online application system owner, Monster Hiring Management, to add new Diversity Notifications during the announcement posting process. This has allowed NSF to directly send vacancies to targeted Hispanic Professional organizations and associations.
2021	NSF has developed the NSF Talent Team. The Talent Team is a multi-level effort focused on decreasing bias in the selection processes, recruiting and selecting the best candidates, and improving the efficiency of HR systems and processes. One focus area of note is the scaling back of educational requirements in lieu of greater focus on skills relevant to the position. The goal is to more effectively attract and onboard the diverse workforce needed at all levels of the agency.
2021	Mental Health Advocates ERG was created. Over the course of the year, they have worked to accelerate growth and impact for employees across the Foundation.



**MD-715 – Part J**  
**Special Program Plan**  
**for the Recruitment, Hiring, Advancement, and**  
**Retention of Persons with Disabilities**

To capture agencies' affirmative action plan for persons with disabilities (PWD) and persons with targeted disabilities (PWTD), EEOC regulations (29 C.F.R. § 1614.203(e)) and MD-715 require agencies to describe how their affirmative action plan will improve the recruitment, hiring, advancement, and retention of applicants and employees with disabilities.

**Section I: Efforts to Reach Regulatory Goals**

EEOC regulations (29 CFR § 1614.203(d)(7)) require agencies to establish specific numerical goals for increasing the participation of persons with disabilities and persons with targeted disabilities in the federal government

1. Using the goal of 12% as the benchmark, does your agency have a trigger involving PWD by grade level cluster in the permanent workforce? If "yes", describe the trigger(s) in the text box.

- |                               |        |    |
|-------------------------------|--------|----|
| a.Cluster GS-1 to GS-10 (PWD) | Answer | No |
| b.Cluster GS-11 to SES (PWD)  | Answer | No |

There are not any triggers, however, the agency is aware that low percentages are due to employees not identifying their disability. The agency plans to develop a campaign to promote the benefits of self-identification. Additional trainings are in development for managers on the process/benefits of Schedule A hiring.

\*For GS employees, please use two clusters: GS-1 to GS-10 and GS-11 to SES, as set forth in 29 C.F.R. § 1614.203(d)(7). For all other pay plans, please use the approximate grade clusters that are above or below GS-11 Step 1 in the Washington, DC metropolitan region.

2. Using the goal of 2% as the benchmark, does your agency have a trigger involving PWTD by grade level cluster in the permanent workforce? If "yes", describe the trigger(s) in the text box.

- |                                |        |    |
|--------------------------------|--------|----|
| a.Cluster GS-1 to GS-10 (PWTD) | Answer | No |
| b.Cluster GS-11 to SES (PWTD)  | Answer | No |

The Cluster for GS-11 to SES (PWTD) is less than 2% but this does not represent a trigger. GS-1 to GS-10 PWD = 11.54% GS-11 to SES PWD = 8.92% GS-1 to GS-10 PWTD = 3.85% GS-11 to SES PWTD = 1.70% Source: Table B4P

3. Describe how the agency has communicated the numerical goals to the hiring managers and/or recruiters.

Hiring goals communicated via collaborative meetings with Human Resources and other agency organizational offices during various presentations and meetings conducted throughout FY 2021 by the Office of Equity and Civil Rights and the Division of Human Resource Management.

**Section II: Model Disability Program**

Pursuant to 29 C.F.R. § 1614.203(d)(1), agencies must ensure sufficient staff, training and resources to recruit and hire persons with disabilities and persons with targeted disabilities, administer the reasonable accommodation program and special emphasis program, and oversee any other disability hiring and advancement program the agency has in place.

**A. PLAN TO PROVIDE SUFFICIENT & COMPETENT STAFFING FOR THE DISABILITY PROGRAM**

1. Has the agency designated sufficient qualified personnel to implement its disability program during the reporting period? If "no", describe the agency's plan to improve the staffing for the upcoming year.

Answer    Yes

2. Identify all staff responsible for implementing the agency's disability employment program by the office, staff employment status, and responsible official.

Disability Program Task	# of FTE Staff By Employment Status			Responsible Official (Name, Title, Office Email)
	Full Time	Part Time	Collateral Duty	
Section 508 Compliance	1	0	0	Katherine Ottis Section 508 Compliance Officer kotts@nsf.gov
Special Emphasis Program for PWD and PWTD	1	0	0	Sabrina Caraway Management and Program Analyst scaraway@nsf.gov
Processing applications from PWD and PWTD	1	0	0	Earl Andrews Branch Chief eandrews@nsf.gov
Answering questions from the public about hiring authorities that take disability into account	1	0	0	Earl Andrews Branch Chief eandrews@nsf.gov
Architectural Barriers Act Compliance	1	0	0	Barry Carlisle Safety Occupational Health Manager bcarlisl@nsf.gov
Processing reasonable accommodation requests from applicants and employees	1	0	0	Shawn Murray Disability Program Manager smurray@nsf.gov

3. Has the agency provided disability program staff with sufficient training to carry out their responsibilities during the reporting period? If “yes”, describe the training that disability program staff have received. If “no”, describe the training planned for the upcoming year.

Answer Yes

Yes, Disability training such as reasonable accommodations and sensitivity training has been conducted.

## B. PLAN TO ENSURE SUFFICIENT FUNDING FOR THE DISABILITY PROGRAM

Has the agency provided sufficient funding and other resources to successfully implement the disability program during the reporting period? If “no”, describe the agency’s plan to ensure all aspects of the disability program have sufficient funding and other resources

Answer Yes

## Section III: Plan to Recruit and Hire Individuals with Disabilities

Pursuant to 29 C.F.R. §1614.203(d)(1)(i) and (ii), agencies must establish a plan to increase the recruitment and hiring of individuals with disabilities. The questions below are designed to identify outcomes of the agency’s recruitment program plan for PWD and PWTD

### A. PLAN TO IDENTIFY JOB APPLICATIONS WITH DISABILITIES

1. Describe the programs and resources the agency uses to identify job applicants with disabilities, including individuals with targeted disabilities.

Demographic questions are asked when applicants apply to all positions within the agency, but these questions are voluntary. Many applicants do not opt to self-identify. Upon on-boarding, the SF-256 is requested as well. Selective Placement Program Coordinator Database. HR POC (SPPC) has joined the Workforce Recruitment Programmed by DOL and DOD to recruit and hire Job applicants with disabilities. SPPC working to build relationships with several organizations: American Staffing Association Disability/IN (Formerly US Business Leadership Network) National Industry Liaison Group SHRM (SPPC is an active member) OSHA Other OPM SPPC in an effort to develop and expand "best practices" for recruitment, hiring, and retention of PWD Revival of Secondary Transition Program for High School students with disabilities to force career paths in the Federal Government. Development of Employee Resource Groups to provide support.

2. Pursuant to 29 C.F.R. §1614.203(a)(3), describe the agency’s use of hiring authorities that take disability into account (e.g., Schedule A) to recruit PWD and PWTD for positions in the permanent workforce

Schedule A, Veterans Preference and the Veterans Non Paid Work Experience Program

3. When individuals apply for a position under a hiring authority that takes disability into account (e.g., Schedule A), explain how the agency (1) determines if the individual is eligible for appointment under such authority; and, (2) forwards the individual’s application to the relevant hiring officials with an explanation of how and when the individual may be appointed.

HR reviews and verifies the appropriate documentation. Once the documentation has been confirmed a certification of eligibility is sent to the selecting official. Perspective applicants may also reach out to SPPC who will: A) verify eligibility under Schedule A B) search for current open announcements C) reach out to agency/directorate hiring managers/HR POC to determine if there any upcoming announcements D) forward applicant information to those hiring managers, and E) add to database for Schedule A candidates

4. Has the agency provided training to all hiring managers on the use of hiring authorities that take disability into account (e.g., Schedule A)? If “yes”, describe the type(s) of training and frequency. If “no”, describe the agency’s plan to provide this training.

Answer Yes

Hiring managers are trained annually via face to face meetings, oral presentations, and e-training. Development of training roadshows for directorates and hiring managers with SPPC and Disability Program Manager Refer to aforementioned list in Section III, #1 for networking and best practices.

### B. PLAN TO ESTABLISH CONTACTS WITH DISABILITY EMPLOYMENT ORGANIZATIONS

Describe the agency’s efforts to establish and maintain contacts with organizations that assist PWD, including PWTD, in securing and maintaining employment.

NSF will continue to partner and collaborate with various organizations (veteran and non-veteran) in outreach efforts such as career fairs.

### C. PROGRESSION TOWARDS GOALS (RECRUITMENT AND HIRING)

1. Using the goals of 12% for PWD and 2% for PWTD as the benchmarks, do triggers exist for PWD and/or PWTD among the new hires in the permanent workforce? If “yes”, please describe the triggers below.

- a. New Hires for Permanent Workforce (PWD) Answer No
- b. New Hires for Permanent Workforce (PWTD) Answer No

There are not any triggers, however, the agency is aware that promoting self-identification is an area for improvement for new hires as well as current employees.

2. Using the qualified applicant pool as the benchmark, do triggers exist for PWD and/or PWTD among the new hires for any of the mission-critical occupations (MCO)? If “yes”, please describe the triggers below. Select “n/a” if the applicant data is not available for your agency, and describe your plan to provide the data in the text box.

- a. New Hires for MCO (PWD) Answer No
- b. New Hires for MCO (PWTD) Answer No

3. Using the relevant applicant pool as the benchmark, do triggers exist for PWD and/or PWTD among the qualified internal applicants for any of the mission-critical occupations (MCO)? If “yes”, please describe the triggers below. Select “n/a” if the applicant data is not available for your agency, and describe your plan to provide the data in the text box.

- a. Qualified Applicants for MCO (PWD) Answer No
- b. Qualified Applicants for MCO (PWTD) Answer No

4. Using the qualified applicant pool as the benchmark, do triggers exist for PWD and/or PWTD among employees promoted to any of the mission-critical occupations (MCO)? If “yes”, please describe the triggers below. Select “n/a” if the applicant data is not available for your agency, and describe your plan to provide the data in the text box.

- a. Promotions for MCO (PWD) Answer No
- b. Promotions for MCO (PWTD) Answer No

## Section IV: Plan to Ensure Advancement Opportunities for Employees with Disabilities

Pursuant to 29 C.F.R. §1614.203(d)(1)(iii), agencies are required to provide sufficient advancement opportunities for employees with disabilities. Such activities might include specialized training and mentoring programs, career development opportunities, awards programs, promotions, and similar programs that address advancement. In this section, agencies should identify, and provide data on programs designed to ensure advancement opportunities for employees with disabilities.

### A. ADVANCEMENT PROGRAM PLAN

Describe the agency's plan to ensure PWD, including PWTD, have sufficient opportunities for advancement.

NSF plans to continue to offer multiple development programs for all staff leading to opportunities for advancement, please see the list below:  
 Reasonable Accommodations program  
 Informal Mentorship program  
 Leadership Development program

**B. CAREER DEVELOPMENT OPPORTUNITES**

1. Please describe the career development opportunities that the agency provides to its employees.

Informal Mentoring Program Pathway/Internship Program Fellowship Program

2. In the table below, please provide the data for career development opportunities that require competition and/or supervisory recommendation/approval to participate.

Career Development Opportunities	Total Participants		PWD		PWTD	
	Applicants (#)	Selectees (#)	Applicants (#)	Selectees (#)	Applicants (#)	Selectees (#)
Fellowship Programs	N/A					
Detail Programs	N/A					
Internship Programs	N/A					
Mentoring Programs	187	187	20	20	6	6
Coaching Programs	78	78	7	7	2	2
Training Programs	18	18	1	1	0	0
Other Career Development Programs	N/A					

3. Do triggers exist for PWD among the applicants and/or selectees for any of the career development programs? (The appropriate benchmarks are the relevant applicant pool for the applicants and the applicant pool for selectees.) If "yes", describe the trigger(s) in the text box. Select "n/a" if the applicant data is not available for your agency, and describe your plan to provide the data in the text box.

- a. Applicants (PWD) Answer N/A
- b. Selections (PWD) Answer N/A

Leadership Development Program (Other Career Development Programs) launched in January 2018. This program was put on hold due to the pandemic.

4. Do triggers exist for PWTD among the applicants and/or selectees for any of the career development programs? (The appropriate benchmarks are the relevant applicant pool for the applicants and the applicant pool for selectees.) If "yes", describe the trigger(s) in the text box. Select "n/a" if the applicant data is not available for your agency, and describe your plan to provide the data in the text box.

- a. Applicants (PWTD) Answer N/A
- b. Selections (PWTD) Answer N/A

Leadership Development Program (Other Career Development Programs) launched in January 2018. This program was put on hold due to the pandemic.

**C. AWARDS**

1. Using the inclusion rate as the benchmark, does your agency have a trigger involving PWD and/or PWTD for any level of the time-off awards, bonuses, or other incentives? If "yes", please describe the trigger(s) in the text box.

- a. Awards, Bonuses, & Incentives (PWD) Answer No
- b. Awards, Bonuses, & Incentives (PWTD) Answer No

2. Using the inclusion rate as the benchmark, does your agency have a trigger involving PWD and/or PWTD for quality step increases or performance-based pay increases? If "yes", please describe the trigger(s) in the text box.

- a. Pay Increases (PWD) Answer No
- b. Pay Increases (PWTD) Answer No

3. If the agency has other types of employee recognition programs, are PWD and/or PWTD recognized disproportionately less than employees without disabilities? (The appropriate benchmark is the inclusion rate.) If "yes", describe the employee recognition program and relevant data in the text box.

- a. Other Types of Recognition (PWD) Answer N/A
- b. Other Types of Recognition (PWTD) Answer N/A

## D. PROMOTIONS

1. Does your agency have a trigger involving PWD among the qualified internal applicants and/or selectees for promotions to the senior grade levels? (The appropriate benchmarks are the relevant applicant pool for qualified internal applicants and the qualified applicant pool for selectees.) For non-GS pay plans, please use the approximate senior grade levels. If "yes", describe the trigger(s) in the text box. Select "n/a" if the applicant data is not available for your agency, and describe your plan to provide the data in the text box.

a. SES

i. Qualified Internal Applicants (PWD) Answer No

ii. Internal Selections (PWD) Answer No

b. Grade GS-15

i. Qualified Internal Applicants (PWD) Answer No

ii. Internal Selections (PWD) Answer No

c. Grade GS-14

i. Qualified Internal Applicants (PWD) Answer No

ii. Internal Selections (PWD) Answer No

d. Grade GS-13

i. Qualified Internal Applicants (PWD) Answer No

ii. Internal Selections (PWD) Answer No

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2. Does your agency have a trigger involving PWTD among the qualified internal applicants and/or selectees for promotions to the senior grade levels? (The appropriate benchmarks are the relevant applicant pool for qualified internal applicants and the qualified applicant pool for selectees.) For non-GS pay plans, please use the approximate senior grade levels. If "yes", describe the trigger(s) in the text box. Select "n/a" if the applicant data is not available for your agency, and describe your plan to provide the data in the text box.

a. SES

i. Qualified Internal Applicants (PWTD) Answer No

ii. Internal Selections (PWTD) Answer No

b. Grade GS-15

i. Qualified Internal Applicants (PWTD) Answer No

ii. Internal Selections (PWTD) Answer No

c. Grade GS-14

i. Qualified Internal Applicants (PWTD) Answer No

ii. Internal Selections (PWTD) Answer No

d. Grade GS-13

i. Qualified Internal Applicants (PWTD) Answer No

ii. Internal Selections (PWTD) Answer No

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3. Using the qualified applicant pool as the benchmark, does your agency have a trigger involving PWD among the new hires to the senior grade levels? For non-GS pay plans, please use the approximate senior grade levels. If "yes", describe the trigger(s) in the text box. Select "n/a" if the applicant data is not available for your agency, and describe your plan to provide the data in the text box.

a. New Hires to SES (PWD) Answer No

b. New Hires to GS-15 (PWD) Answer No

c. New Hires to GS-14 (PWD) Answer No

d. New Hires to GS-13 (PWD) Answer No

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4. Using the qualified applicant pool as the benchmark, does your agency have a trigger involving PWTD among the new hires to the senior grade levels? For non-GS pay plans, please use the approximate senior grade levels. If "yes", describe the trigger(s) in the text box. Select "n/a" if the applicant data is not available for your agency, and describe your plan to provide the data in the text box.

a. New Hires to SES (PWTD) Answer No

b. New Hires to GS-15 (PWTD) Answer No

c. New Hires to GS-14 (PWTD) Answer No

d. New Hires to GS-13 (PWTD)	Answer	No
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5. Does your agency have a trigger involving PWD among the qualified internal applicants and/or selectees for promotions to supervisory positions? (The appropriate benchmarks are the relevant applicant pool for qualified internal applicants and the qualified applicant pool for selectees.) If “yes”, describe the trigger(s) in the text box. Select “n/a” if the applicant data is not available for your agency, and describe your plan to provide the data in the text box.

a. Executives		
i. Qualified Internal Applicants (PWD)	Answer	No
ii. Internal Selections (PWD)	Answer	No
b. Managers		
i. Qualified Internal Applicants (PWD)	Answer	No
ii. Internal Selections (PWD)	Answer	No
c. Supervisors		
i. Qualified Internal Applicants (PWD)	Answer	No
ii. Internal Selections (PWD)	Answer	No

6. Does your agency have a trigger involving PWTD among the qualified internal applicants and/or selectees for promotions to supervisory positions? (The appropriate benchmarks are the relevant applicant pool for qualified internal applicants and the qualified applicant pool for selectees.) If “yes”, describe the trigger(s) in the text box. Select “n/a” if the applicant data is not available for your agency, and describe your plan to provide the data in the text box.

a. Executives		
i. Qualified Internal Applicants (PWTD)	Answer	No
ii. Internal Selections (PWTD)	Answer	No
b. Managers		
i. Qualified Internal Applicants (PWTD)	Answer	No
ii. Internal Selections (PWTD)	Answer	No
c. Supervisors		
i. Qualified Internal Applicants (PWTD)	Answer	No
ii. Internal Selections (PWTD)	Answer	No

7. Using the qualified applicant pool as the benchmark, does your agency have a trigger involving PWD among the selectees for new hires to supervisory positions? If “yes”, describe the trigger(s) in the text box. Select “n/a” if the applicant data is not available for your agency, and describe your plan to provide the data in the text box.

a. New Hires for Executives (PWD)	Answer	No
b. New Hires for Managers (PWD)	Answer	No
c. New Hires for Supervisors (PWD)	Answer	No

8. Using the qualified applicant pool as the benchmark, does your agency have a trigger involving PWTD among the selectees for new hires to supervisory positions? If “yes”, describe the trigger(s) in the text box. Select “n/a” if the applicant data is not available for your agency, and describe your plan to provide the data in the text box.

a. New Hires for Executives (PWTD)	Answer	No
b. New Hires for Managers (PWTD)	Answer	No
c. New Hires for Supervisors (PWTD)	Answer	No

**Section V: Plan to Improve Retention of Persons with Disabilities**

To be model employer for persons with disabilities, agencies must have policies and programs in place to retain employees with disabilities. In this section, agencies should: (1) analyze workforce separation data to identify barriers retaining employees with disabilities; (2) describe efforts to ensure accessibility of technology and facilities; and (3) provide information on the reasonable accommodation program and workplace assistance services.

**A. VOLUNTARY AND INVOLUNTARY SEPARATIONS**

1. In this reporting period, did the agency convert all eligible Schedule A employees with a disability into the competitive service after two years of satisfactory service (5 CFR § 213.3102(u)(6)(i))? If “no”, please explain why the agency did not convert all eligible Schedule A employees.

Answer Yes

\_\_\_\_\_

2. Using the inclusion rate as the benchmark, did the percentage of PWD among voluntary and involuntary separations exceed that of persons without disabilities? If “yes”, describe the trigger below.

a. Voluntary Separations (PWD) Answer No

b. Involuntary Separations (PWD) Answer No

\_\_\_\_\_

3. Using the inclusion rate as the benchmark, did the percentage of PWTB among voluntary and involuntary separations exceed that of persons without targeted disabilities? If “yes”, describe the trigger below.

a. Voluntary Separations (PWTB) Answer No

b. Involuntary Separations (PWTB) Answer No

\_\_\_\_\_

4. If a trigger exists involving the separation rate of PWD and/or PWTB, please explain why they left the agency using exit interview results and other data sources.

N/A

## B. ACCESSIBILITY OF TECHNOLOGY AND FACILITIES

Pursuant to 29 CFR §1614.203(d)(4), federal agencies are required to inform applicants and employees of their rights under Section 508 of the Rehabilitation Act of 1973 (29 U.S.C. § 794(b), concerning the accessibility of agency technology, and the Architectural Barriers Act of 1968 (42 U.S.C. § 4151-4157), concerning the accessibility of agency facilities. In addition, agencies are required to inform individuals where to file complaints if other agencies are responsible for a violation.

1. Please provide the internet address on the agency’s public website for its notice explaining employees’ and applicants’ rights under Section 508 of the Rehabilitation Act, including a description of how to file a complaint.

<https://www.nsf.gov/policies/access.jsp>

2. Please provide the internet address on the agency’s public website for its notice explaining employees’ and applicants’ rights under the Architectural Barriers Act, including a description of how to file a complaint.

<https://www.nsf.gov/policies/access.jsp>

3. Describe any programs, policies, or practices that the agency has undertaken, or plans on undertaking over the next fiscal year, designed to improve accessibility of agency facilities and/or technology.

New reasonable accommodation policy was put in place on June 3, 2020. Currently the agency is working on a reasonable accommodation online training module for all NSF employees.

## C. REASONABLE ACCOMMODATION PROGRAM

Pursuant to 29 C.F.R. § 1614.203(d)(3), agencies must adopt, post on their public website, and make available to all job applicants and employees, reasonable accommodation procedures.

1. Please provide the average time frame for processing initial requests for reasonable accommodations during the reporting period. (Please do not include previously approved requests with repetitive accommodations, such as interpreting services.)

15 days average time frame for processing initial request.

2. Describe the effectiveness of the policies, procedures, or practices to implement the agency’s reasonable accommodation program. Some examples of an effective program include timely processing requests, timely providing approved accommodations, conducting training for managers and supervisors, and monitoring accommodation requests for trends.

Effectiveness of policies, procedures, or practices to implement reasonable accommodations are listed below: 1. Timely processing results 2. Timely providing approved accommodations 3. Monitoring accommodation requests for trends 4. Conducting training for managers and supervisors

## D. PERSONAL ASSISTANCE SERVICES ALLOWING EMPLOYEES TO PARTICIPATE IN THE WORKPLACE

Pursuant to 29 CFR §1614.203(d)(5), federal agencies, as an aspect of affirmative action, are required to provide personal assistance services (PAS) to employees who need them because of a targeted disability, unless doing so would impose an undue hardship on the agency.

Describe the effectiveness of the policies, procedures, or practices to implement the PAS requirement. Some examples of an effective program include timely processing requests for PAS, timely providing approved services, conducting training for managers and supervisors, and monitoring PAS requests for trends.

Effectiveness of the policies, procedures, or practices to implement the PAS requirement are listed below: 1. Timely providing approved services 2. Conducting training 3. Monitor PAS request for trends

## Section VI: EEO Complaint and Findings Data

### A. EEO COMPLAINT DATA INVOLVING HARASSMENT

1. During the last fiscal year, did a higher percentage of PWD file a formal EEO complaint alleging harassment, as compared to the government-wide average?

Answer No

2. During the last fiscal year, did any complaints alleging harassment based on disability status result in a finding of discrimination or a settlement agreement?

Answer No

3. If the agency had one or more findings of discrimination alleging harassment based on disability status during the last fiscal year, please describe the corrective measures taken by the agency.

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### B. EEO COMPLAINT DATA INVOLVING REASONABLE ACCOMMODATION

1. During the last fiscal year, did a higher percentage of PWD file a formal EEO complaint alleging failure to provide a reasonable accommodation, as compared to the government-wide average?

Answer No

2. During the last fiscal year, did any complaints alleging failure to provide reasonable accommodation result in a finding of discrimination or a settlement agreement?

Answer No

3. If the agency had one or more findings of discrimination involving the failure to provide a reasonable accommodation during the last fiscal year, please describe the corrective measures taken by the agency.

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## Section VII: Identification and Removal of Barriers

Element D of MD-715 requires agencies to conduct a barrier analysis when a trigger suggests that a policy, procedure, or practice may be impeding the employment opportunities of a protected EEO group.

1. Has the agency identified any barriers (policies, procedures, and/or practices) that affect employment opportunities for PWD and/or PWTD?

Answer Yes

2. Has the agency established a plan to correct the barrier(s) involving PWD and/or PWTD?

Answer Yes

3. Identify each trigger and plan to remove the barrier(s), including the identified barrier(s), objective(s), responsible official(s), planned activities, and, where applicable, accomplishments



<b>Source of the Trigger:</b>	Workforce Data (if so identify the table)
<b>Specific Workforce Data Table:</b>	Workforce Data Table - B1
<b>STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER:</b>  Provide a brief narrative describing the condition at issue.  How was the condition recognized as a potential barrier?	Employees not self-identifying disability status

<b>STATEMENT OF BARRIER GROUPS:</b>	<i>Barrier Group</i> People with Disabilities People with Targeted Disabilities
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<b>Barrier Analysis Process Completed?:</b>	Y
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<b>Barrier(s) Identified?:</b>	N
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<b>STATEMENT OF IDENTIFIED BARRIER:</b>  Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of the undesired condition.	<b>Barrier Name</b>	<b>Description of Policy, Procedure, or Practice</b>
	Self-identification of disability	Create an environment where employees feel comfortable self-identifying.

**Objective(s) and Dates for EEO Plan**

Date Initiated	Target Date	Sufficient Funding / Staffing?	Date Modified	Date Completed	Objective Description
05/01/2021	09/30/2021	Yes			Implementing a campaign to promote awareness and invite employees to disclose their disability through voluntary surveys.

**Responsible Official(s)**

Title	Name	Standards Address The Plan?
Disability Program Manager	Pamela Smith Hall	Yes
Selective Placement Program Coordinator	Rebecca Goodwin	Yes

**Planned Activities Toward Completion of Objective**

Target Date	Planned Activities	Sufficient Staffing & Funding?	Modified Date	Completion Date
05/01/2021	Initiate Survey to all NSF employees	Yes		

**Report of Accomplishments**

Fiscal Year	Accomplishments
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4. Please explain the factor(s) that prevented the agency from timely completing any of the planned activities.

\_\_\_\_\_

5. For the planned activities that were completed, please describe the actual impact of those activities toward eliminating the barrier(s).

Agency has completed all previous planned activities which has increased the number of individuals with disabilities within the workforce.

6. If the planned activities did not correct the trigger(s) and/or barrier(s), please describe how the agency intends to improve the plan for the next fiscal year.

The agency will continue its campaign to promote self-identification in order to continue its upward trajectory of PWDs and PWTDs. The agency will also launch a Disability ERG which will support this effort.

## Affirmative Action Plan for the Recruitment, Hiring, Advancement, and Retention of Persons with Disabilities

To capture agencies' affirmative action plan for persons with disabilities (PWD) and persons with targeted disabilities (PWTD), EEOC regulations (29 C.F.R. § 1614.203(e)) and MD-715 require agencies to describe how their affirmative action plan will improve the recruitment, hiring, advancement, and retention of applicants and employees with disabilities.

### Section I: Efforts to Reach Regulatory Goals

*EEOC regulations (29 CFR §1614.203(d)(7)) require agencies to establish specific numerical goals for increasing the participation of persons with disabilities and persons with targeted disabilities in the federal government*

1. Using the goal of 12% as the benchmark, does your agency have a trigger involving PWD by grade level cluster in the permanent workforce? If "yes", describe the trigger(s) in the text box.

- a. Cluster GS-1 to GS-10 (PWD) Answer No
- b. Cluster GS-11 to SES (PWD) Answer No

There are not any triggers, however, the agency is aware that low percentages are due to employees not identifying their disability. The agency plans to develop a campaign to promote the benefits of self-identification. Additional trainings are in development for managers on the process/benefits of Schedule A hiring.

\*For GS employees, please use two clusters: GS-1 to GS-10 and GS-11 to SES, as set forth in 29 C.F.R. § 1614.203(d)(7). For all other pay plans, please use the approximate grade clusters that are above or below GS-11 Step 1 in the Washington, DC metropolitan region.

2. Using the goal of 2% as the benchmark, does your agency have a trigger involving PWTD by grade level cluster in the permanent workforce? If "yes", describe the trigger(s) in the text box.

- a. Cluster GS-1 to GS-10 (PWTD) Answer No
- b. Cluster GS-11 to SES (PWTD) Answer No

The Cluster for GS-11 to SES (PWTD) is less than 2% but this does not represent a trigger. GS-1 to GS-10 PWD = 11.54% GS-11 to SES PWD = 8.92% GS-1 to GS-10 PWTD = 3.85% GS-11 to SES PWTD = 1.70% Source: Table B4P

Grade Level Cluster(GS or Alternate Pay Planb)	Total	Reportable Disability		Targeted Disability	
	#	#	%	#	%
Numarical Goal	--	12%		2%	
Grades GS-1 to GS-10	78	9	11.54	3	3.85
Grades GS-11 to SES	1233	110	8.92	21	1.70

3. Describe how the agency has communicated the numerical goals to the hiring managers and/or recruiters.

Hiring goals communicated via collaborative meetings with Human Resources and other agency organizational offices during various presentations and meetings conducted throughout FY 2021 by the Office of Equity and Civil Rights and the Division of Human Resource Management.

### Section II: Model Disability Program

Pursuant to 29 C.F.R. § 1614.203(d)(1), agencies must ensure sufficient staff, training and resources to recruit and hire persons with disabilities and persons with targeted disabilities, administer the reasonable accommodation program and special emphasis program, and oversee any other disability hiring and advancement program the agency has in place.

### A. PLAN TO PROVIDE SUFFICIENT & COMPETENT STAFFING FOR THE DISABILITY PROGRAM

1. Has the agency designated sufficient qualified personnel to implement its disability program during the reporting period? If “no”, describe the agency’s plan to improve the staffing for the upcoming year.

Answer Yes

2. Identify all staff responsible for implementing the agency's disability employment program by the office, staff employment status, and responsible official.

Disability Program Task	# of FTE Staff By Employment Status			Responsible Official (Name, Title, Office Email)
	Full Time	Part Time	Collateral Duty	
Section 508 Compliance	1	0	0	Katherine Otts Section 508 Compliance Officer kotts@nsf.gov
Special Emphasis Program for PWD and PWTB	1	0	0	Sabrina Caraway Management and Program Analyst scaraway@nsf.gov
Processing applications from PWD and PWTB	1	0	0	Earl Andrews Branch Chief eandrews@nsf.gov
Answering questions from the public about hiring authorities that take disability into account	1	0	0	Earl Andrews Branch Chief eandrews@nsf.gov
Architectural Barriers Act Compliance	1	0	0	Barry Carlisle Safety Occupational Health Manager bcarlisl@nsf.gov
Processing reasonable accommodation requests from applicants and employees	1	0	0	Shawn Murray Disability Program Manager smurray@nsf.gov

3. Has the agency provided disability program staff with sufficient training to carry out their responsibilities during the reporting period? If “yes”, describe the training that disability program staff have received. If “no”, describe the training planned for the upcoming year.

Answer Yes

Yes, Disability training such as reasonable accommodations and sensitivity training has been conducted.

### B. PLAN TO ENSURE SUFFICIENT FUNDING FOR THE DISABILITY PROGRAM

Has the agency provided sufficient funding and other resources to successfully implement the disability program during the reporting period? If “no”, describe the agency’s plan to ensure all aspects of the disability program have sufficient funding and other resources.

Answer Yes

## Section III: Program Deficiencies In The Disability Program

## Section IV: Plan to Recruit and Hire Individuals with Disabilities

Pursuant to 29 C.F.R. §1614.203(d)(1)(i) and (ii), agencies must establish a plan to increase the recruitment and hiring of individuals with disabilities. The questions below are designed to identify outcomes of the agency's recruitment program plan for PWD and PWTD

### A. PLAN TO IDENTIFY JOB APPLICATIONS WITH DISABILITIES

1. Describe the programs and resources the agency uses to identify job applicants with disabilities, including individuals with targeted disabilities.

Demographic questions are asked when applicants apply to all positions within the agency, but these questions are voluntary. Many applicants do not opt to self-identify. Upon on-boarding, the SF-256 is requested as well. Selective Placement Program Coordinator Database. HR POC (SPPC) has joined the Workforce Recruitment Programmed by DOL and DOD to recruit and hire Job applicants with disabilities. SPPC working to build relationships with several organizations: American Staffing Association Disability/IN (Formerly US Business Leadership Network) National Industry Liaison Group SHRM (SPPC is an active member) OSHA Other OPM SPPC in an effort to develop and expand "best practices" for recruitment, hiring, and retention of PWD Revival of Secondary Transition Program for High School students with disabilities to force career paths in the Federal Government. Development of Employee Resource Groups to provide support.

2. Pursuant to 29 C.F.R. §1614.203(a)(3), describe the agency's use of hiring authorities that take disability into account (e.g., Schedule A) to recruit PWD and PWTD for positions in the permanent workforce

Schedule A, Veterans Preference and the Veterans Non Paid Work Experience Program

3. When individuals apply for a position under a hiring authority that takes disability into account (e.g., Schedule A), explain how the agency (1) determines if the individual is eligible for appointment under such authority; and, (2) forwards the individual's application to the relevant hiring officials with an explanation of how and when the individual may be appointed.

HR reviews and verifies the appropriate documentation. Once the documentation has been confirmed a certification of eligibility is sent to the selecting official. Perspective applicants may also reach out to SPPC who will: A) verify eligibility under Schedule A B) search for current open announcements C) reach out to agency/directorate hiring managers/HR POC to determine if there any upcoming announcements D) forward applicant information to those hiring managers, and E) add to database for Schedule A candidates

4. Has the agency provided training to all hiring managers on the use of hiring authorities that take disability into account (e.g., Schedule A)? If "yes", describe the type(s) of training and frequency. If "no", describe the agency's plan to provide this training.

Answer Yes

Hiring managers are trained annually via face to face meetings, oral presentations, and e-training. Development of training roadshows for directorates and hiring managers with SPPC and Disability Program Manager Refer to aforementioned list in Section III, #1 for networking and best practices.

### B. PLAN TO ESTABLISH CONTACTS WITH DISABILITY EMPLOYMENT ORGANIZATIONS

Describe the agency's efforts to establish and maintain contacts with organizations that assist PWD, including PWTD, in securing and maintaining employment.

NSF will continue to partner and collaborate with various organizations (veteran and non-veteran) in outreach efforts such as career fairs.

### C. PROGRESSION TOWARDS GOALS (RECRUITMENT AND HIRING)

1. Using the goals of 12% for PWD and 2% for PWTD as the benchmarks, do triggers exist for PWD and/or PWTD among the new hires in the permanent workforce? If “yes”, please describe the triggers below.
  - a. New Hires for Permanent Workforce (PWD) Answer No
  - b. New Hires for Permanent Workforce (PWTD) Answer No

There are not any triggers, however, the agency is aware that promoting self-identification is an area for improvement for new hires as well as current employees.

New Hires	Total (#)	Reportable Disability		Targeted Disability	
		Permanent Workforce (%)	Temporary Workforce (%)	Permanent Workforce (%)	Temporary Workforce (%)
% of Total Applicants	15258	7.03	0.69	3.18	0.24
% of Qualified Applicants	21	0.00	0.00	0.00	0.00
% of New Hires	99	4.04	0.00	1.01	0.00

2. Using the qualified applicant pool as the benchmark, do triggers exist for PWD and/or PWTD among the new hires for any of the mission- critical occupations (MCO)? If “yes”, please describe the triggers below. Select “n/a” if the applicant data is not available for your agency, and describe your plan to provide the data in the text box.
  - a. New Hires for MCO (PWD) Answer No
  - b. New Hires for MCO (PWTD) Answer No

New Hires to Mission-Critical Occupations	Total (#)	Reportable Disability	Targetable Disability
		New Hires (%)	New Hires (%)
Numerical Goal	--	12%	2%
0101 SOCIAL SCIENCE	9	0.00	0.00
0201 HUMAN RESOURCES MANAGEMENT	8	0.00	0.00
0301 MISCELLANEOUS ADMINISTRATION & PROGRAM	34	5.88	2.94
0303 MISCELLANEOUS CLERK & ASSISTANT	2	0.00	0.00
0340 PROGRAM MANAGEMENT	1	0.00	0.00
0343 MANAGEMENT PROGRAM ANALYSIS	8	0.00	0.00
0401 GENERAL BIOLOGICAL SCIENCE	8	0.00	0.00
1101 GENERAL BUSINESS & INDUSTRY	2	0.00	0.00

New Hires to Mission-Critical Occupations	Total (#)	Reportable Disability	Targetable Disability
		New Hires (%)	New Hires (%)
Numerical Goal	--	12%	2%
1301 GENERAL PHYSICAL SCIENCE	9	0.00	0.00
1701 GENERAL EDUCATION & TRAINING	8	25.00	0.00

3. Using the relevant applicant pool as the benchmark, do triggers exist for PWD and/or PWTD among the qualified internal applicants for any of the mission-critical occupations (MCO)? If “yes”, please describe the triggers below. Select “n/a” if the applicant data is not available for your agency, and describe your plan to provide the data in the text box.

- a. Qualified Applicants for MCO (PWD) Answer No
- b. Qualified Applicants for MCO (PWTD) Answer No

4. Using the qualified applicant pool as the benchmark, do triggers exist for PWD and/or PWTD among employees promoted to any of the mission-critical occupations (MCO)? If “yes”, please describe the triggers below. Select “n/a” if the applicant data is not available for your agency, and describe your plan to provide the data in the text box.

- a. Promotions for MCO (PWD) Answer No
- b. Promotions for MCO (PWTD) Answer No

## Section V: Plan to Ensure Advancement Opportunities for Employees with Disabilities

Pursuant to 29 C.F.R. §1614.203(d)(1)(iii), agencies are required to provide sufficient advancement opportunities for employees with disabilities. Such activities might include specialized training and mentoring programs, career development opportunities, awards programs, promotions, and similar programs that address advancement. In this section, agencies should identify, and provide data on programs designed to ensure advancement opportunities for employees with disabilities.

### A. ADVANCEMENT PROGRAM PLAN

Describe the agency’s plan to ensure PWD, including PWTD, have sufficient opportunities for advancement.

NSF plans to continue to offer multiple development programs for all staff leading to opportunities for advancement, please see the list below: Reasonable Accommodations program Informal Mentorship program Leadership Development program

### B. CAREER DEVELOPMENT OPPORTUNITIES

1. Please describe the career development opportunities that the agency provides to its employees.

Informal Mentoring Program Pathway/Internship Program Fellowship Program

2. In the table below, please provide the data for career development opportunities that require competition and/or supervisory recommendation/ approval to participate.

Career Development Opportunities	Total Participants		PWD		PWTD	
	Applicants (#)	Selectees (#)	Applicants (%)	Selectees (%)	Applicants (%)	Selectees (%)
Fellowship Programs	N/A					
Detail Programs	N/A					
Internship Programs	N/A					
Mentoring Programs	187	187	20	20	6	6
Coaching Programs	78	78	7	7	2	2
Training Programs	18	18	1	1	0	0
Other Career Development Programs	N/A					

3. Do triggers exist for PWD among the applicants and/or selectees for any of the career development programs? (The appropriate benchmarks are the relevant applicant pool for the applicants and the applicant pool for selectees.) If “yes”, describe the trigger(s) in the text box. Select “n/a” if the applicant data is not available for your agency, and describe your plan to provide the data in the text box.

a. Applicants (PWD) Answer N/A

b. Selections (PWD) Answer N/A

Leadership Development Program (Other Career Development Programs) launched in January 2018. This program was put on hold due to the pandemic.

4. Do triggers exist for PWTD among the applicants and/or selectees for any of the career development programs? (The appropriate benchmarks are the relevant applicant pool for the applicants and the applicant pool for selectees.) If “yes”, describe the trigger(s) in the text box. Select “n/a” if the applicant data is not available for your agency, and describe your plan to provide the data in the text box.

a. Applicants (PWTD) Answer N/A

b. Selections (PWTD) Answer N/A

Leadership Development Program (Other Career Development Programs) launched in January 2018. This program was put on hold due to the pandemic.

**C. AWARDS**

1. Using the inclusion rate as the benchmark, does your agency have a trigger involving PWD and/or PWTD for any level of the time-off awards, bonuses, or other incentives? If “yes”, please describe the trigger(s) in the text box.

a. Awards, Bonuses, & Incentives (PWD) Answer No

b. Awards, Bonuses, & Incentives (PWTD) Answer No

Time-Off Awards	Total (#)	Reportable Disability %	Without Reportable Disability %	Targeted Disability %	Without Targeted Disability %
Time-Off Awards 1 - 10 hours: Awards Given	228	4.20	1.28	0.00	5.26
Time-Off Awards 1 - 10 Hours: Total Hours	1714	30.25	10.23	0.00	37.89
Time-Off Awards 1 - 10 Hours: Average Hours	7.52	6.05	0.73	0.00	7.58



Time-Off Awards	Total (#)	Reportable Disability %	Without Reportable Disability %	Targeted Disability %	Without Targeted Disability %
Time-Off Awards 11 - 20 hours: Awards Given	58	0.00	0.09	0.00	0.00
Time-Off Awards 11 - 20 Hours: Total Hours	916	0.00	1.46	0.00	0.00
Time-Off Awards 11 - 20 Hours: Average Hours	15.79	0.00	1.46	0.00	0.00
Time-Off Awards 21 - 30 hours: Awards Given	27	0.00	0.09	0.00	0.00
Time-Off Awards 21 - 30 Hours: Total Hours	648	0.00	2.19	0.00	0.00
Time-Off Awards 21 - 30 Hours: Average Hours	24	0.00	2.19	0.00	0.00
Time-Off Awards 31 - 40 hours: Awards Given	8	0.00	0.09	0.00	0.00
Time-Off Awards 31 - 40 Hours: Total Hours	284	0.00	2.92	0.00	0.00
Time-Off Awards 31 - 40 Hours: Average Hours	35.5	0.00	2.92	0.00	0.00
Time-Off Awards 41 or more Hours: Awards Given	100	0.00	0.00	0.00	0.00
Time-Off Awards 41 or more Hours: Total Hours	0	0.00	0.00	0.00	0.00
Time-Off Awards 41 or more Hours: Average Hours	0	0.00	0.00	0.00	0.00

Cash Awards	Total (#)	Reportable Disability %	Without Reportable Disability %	Targeted Disability %	Without Targeted Disability %
Cash Awards: \$501 - \$999: Awards Given	68	2.52	0.46	0.00	3.16
Cash Awards: \$501 - \$999: Total Amount	46550	1932.77	305.94	0.00	2421.05
Cash Awards: \$501 - \$999: Average Amount	684.56	644.26	61.19	0.00	807.02
Cash Awards: \$1000 - \$1999: Awards Given	599	13.45	5.39	0.00	16.84
Cash Awards: \$1000 - \$1999: Total Amount	728255	16533.61	6356.16	0.00	20710.53
Cash Awards: \$1000 - \$1999: Average Amount	1215.78	1033.35	107.73	0.00	1294.41
Cash Awards: \$2000 - \$2999: Awards Given	739	10.92	3.56	0.00	13.68
Cash Awards: \$2000 - \$2999: Total Amount	1515549	22689.08	7365.30	0.00	28421.05
Cash Awards: \$2000 - \$2999: Average Amount	2050.81	1745.31	188.85	0.00	2186.23
Cash Awards: \$3000 - \$3999: Awards Given	239	5.88	2.10	0.00	7.37
Cash Awards: \$3000 - \$3999: Total Amount	762165	19327.73	6639.27	0.00	24210.53
Cash Awards: \$3000 - \$3999: Average Amount	3188.97	2761.10	288.66	0.00	3458.64
Cash Awards: \$4000 - \$4999: Awards Given	39	0.00	0.27	0.00	0.00
Cash Awards: \$4000 - \$4999: Total Amount	164550	0.00	1141.55	0.00	0.00
Cash Awards: \$4000 - \$4999: Average Amount	4219.23	0.00	380.52	0.00	0.00

Cash Awards	Total (#)	Reportable Disability %	Without Reportable Disability %	Targeted Disability %	Without Targeted Disability %
Cash Awards: \$5000 or more: Awards Given	193	1.68	0.55	0.00	2.11
Cash Awards: \$5000 or more: Total Amount	2218211	36492.44	3360.73	0.00	45711.58
Cash Awards: \$5000 or more: Average Amount	11493.32	18246.22	560.12	0.00	22855.79

2. Using the inclusion rate as the benchmark, does your agency have a trigger involving PWD and/or PWTD for quality step increases or performance-based pay increases? If "yes", please describe the trigger(s) in the text box.

a. Pay Increases (PWD) Answer No

b. Pay Increases (PWTD) Answer No

Other Awards	Total (#)	Reportable Disability %	Without Reportable Disability %	Targeted Disability %	Without Targeted Disability %
Total Performance Based Pay Increases Awarded	155	1.68	0.18	0.00	2.11

3. If the agency has other types of employee recognition programs, are PWD and/or PWTD recognized disproportionately less than employees without disabilities? (The appropriate benchmark is the inclusion rate.) If "yes", describe the employee recognition program and relevant data in the text box.

a. Other Types of Recognition (PWD) Answer N/A

b. Other Types of Recognition (PWTD) Answer N/A

## D. PROMOTIONS

1. Does your agency have a trigger involving PWD among the qualified internal applicants and/or selectees for promotions to the senior grade levels? (The appropriate benchmarks are the relevant applicant pool for qualified internal applicants and the qualified applicant pool for selectees.) For non-GS pay plans, please use the approximate senior grade levels. If "yes", describe the trigger(s) in the text box. Select "n/a" if the applicant data is not available for your agency, and describe your plan to provide the data in the text box.

a. SES

i. Qualified Internal Applicants (PWD) Answer No

ii. Internal Selections (PWD) Answer No

b. Grade GS-15

i. Qualified Internal Applicants (PWD) Answer No

ii. Internal Selections (PWD) Answer No

c. Grade GS-14

i. Qualified Internal Applicants (PWD) Answer No

ii. Internal Selections (PWD) Answer No

d. Grade GS-13

- |  |        |    |
|--|--------|----|
| i. Qualified Internal Applicants (PWD) | Answer | No |
| ii. Internal Selections (PWD)          | Answer | No |
- 

2. Does your agency have a trigger involving PWTB among the qualified internal applicants and/or selectees for promotions to the senior grade levels? (The appropriate benchmarks are the relevant applicant pool for qualified internal applicants and the qualified applicant pool for selectees.) For non-GS pay plans, please use the approximate senior grade levels. If “yes”, describe the trigger(s) in the text box. Select “n/a” if the applicant data is not available for your agency, and describe your plan to provide the data in the text box.

a. SES

- |   |        |    |
|---|--------|----|
| i. Qualified Internal Applicants (PWTB) | Answer | No |
| ii. Internal Selections (PWTB)          | Answer | No |

b. Grade GS-15

- |   |        |    |
|---|--------|----|
| i. Qualified Internal Applicants (PWTB) | Answer | No |
| ii. Internal Selections (PWTB)          | Answer | No |

c. Grade GS-14

- |   |        |    |
|---|--------|----|
| i. Qualified Internal Applicants (PWTB) | Answer | No |
| ii. Internal Selections (PWTB)          | Answer | No |

d. Grade GS-13

- |   |        |    |
|---|--------|----|
| i. Qualified Internal Applicants (PWTB) | Answer | No |
| ii. Internal Selections (PWTB)          | Answer | No |
- 

3. Using the qualified applicant pool as the benchmark, does your agency have a trigger involving PWD among the new hires to the senior grade levels? For non-GS pay plans, please use the approximate senior grade levels. If “yes”, describe the trigger(s) in the text box. Select “n/a” if the applicant data is not available for your agency, and describe your plan to provide the data in the text box.

- |                             |        |    |
|-----------------------------|--------|----|
| a. New Hires to SES (PWD)   | Answer | No |
| b. New Hires to GS-15 (PWD) | Answer | No |
| c. New Hires to GS-14 (PWD) | Answer | No |
| d. New Hires to GS-13 (PWD) | Answer | No |
- 

4. Using the qualified applicant pool as the benchmark, does your agency have a trigger involving PWTB among the new hires to the senior grade levels? For non-GS pay plans, please use the approximate senior grade levels. If “yes”, describe the trigger(s) in the text box. Select “n/a” if the applicant data is not available for your agency, and describe your plan to provide the data in the text box.

- |                              |        |    |
|------------------------------|--------|----|
| a. New Hires to SES (PWTB)   | Answer | No |
| b. New Hires to GS-15 (PWTB) | Answer | No |

- |                              |        |    |
|------------------------------|--------|----|
| c. New Hires to GS-14 (PWTD) | Answer | No |
| d. New Hires to GS-13 (PWTD) | Answer | No |
- 

5. Does your agency have a trigger involving PWD among the qualified internal applicants and/or selectees for promotions to supervisory positions? (The appropriate benchmarks are the relevant applicant pool for qualified internal applicants and the qualified applicant pool for selectees.) If “yes”, describe the trigger(s) in the text box. Select “n/a” if the applicant data is not available for your agency, and describe your plan to provide the data in the text box.

a. Executives

- |  |        |    |
|--|--------|----|
| i. Qualified Internal Applicants (PWD) | Answer | No |
| ii. Internal Selections (PWD)          | Answer | No |

b. Managers

- |  |        |    |
|--|--------|----|
| i. Qualified Internal Applicants (PWD) | Answer | No |
| ii. Internal Selections (PWD)          | Answer | No |

c. Supervisors

- |  |        |    |
|--|--------|----|
| i. Qualified Internal Applicants (PWD) | Answer | No |
| ii. Internal Selections (PWD)          | Answer | No |
- 

6. Does your agency have a trigger involving PWTD among the qualified internal applicants and/or selectees for promotions to supervisory positions? (The appropriate benchmarks are the relevant applicant pool for qualified internal applicants and the qualified applicant pool for selectees.) If “yes”, describe the trigger(s) in the text box. Select “n/a” if the applicant data is not available for your agency, and describe your plan to provide the data in the text box.

a. Executives

- |   |        |    |
|---|--------|----|
| i. Qualified Internal Applicants (PWTD) | Answer | No |
| ii. Internal Selections (PWTD)          | Answer | No |

b. Managers

- |   |        |    |
|---|--------|----|
| i. Qualified Internal Applicants (PWTD) | Answer | No |
| ii. Internal Selections (PWTD)          | Answer | No |

c. Supervisors

- |   |        |    |
|---|--------|----|
| i. Qualified Internal Applicants (PWTD) | Answer | No |
| ii. Internal Selections (PWTD)          | Answer | No |
- 

7. Using the qualified applicant pool as the benchmark, does your agency have a trigger involving PWD among the selectees for new hires to supervisory positions? If “yes”, describe the trigger(s) in the text box. Select “n/a” if the applicant data is not available for your agency, and describe your plan to provide the data in the text box.

- a. New Hires for Executives (PWD) Answer No
- b. New Hires for Managers (PWD) Answer No
- c. New Hires for Supervisors (PWD) Answer No

8. Using the qualified applicant pool as the benchmark, does your agency have a trigger involving PWTD among the selectees for new hires to supervisory positions? If “yes”, describe the trigger(s) in the text box. Select “n/a” if the applicant data is not available for your agency, and describe your plan to provide the data in the text box.

- a. New Hires for Executives (PWTD) Answer No
- b. New Hires for Managers (PWTD) Answer No
- c. New Hires for Supervisors (PWTD) Answer No

## Section VI: Plan to Improve Retention of Persons with Disabilities

To be model employer for persons with disabilities, agencies must have policies and programs in place to retain employees with disabilities. In this section, agencies should: (1) analyze workforce separation data to identify barriers retaining employees with disabilities; (2) describe efforts to ensure accessibility of technology and facilities; and (3) provide information on the reasonable accommodation program and workplace assistance services.

### A. VOLUNTARY AND INVOLUNTARY SEPARATIONS

1. In this reporting period, did the agency convert all eligible Schedule A employees with a disability into the competitive service after two years of satisfactory service (5 C.F.R. § 213.3102(u)(6)(i))? If “no”, please explain why the agency did not convert all eligible Schedule A employees.

Answer Yes

2. Using the inclusion rate as the benchmark, did the percentage of PWD among voluntary and involuntary separations exceed that of persons without disabilities? If “yes”, describe the trigger below.

- a. Voluntary Separations (PWD) Answer No
- b. Involuntary Separations (PWD) Answer No

Separations	Total #	Reportable Disabilities %	Without Reportable Disabilities %
Permanent Workforce: Reduction in Force	0	0.00	0.00
Permanent Workforce: Removal	0	0.00	0.00
Permanent Workforce: Resignation	9	2.05	0.42
Permanent Workforce: Retirement	53	2.05	3.51
Permanent Workforce: Other Separations	39	3.42	2.39
Permanent Workforce: Total Separations	101	7.53	6.32

3. Using the inclusion rate as the benchmark, did the percentage of PWTD among voluntary and involuntary separations exceed that of persons without targeted disabilities? If “yes”, describe the trigger below.

- a. Voluntary Separations (PWTD) Answer No

b.Involuntary Separations (PWTD)

Answer No

Separations	Total #	Targeted Disabilities %	Without Targeted Disabilities %
Permanent Workforce: Reduction in Force	0	0.00	0.00
Permanent Workforce: Removal	0	0.00	0.00
Permanent Workforce: Resignation	9	6.90	0.45
Permanent Workforce: Retirement	53	0.00	3.44
Permanent Workforce: Other Separations	39	0.00	2.53
Permanent Workforce: Total Separations	101	6.90	6.43

- If a trigger exists involving the separation rate of PWD and/or PWTD, please explain why they left the agency using exit interview results and other data sources.

N/A

**B. ACCESSIBILITY OF TECHNOLOGY AND FACILITIES**

Pursuant to 29 CFR §1614.203(d)(4), federal agencies are required to inform applicants and employees of their rights under Section 508 of the Rehabilitation Act of 1973 (29 U.S.C. § 794(b), concerning the accessibility of agency technology, and the Architectural Barriers Act of 1968 (42 U.S.C. § 4151-4157), concerning the accessibility of agency facilities. In addition, agencies are required to inform individuals where to file complaints if other agencies are responsible for a violation.

- Please provide the internet address on the agency’s public website for its notice explaining employees’ and applicants’ rights under Section 508 of the Rehabilitation Act, including a description of how to file a complaint.

<https://www.nsf.gov/policies/access.jsp>

- Please provide the internet address on the agency’s public website for its notice explaining employees’ and applicants’ rights under the Architectural Barriers Act, including a description of how to file a complaint.

<https://www.nsf.gov/policies/access.jsp>

- Describe any programs, policies, or practices that the agency has undertaken, or plans on undertaking over the next fiscal year, designed to improve accessibility of agency facilities and/or technology.

New reasonable accommodation policy was put in place on June 3, 2020. Currently the agency is working on a reasonable accommodation online training module for all NSF employees.

**C. REASONABLE ACCOMMODATION PROGRAM**

Pursuant to 29 C.F.R. § 1614.203(d)(3), agencies must adopt, post on their public website, and make available to all job applicants and employees, reasonable accommodation procedures.

- Please provide the average time frame for processing initial requests for reasonable accommodations during the reporting period. (Please do not include previously approved requests with repetitive accommodations, such as interpreting services.)

15 days average time frame for processing initial request.

-

Describe the effectiveness of the policies, procedures, or practices to implement the agency's reasonable accommodation program. Some examples of an effective program include timely processing requests, timely providing approved accommodations, conducting training for managers and supervisors, and monitoring accommodation requests for trends.

Effectiveness of policies, procedures, or practices to implement reasonable accommodations are listed below: 1. Timely processing results 2. Timely providing approved accommodations 3. Monitoring accommodation requests for trends 4. Conducting training for managers and supervisors

#### **D. PERSONAL ASSISTANCE SERVICES ALLOWING EMPLOYEES TO PARTICIPATE IN THE WORKPLACE**

*Pursuant to 29 CFR §1614.203(d)(5), federal agencies, as an aspect of affirmative action, are required to provide personal assistance services (PAS) to employees who need them because of a targeted disability, unless doing so would impose an undue hardship on the agency.*

Describe the effectiveness of the policies, procedures, or practices to implement the PAS requirement. Some examples of an effective program include timely processing requests for PAS, timely providing approved services, conducting training for managers and supervisors, and monitoring PAS requests for trends.

Effectiveness of the policies, procedures, or practices to implement the PAS requirement are listed below: 1. Timely providing approved services 2. Conducting training 3. Monitor PAS request for trends

### **Section VII: EEO Complaint and Findings Data**

#### **A. EEO COMPLAINT DATA INVOLVING HARASSMENT**

1. During the last fiscal year, did a higher percentage of PWD file a formal EEO complaint alleging harassment, as compared to the governmentwide average?

Answer No

2. During the last fiscal year, did any complaints alleging harassment based on disability status result in a finding of discrimination or a settlement agreement?

Answer No

3. If the agency had one or more findings of discrimination alleging harassment based on disability status during the last fiscal year, please describe the corrective measures taken by the agency.

#### **B. EEO COMPLAINT DATA INVOLVING REASONABLE ACCOMMODATION**

1. During the last fiscal year, did a higher percentage of PWD file a formal EEO complaint alleging failure to provide a reasonable accommodation, as compared to the government-wide average?

Answer No

2. During the last fiscal year, did any complaints alleging failure to provide reasonable accommodation result in a finding of discrimination or a settlement agreement?

Answer No

3. If the agency had one or more findings of discrimination involving the failure to provide a reasonable accommodation during the last fiscal year, please describe the corrective measures taken by the agency.

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## Section VIII: Identification and Removal of Barriers

*Element D of MD-715 requires agencies to conduct a barrier analysis when a trigger suggests that a policy, procedure, or practice may be impeding the employment opportunities of a protected EEO group.*

1. Has the agency identified any barriers (policies, procedures, and/or practices) that affect employment opportunities for PWD and/or PWTD?

Answer Yes

2. Has the agency established a plan to correct the barrier(s) involving PWD and/or PWTD?

Answer Yes

3. Identify each trigger and plan to remove the barrier(s), including the identified barrier(s), objective(s), responsible official(s), planned activities, and, where applicable, accomplishments



<b>Source of the Trigger:</b>	Workforce Data (if so identify the table)					
<b>Specific Workforce Data Table:</b>	Workforce Data Table - B1					
<b>STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER:</b>  Provide a brief narrative describing the condition at issue.  How was the condition recognized as a potential barrier?	Employees not self-identifying disability status					
<b>STATEMENT OF BARRIER GROUPS:</b>	<i>Barrier Group</i> People with Disabilities People with Targeted Disabilities					
<b>Barrier Analysis Process Completed?:</b>	Y					
<b>Barrier(s) Identified?:</b>	N					
<b>STATEMENT OF IDENTIFIED BARRIER:</b>  Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of the undesired condition.	<b>Barrier Name</b>		<b>Description of Policy, Procedure, or Practice</b>			
	Self-identification of disability		Create an environment where employees feel comfortable self-identifying.			
<b>Objective(s) and Dates for EEO Plan</b>						
<b>Date Initiated</b>	<b>Target Date</b>	<b>Sufficient Funding / Staffing?</b>	<b>Date Modified</b>	<b>Date Completed</b>	<b>Objective Description</b>	
05/01/2021	09/30/2021	Yes			Implementing a campaign to promote awareness and invite employees to disclose their disability through voluntary surveys.	
<b>Responsible Official(s)</b>						
<b>Title</b>		<b>Name</b>		<b>Standards Address The Plan?</b>		
Disability Program Manager		Pamela Smith Hall		Yes		
Selective Placement Program Coordinator		Rebecca Goodwin		Yes		
<b>Planned Activities Toward Completion of Objective</b>						
<b>Target Date</b>	<b>Planned Activities</b>			<b>Sufficient Staffing &amp; Funding?</b>	<b>Modified Date</b>	<b>Completion Date</b>
05/01/2021	Initiate Survey to all NSF employees			Yes		
<b>Report of Accomplishments</b>						
<b>Fiscal Year</b>	<b>Accomplishment</b>					

4. Please explain the factor(s) that prevented the agency from timely completing any of the planned activities.
- 

5. For the planned activities that were completed, please describe the actual impact of those activities toward eliminating the barrier(s).

Agency has completed all previous planned activities which has increased the number of individuals with disabilities within the workforce.

6. If the planned activities did not correct the trigger(s) and/or barrier(s), please describe how the agency intends to improve the plan for the next fiscal year.

The agency will continue its campaign to promote self-identification in order to continue its upward trajectory of PWDs and PWTDS. The agency will also launch a Disability ERG which will support this effort.

# Appendix A

- **A:** Workforce Data Tables (A1-A20)



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Employment Tenure	Total	Total Males	Total Females	Hispanic or Latino Male	Hispanic or Latino Female	White Male	White Female	Black or African American Male	Black or African American Female	Asian Male	Asian Female	Native Hawaiian or Other Pacific Islander Male	Native Hawaiian or Other Pacific Islander Female	American Indian or Alaska Native Male	American Indian or Alaska Native Female	Two or More Races Male	Two or More Races Female
Temporary Workforce: Other Separations #	57	28	29	0	2	22	18	2	5	2	4	1	0	1	0	0	0
Temporary Workforce: Other Separations %	100	49.12	50.88	0.00	3.51	38.60	31.58	3.51	8.77	3.51	7.02	1.75	0.00	1.75	0.00	0.00	0.00
Temporary Workforce: Total Separations #	81	35	46	0	3	25	30	3	9	5	4	1	0	1	0	0	0
Temporary Workforce: Total Separations %	100	43.21	56.79	0.00	3.70	30.86	37.04	3.70	11.11	6.17	4.94	1.23	0.00	1.23	0.00	0.00	0.00





Table A4: Participation Rates For General Schedule Grades by Race/Ethnicity and Sex (Permanent)

GS/GM/GL GRADES	Total	Total Males	Total Females	Hispanic or Latino Male	Hispanic or Latino Female	White Male	White Female	Black or African American Male	Black or African American Female	Asian Male	Asian Female	Native Hawaiian or Other Pacific Islander Male	Native Hawaiian or Other Pacific Islander Female	American Indian or Alaska Native Male	American Indian or Alaska Native Female	Two or More Races Male	Two or More Races Female
Permanent Workforce #	1311	502	809	29	45	344	371	73	314	51	69	0	2	2	3	3	5
Permanent Workforce %	100	38.29	61.71	2.21	3.43	26.24	28.30	5.57	23.95	3.89	5.26	0.00	0.15	0.15	0.23	0.23	0.38
Alternative Benchmark %	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-01 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-01 %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-02 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-02 %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-03 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-03 %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-04 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-04 %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-05 #	2	1	1	0	0	1	1	0	0	0	0	0	0	0	0	0	0
GS-05 %	100	50.00	50.00	0.00	0.00	50.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-06 #	1	0	1	0	0	0	0	0	1	0	0	0	0	0	0	0	0
GS-06 %	100	0.00	100.00	0.00	0.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-07 #	24	8	16	2	1	2	0	3	12	1	2	0	0	0	1	0	0
GS-07 %	100	33.33	66.67	8.33	4.17	8.33	0.00	12.50	50.00	4.17	8.33	0.00	0.00	0.00	4.17	0.00	0.00
GS-08 #	8	2	6	0	0	0	3	2	3	0	0	0	0	0	0	0	0
GS-08 %	100	25.00	75.00	0.00	0.00	0.00	37.50	25.00	37.50	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-09 #	41	5	36	1	2	1	8	2	21	0	3	0	1	0	0	1	1
GS-09 %	100	12.20	87.80	2.44	4.88	2.44	19.51	4.88	51.22	0.00	7.32	0.00	2.44	0.00	0.00	2.44	2.44
GS-10 #	2	0	2	0	0	0	0	0	2	0	0	0	0	0	0	0	0
GS-10 %	100	0.00	100.00	0.00	0.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-11 #	112	25	87	2	1	9	19	11	63	3	3	0	0	0	0	0	1
GS-11 %	100	22.32	77.68	1.79	0.89	8.04	16.96	9.82	56.25	2.68	2.68	0.00	0.00	0.00	0.00	0.00	0.89
GS-12 #	116	25	91	1	5	13	20	8	59	2	6	0	0	0	0	1	1
GS-12 %	100	21.55	78.45	0.86	4.31	11.21	17.24	6.90	50.86	1.72	5.17	0.00	0.00	0.00	0.00	0.86	0.86
GS-13 #	160	44	116	0	7	26	39	14	60	4	7	0	0	0	2	0	1
GS-13 %	100	27.50	72.50	0.00	4.38	16.25	24.38	8.75	37.50	2.50	4.38	0.00	0.00	0.00	1.25	0.00	0.63
GS-14 #	225	86	139	4	9	52	65	17	47	12	17	0	1	0	0	1	0
GS-14 %	100	38.22	61.78	1.78	4.00	23.11	28.89	7.56	20.89	5.33	7.56	0.00	0.44	0.00	0.00	0.44	0.00



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GS/GM/GL GRADES	Total	Total Males	Total Females	Hispanic or Latino Male	Hispanic or Latino Female	White Male	White Female	Black or African American Male	Black or African American Female	Asian Male	Asian Female	Native Hawaiian or Other Pacific Islander Male	Native Hawaiian or Other Pacific Islander Female	American Indian or Alaska Native Male	American Indian or Alaska Native Female	Two or More Races Male	Two or More Races Female
GS-15 #	106	44	62	2	1	35	40	5	18	2	3	0	0	0	0	0	0
GS-15 %	100	41.51	58.49	1.89	0.94	33.02	37.74	4.72	16.98	1.89	2.83	0.00	0.00	0.00	0.00	0.00	0.00
All other (unspecified GS) #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
All other (unspecified GS) %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total GS Employees #	797	240	557	12	26	139	195	62	286	24	41	0	2	0	3	3	4
Total GS Employees %	100	30.11	69.89	1.51	3.26	17.44	24.47	7.78	35.88	3.01	5.14	0.00	0.25	0.00	0.38	0.38	0.50
SES #	84	43	41	1	2	33	32	3	4	6	3	0	0	0	0	0	0
SES %	100	51.19	48.81	1.19	2.38	39.29	38.10	3.57	4.76	7.14	3.57	0.00	0.00	0.00	0.00	0.00	0.00
Other Senior Pay #	430	219	211	16	17	172	144	8	24	21	25	0	0	2	0	0	1
Other Senior Pay %	100	50.93	49.07	3.72	3.95	40.00	33.49	1.86	5.58	4.88	5.81	0.00	0.00	0.47	0.00	0.00	0.23
Total Senior Pay #	514	262	252	17	19	205	176	11	28	27	28	0	0	2	0	0	1
Total Senior Pay %	100	50.97	49.03	3.31	3.70	39.88	34.24	2.14	5.45	5.25	5.45	0.00	0.00	0.39	0.00	0.00	0.19



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GS/GM/GL GRADES	Total	Total Males	Total Females	Hispanic or Latino Male	Hispanic or Latino Female	White Male	White Female	Black or African American Male	Black or African American Female	Asian Male	Asian Female	Native Hawaiian or Other Pacific Islander Male	Native Hawaiian or Other Pacific Islander Female	American Indian or Alaska Native Male	American Indian or Alaska Native Female	Two or More Races Male	Two or More Races Female
GS-15 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-15 %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
All other (unspecified GS) #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
All other (unspecified GS) %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total GS Employees #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total GS Employees %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
SES #	103	66	37	2	4	51	30	2	2	11	1	0	0	0	0	0	0
SES %	100	64.08	35.92	1.94	3.88	49.51	29.13	1.94	1.94	10.68	0.97	0.00	0.00	0.00	0.00	0.00	0.00
Other Senior Pay #	108	40	68	1	8	34	44	3	6	1	10	0	0	0	0	1	0
Other Senior Pay %	100	37.04	62.96	0.93	7.41	31.48	40.74	2.78	5.56	0.93	9.26	0.00	0.00	0.00	0.00	0.93	0.00
Total Senior Pay #	211	106	105	3	12	85	74	5	8	12	11	0	0	0	0	1	0
Total Senior Pay %	100	50.24	49.76	1.42	5.69	40.28	35.07	2.37	3.79	5.69	5.21	0.00	0.00	0.00	0.00	0.47	0.00

**Table A5P: SALARY - Distribution by Race, Ethnicity, and Sex (Participation Rate)**

Salary Range	Total	Total Males	Total Females	Hispanic or Latino Male	Hispanic or Latino Female	White Male	White Female	Black or African American Male	Black or African American Female	Asian Male	Asian Female	Native Hawaiian or Other Pacific Islander Male	Native Hawaiian or Other Pacific Islander Female	American Indian or Alaska Native Male	American Indian or Alaska Native Female	Two or More Races Male	Two or More Races Female
Permanent Workforce #	1311	502	809	29	45	344	371	73	314	51	69	0	2	2	3	3	5
Permanent Workforce %	100	38.29	61.71	2.21	3.43	26.24	28.30	5.57	23.95	3.89	5.26	0.00	0.15	0.15	0.23	0.23	0.38
Alternative Benchmark %	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Up to \$20,000 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Up to \$20,000 %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
\$20,001-\$30,000 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
\$20,001-\$30,000 %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
\$30,001-\$40,000 #	2	1	1	0	0	1	1	0	0	0	0	0	0	0	0	0	0
\$30,001-\$40,000 %	100	50.00	50.00	0.00	0.00	50.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
\$40,001-\$50,000 #	11	5	6	1	0	1	0	2	5	1	0	0	0	0	1	0	0
\$40,001-\$50,000 %	100	45.45	54.55	9.09	0.00	9.09	0.00	18.18	45.45	9.09	0.00	0.00	0.00	0.00	9.09	0.00	0.00
\$50,001-\$60,000 #	14	4	10	1	1	1	1	2	6	0	2	0	0	0	0	0	0
\$50,001-\$60,000 %	100	28.57	71.43	7.14	7.14	7.14	7.14	14.29	42.86	0.00	14.29	0.00	0.00	0.00	0.00	0.00	0.00
\$60,001-\$70,000 #	36	6	30	1	2	1	6	3	18	0	2	0	1	0	0	1	1
\$60,001-\$70,000 %	100	16.67	83.33	2.78	5.56	2.78	16.67	8.33	50.00	0.00	5.56	0.00	2.78	0.00	0.00	2.78	2.78
\$70,001-\$80,000 #	52	13	39	2	0	3	13	5	22	3	3	0	0	0	0	0	1
\$70,001-\$80,000 %	100	25.00	75.00	3.85	0.00	5.77	25.00	9.62	42.31	5.77	5.77	0.00	0.00	0.00	0.00	0.00	1.92
\$80,001-\$90,000 #	67	9	58	0	3	5	11	4	42	0	2	0	0	0	0	0	0
\$80,001-\$90,000 %	100	13.43	86.57	0.00	4.48	7.46	16.42	5.97	62.69	0.00	2.99	0.00	0.00	0.00	0.00	0.00	0.00
\$90,001-\$100,000 #	65	12	53	0	2	6	12	5	38	0	1	0	0	0	0	1	0
\$90,001-\$100,000 %	100	18.46	81.54	0.00	3.08	9.23	18.46	7.69	58.46	0.00	1.54	0.00	0.00	0.00	0.00	1.54	0.00
\$100,001-\$110,000 #	69	20	49	1	1	12	21	6	24	1	2	0	0	0	0	0	1
\$100,001-\$110,000 %	100	28.99	71.01	1.45	1.45	17.39	30.43	8.70	34.78	1.45	2.90	0.00	0.00	0.00	0.00	0.00	1.45
\$110,001-\$120,000 #	81	22	59	0	7	13	9	7	36	2	4	0	0	0	2	0	1
\$110,001-\$120,000 %	100	27.16	72.84	0.00	8.64	16.05	11.11	8.64	44.44	2.47	4.94	0.00	0.00	0.00	2.47	0.00	1.23
\$120,001-\$130,000 #	70	14	56	1	4	4	24	9	21	0	7	0	0	0	0	0	0
\$120,001-\$130,000 %	100	20.00	80.00	1.43	5.71	5.71	34.29	12.86	30.00	0.00	10.00	0.00	0.00	0.00	0.00	0.00	0.00
\$130,001-\$140,000 #	100	42	58	3	4	28	26	5	25	6	3	0	0	0	0	0	0
\$130,001-\$140,000 %	100	42.00	58.00	3.00	4.00	28.00	26.00	5.00	25.00	6.00	3.00	0.00	0.00	0.00	0.00	0.00	0.00
\$140,001-\$150,000 #	59	23	36	1	0	15	12	6	20	1	3	0	1	0	0	0	0
\$140,001-\$150,000 %	100	38.98	61.02	1.69	0.00	25.42	20.34	10.17	33.90	1.69	5.08	0.00	1.69	0.00	0.00	0.00	0.00
\$150,001-\$160,000 #	122	47	75	1	4	29	41	7	18	9	12	0	0	0	0	1	0

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Salary Range	Total	Total Males	Total Females	Hispanic or Latino Male	Hispanic or Latino Female	White Male	White Female	Black or African American Male	Black or African American Female	Asian Male	Asian Female	Native Hawaiian or Other Pacific Islander Male	Native Hawaiian or Other Pacific Islander Female	American Indian or Alaska Native Male	American Indian or Alaska Native Female	Two or More Races Male	Two or More Races Female
\$150,001-\$160,000 %	100	38.52	61.48	0.82	3.28	23.77	33.61	5.74	14.75	7.38	9.84	0.00	0.00	0.00	0.00	0.82	0.00
\$160,001-\$170,000 #	48	15	33	0	1	12	22	2	9	1	0	0	0	0	0	0	1
\$160,001-\$170,000 %	100	31.25	68.75	0.00	2.08	25.00	45.83	4.17	18.75	2.08	0.00	0.00	0.00	0.00	0.00	0.00	2.08
\$170,001-\$180,000 #	84	41	43	4	0	32	31	1	10	4	2	0	0	0	0	0	0
\$170,001-\$180,000 %	100	48.81	51.19	4.76	0.00	38.10	36.90	1.19	11.90	4.76	2.38	0.00	0.00	0.00	0.00	0.00	0.00
\$180,001 and Greater #	431	228	203	13	16	181	141	9	20	23	26	0	0	2	0	0	0
\$180,001 and Greater %	100	52.90	47.10	3.02	3.71	42.00	32.71	2.09	4.64	5.34	6.03	0.00	0.00	0.46	0.00	0.00	0.00

**Table A5T: SALARY - Distribution by Race, Ethnicity, and Sex (Participation Rate)**

Salary Range	Total	Total Males	Total Females	Hispanic or Latino Male	Hispanic or Latino Female	White Male	White Female	Black or African American Male	Black or African American Female	Asian Male	Asian Female	Native Hawaiian or Other Pacific Islander Male	Native Hawaiian or Other Pacific Islander Female	American Indian or Alaska Native Male	American Indian or Alaska Native Female	Two or More Races Male	Two or More Races Female
Temporary Workforce #	258	114	144	6	13	88	85	6	33	12	13	0	0	0	0	2	0
Temporary Workforce %	100	44.19	55.81	2.33	5.04	34.11	32.95	2.33	12.79	4.65	5.04	0.00	0.00	0.00	0.00	0.78	0.00
Alternative Benchmark %	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Up to \$20,000 #	96	63	33	2	3	50	27	2	2	9	1	0	0	0	0	0	0
Up to \$20,000 %	100	65.63	34.38	2.08	3.13	52.08	28.13	2.08	2.08	9.38	1.04	0.00	0.00	0.00	0.00	0.00	0.00
\$20,001-\$30,000 #	2	0	2	0	0	0	0	0	2	0	0	0	0	0	0	0	0
\$20,001-\$30,000 %	100	0.00	100.00	0.00	0.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
\$30,001-\$40,000 #	8	1	7	0	1	1	2	0	3	0	1	0	0	0	0	0	0
\$30,001-\$40,000 %	100	12.50	87.50	0.00	12.50	12.50	25.00	0.00	37.50	0.00	12.50	0.00	0.00	0.00	0.00	0.00	0.00
\$40,001-\$50,000 #	20	3	17	1	0	1	6	1	9	0	2	0	0	0	0	0	0
\$40,001-\$50,000 %	100	15.00	85.00	5.00	0.00	5.00	30.00	5.00	45.00	0.00	10.00	0.00	0.00	0.00	0.00	0.00	0.00
\$50,001-\$60,000 #	4	0	4	0	0	0	2	0	2	0	0	0	0	0	0	0	0
\$50,001-\$60,000 %	100	0.00	100.00	0.00	0.00	0.00	50.00	0.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
\$60,001-\$70,000 #	22	5	17	2	1	2	7	0	9	0	0	0	0	0	0	1	0
\$60,001-\$70,000 %	100	22.73	77.27	9.09	4.55	9.09	31.82	0.00	40.91	0.00	0.00	0.00	0.00	0.00	0.00	4.55	0.00
\$70,001-\$80,000 #	4	0	4	0	0	0	2	0	1	0	1	0	0	0	0	0	0
\$70,001-\$80,000 %	100	0.00	100.00	0.00	0.00	0.00	50.00	0.00	25.00	0.00	25.00	0.00	0.00	0.00	0.00	0.00	0.00
\$80,001-\$90,000 #	3	0	3	0	0	0	1	0	1	0	1	0	0	0	0	0	0
\$80,001-\$90,000 %	100	0.00	100.00	0.00	0.00	0.00	33.33	0.00	33.33	0.00	33.33	0.00	0.00	0.00	0.00	0.00	0.00
\$90,001-\$100,000 #	3	1	2	0	0	1	1	0	1	0	0	0	0	0	0	0	0
\$90,001-\$100,000 %	100	33.33	66.67	0.00	0.00	33.33	33.33	0.00	33.33	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
\$100,001-\$110,000 #	3	1	2	1	0	0	1	0	0	0	1	0	0	0	0	0	0
\$100,001-\$110,000 %	100	33.33	66.67	33.33	0.00	0.00	33.33	0.00	0.00	0.00	33.33	0.00	0.00	0.00	0.00	0.00	0.00
\$110,001-\$120,000 #	3	0	3	0	0	0	3	0	0	0	0	0	0	0	0	0	0
\$110,001-\$120,000 %	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	0.00
\$120,001-\$130,000 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
\$120,001-\$130,000 %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
\$130,001-\$140,000 #	2	1	1	0	0	1	1	0	0	0	0	0	0	0	0	0	0
\$130,001-\$140,000 %	100	50.00	50.00	0.00	0.00	50.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
\$140,001-\$150,000 #	9	2	7	0	0	2	6	0	1	0	0	0	0	0	0	0	0
\$140,001-\$150,000 %	100	22.22	77.78	0.00	0.00	22.22	66.67	0.00	11.11	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
\$150,001-\$160,000 #	22	11	11	0	1	10	7	1	2	0	1	0	0	0	0	0	0

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Salary Range	Total	Total Males	Total Females	Hispanic or Latino Male	Hispanic or Latino Female	White Male	White Female	Black or African American Male	Black or African American Female	Asian Male	Asian Female	Native Hawaiian or Other Pacific Islander Male	Native Hawaiian or Other Pacific Islander Female	American Indian or Alaska Native Male	American Indian or Alaska Native Female	Two or More Races Male	Two or More Races Female
\$150,001-\$160,000 %	100	50.00	50.00	0.00	4.55	45.45	31.82	4.55	9.09	0.00	4.55	0.00	0.00	0.00	0.00	0.00	0.00
\$160,001-\$170,000 #	6	2	4	0	1	2	3	0	0	0	0	0	0	0	0	0	0
\$160,001-\$170,000 %	100	33.33	66.67	0.00	16.67	33.33	50.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
\$170,001-\$180,000 #	5	1	4	0	2	1	1	0	0	0	1	0	0	0	0	0	0
\$170,001-\$180,000 %	100	20.00	80.00	0.00	40.00	20.00	20.00	0.00	0.00	0.00	20.00	0.00	0.00	0.00	0.00	0.00	0.00
\$180,001 and Greater #	46	23	23	0	4	17	15	2	0	3	4	0	0	0	0	1	0
\$180,001 and Greater %	100	50.00	50.00	0.00	8.70	36.96	32.61	4.35	0.00	6.52	8.70	0.00	0.00	0.00	0.00	2.17	0.00





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Mission-Critical Occupations	Total	Total Males	Total Females	Hispanic or Latino Male	Hispanic or Latino Female	White Male	White Female	Black or African American Male	Black or African American Female	Asian Male	Asian Female	Native Hawaiian or Other Pacific Islander Male	Native Hawaiian or Other Pacific Islander Female	American Indian or Alaska Native Male	American Indian or Alaska Native Female	Two or More Races Male	Two or More Races Female
External Selections #	8	3	5	0	1	2	3	1	1	0	0	0	0	0	0	0	0
External Selections %	100	37.50	62.50	0.00	12.50	25.00	37.50	12.50	12.50	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>HUMAN RESOURCES MANAGEMENT (0201) #</b>	47	6	41	1	4	2	16	3	18	0	2	0	0	0	1	0	0
<b>HUMAN RESOURCES MANAGEMENT (0201) %</b>	100	12.77	87.23	2.13	8.51	4.26	34.04	6.38	38.30	0.00	4.26	0.00	0.00	0.00	2.13	0.00	0.00
Occupational CLF %	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-07 #	1	0	1	0	0	0	0	0	1	0	0	0	0	0	0	0	0
GS-07 %	100	0.00	100.00	0.00	0.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-09 #	2	0	2	0	0	0	0	0	2	0	0	0	0	0	0	0	0
GS-09 %	100	0.00	100.00	0.00	0.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-11 #	1	0	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0
GS-11 %	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	0.00
GS-12 #	4	0	4	0	2	0	0	0	2	0	0	0	0	0	0	0	0
GS-12 %	100	0.00	100.00	0.00	50.00	0.00	0.00	0.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-13 #	13	1	12	0	0	0	3	1	7	0	1	0	0	0	1	0	0
GS-13 %	100	7.69	92.31	0.00	0.00	0.00	23.08	7.69	53.85	0.00	7.69	0.00	0.00	0.00	7.69	0.00	0.00
GS-14 #	18	1	17	0	2	0	10	1	4	0	1	0	0	0	0	0	0
GS-14 %	100	5.56	94.44	0.00	11.11	0.00	55.56	5.56	22.22	0.00	5.56	0.00	0.00	0.00	0.00	0.00	0.00
GS-15 #	7	3	4	1	0	1	2	1	2	0	0	0	0	0	0	0	0
GS-15 %	100	42.86	57.14	14.29	0.00	14.29	28.57	14.29	28.57	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
SES #	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
SES %	100	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
<b>INTERNAL COMPETITIVE PROMOTIONS</b>																	
Vacancy Announcements #	2																
Relevant Applicant Pool %	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Internal Applications #	6	0	6	0	0	0	1	0	5	0	0	0	0	0	0	0	0
Internal Applications %	100	0.00	100.00	0.00	0.00	0.00	16.67	0.00	83.33	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Qualified Internal Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Qualified Internal Applicants %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Referred Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Referred Applicants %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Interviewed Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Interviewed Applicants %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Internal Selections #	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Internal Selections %	100	100.00	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	0.00	0.00
<b>NEW HIRES</b>																	
Vacancy Announcements #	10																
Voluntarily Identified Applicants #	700	212	488	16	59	65	96	109	299	15	18	0	1	2	4	5	11



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Mission-Critical Occupations	Total	Total Males	Total Females	Hispanic or Latino Male	Hispanic or Latino Female	White Male	White Female	Black or African American Male	Black or African American Female	Asian Male	Asian Female	Native Hawaiian or Other Pacific Islander Male	Native Hawaiian or Other Pacific Islander Female	American Indian or Alaska Native Male	American Indian or Alaska Native Female	Two or More Races Male	Two or More Races Female
Relevant Applicant Pool %	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Internal Applications #	27	5	22	2	3	0	9	2	9	0	1	0	0	0	0	1	0
Internal Applications %	100	18.52	81.48	7.41	11.11	0.00	33.33	7.41	33.33	0.00	3.70	0.00	0.00	0.00	0.00	3.70	0.00
Qualified Internal Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Qualified Internal Applicants %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Referred Applicants #	3	0	3	0	0	0	1	0	2	0	0	0	0	0	0	0	0
Referred Applicants %	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	0.00
Interviewed Applicants #	1	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0
Interviewed Applicants %	100	0.00	100.00	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	0.00
Internal Selections #	6	1	5	0	1	1	2	0	2	0	0	0	0	0	0	0	0
Internal Selections %	100	16.67	83.33	0.00	16.67	16.67	33.33	0.00	33.33	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>NEW HIRES</b>																	
Vacancy Announcements #	26																
Voluntarily Identified Applicants #	2165	643	1522	78	161	278	404	219	801	49	98	3	8	5	19	11	31
Voluntarily Identified Applicants %	100	29.70	70.30	3.60	7.44	12.84	18.66	10.12	37.00	2.26	4.53	0.14	0.37	0.23	0.88	0.51	1.43
Qualified External Applicants #	1	1	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0
Qualified External Applicants %	100	100.00	0.00	0.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Referred Applicants #	127	39	88	5	4	15	24	18	47	1	9	0	0	0	1	0	3
Referred Applicants %	100	30.71	69.29	3.94	3.15	11.81	18.90	14.17	37.01	0.79	7.09	0.00	0.00	0.00	0.79	0.00	2.36
Interviewed Applicants #	3	0	3	0	0	0	1	0	1	0	0	0	1	0	0	0	0
Interviewed Applicants %	100	0.00	100.00	0.00	0.00	0.00	33.33	0.00	33.33	0.00	0.00	0.00	33.33	0.00	0.00	0.00	0.00
External Selections #	24	3	21	0	4	1	2	2	11	0	3	0	1	0	0	0	0
External Selections %	100	12.50	87.50	0.00	16.67	4.17	8.33	8.33	45.83	0.00	12.50	0.00	4.17	0.00	0.00	0.00	0.00
<b>MISCELLANEOUS CLERK &amp; ASSISTANT (0303) #</b>	25	8	17	1	1	2	3	4	10	1	2	0	0	0	1	0	0
<b>MISCELLANEOUS CLERK &amp; ASSISTANT (0303) %</b>	100	32.00	68.00	4.00	4.00	8.00	12.00	16.00	40.00	4.00	8.00	0.00	0.00	0.00	4.00	0.00	0.00
Occupational CLF %	100	20.98	79.02	3.33	11.24	12.74	51.34	2.88	11.11	1.36	3.1	0.11	0.46	0.04	0.16	0.52	1.61
GS-05 #	2	1	1	0	0	1	1	0	0	0	0	0	0	0	0	0	0
GS-05 %	100	50.00	50.00	0.00	0.00	50.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-06 #	1	0	1	0	0	0	0	0	1	0	0	0	0	0	0	0	0
GS-06 %	100	0.00	100.00	0.00	0.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-07 #	17	5	12	1	1	1	0	2	8	1	2	0	0	0	1	0	0
GS-07 %	100	29.41	70.59	5.88	5.88	5.88	0.00	11.76	47.06	5.88	11.76	0.00	0.00	0.00	5.88	0.00	0.00
GS-08 #	5	2	3	0	0	0	2	2	1	0	0	0	0	0	0	0	0
GS-08 %	100	40.00	60.00	0.00	0.00	0.00	40.00	40.00	20.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>INTERNAL COMPETITIVE PROMOTIONS</b>																	
Vacancy Announcements #	3																
Voluntarily Identified Applicants #	306	93	213	13	16	31	42	40	131	5	14	0	1	1	1	3	8



















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Mission-Critical Occupations	Total	Total Males	Total Females	Hispanic or Latino Male	Hispanic or Latino Female	White Male	White Female	Black or African American Male	Black or African American Female	Asian Male	Asian Female	Native Hawaiian or Other Pacific Islander Male	Native Hawaiian or Other Pacific Islander Female	American Indian or Alaska Native Male	American Indian or Alaska Native Female	Two or More Races Male	Two or More Races Female
<b>HUMAN RESOURCES MANAGEMENT (0201) #</b>	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>HUMAN RESOURCES MANAGEMENT (0201) %</b>	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Occupational CLF %	100	38.77	61.23	4.65	6.74	28.05	43.49	3.26	6.96	1.88	2.4	0.16	0.31	0.03	0.09	0.74	1.23
<b>MISCELLANEOUS ADMINISTRATION &amp; PROGRAM (0301) #</b>	3	0	3	0	0	0	1	0	2	0	0	0	0	0	0	0	0
<b>MISCELLANEOUS ADMINISTRATION &amp; PROGRAM (0301) %</b>	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	0.00
Occupational CLF %	100	38.77	61.23	4.65	6.74	28.05	43.49	3.26	6.96	1.88	2.4	0.16	0.31	0.03	0.09	0.74	1.23
GS-09 #	1	0	1	0	0	0	0	0	1	0	0	0	0	0	0	0	0
GS-09 %	100	0.00	100.00	0.00	0.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-11 #	1	0	1	0	0	0	0	0	1	0	0	0	0	0	0	0	0
GS-11 %	100	0.00	100.00	0.00	0.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
SES #	1	0	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0
SES %	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	0.00
<b>INTERNAL COMPETITIVE PROMOTIONS</b>																	
Vacancy Announcements #	2																
Relevant Applicant Pool %	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Internal Applications #	5	3	2	0	0	1	1	1	0	1	1	0	0	0	0	0	0
Internal Applications %	100	60.00	40.00	0.00	0.00	20.00	20.00	20.00	0.00	20.00	20.00	0.00	0.00	0.00	0.00	0.00	0.00
Qualified Internal Applicants #	1	0	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0
Qualified Internal Applicants %	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	0.00
Referred Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Referred Applicants %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Interviewed Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Interviewed Applicants %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Internal Selections #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Internal Selections %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>MISCELLANEOUS CLERK &amp; ASSISTANT (0303) #</b>	1	0	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0
<b>MISCELLANEOUS CLERK &amp; ASSISTANT (0303) %</b>	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	0.00
Occupational CLF %	100	20.98	79.02	3.33	11.24	12.74	51.34	2.88	11.11	1.36	3.1	0.11	0.46	0.04	0.16	0.52	1.61
GS-03 #	1	0	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0
GS-03 %	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	0.00
<b>PROGRAM MANAGEMENT (0340) #</b>	12	8	4	0	0	6	4	1	0	0	0	0	0	0	0	1	0
<b>PROGRAM MANAGEMENT (0340) %</b>	100	66.67	33.33	0.00	0.00	50.00	33.33	8.33	0.00	0.00	0.00	0.00	0.00	0.00	0.00	8.33	0.00
Occupational CLF %	100	64.91	35.09	5.56	3.14	51.37	25.64	3.76	3.44	2.82	1.88	0.27	0.2	0.07	0.04	1.05	0.76
AD-04 #	11	7	4	0	0	6	4	0	0	0	0	0	0	0	0	1	0
AD-04 %	100	63.64	36.36	0.00	0.00	54.55	36.36	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	9.09	0.00





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Mission-Critical Occupations	Total	Total Males	Total Females	Hispanic or Latino Male	Hispanic or Latino Female	White Male	White Female	Black or African American Male	Black or African American Female	Asian Male	Asian Female	Native Hawaiian or Other Pacific Islander Male	Native Hawaiian or Other Pacific Islander Female	American Indian or Alaska Native Male	American Indian or Alaska Native Female	Two or More Races Male	Two or More Races Female
AD-03 #	1	0	1	0	0	0	0	0	0	0	1	0	0	0	0	0	0
AD-03 %	100	0.00	100.00	0.00	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
AD-04 #	13	8	5	0	0	8	4	0	0	0	1	0	0	0	0	0	0
AD-04 %	100	61.54	38.46	0.00	0.00	61.54	30.77	0.00	0.00	0.00	7.69	0.00	0.00	0.00	0.00	0.00	0.00
SES #	23	16	7	1	1	12	6	1	0	2	0	0	0	0	0	0	0
SES %	100	69.57	30.43	4.35	4.35	52.17	26.09	4.35	0.00	8.70	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>NEW HIRES</b>																	
Vacancy Announcements #	1																
Relevant Applicant Pool %	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Internal Applications #	3	2	1	0	0	1	0	0	0	1	1	0	0	0	0	0	0
Internal Applications %	100	66.67	33.33	0.00	0.00	33.33	0.00	0.00	0.00	33.33	33.33	0.00	0.00	0.00	0.00	0.00	0.00
Qualified Internal Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Qualified Internal Applicants %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Referred Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Referred Applicants %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Interviewed Applicants #	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
Interviewed Applicants %	100	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
Internal Selections #	1	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0
Internal Selections %	100	0.00	100.00	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	0.00
<b>INTERNAL COMPETITIVE PROMOTIONS</b>																	
Vacancy Announcements #	13																
Voluntarily Identified Applicants #	101	66	35	3	5	38	22	5	3	18	3	1	0	1	0	0	2
Voluntarily Identified Applicants %	100	65.35	34.65	2.97	4.95	37.62	21.78	4.95	2.97	17.82	2.97	0.99	0.00	0.99	0.00	0.00	1.98
Qualified External Applicants #	7	4	3	0	0	4	2	0	1	0	0	0	0	0	0	0	0
Qualified External Applicants %	100	57.14	42.86	0.00	0.00	57.14	28.57	0.00	14.29	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Referred Applicants #	17	11	6	1	0	7	4	2	2	0	0	1	0	0	0	0	0
Referred Applicants %	100	64.71	35.29	5.88	0.00	41.18	23.53	11.76	11.76	0.00	0.00	5.88	0.00	0.00	0.00	0.00	0.00
Interviewed Applicants #	3	1	2	0	0	1	1	0	1	0	0	0	0	0	0	0	0
Interviewed Applicants %	100	33.33	66.67	0.00	0.00	33.33	33.33	0.00	33.33	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
External Selections #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
External Selections %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>GENERAL EDUCATION &amp; TRAINING (1701) #</b>	25	6	19	0	5	6	10	0	3	0	1	0	0	0	0	0	0
<b>GENERAL EDUCATION &amp; TRAINING (1701) %</b>	100	24.00	76.00	0.00	20.00	24.00	40.00	0.00	12.00	0.00	4.00	0.00	0.00	0.00	0.00	0.00	0.00
Occupational CLF %	100	36.87	63.13	4.18	6.6	25.8	45.13	3.81	6.49	1.79	2.9	0.17	0.34	0.07	0.08	1.05	1.6
AD-01 #	5	0	5	0	0	0	3	0	2	0	0	0	0	0	0	0	0
AD-01 %	100	0.00	100.00	0.00	0.00	0.00	60.00	0.00	40.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
AD-04 #	7	0	7	0	2	0	3	0	1	0	1	0	0	0	0	0	0





**Table A7: Senior Grade Levels by Race, Ethnicity, and Sex (Participation Rate)**

Senior Grade Levels	Total	Total Males	Total Females	Hispanic or Latino Male	Hispanic or Latino Female	White Male	White Female	Black or African American Male	Black or African American Female	Asian Male	Asian Female	Native Hawaiian or Other Pacific Islander Male	Native Hawaiian or Other Pacific Islander Female	American Indian or Alaska Native Male	American Indian or Alaska Native Female	Two or More Races Male	Two or More Races Female
Upward Mobility Benchmark %	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Alternative Benchmark %	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>Total Senior Grades #</b>	575	217	358	7	19	146	176	39	129	24	30	0	1	0	2	1	1
Total Senior Grades %	100	37.74	62.26	1.22	3.30	25.39	30.61	6.78	22.43	4.17	5.22	0.00	0.17	0.00	0.35	0.17	0.17
<b>INTERNAL COMPETITIVE PROMOTIONS</b>																	
Vacancy Announcements #	1																
Relevant Applicant Pool %	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Internal Applications #	5	3	2	0	0	2	0	0	2	1	0	0	0	0	0	0	0
Internal Applications %	100	60.00	40.00	0.00	0.00	40.00	0.00	0.00	40.00	20.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Qualified Internal Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Qualified Internal Applicants %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Referred Applicants #	1	0	1	0	0	0	0	0	0	0	1	0	0	0	0	0	0
Referred Applicants %	100	0.00	100.00	0.00	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
Interviewed Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Interviewed Applicants %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Internal Selections #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Internal Selections %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>NEW HIRES</b>																	
Vacancy Announcements #	31																
Voluntarily Identified Applicants #	360	229	131	22	16	114	61	35	33	54	19	2	0	2	0	0	2
Voluntarily Identified Applicants %	100	63.61	36.39	6.11	4.44	31.67	16.94	9.72	9.17	15.00	5.28	0.56	0.00	0.56	0.00	0.00	0.56
Qualified External Applicants #	24	16	8	0	1	9	4	0	2	7	1	0	0	0	0	0	0
Qualified External Applicants %	100	66.67	33.33	0.00	4.17	37.50	16.67	0.00	8.33	29.17	4.17	0.00	0.00	0.00	0.00	0.00	0.00
Referred Applicants #	41	21	20	1	0	12	13	2	5	5	1	1	0	0	0	0	1
Referred Applicants %	100	51.22	48.78	2.44	0.00	29.27	31.71	4.88	12.20	12.20	2.44	2.44	0.00	0.00	0.00	0.00	2.44
Interviewed Applicants #	6	1	5	0	0	1	2	0	2	0	1	0	0	0	0	0	0
Interviewed Applicants %	100	16.67	83.33	0.00	0.00	16.67	33.33	0.00	33.33	0.00	16.67	0.00	0.00	0.00	0.00	0.00	0.00
External Selections #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
External Selections %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>CAREER DEVELOPMENT PROGRAM</b>																	





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Senior Grade Levels	Total	Total Males	Total Females	Hispanic or Latino Male	Hispanic or Latino Female	White Male	White Female	Black or African American Male	Black or African American Female	Asian Male	Asian Female	Native Hawaiian or Other Pacific Islander Male	Native Hawaiian or Other Pacific Islander Female	American Indian or Alaska Native Male	American Indian or Alaska Native Female	Two or More Races Male	Two or More Races Female
External Selections #	21	8	13	2	2	3	3	2	6	1	2	0	0	0	0	0	0
External Selections %	100	38.10	61.90	9.52	9.52	14.29	14.29	9.52	28.57	4.76	9.52	0.00	0.00	0.00	0.00	0.00	0.00
<b>CAREER DEVELOPMENT PROGRAM</b>																	
Slots for Career Development Program #	0																
Eligible for Career Development Program #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Eligible for Career Development Program %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Applicants for Career Development Program #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Applicants for Career Development Program %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Selections for Career Development Program #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Selections for Career Development Program %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>GS-13 or Equivalent #</b>																	
GS-13 or Equivalent #	160	44	116	0	7	26	39	14	60	4	7	0	0	0	2	0	1
GS-13 or Equivalent %	100	27.50	72.50	0.00	4.38	16.25	24.38	8.75	37.50	2.50	4.38	0.00	0.00	0.00	1.25	0.00	0.63
<b>INTERNAL COMPETITIVE PROMOTIONS</b>																	
Vacancy Announcements #	10																
Relevant Applicant Pool %	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Internal Applications #	33	9	24	2	1	3	9	4	13	0	0	0	0	0	0	0	1
Internal Applications %	100	27.27	72.73	6.06	3.03	9.09	27.27	12.12	39.39	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3.03
Qualified Internal Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Qualified Internal Applicants %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Referred Applicants #	2	0	2	0	0	0	2	0	0	0	0	0	0	0	0	0	0
Referred Applicants %	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	0.00
Interviewed Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Interviewed Applicants %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Internal Selections #	4	0	4	0	0	0	1	0	3	0	0	0	0	0	0	0	0
Internal Selections %	100	0.00	100.00	0.00	0.00	0.00	25.00	0.00	75.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>NEW HIRES</b>																	
Vacancy Announcements #	47																
Voluntarily Identified Applicants #	2069	885	1184	113	135	453	415	222	526	73	60	4	4	9	13	11	31
Voluntarily Identified Applicants %	100	42.77	57.23	5.46	6.52	21.89	20.06	10.73	25.42	3.53	2.90	0.19	0.19	0.43	0.63	0.53	1.50
Qualified External Applicants #	13	7	6	1	0	2	1	3	3	1	0	0	0	0	2	0	0
Qualified External Applicants %	100	53.85	46.15	7.69	0.00	15.38	7.69	23.08	23.08	7.69	0.00	0.00	0.00	0.00	15.38	0.00	0.00
Referred Applicants #	206	84	122	12	13	28	36	36	59	6	8	0	1	0	1	2	4
Referred Applicants %	100	40.78	59.22	5.83	6.31	13.59	17.48	17.48	28.64	2.91	3.88	0.00	0.49	0.00	0.49	0.97	1.94





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<b>Upward Mobility To Management Positions</b>	Total	Total Males	Total Females	Hispanic or Latino Male	Hispanic or Latino Female	White Male	White Female	Black or African American Male	Black or African American Female	Asian Male	Asian Female	Native Hawaiian or Other Pacific Islander Male	Native Hawaiian or Other Pacific Islander Female	American Indian or Alaska Native Male	American Indian or Alaska Native Female	Two or More Races Male	Two or More Races Female
External Selections %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>CAREER DEVELOPMENT PROGRAM</b>																	
Slots for Career Development Program #	0																
Eligible for Career Development Program #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Eligible for Career Development Program %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Applicants for Career Development Program #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Applicants for Career Development Program %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Selections for Career Development Program #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Selections for Career Development Program %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>Managers</b>																	
Managers #	25	9	16	0	1	7	10	1	4	1	1	0	0	0	0	0	0
Managers %	100	36.00	64.00	0.00	4.00	28.00	40.00	4.00	16.00	4.00	4.00	0.00	0.00	0.00	0.00	0.00	0.00
AD-04 #	9	4	5	0	0	3	5	0	0	1	0	0	0	0	0	0	0
AD-04 %	100	44.44	55.56	0.00	0.00	33.33	55.56	0.00	0.00	11.11	0.00	0.00	0.00	0.00	0.00	0.00	0.00
AD-05 #	1	0	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0
AD-05 %	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	0.00
GS-14 #	9	3	6	0	1	2	1	1	3	0	1	0	0	0	0	0	0
GS-14 %	100	33.33	66.67	0.00	11.11	22.22	11.11	11.11	33.33	0.00	11.11	0.00	0.00	0.00	0.00	0.00	0.00
GS-15 #	6	2	4	0	0	2	3	0	1	0	0	0	0	0	0	0	0
GS-15 %	100	33.33	66.67	0.00	0.00	33.33	50.00	0.00	16.67	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>INTERNAL COMPETITIVE PROMOTIONS</b>																	
Vacancy Announcements #	11																
Relevant Applicant Pool %	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Internal Applications #	37	14	23	2	2	4	6	8	12	0	2	0	0	0	0	0	1
Internal Applications %	100	37.84	62.16	5.41	5.41	10.81	16.22	21.62	32.43	0.00	5.41	0.00	0.00	0.00	0.00	0.00	2.70
Qualified Internal Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Qualified Internal Applicants %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Referred Applicants #	1	0	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0
Referred Applicants %	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	0.00
Interviewed Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Interviewed Applicants %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Internal Selections #	8	3	5	1	0	2	2	0	3	0	0	0	0	0	0	0	0
Internal Selections %	100	37.50	62.50	12.50	0.00	25.00	25.00	0.00	37.50	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>NEW HIRES</b>																	

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<b>Upward Mobility To Management Positions</b>	Total	Total Males	Total Females	Hispanic or Latino Male	Hispanic or Latino Female	White Male	White Female	Black or African American Male	Black or African American Female	Asian Male	Asian Female	Native Hawaiian or Other Pacific Islander Male	Native Hawaiian or Other Pacific Islander Female	American Indian or Alaska Native Male	American Indian or Alaska Native Female	Two or More Races Male	Two or More Races Female
<b>Vacancy Announcements #</b>	20																
Voluntarily Identified Applicants #	935	524	411	68	39	257	113	141	198	44	44	1	2	7	4	6	11
Voluntarily Identified Applicants %	100	56.04	43.96	7.27	4.17	27.49	12.09	15.08	21.18	4.71	4.71	0.11	0.21	0.75	0.43	0.64	1.18
Qualified External Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Qualified External Applicants %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Referred Applicants #	2	1	1	0	0	0	0	1	0	0	1	0	0	0	0	0	0
Referred Applicants %	100	50.00	50.00	0.00	0.00	0.00	0.00	50.00	0.00	0.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00
Interviewed Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Interviewed Applicants %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
External Selections #	8	1	7	0	0	1	4	0	3	0	0	0	0	0	0	0	0
External Selections %	100	12.50	87.50	0.00	0.00	12.50	50.00	0.00	37.50	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>CAREER DEVELOPMENT PROGRAM</b>																	
Slots for Career Development Program #	0																
Eligible for Career Development Program #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Eligible for Career Development Program %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Applicants for Career Development Program #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Applicants for Career Development Program %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Selections for Career Development Program #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Selections for Career Development Program %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>Supervisors</b>																	
Supervisors #	142	51	91	2	4	35	44	11	38	3	4	0	0	0	1	0	0
Supervisors %	100	35.92	64.08	1.41	2.82	24.65	30.99	7.75	26.76	2.11	2.82	0.00	0.00	0.00	0.70	0.00	0.00
AD-04 #	10	2	8	0	1	2	7	0	0	0	0	0	0	0	0	0	0
AD-04 %	100	20.00	80.00	0.00	10.00	20.00	70.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
AD-05 #	2	1	1	0	0	1	1	0	0	0	0	0	0	0	0	0	0
AD-05 %	100	50.00	50.00	0.00	0.00	50.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-12 #	2	1	1	0	1	0	0	1	0	0	0	0	0	0	0	0	0
GS-12 %	100	50.00	50.00	0.00	50.00	0.00	0.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-13 #	26	6	20	0	0	2	5	3	14	1	0	0	0	0	1	0	0
GS-13 %	100	23.08	76.92	0.00	0.00	7.69	19.23	11.54	53.85	3.85	0.00	0.00	0.00	0.00	3.85	0.00	0.00
GS-14 #	34	12	22	0	1	8	7	3	11	1	3	0	0	0	0	0	0
GS-14 %	100	35.29	64.71	0.00	2.94	23.53	20.59	8.82	32.35	2.94	8.82	0.00	0.00	0.00	0.00	0.00	0.00
GS-15 #	68	29	39	2	1	22	24	4	13	1	1	0	0	0	0	0	0
GS-15 %	100	42.65	57.35	2.94	1.47	32.35	35.29	5.88	19.12	1.47	1.47	0.00	0.00	0.00	0.00	0.00	0.00
<b>INTERNAL COMPETITIVE PROMOTIONS</b>																	





**Table A9: EMPLOYEE RECOGNITION AND AWARDS - Distribution by Race, Ethnicity, and Sex (Participation Rate)**

Awards	Total	Total Males	Total Females	Hispanic or Latino Male	Hispanic or Latino Female	White Male	White Female	Black or African American Male	Black or African American Female	Asian Male	Asian Female	Native Hawaiian or Other Pacific Islander Male	Native Hawaiian or Other Pacific Islander Female	American Indian or Alaska Native Male	American Indian or Alaska Native Female	Two or More Races Male	Two or More Races Female
Permanent Workforce #	1311	502	809	29	45	344	371	73	314	51	69	0	2	2	3	3	5
Permanent Workforce %	100	38.29	61.71	2.21	3.43	26.24	28.30	5.57	23.95	3.89	5.26	0.00	0.15	0.15	0.23	0.23	0.38
Alternative Benchmark %	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>TIME OFF AWARDS</b>																	
Time-Off Awards 1 - 10 hours: Awards Given #	266	103	163	6	3	74	87	13	60	10	12	0	0	0	0	0	1
Time-Off Awards 1 - 10 hours: Awards Given %	100	38.72	61.28	2.26	1.13	27.82	32.71	4.89	22.56	3.76	4.51	0.00	0.00	0.00	0.00	0.00	0.38
Time-Off Awards 1 - 10 Hours: Total Hours #	1991	788	1203	42	24	576	650	94	431	76	90	0	0	0	0	0	8
Time-Off Awards 1 - 10 Hours: Average Hours #	7.48	7.65	7.38	7	8	7.78	7.47	7.23	7.18	7.6	7.5	0	0	0	0	0	8
Time-Off Awards 11 - 20 hours: Awards Given #	60	16	44	0	3	13	31	3	7	0	3	0	0	0	0	0	0
Time-Off Awards 11 - 20 hours: Awards Given %	100	26.67	73.33	0.00	5.00	21.67	51.67	5.00	11.67	0.00	5.00	0.00	0.00	0.00	0.00	0.00	0.00
Time-Off Awards 11 - 20 Hours: Total Hours #	948	248	700	0	48	200	496	48	112	0	44	0	0	0	0	0	0
Time-Off Awards 11 - 20 Hours: Average Hours #	15.8	15.5	15.91	0	16	15.38	16	16	16	0	14.67	0	0	0	0	0	0
Time-Off Awards 21 - 30 hours: Awards Given #	30	12	18	0	2	6	13	4	1	1	2	0	0	0	0	1	0
Time-Off Awards 21 - 30 hours: Awards Given %	100	40.00	60.00	0.00	6.67	20.00	43.33	13.33	3.33	3.33	6.67	0.00	0.00	0.00	0.00	3.33	0.00
Time-Off Awards 21 - 30 Hours: Total Hours #	720	288	432	0	48	144	312	96	24	24	48	0	0	0	0	24	0
Time-Off Awards 21 - 30 Hours: Average Hours #	24	24	24	0	24	24	24	24	24	24	24	0	0	0	0	24	0
Time-Off Awards 31 - 40 hours: Awards Given #	9	1	8	0	1	1	5	0	0	0	2	0	0	0	0	0	0
Time-Off Awards 31 - 40 hours: Awards Given %	100	11.11	88.89	0.00	11.11	11.11	55.56	0.00	0.00	0.00	22.22	0.00	0.00	0.00	0.00	0.00	0.00
Time-Off Awards 31 - 40 Hours: Total Hours #	316	36	280	0	32	36	176	0	0	0	72	0	0	0	0	0	0
Time-Off Awards 31 - 40 Hours: Average Hours #	35.11	36	35	0	32	36	35.2	0	0	0	36	0	0	0	0	0	0
Time-Off Awards 41 or more Hours: Awards Given #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Time-Off Awards 41 or more Hours: Awards Given %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Time-Off Awards 41 or more Hours: Total Hours #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Time-Off Awards 41 or more Hours: Average Hours #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>CASH AWARDS</b>																	
Cash Awards \$500 and Under: Awards Given #	222	76	146	4	15	52	60	13	58	7	12	0	0	0	1	0	0
Cash Awards \$500 and Under: Awards Given %	100	34.23	65.77	1.80	6.76	23.42	27.03	5.86	26.13	3.15	5.41	0.00	0.00	0.00	0.45	0.00	0.00
Cash Awards \$500 and Under: Total Amount \$	89975	31550	58425	1600	5800	21250	22775	5725	24675	2975	4775	0	0	0	400	0	0
Cash Awards \$500 and Under: Average Amount \$	405.29	415.13	400.17	400	386.67	408.65	379.58	440.38	425.43	425	397.92	0	0	0	400	0	0
Cash Awards: \$501 - \$999: Awards Given #	85	30	55	1	1	23	26	1	26	5	2	0	0	0	0	0	0
Cash Awards: \$501 - \$999: Awards Given %	100	35.29	64.71	1.18	1.18	27.06	30.59	1.18	30.59	5.88	2.35	0.00	0.00	0.00	0.00	0.00	0.00
Cash Awards: \$501 - \$999: Total Amount \$	58650	20750	37900	650	650	15900	17950	650	17900	3550	1400	0	0	0	0	0	0
Cash Awards: \$501 - \$999: Average Amount \$	690	691.67	689.09	650	650	691.3	690.38	650	688.46	710	700	0	0	0	0	0	0
Cash Awards: \$1000 - \$1999: Awards Given #	729	253	476	13	22	156	207	46	197	36	44	0	2	0	2	2	2
Cash Awards: \$1000 - \$1999: Awards Given %	100	34.71	65.29	1.78	3.02	21.40	28.40	6.31	27.02	4.94	6.04	0.00	0.27	0.00	0.27	0.27	0.27
Cash Awards: \$1000 - \$1999: Total Amount \$	882655	304725	577930	14175	25700	187600	253325	57075	238200	43875	52490	0	2500	0	2500	2000	3215

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Awards	Total	Total Males	Total Females	Hispanic or Latino Male	Hispanic or Latino Female	White Male	White Female	Black or African American Male	Black or African American Female	Asian Male	Asian Female	Native Hawaiian or Other Pacific Islander Male	Native Hawaiian or Other Pacific Islander Female	American Indian or Alaska Native Male	American Indian or Alaska Native Female	Two or More Races Male	Two or More Races Female
Cash Awards: \$1000 - \$1999: Average Amount \$	1210.78	1204.45	1214.14	1090.38	1168.18	1202.56	1223.79	1240.76	1209.14	1218.75	1192.95	0	1250	0	1250	1000	1607.5
Cash Awards: \$2000 - \$2999: Awards Given #	853	319	534	18	23	216	233	51	233	31	42	0	0	2	0	1	3
Cash Awards: \$2000 - \$2999: Awards Given %	100	37.40	62.60	2.11	2.70	25.32	27.32	5.98	27.32	3.63	4.92	0.00	0.00	0.23	0.00	0.12	0.35
Cash Awards: \$2000 - \$2999: Total Amount \$	1749877	659127	1090750	38000	47500	444427	478800	106700	473700	64000	84750	0	0	4000	0	2000	6000
Cash Awards: \$2000 - \$2999: Average Amount \$	2051.44	2066.23	2042.6	2111.11	2065.22	2057.53	2054.94	2092.16	2033.05	2064.52	2017.86	0	0	2000	0	2000	2000
Cash Awards: \$3000 - \$3999: Awards Given #	293	124	169	5	10	86	82	22	65	11	9	0	0	0	1	0	2
Cash Awards: \$3000 - \$3999: Awards Given %	100	42.32	57.68	1.71	3.41	29.35	27.99	7.51	22.18	3.75	3.07	0.00	0.00	0.00	0.34	0.00	0.68
Cash Awards: \$3000 - \$3999: Total Amount \$	936515	395855	540660	17000	32250	271805	260075	71550	211050	35500	28000	0	0	0	3000	0	6285
Cash Awards: \$3000 - \$3999: Average Amount \$	3196.3	3192.38	3199.17	3400	3225	3160.52	3171.65	3252.27	3246.92	3227.27	3111.11	0	0	0	3000	0	3142.5
Cash Awards: \$4000 - \$4999: Awards Given #	46	21	25	3	0	15	12	0	9	3	4	0	0	0	0	0	0
Cash Awards: \$4000 - \$4999: Awards Given %	100	45.65	54.35	6.52	0.00	32.61	26.09	0.00	19.57	6.52	8.70	0.00	0.00	0.00	0.00	0.00	0.00
Cash Awards: \$4000 - \$4999: Total Amount \$	193950	88300	105650	12500	0	63800	51250	0	37000	12000	17400	0	0	0	0	0	0
Cash Awards: \$4000 - \$4999: Average Amount \$	4216.3	4204.76	4226	4166.67	0	4253.33	4270.83	0	4111.11	4000	4350	0	0	0	0	0	0
Cash Awards: \$5000 or more: Awards Given #	209	93	116	1	9	72	67	8	27	11	12	0	0	1	0	0	1
Cash Awards: \$5000 or more: Awards Given %	100	44.50	55.50	0.48	4.31	34.45	32.06	3.83	12.92	5.26	5.74	0.00	0.00	0.48	0.00	0.00	0.48
Cash Awards: \$5000 or more: Total Amount \$	2349841	1124653	1225188	7500	86296	877272	813128	85383	225686	149198	94778	0	0	5300	0	0	5300
Cash Awards: \$5000 or more: Average Amount \$	11243.26	12093.04	10561.97	7500	9588.44	12184.33	12136.24	10672.88	8358.74	13563.45	7898.17	0	0	5300	0	0	5300
<b>OTHER AWARDS</b>																	
Total QSIs Awarded #	137	41	96	3	3	25	34	9	51	3	7	0	0	0	1	1	0
Total QSIs Awarded %	100	29.93	70.07	2.19	2.19	18.25	24.82	6.57	37.23	2.19	5.11	0.00	0.00	0.00	0.73	0.73	0.00
Total Benefit \$	482298	148855	333443	9350	11625	93006	122815	32277	170841	11314	24706	0	0	0	3456	2908	0
Average Benefit \$	3520.42	3630.61	3473.36	3116.67	3875	3720.24	3612.21	3586.33	3349.82	3771.33	3529.43	0	0	0	3456	2908	0
Total Performance Based Pay Increases Awarded #	169	78	91	3	5	64	66	2	12	9	7	0	0	0	1	0	0
Total Performance Based Pay Increases Awarded %	100	46.15	53.85	1.78	2.96	37.87	39.05	1.18	7.10	5.33	4.14	0.00	0.00	0.00	0.59	0.00	0.00
Total Benefit \$	979897	444727	535170	20291	33502	356772	382370	12943	70219	54721	44180	0	0	0	4899	0	0
Average Benefit \$	5798.21	5701.63	5880.99	6763.67	6700.4	5574.56	5793.48	6471.5	5851.58	6080.11	6311.43	0	0	0	4899	0	0

**Table B1-1: TOTAL WORKFORCE - Distribution by Disability Status (Participation Rate)**

Employment Tenure	Total	No Disability [05]	Not Identified [01]	Disability [02-03, 06-99]	Targeted Disability	Developmental Disability [02]	Traumatic Brain Injury [03]	Deaf or Serious Difficulty Hearing [19]	Blind or Serious Difficulty Seeing [20]	Missing Extremities [31]	Significant Mobility Impairment [40]	Partial or Complete Paralysis [60]	Epilepsy or Other Seizure Disorders [82]	Intellectual Disability [90]	Significant Psychiatric Disorder [91]	Dwarfism [92]	Significant Disfigurer [93]
<b>TOTAL WORKFORCE</b>																	
Total Workforce: Prior FY #	1505	1290	76	139	27	1	0	10	5	1	1	1	3	1	3	0	1
Total Workforce: Prior FY %	100	85.71	5.05	9.24	1.79	0.07	0.00	0.66	0.33	0.07	0.07	0.07	0.20	0.07	0.20	0.00	0.07
Total Workforce: Current FY #	1569	1306	117	146	29	2	0	10	4	1	1	1	2	0	7	0	1
Total Workforce: Current FY %	100	83.24	7.46	9.31	1.85	0.13	0.00	0.64	0.25	0.06	0.06	0.06	0.13	0.00	0.45	0.00	0.06
Total Workforce: 501 Goal %				12.00	2.00												
Total Workforce: Difference #	64	16	41	7	2	1	0	0	-1	0	0	0	-1	-1	4	0	0
Total Workforce: Ratio Change %	0.00	-2.47	2.41	0.07	0.06	0.06	0.00	-0.02	-0.08	-0.01	-0.01	-0.01	-0.07	-0.07	0.25	0.00	-0.01
Total Workforce: Net Change %	4.25	1.24	53.95	5.04	7.41	100.00	0.00	0.00	-20.00	0.00	0.00	0.00	-33.33	-100.00	133.33	0.00	0.00
<b>EMPLOYEE GAINS</b>																	
Total Workforce: New Hires #	234	178	23	33	0	0	0	0	0	0	0	0	0	0	0	0	0
Total Workforce: New Hires %	100	76.07	9.83	14.10	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>EMPLOYEE LOSSES</b>																	
Total Workforce: Reduction in Force #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total Workforce: Reduction in Force %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total Workforce: Removal #	5	5	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total Workforce: Removal %	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
Total Workforce: Resignation #	28	20	2	6	2	0	0	1	0	0	0	0	0	0	1	0	0
Total Workforce: Resignation %	100	71.43	7.14	21.43	7.14	0.00	0.00	3.57	0.00	0.00	0.00	0.00	0.00	0.00	3.57	0.00	0.00
Total Workforce: Retirement #	53	47	3	3	0	0	0	0	0	0	0	0	0	0	0	0	0
Total Workforce: Retirement %	100	88.68	5.66	5.66	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 Workforce: Other Separations #	96	81	5	10	1	0	0	0	0	0	0	0	0	0	1	0	0
Total Workforce: Other Separations %	100	84.38	5.21	10.42	1.04	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1.04	0.00	0.00
Total Workforce: Total Separations #	182	153	10	19	3	0	0	1	0	0	0	0	0	0	2	0	0
Total Workforce: Total Separations %	100	84.07	5.49	10.44	1.65	0.00	0.00	0.55	0.00	0.00	0.00	0.00	0.00	0.00	1.10	0.00	0.00
<b>PERMANENT WORKFORCE</b>																	
Permanent Workforce: Prior FY #	1263	1085	63	115	21	0	0	9	4	0	0	1	3	1	2	0	1
Permanent Workforce: Prior FY %	100	85.91	4.99	9.11	1.66	0.00	0.00	0.71	0.32	0.00	0.00	0.08	0.24	0.08	0.16	0.00	0.08
Permanent Workforce: Current FY #	1311	1095	97	119	24	1	0	9	3	0	0	1	2	0	7	0	1
Permanent Workforce: Current FY %	100	83.52	7.40	9.08	1.83	0.08	0.00	0.69	0.23	0.00	0.00	0.08	0.15	0.00	0.53	0.00	0.08
Permanent Workforce: Difference #	48	10	34	4	3	1	0	0	-1	0	0	0	-1	-1	5	0	0
Permanent Workforce: Ratio Change %	0.00	-2.39	2.41	-0.03	0.17	0.08	0.00	-0.02	-0.09	0.00	0.00	0.00	-0.09	-0.08	0.37	0.00	0.00
Permanent Workforce: Net Change %	3.80	0.92	53.97	3.48	14.29	0.00	0.00	0.00	-25.00	0.00	0.00	0.00	-33.33	-100.00	250.00	0.00	0.00
<b>EMPLOYEE GAINS</b>																	





**Table B1-2: TOTAL WORKFORCE - Distribution by Disability Status (Inclusion Rate)**

Employment Tenure	Total	Persons Without Disability	No Disability [05]	Not Identified [01]	Disability [02-03, 06-99]	Targeted Disability	Developmental Disability [02]	Traumatic Brain Injury [03]	Deaf or Serious Difficulty Hearing [19]	Blind or Serious Difficulty Seeing [20]	Missing Extremities [31]	Significant Mobility Impairment [40]	Partial or Complete Paralysis [60]	Epilepsy or Other Seizure Disorders [82]	Intellectual Disability [90]	Significant Psychiatric Disorder [91]	Dwarfism [92]	Significant Disfigurement [93]
<b>TOTAL WORKFORCE (Participation Rate)</b>																		
Total Workforce: Prior FY #	1505	1366	1290	76	139	27	1	0	10	5	1	1	1	3	1	3	0	1
Total Workforce: Prior FY %	100	90.76	85.71	5.05	9.24	1.79	0.07	0.00	0.66	0.33	0.07	0.07	0.07	0.20	0.07	0.20	0.00	0.07
Total Workforce: Current FY #	1569	1423	1306	117	146	29	2	0	10	4	1	1	1	2	0	7	0	1
Total Workforce: Current FY %	100	90.69	83.24	7.46	9.31	1.85	0.13	0.00	0.64	0.25	0.06	0.06	0.06	0.13	0.00	0.45	0.00	0.06
Total Workforce: 501 Goal %					12.00	2.00												
Total Workforce: Difference #	64	57	16	41	7	2	1	0	0	-1	0	0	0	-1	-1	4	0	0
Total Workforce: Ratio Change %	0.00	-0.07	-2.47	2.41	0.07	0.06	0.06	0.00	-0.02	-0.08	-0.01	-0.01	-0.01	-0.07	-0.07	0.25	0.00	-0.01
Total Workforce: Net Change %	4.25	4.17	1.24	53.95	5.04	7.41	100.00	0.00	0.00	-20.00	0.00	0.00	0.00	-33.33	-100.00	133.33	0.00	0.00
<b>EMPLOYEE GAINS (Participation Rate)</b>																		
Total Workforce: New Hires #	234	201	178	23	33	0	0	0	0	0	0	0	0	0	0	0	0	0
Total Workforce: New Hires %	100	85.90	76.07	9.83	14.10	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>EMPLOYEE LOSSES (Inclusion Rate)</b>																		
Total Workforce: Reduction in Force #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total Workforce: Reduction in Force %	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
Total Workforce: Removal #	5	5	5	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total Workforce: Removal %	0.32	0.35	0.38	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total Workforce: Resignation #	28	22	20	2	6	2	0	0	1	0	0	0	0	0	0	1	0	0
Total Workforce: Resignation %	1.78	1.55	1.53	1.71	4.11	6.90	0.00	0.00	10.00	0.00	0.00	0.00	0.00	0.00	0.00	14.29	0.00	0.00
Total Workforce: Retirement #	53	50	47	3	3	0	0	0	0	0	0	0	0	0	0	0	0	0
Total Workforce: Retirement %	3.38	3.51	3.60	2.56	2.05	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 Workforce: Other Separations #	96	86	81	5	10	1	0	0	0	0	0	0	0	0	0	1	0	0
Total Workforce: Other Separations %	6.12	6.04	6.20	4.27	6.85	3.45	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14.29	0.00	0.00
Total Workforce: Total Separations #	182	163	153	10	19	3	0	0	1	0	0	0	0	0	0	2	0	0
Total Workforce: Total Separations %	11.60	11.45	11.72	8.55	13.01	10.34	0.00	0.00	10.00	0.00	0.00	0.00	0.00	0.00	0.00	28.57	0.00	0.00
<b>PERMANENT WORKFORCE (Participation Rate)</b>																		
Permanent Workforce: Prior FY #	1263	1148	1085	63	115	21	0	0	9	4	0	0	1	3	1	2	0	1
Permanent Workforce: Prior FY %	100	90.89	85.91	4.99	9.11	1.66	0.00	0.00	0.71	0.32	0.00	0.00	0.08	0.24	0.08	0.16	0.00	0.08
Permanent Workforce: Current FY #	1311	1192	1095	97	119	24	1	0	9	3	0	0	1	2	0	7	0	1
Permanent Workforce: Current FY %	100	90.92	83.52	7.40	9.08	1.83	0.08	0.00	0.69	0.23	0.00	0.00	0.08	0.15	0.00	0.53	0.00	0.08
Permanent Workforce: Difference #	48	44	10	34	4	3	1	0	0	-1	0	0	0	-1	-1	5	0	0
Permanent Workforce: Ratio Change %	0.00	0.03	-2.39	2.41	-0.03	0.17	0.08	0.00	-0.02	-0.09	0.00	0.00	0.00	-0.09	-0.08	0.37	0.00	0.00
Permanent Workforce: Net Change %	3.80	3.83	0.92	53.97	3.48	14.29	0.00	0.00	0.00	-25.00	0.00	0.00	0.00	-33.33	-100.00	250.00	0.00	0.00
<b>EMPLOYEE GAINS (Participation Rate)</b>																		







Table B2: PERMANENT WORKFORCE BY COMPONENT - Distribution by Disability Status (Participation Rate)

Subordinate Component	Total	No Disability [05]	Not Identified [01]	Disability [02-03, 06-99]	Targeted Disability	Developmental Disability [02]	Traumatic Brain Injury [03]	Deaf or Serious Difficulty Hearing [19]	Blind or Serious Difficulty Seeing [20]	Missing Extremities [31]	Significant Mobility Impairment [40]	Partial or Complete Paralysis [60]	Epilepsy or Other Seizure Disorders [82]	Intellectual Disability [90]	Significant Psychiatric Disorder [91]	Dwarfism [92]	Significant Disfigurer [93]
501 Goal %				12.00	2.00												
Permanent Workforce #	1311	1095	97	119	26	1	0	9	3	0	2	1	2	0	7	0	1
Permanent Workforce %	100	83.52	7.40	9.08	1.98	0.08	0.00	0.69	0.23	0.00	0.15	0.08	0.15	0.00	0.53	0.00	0.08
BFA #	162	138	13	11	0	0	0	0	0	0	0	0	0	0	0	0	0
BFA %	100	85.19	8.02	6.79	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
BIO #	95	81	4	10	1	0	0	0	0	0	0	0	0	0	1	0	0
BIO %	100	85.26	4.21	10.53	1.05	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1.05	0.00	0.00
CISE #	84	66	6	12	5	0	0	2	2	0	0	0	0	0	1	0	0
CISE %	100	78.57	7.14	14.29	5.95	0.00	0.00	2.38	2.38	0.00	0.00	0.00	0.00	0.00	1.19	0.00	0.00
EHR #	107	85	10	12	3	0	0	2	0	0	0	0	0	0	1	0	0
EHR %	100	79.44	9.35	11.21	2.80	0.00	0.00	1.87	0.00	0.00	0.00	0.00	0.00	0.00	0.93	0.00	0.00
ENG #	113	98	7	8	2	0	0	0	0	0	0	1	0	0	1	0	0
ENG %	100	86.73	6.19	7.08	1.77	0.00	0.00	0.00	0.00	0.00	0.00	0.88	0.00	0.00	0.88	0.00	0.00
GEO #	134	121	3	10	0	0	0	0	0	0	0	0	0	0	0	0	0
GEO %	100	90.30	2.24	7.46	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 #	197	148	29	20	3	0	0	1	1	0	0	0	0	0	1	0	0
IRM %	100	75.13	14.72	10.15	1.52	0.00	0.00	0.51	0.51	0.00	0.00	0.00	0.00	0.00	0.51	0.00	0.00
MPS #	120	100	11	9	3	1	0	1	0	0	0	0	0	0	0	0	1
MPS %	100	83.33	9.17	7.50	2.50	0.83	0.00	0.83	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.83
NSB #	14	14	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
NSB %	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
O/D #	134	116	7	11	3	0	0	0	0	0	1	0	1	0	1	0	0
O/D %	100	86.57	5.22	8.21	2.24	0.00	0.00	0.00	0.00	0.00	0.75	0.00	0.75	0.00	0.75	0.00	0.00
OIG #	65	54	4	7	2	0	0	2	0	0	0	0	0	0	0	0	0
OIG %	100	83.08	6.15	10.77	3.08	0.00	0.00	3.08	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
SBE #	86	74	3	9	4	0	0	1	0	0	1	0	1	0	1	0	0
SBE %	100	86.05	3.49	10.47	4.65	0.00	0.00	1.16	0.00	0.00	1.16	0.00	1.16	0.00	1.16	0.00	0.00





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GS/GM/GL GRADES	Total	No Disability [05]	Not Identified [01]	Disability [02-03, 06-99]	Targeted Disability	Developmental Disability [02]	Traumatic Brain Injury [03]	Deaf or Serious Difficulty Hearing [19]	Blind or Serious Difficulty Seeing [20]	Missing Extremities [31]	Significant Mobility Impairment [40]	Partial or Complete Paralysis [60]	Epilepsy or Other Seizure Disorders [82]	Intellectual Disability [90]	Significant Psychiatric Disorder [91]	Dwarfism [92]	Significant Disfigurement [93]
All other (unspecified GS) %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total GS Employees #	797	651	76	70	16	1	0	5	1	0	0	1	2	0	5	0	1
Total GS Employees %	100	81.68	9.54	8.78	2.01	0.13	0.00	0.63	0.13	0.00	0.00	0.13	0.25	0.00	0.63	0.00	0.13
Senior Executive Service #	84	79	0	5	2	0	0	1	1	0	0	0	0	0	0	0	0
Senior Executive Service %	100	94.05	0.00	5.95	2.38	0.00	0.00	1.19	1.19	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Other Senior Pay (Non-SES) #	430	365	21	44	6	0	0	3	1	0	0	0	0	0	2	0	0
Other Senior Pay (Non-SES) %	100	84.88	4.88	10.23	1.40	0.00	0.00	0.70	0.23	0.00	0.00	0.00	0.00	0.00	0.47	0.00	0.00
Total Senior Pay #	514	444	21	49	8	0	0	4	2	0	0	0	0	0	2	0	0
Total Senior Pay %	100	86.38	4.09	9.53	1.56	0.00	0.00	0.78	0.39	0.00	0.00	0.00	0.00	0.00	0.39	0.00	0.00
GS-1 to GS-10 #	78	59	10	9	3	1	0	2	0	0	0	0	0	0	0	0	0
GS-1 to GS-10 %	100	75.64	12.82	11.54	3.85	1.28	0.00	2.56	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-11 to SES #	1233	1036	87	110	21	0	0	7	3	0	0	1	2	0	7	0	1
GS-11 to SES %	100	84.02	7.06	8.92	1.70	0.00	0.00	0.57	0.24	0.00	0.00	0.08	0.16	0.00	0.57	0.00	0.08



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GS/GM/GL GRADES	Total	No Disability [05]	Not Identified [01]	Disability [02-03, 06-99]	Targeted Disability	Developmental Disability [02]	Traumatic Brain Injury [03]	Deaf or Serious Difficulty Hearing [19]	Blind or Serious Difficulty Seeing [20]	Missing Extremities [31]	Significant Mobility Impairment [40]	Partial or Complete Paralysis [60]	Epilepsy or Other Seizure Disorders [82]	Intellectual Disability [90]	Significant Psychiatric Disorder [91]	Dwarfism [92]	Significant Disfigurement [93]
All other (unspecified GS) %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total GS Employees #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total GS Employees %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Senior Executive Service #	103	89	5	9	2	0	0	1	0	0	1	0	0	0	0	0	0
Senior Executive Service %	100	86.41	4.85	8.74	1.94	0.00	0.00	0.97	0.00	0.00	0.97	0.00	0.00	0.00	0.00	0.00	0.00
Other Senior Pay (Non-SES) #	108	91	7	10	1	0	0	0	0	1	0	0	0	0	0	0	0
Other Senior Pay (Non-SES) %	100	84.26	6.48	9.26	0.93	0.00	0.00	0.00	0.00	0.93	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total Senior Pay #	211	106	105	3	12	85	74	5	8	12	11	0	0	0	0	1	0
Total Senior Pay %	100	50.24	49.76	1.42	5.69	40.28	35.07	2.37	3.79	5.69	5.21	0.00	0.00	0.00	0.00	0.47	0.00
GS-1 to GS-10 #	46	8	38	3	1	3	11	1	24	0	2	0	0	0	0	1	0
GS-1 to GS-10 %	100	17.39	82.61	6.52	2.17	6.52	23.91	2.17	52.17	0.00	4.35	0.00	0.00	0.00	0.00	2.17	0.00
GS-11 to SES #	212	106	106	3	12	85	74	5	9	12	11	0	0	0	0	1	0
GS-11 to SES %	100	50.00	50.00	1.42	5.66	40.09	34.91	2.36	4.25	5.66	5.19	0.00	0.00	0.00	0.00	0.47	0.00





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Salary Range	Total	No Disability [05]	Not Identified [01]	Disability [02-03, 06-99]	Targeted Disability	Developmental Disability [02]	Traumatic Brain Injury [03]	Deaf or Serious Difficulty Hearing [19]	Blind or Serious Difficulty Seeing [20]	Missing Extremities [31]	Significant Mobility Impairment [40]	Partial or Complete Paralysis [60]	Epilepsy or Other Seizure Disorders [82]	Intellectual Disability [90]	Significant Psychiatric Disorder [91]	Dwarfism [92]	Significant Disfigurement [93]
\$160,001-\$170,000 %	100	83.33	6.25	10.42	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
\$170,001-\$180,000 #	84	75	4	5	1	0	0	0	1	0	0	0	0	0	0	0	0
\$170,001-\$180,000 %	100	89.29	4.76	5.95	1.19	0.00	0.00	0.00	1.19	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
\$180,001 and Greater #	431	374	18	39	7	0	0	4	2	0	0	0	0	0	1	0	0
\$180,001 and Greater %	100	86.77	4.18	9.05	1.62	0.00	0.00	0.93	0.46	0.00	0.00	0.00	0.00	0.00	0.23	0.00	0.00







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Mission-Critical Occupations	Total	No Disability [05]	Not Identified [01]	Disability [02-03, 06-99]	Targeted Disability	Developmental Disability [02]	Traumatic Brain Injury [03]	Deaf or Serious Difficulty Hearing [19]	Blind or Serious Difficulty Seeing [20]	Missing Extremities [31]	Significant Mobility Impairment [40]	Partial or Complete Paralysis [60]	Epilepsy or Other Seizure Disorders [82]	Intellectual Disability [90]	Significant Psychiatric Disorder [91]	Dwarfism [92]	Significant Disfigurement [93]
External Selections #	9	3	6	0	0	0	0	0	0	0	0	0	0	0	0	0	0
External Selections %	100	33.33	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	0.00	0.00
HUMAN RESOURCES MANAGEMENT (0201) #	47	32	9	6	1	0	0	0	0	0	0	0	0	0	1	0	0
HUMAN RESOURCES MANAGEMENT (0201) %	100	68.09	19.15	12.77	2.13	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	2.13	0.00	0.00
GS-07 #	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-07 %	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
GS-09 #	2	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-09 %	100	50.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-11 #	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-11 %	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
GS-12 #	4	3	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-12 %	100	75.00	25.00	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
GS-13 #	13	5	5	3	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-13 %	100	38.46	38.46	23.08	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-14 #	18	15	1	2	1	0	0	0	0	0	0	0	0	0	1	0	0
GS-14 %	100	83.33	5.56	11.11	5.56	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	5.56	0.00	0.00
GS-15 #	7	5	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-15 %	100	71.43	14.29	14.29	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
SES #	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SES %	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
<b>INTERNAL COMPETITIVE PROMOTIONS</b>																	
Vacancy Announcements #	2																
Relevant Applicant Pool %	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Internal Applications #	8	0	8	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Internal Applications %	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	0.00	0.00
Qualified Internal Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Qualified Internal Applicants %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Referred Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Referred Applicants %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Interviewed Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Interviewed Applicants %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Internal Selections #	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Internal Selections %	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	0.00	0.00
<b>NEW HIRES</b>																	
Vacancy Announcements #	10																
Voluntarily Identified Applicants #	1489	168	1182	139	45	2	4	6	0	0	1	2	1	3	33	0	3
Voluntarily Identified Applicants %	100	11.28	79.38	9.34	3.02	0.13	0.27	0.40	0.00	0.00	0.07	0.13	0.07	0.20	2.22	0.00	0.20





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Mission-Critical Occupations	Total	No Disability [05]	Not Identified [01]	Disability [02-03, 06-99]	Targeted Disability	Developmental Disability [02]	Traumatic Brain Injury [03]	Deaf or Serious Difficulty Hearing [19]	Blind or Serious Difficulty Seeing [20]	Missing Extremities [31]	Significant Mobility Impairment [40]	Partial or Complete Paralysis [60]	Epilepsy or Other Seizure Disorders [82]	Intellectual Disability [90]	Significant Psychiatric Disorder [91]	Dwarfism [92]	Significant Disfigurement [93]
Referred Applicants %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Interviewed Applicants #	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Interviewed Applicants %	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	0.00	0.00
External Selections #	2	0	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0
External Selections %	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	0.00	0.00
PROGRAM MANAGEMENT (0340) #	30	28	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0
PROGRAM MANAGEMENT (0340) %	100	93.33	3.33	3.33	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-13 #	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-13 %	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
GS-14 #	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-14 %	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
GS-15 #	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-15 %	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
AD-03 #	2	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
AD-03 %	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
AD-04 #	22	21	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
AD-04 %	100	95.45	0.00	4.55	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
AD-05 #	2	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
AD-05 %	100	50.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
SES #	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SES %	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
<b>NEW HIRES</b>																	
Vacancy Announcements #	3																
Relevant Applicant Pool %	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Internal Applications #	26	5	21	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Internal Applications %	100	19.23	80.77	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
Qualified Internal Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Qualified Internal Applicants %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Referred Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Referred Applicants %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Interviewed Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Interviewed Applicants %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Internal Selections #	3	0	3	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Internal Selections %	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	0.00	0.00
<b>INTERNAL COMPETITIVE PROMOTIONS</b>																	
Vacancy Announcements #	2																
Voluntarily Identified Applicants #	127	26	98	3	1	0	0	0	0	0	1	0	0	0	0	0	0







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Mission-Critical Occupations	Total	No Disability [05]	Not Identified [01]	Disability [02-03, 06-99]	Targeted Disability	Developmental Disability [02]	Traumatic Brain Injury [03]	Deaf or Serious Difficulty Hearing [19]	Blind or Serious Difficulty Seeing [20]	Missing Extremities [31]	Significant Mobility Impairment [40]	Partial or Complete Paralysis [60]	Epilepsy or Other Seizure Disorders [82]	Intellectual Disability [90]	Significant Psychiatric Disorder [91]	Dwarfism [92]	Significant Disfigurement [93]
Interviewed Applicants %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Internal Selections #	2	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Internal Selections %	100	50.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>INTERNAL COMPETITIVE PROMOTIONS</b>																	
Vacancy Announcements #	11																
Voluntarily Identified Applicants #	507	117	376	14	11	2	1	2	0	0	1	0	0	0	5	0	0
Voluntarily Identified Applicants %	100	23.08	74.16	2.76	2.17	0.39	0.20	0.39	0.00	0.00	0.20	0.00	0.00	0.00	0.99	0.00	0.00
Qualified External Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Qualified External Applicants %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Referred Applicants #	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Referred Applicants %	100	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	0.00	0.00
Interviewed Applicants #	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Interviewed Applicants %	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
External Selections #	8	0	8	0	0	0	0	0	0	0	0	0	0	0	0	0	0
External Selections %	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	0.00	0.00
GENERAL BUSINESS & INDUSTRY (1101) #	28	23	3	2	0	0	0	0	0	0	0	0	0	0	0	0	0
GENERAL BUSINESS & INDUSTRY (1101) %	100	82.14	10.71	7.14	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-12 #	4	2	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-12 %	100	50.00	25.00	25.00	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-13 #	9	8	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-13 %	100	88.89	11.11	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-14 #	4	4	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-14 %	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
GS-15 #	2	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-15 %	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
AD-05 #	2	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
AD-05 %	100	50.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
SES #	7	6	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
SES %	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	0.00	0.00	0.00
<b>NEW HIRES</b>																	
Vacancy Announcements #	3																
Voluntarily Identified Applicants #	92	10	80	2	1	0	0	0	0	0	0	0	0	0	1	0	0
Voluntarily Identified Applicants %	100	10.87	86.96	2.17	1.09	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1.09	0.00	0.00
Qualified External Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Qualified External Applicants %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Referred Applicants #	37	7	26	4	2	0	0	0	0	0	0	0	0	0	2	0	0
Referred Applicants %	100	18.92	70.27	10.81	5.41	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	5.41	0.00	0.00







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Mission-Critical Occupations	Total	No Disability [05]	Not Identified [01]	Disability [02-03, 06-99]	Targeted Disability	Developmental Disability [02]	Traumatic Brain Injury [03]	Deaf or Serious Difficulty Hearing [19]	Blind or Serious Difficulty Seeing [20]	Missing Extremities [31]	Significant Mobility Impairment [40]	Partial or Complete Paralysis [60]	Epilepsy or Other Seizure Disorders [82]	Intellectual Disability [90]	Significant Psychiatric Disorder [91]	Dwarfism [92]	Significant Disfigurement [93]
HUMAN RESOURCES MANAGEMENT (0201) #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
HUMAN RESOURCES MANAGEMENT (0201) %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
MISCELLANEOUS ADMINISTRATION & PROGRAM (0301) #	3	1	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0
MISCELLANEOUS ADMINISTRATION & PROGRAM (0301) %	100	33.33	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	0.00	0.00
GS-09 #	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-09 %	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	0.00	0.00
GS-11 #	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-11 %	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	0.00	0.00
SES #	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SES %	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
<b>INTERNAL COMPETITIVE PROMOTIONS</b>																	
Vacancy Announcements #	2																
Relevant Applicant Pool %	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Internal Applications #	5	0	3	2	0	0	0	0	0	0	0	0	0	0	0	0	0
Internal Applications %	100	0.00	60.00	40.00	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
Qualified Internal Applicants #	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Qualified Internal Applicants %	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	0.00	0.00
Referred Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Referred Applicants %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Interviewed Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Interviewed Applicants %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Internal Selections #	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Internal Selections %	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	0.00	0.00
MISCELLANEOUS CLERK & ASSISTANT (0303) #	1	0	0	1	1	1	0	0	0	0	0	0	0	0	0	0	0
MISCELLANEOUS CLERK & ASSISTANT (0303) %	100	0.00	0.00	100.00	100.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-03 #	1	0	0	1	1	1	0	0	0	0	0	0	0	0	0	0	0
GS-03 %	100	0.00	0.00	100.00	100.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
PROGRAM MANAGEMENT (0340) #	12	11	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
PROGRAM MANAGEMENT (0340) %	100	91.67	0.00	8.33	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
AD-04 #	11	11	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
AD-04 %	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
SES #	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
SES %	100	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	0.00	0.00
<b>NEW HIRES</b>																	
Vacancy Announcements #	3																
Voluntarily Identified Applicants #	136	45	83	8	3	0	0	0	0	0	1	0	0	0	2	0	0













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<b>Upward Mobility to Senior Grade Levels</b>	Total	No Disability [05]	Not Identified [01]	Disability [02-03, 06-99]	Targeted Disability	Developmental Disability [02]	Traumatic Brain Injury [03]	Deaf or Serious Difficulty Hearing [19]	Blind or Serious Difficulty Seeing [20]	Missing Extremities [31]	Significant Mobility Impairment [40]	Partial or Complete Paralysis [60]	Epilepsy or Other Seizure Disorders [82]	Intellectual Disability [90]	Significant Psychiatric Disorder [91]	Dwarfism [92]	Significant Disfigurement [93]
Applicants for Career Development Program #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Applicants for Career Development Program %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Selections for Career Development Program #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Selections for Career Development Program %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>GS-15 or Equivalent #</b>																	
GS-15 or Equivalent #	106	92	8	6	1	0	0	0	1	0	0	0	0	0	0	0	0
GS-15 or Equivalent %	100	86.79	7.55	5.66	0.94	0.00	0.00	0.00	0.94	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>INTERNAL COMPETITIVE PROMOTIONS</b>																	
Vacancy Announcements #	6																
Relevant Applicant Pool %	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Internal Applications #	21	2	18	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Internal Applications %	100	9.52	85.71	4.76	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
Qualified Internal Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Qualified Internal Applicants %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Referred Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Referred Applicants %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Interviewed Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Interviewed Applicants %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Internal Selections #	5	1	4	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Internal Selections %	100	20.00	80.00	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>NEW HIRES</b>																	
Vacancy Announcements #	10																
Voluntarily Identified Applicants #	889	88	729	72	26	1	4	3	0	0	2	4	0	0	10	0	2
Voluntarily Identified Applicants %	100	9.90	82.00	8.10	2.92	0.11	0.45	0.34	0.00	0.00	0.22	0.45	0.00	0.00	1.12	0.00	0.22
Qualified External Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Qualified External Applicants %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Referred Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Referred Applicants %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Interviewed Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Interviewed Applicants %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
External Selections #	7	0	7	0	0	0	0	0	0	0	0	0	0	0	0	0	0
External Selections %	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	0.00	0.00
<b>CAREER DEVELOPMENT PROGRAM</b>																	
Slots for Career Development Program #	0																

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<b>Upward Mobility to Senior Grade Levels</b>	Total	No Disability [05]	Not Identified [01]	Disability [02-03, 06-99]	Targeted Disability	Developmental Disability [02]	Traumatic Brain Injury [03]	Deaf or Serious Difficulty Hearing [19]	Blind or Serious Difficulty Seeing [20]	Missing Extremities [31]	Significant Mobility Impairment [40]	Partial or Complete Paralysis [60]	Epilepsy or Other Seizure Disorders [82]	Intellectual Disability [90]	Significant Psychiatric Disorder [91]	Dwarfism [92]	Significant Disfigurement [93]
Eligible for Career Development Program #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Eligible for Career Development Program %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Applicants for Career Development Program #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Applicants for Career Development Program %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Selections for Career Development Program #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Selections for Career Development Program %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>GS-14 or Equivalent #</b>																	
GS-14 or Equivalent #	225	194	12	19	3	0	0	1	0	0	0	0	0	0	2	0	0
GS-14 or Equivalent %	100	86.22	5.33	8.44	1.33	0.00	0.00	0.44	0.00	0.00	0.00	0.00	0.00	0.00	0.89	0.00	0.00
<b>INTERNAL COMPETITIVE PROMOTIONS</b>																	
<b>Vacancy Announcements #</b>																	
Vacancy Announcements #	15																
<b>Relevant Applicant Pool %</b>																	
Relevant Applicant Pool %	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Internal Applications #	92	13	74	5	2	0	2	0	0	0	0	0	0	0	0	0	0
Internal Applications %	100	14.13	80.43	5.43	2.17	0.00	2.17	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Qualified Internal Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Qualified Internal Applicants %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Referred Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Referred Applicants %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Interviewed Applicants #	3	1	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Interviewed Applicants %	100	33.33	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	0.00	0.00
Internal Selections #	11	1	9	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Internal Selections %	100	9.09	81.82	9.09	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>NEW HIRES</b>																	
<b>Vacancy Announcements #</b>																	
Vacancy Announcements #	44																
Voluntarily Identified Applicants #	3548	436	2894	218	74	2	17	8	3	0	9	5	5	1	32	0	5
Voluntarily Identified Applicants %	100	12.29	81.57	6.14	2.09	0.06	0.48	0.23	0.08	0.00	0.25	0.14	0.14	0.03	0.90	0.00	0.14
Qualified External Applicants #	16	5	11	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Qualified External Applicants %	100	31.25	68.75	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
Referred Applicants #	451	39	382	30	11	1	4	0	2	0	1	0	1	0	6	0	0
Referred Applicants %	100	8.65	84.70	6.65	2.44	0.22	0.89	0.00	0.44	0.00	0.22	0.00	0.22	0.00	1.33	0.00	0.00
Interviewed Applicants #	4	0	4	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Interviewed Applicants %	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	0.00	0.00
External Selections #	31	3	28	0	0	0	0	0	0	0	0	0	0	0	0	0	0
External Selections %	100	9.68	90.32	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>CAREER DEVELOPMENT PROGRAM</b>																	











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<b>Upward Mobility To Management Positions</b>	Total	No Disability [05]	Not Identified [01]	Disability [02-03, 06-99]	Targeted Disability	Developmental Disability [02]	Traumatic Brain Injury [03]	Deaf or Serious Difficulty Hearing [19]	Blind or Serious Difficulty Seeing [20]	Missing Extremities [31]	Significant Mobility Impairment [40]	Partial or Complete Paralysis [60]	Epilepsy or Other Seizure Disorders [82]	Intellectual Disability [90]	Significant Psychiatric Disorder [91]	Dwarfism [92]	Significant Disfigurement [93]
Voluntarily Identified Applicants #	1684	183	1367	134	46	1	13	2	0	0	4	8	0	0	18	0	4
Voluntarily Identified Applicants %	100	10.87	81.18	7.96	2.73	0.06	0.77	0.12	0.00	0.00	0.24	0.48	0.00	0.00	1.07	0.00	0.24
Qualified External Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Qualified External Applicants %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Referred Applicants #	4	0	4	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Referred Applicants %	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	0.00	0.00
Interviewed Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Interviewed Applicants %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
External Selections #	12	0	12	0	0	0	0	0	0	0	0	0	0	0	0	0	0
External Selections %	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	0.00	0.00
<b>CAREER DEVELOPMENT PROGRAM</b>																	
Slots for Career Development Program #	0																
Eligible for Career Development Program #	0																
Eligible for Career Development Program %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Applicants for Career Development Program #	0																
Applicants for Career Development Program %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Selections for Career Development Program #	0																
Selections for Career Development Program %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>Supervisors #</b>																	
Supervisors #	142	124	10	8	2	0	0	0	1	0	0	0	0	0	1	0	0
Supervisors %	100	87.32	7.04	5.63	1.41	0.00	0.00	0.00	0.70	0.00	0.00	0.00	0.00	0.00	0.70	0.00	0.00
AD-04 #	10																
AD-04 %	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
AD-05 #	2																
AD-05 %	100	50.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-12 #	2																
GS-12 %	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
GS-13 #	26																
GS-13 %	100	80.77	11.54	7.69	3.85	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3.85	0.00	0.00
GS-14 #	34																
GS-14 %	100	91.18	2.94	5.88	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-15 #	68																
GS-15 %	100	86.76	7.35	5.88	1.47	0.00	0.00	0.00	1.47	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>INTERNAL COMPETITIVE PROMOTIONS</b>																	
Vacancy Announcements #	0																
Relevant Applicant Pool %	0	0	0	0	0	0	0	0	0	0	0	0.02	0	0	0	0	0



**Table B9-1: EMPLOYEE RECOGNITION AND AWARDS - Distribution by Disability (Participation Rate)**

Awards	Total	No Disability [05]	Not Identified [01]	Disability [02-03, 06-99]	Targeted Disability	Developmental Disability [02]	Traumatic Brain Injury [03]	Deaf or Serious Difficulty Hearing [19]	Blind or Serious Difficulty Seeing [20]	Missing Extremities [31]	Significant Mobility Impairment [40]	Partial or Complete Paralysis [60]	Epilepsy or Other Seizure Disorders [82]	Intellectual Disability [90]	Significant Psychiatric Disorder [91]	Dwarfism [92]	Significant Disfigurement [93]
<b>TIME OFF AWARDS</b>																	
Time-Off Awards 1 - 10 hours: Awards Given #	228	14	27	5	0	0	2	0	0	0	2	0	0	1	0	0	0
Time-Off Awards 1 - 10 hours: Awards Given %	100	6.14	11.84	2.19	0.00	0.00	0.88	0.00	0.00	0.00	0.88	0.00	0.00	0.44	0.00	0.00	0.00
Time-Off Awards 1 - 10 Hours: Total Hours #	1714	112	189	36	0	0	16	0	0	0	12	0	0	8	0	0	0
Time-Off Awards 1 - 10 Hours: Average Hours #	7.52	8	7	7.2	0	0	8	0	0	0	6	0	0	8	0	0	0
Time-Off Awards 11 - 20 hours: Awards Given #	58	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Time-Off Awards 11 - 20 hours: Awards Given %	100	1.72	1.72	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
Time-Off Awards 11 - 20 Hours: Total Hours #	916	16	16	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Time-Off Awards 11 - 20 Hours: Average Hours #	15.79	16	16	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Time-Off Awards 21 - 30 hours: Awards Given #	27	1	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Time-Off Awards 21 - 30 hours: Awards Given %	100	3.70	7.41	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
Time-Off Awards 21 - 30 Hours: Total Hours #	648	24	48	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Time-Off Awards 21 - 30 Hours: Average Hours #	24	24	24	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Time-Off Awards 31 - 40 hours: Awards Given #	8	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Time-Off Awards 31 - 40 hours: Awards Given %	100	12.50	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
Time-Off Awards 31 - 40 Hours: Total Hours #	284	32	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Time-Off Awards 31 - 40 Hours: Average Hours #	35.5	32	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Time-Off Awards 41 or more Hours: Awards Given #	100	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Time-Off Awards 41 or more Hours: Awards Given %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Time-Off Awards 41 or more Hours: Total Hours #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Time-Off Awards 41 or more Hours: Average Hours #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>CASH AWARDS</b>																	
Cash Awards \$500 and Under: Awards Given #	195	13	19	4	0	0	2	0	0	0	0	0	0	2	0	0	0
Cash Awards \$500 and Under: Awards Given %	100	6.67	9.74	2.05	0.00	0.00	1.03	0.00	0.00	0.00	0.00	0.00	0.00	1.03	0.00	0.00	0.00
Cash Awards \$500 and Under: Total Amount \$	78550	5275	8350	1900	0	0	1000	0	0	0	0	0	0	900	0	0	0
Cash Awards \$500 and Under: Average Amount \$	402.82	405.77	439.47	475	0	0	500	0	0	0	0	0	0	450	0	0	0
Cash Awards: \$501 - \$999: Awards Given #	68	5	15	3	0	0	1	0	0	0	0	1	0	1	0	0	0
Cash Awards: \$501 - \$999: Awards Given %	100	7.35	22.06	4.41	0.00	0.00	1.47	0.00	0.00	0.00	0.00	1.47	0.00	1.47	0.00	0.00	0.00
Cash Awards: \$501 - \$999: Total Amount \$	46550	3350	10850	2300	0	0	750	0	0	0	0	750	0	800	0	0	0
Cash Awards: \$501 - \$999: Average Amount \$	684.56	670	723.33	766.67	0	0	750	0	0	0	0	750	0	800	0	0	0
Cash Awards: \$1000 - \$1999: Awards Given #	599	59	77	16	0	0	5	2	0	0	1	3	0	5	0	0	0
Cash Awards: \$1000 - \$1999: Awards Given %	100	9.85	12.85	2.67	0.00	0.00	0.83	0.33	0.00	0.00	0.17	0.50	0.00	0.83	0.00	0.00	0.00
Cash Awards: \$1000 - \$1999: Total Amount \$	728255	69600	92600	19675	0	0	6075	2000	0	0	1600	4000	0	6000	0	0	0
Cash Awards: \$1000 - \$1999: Average Amount \$	1215.78	1179.66	1202.6	1229.69	0	0	1215	1000	0	0	1600	1333.33	0	1200	0	0	0
Cash Awards: \$2000 - \$2999: Awards Given #	739	39	80	13	0	0	6	1	0	0	1	1	0	2	0	2	0
Cash Awards: \$2000 - \$2999: Awards Given %	100	5.28	10.83	1.76	0.00	0.00	0.81	0.14	0.00	0.00	0.14	0.14	0.00	0.27	0.00	0.27	0.00



**Table B9-2: EMPLOYEE RECOGNITION AND AWARDS - Distribution by Disability (Inclusion Rate)**

Awards	Total	Persons Without Disability	No Disability [05]	Not Identified [01]	Disability [02-03, 06-99]	Targeted Disability	Developmental Disability [02]	Traumatic Brain Injury [03]	Deaf or Serious Difficulty Hearing [19]	Blind or Serious Difficulty Seeing [20]	Missing Extremities [31]	Significant Mobility Impairment [40]	Partial or Complete Paralysis [60]	Epilepsy or Other Seizure Disorders [82]	Intellectual Disability [90]	Significant Psychiatric Disorder [91]	Dwarfism [92]	Significant Disfigurement [93]
<b>TIME OFF AWARDS</b>																		
Time-Off Awards 1 - 10 hours: Awards Given #	228	223	14	27	5	0	0	2	0	0	0	2	0	0	1	0	0	0
Time-Off Awards 1 - 10 hours: Awards Given %	17.39	18.71	1.28	27.84	4.20	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
Time-Off Awards 1 - 10 Hours: Total Hours #	1714	1678	112	189	36	0	0	16	0	0	0	12	0	0	8	0	0	0
Time-Off Awards 1 - 10 Hours: Average Hours #	7.52	0	8	7	7.2	0	0	8	0	0	0	6	0	0	8	0	0	0
Time-Off Awards 11 - 20 hours: Awards Given #	58	58	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Time-Off Awards 11 - 20 hours: Awards Given %	4.42	4.87	0.09	1.03	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
Time-Off Awards 11 - 20 Hours: Total Hours #	916	916	16	16	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Time-Off Awards 11 - 20 Hours: Average Hours #	15.79	15	16	16	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Time-Off Awards 21 - 30 hours: Awards Given #	27	27	1	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Time-Off Awards 21 - 30 hours: Awards Given %	2.06	2.27	0.09	2.06	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Time-Off Awards 21 - 30 Hours: Total Hours #	648	648	24	48	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Time-Off Awards 21 - 30 Hours: Average Hours #	24	24	24	24	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Time-Off Awards 31 - 40 hours: Awards Given #	8	8	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Time-Off Awards 31 - 40 hours: Awards Given %	0.61	0.67	0.09	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
Time-Off Awards 31 - 40 Hours: Total Hours #	284	284	32	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Time-Off Awards 31 - 40 Hours: Average Hours #	35.5	35	32	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Time-Off Awards 41 or more Hours: Awards Given #	100	100	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Time-Off Awards 41 or more Hours: Awards Given %	7.63	8.39	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	0.00	0.00	0.00
Time-Off Awards 41 or more Hours: Total Hours #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Time-Off Awards 41 or more Hours: Average Hours #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>CASH AWARDS</b>																		
Cash Awards \$500 and Under: Awards Given #	195	191	13	19	4	0	0	2	0	0	0	0	0	0	2	0	0	0
Cash Awards \$500 and Under: Awards Given %	14.87	16.02	1.19	19.59	3.36	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
Cash Awards \$500 and Under: Total Amount \$	78550	76650	5275	8350	1900	0	0	1000	0	0	0	0	0	0	900	0	0	0
Cash Awards \$500 and Under: Average Amount \$	402.82	-72	405.77	439.47	475	0	0	500	0	0	0	0	0	450	0	0	0	0
Cash Awards: \$501 - \$999: Awards Given #	68	65	5	15	3	0	0	1	0	0	0	0	1	0	1	0	0	0
Cash Awards: \$501 - \$999: Awards Given %	5.19	5.45	0.46	15.46	2.52	0.00	0.00	0.00	0.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00
Cash Awards: \$501 - \$999: Total Amount \$	46550	44250	3350	10850	2300	0	0	750	0	0	0	0	750	0	800	0	0	0
Cash Awards: \$501 - \$999: Average Amount \$	684.56	-82	670	723.33	766.67	0	0	750	0	0	0	0	750	0	800	0	0	0
Cash Awards: \$1000 - \$1999: Awards Given #	599	583	59	77	16	0	0	5	2	0	0	1	3	0	5	0	0	0
Cash Awards: \$1000 - \$1999: Awards Given %	45.69	48.91	5.39	79.38	13.45	0.00	0.00	0.00	22.22	0.00	0.00	0.00	300.00	0.00	0.00	0.00	0.00	0.00
Cash Awards: \$1000 - \$1999: Total Amount \$	728255	708580	69600	92600	19675	0	0	6075	2000	0	0	1600	4000	0	6000	0	0	0
Cash Awards: \$1000 - \$1999: Average Amount \$	1215.78	-13	1179.66	1202.6	1229.69	0	0	1215	1000	0	0	1600	1333.33	0	1200	0	0	0
Cash Awards: \$2000 - \$2999: Awards Given #	739	726	39	80	13	0	0	6	1	0	0	1	1	0	2	0	2	0
Cash Awards: \$2000 - \$2999: Awards Given %	56.37	60.91	3.56	82.47	10.92	0.00	0.00	0.00	11.11	0.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00





## Appendix B

- **B:** Workforce Data Tables for Individuals with a Disability (B1-B20)

## Appendix C

- **C-1** Policy Statements on Equal Opportunity, Diversity and Inclusion, and Prevention of Harassment
- **C-2** NSF Organizational Chart
- **C-3** 462 Report (2021)

**NATIONAL SCIENCE FOUNDATION  
OFFICE OF THE DIRECTOR  
ALEXANDRIA, VA 22314**

**STAFF MEMORANDUM**

**OD 20-19  
August 6, 2020**

**ADMINISTRATION AND MANAGEMENT**

**SUBJECT: Policy Statement on Equal Opportunity and the Prevention of Harassment**

As the primary funding agency of basic research in the U.S., the National Science Foundation (NSF) is committed to building scientific workspaces where people can learn, grow and thrive. As your leaders, we will continue partnering with each of you to ensure NSF's mission is achieved in an environment that respects and values every individual's contribution. NSF is committed to ensuring that all employees and applicants have an equal opportunity to compete in all aspects of Federal employment and program delivery.

To that end, NSF's Office of Diversity and Inclusion (ODI) is responsible for ensuring that the Agency is compliant with EEO laws and regulations. This includes administering an impartial and effective management process to receive, investigate, and resolve, if possible, complaints of employment discrimination at the earliest possible stage. Allegations of discrimination in employment that are based on race, color, religion, national origin, sex (including gender identity, sexual orientation, and pregnancy), age, disability, genetic information, or retaliation should be reported to the ODI.

Harassment prohibited by this policy is any verbal or physical conduct that is unwelcome, humiliating, or demonstrates hostility or aversion towards a person. Sexual harassment is defined as "unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature" not only when the conduct is made as a condition of employment ("quid pro quo" harassment), but when the conduct creates an intimidating, hostile, or offensive work environment. Issues involving sexual harassment should be reported to ODI immediately. NSF will not tolerate workplace harassment or harassment of any kind, including sexual harassment and is committed to addressing unlawful conduct and harassing behavior immediately.

In addition, NSF does not tolerate retaliation for opposing discriminatory practices or for participating in the discrimination-complaint process. This applies to all terms and conditions of employment, including recruitment, hiring, promotions, transfers, reassignments, training, career development, benefits, and separation. Employees alleging harassment or providing information related to such claims are protected by law from retaliation. Any complaint of retaliation should be reported to the ODI.

NSF employees who feel they have been subjected to non-EEO based harassment should report the incident to the Branch Chief of the Employee Relations Branch (ERB) in the Division of Human Resource Management (HRM) or his or her immediate supervisor (or second-line supervisor in the event the first-line supervisor is the alleged harasser). Examples of non-EEO based harassment include slurs, offensive or derogatory comments, or other inappropriate verbal or physical conduct. If appropriate, employees should make it clear to the individual(s) that such behavior is offensive and unwelcome. Supervisors or managers who observe or are notified of harassing conduct are required to immediately assess the situation and report to HRM.

NSF employees who feel they have been subjected to EEO based harassment should report the conduct to the Office of Diversity and Inclusion. NSF will ensure that investigations of non-EEO and EEO based harassment are conducted in a prompt, thorough, and impartial manner. NSF will begin investigations within 10 days of receiving the harassment complaint and will take immediate and appropriate action when it has been determined that harassment has occurred with the outcomes being decided by the respective office.

The confidentiality of employees bringing forth complaints will be protected to the greatest extent possible. The outcome of the inquiry and findings shall determine if the conduct violated the Agency's policy and, if so, what type of action is warranted. All employees are expected to fully participate in investigations into allegations of discrimination, harassment, and/or retaliation. Any employee, supervisor, or manager who is found to have violated NSF's anti-harassment policy or procedures may be subjected to appropriate disciplinary action.

NSF is dedicated to ensuring employees are informed of their rights. Therefore, NSF has created a portal, [About Harassment](#), to be a resource to educate staff on NSF harassment policies as well as the launching of the Speak Up campaign. The Speak Up campaign focuses on educating employees on discrimination, bullying, harassment, stress and anxiety, physical safety, and workplace violence. We hope to ensure all employees feel safe while performing the important work of the Foundation.



Sethuraman Panchanathan  
Director

Distribution: All employees  
Originating Unit: Office of Diversity and Inclusion  
Replaces: OD 18-19

**NATIONAL SCIENCE FOUNDATION  
OFFICE OF THE DIRECTOR  
ALEXANDRIA, VA 22314**

**STAFF MEMORANDUM**

**OD 20-18  
July 31, 2020**

**ADMINISTRATION AND MANAGEMENT**

**SUBJECT: Statement on Diversity and Inclusion**

As the National Science Foundation's (NSF) new Director, I would like to take this opportunity to affirm my earnest and enduring belief in the principles of diversity and inclusion – not only as the right thing to do, but as a mission critical imperative. I believe diversity and inclusion is the foundation for everything we do. We all have a part in ensuring that all NSF personnel experience an authentic sense of belonging and are treated with dignity and respect. I assure you that I am fully committed to my part and role as your leader.

We should continually seek new methods and tools to ensure that our frameworks are built on the premise that the contributions of every single member of the NSF family are needed toward fulfilling our mission. We must ensure inclusive and innovative approaches are considered, such as human centered design, and that we are empowering staff with the opportunity to collaboratively build, co-create, and design initiatives around a culture that is welcoming and respectful. In a creative and innovative work environment, discoveries in basic research can advance exponentially with a workforce that feels valued and understood for their unique perspectives.

I have empowered the Office of Diversity and Inclusion (ODI) to continue enhancing its engagement and coordination efforts to ensure my vision for a work environment where a sense of belonging for everyone is part of our DNA. For example, I have sanctioned a Racial Equity Task Force to identify institutional and other barriers to full inclusion and to make recommendations to eliminate those barriers. I encourage each of you to partner with ODI on this and future efforts. I look forward to serving as your 15<sup>th</sup> Director, and I could not be more excited about the discoveries that together we will make possible in science, engineering, and education.

Sethuraman Panchanathan  
Director

Distribution: All Staff  
Originating Office: OD/ODI  
Cancels: OD 15-04

**PART II - FORMAL COMPLAINT ACTIVITIES**

7	A. COMPLAINTS ON HAND AT THE BEGINNING OF THE REPORTING PERIOD
2	B. COMPLAINTS FILED
0	C. REMANDS (sum of lines C1+C2+C3)
0	C.1. REMANDS (NOT INCLUDED IN A OR B)
0	C.2. REMANDS (INCLUDED IN A OR B)
0	C.3. NUMBER OF ADDITIONAL REMANDS IN THIS REPORTING PERIOD THAT ARE NOT CAPTURED IN C.1 OR C.2 ABOVE
0	C.4. ADDITIONAL CLOSURES IN THIS REPORTING PERIOD NOT REFLECTED IN F. OR H. THAT RESULTED FROM REMANDS
9	D. TOTAL COMPLAINTS
7	E. COMPLAINTS IN LINE D THAT WERE NOT CONSOLIDATED
4	F. COMPLAINTS IN LINE E CLOSED DURING REPORT PERIOD
2	G. COMPLAINTS IN LINE D THAT WERE CONSOLIDATED
2	H. COMPLAINTS IN LINE G CLOSED DURING REPORT PERIOD
3	I. COMPLAINTS ON HAND AT THE END OF THE REPORTING PERIOD (Line D - (F+H)) + [(C2 + C3) - C4]
2	J. INDIVIDUALS FILING COMPLAINTS (Complainants)
1	K. NUMBER OF JOINT PROCESSING UNITS FROM CONSOLIDATION OF COMPLAINTS

**PART III - AGENCY RESOURCES, TRAINING, REPORTING LINE**

**A. AGENCY & CONTRACT RESOURCES**

	AGENCY		CONTRACT	
	NUMBER	PERCENT	NUMBER	PERCENT
<b>A.1. WORKFORCE</b>				
A.1.a. TOTAL WORK FORCE	1,505			
A.1.b. PERMANENT EMPLOYEES	1,263			
<b>A.2. COUNSELOR</b>	0		3	
A.2.a. FULL-TIME	0	0	0	0
A.2.b. PART-TIME	0	0	3	100
A.2.c. COLLATERAL DUTY	0	0	0	0
<b>A.3. INVESTIGATOR</b>	0		1	
A.3.a. FULL-TIME	0	0	0	0
A.3.b. PART-TIME	0	0	1	100
A.3.c. COLLATERAL DUTY	0	0	0	0
<b>A.4. COUNSELOR/INVESTIGATOR</b>	0		0	
A.4.a. FULL-TIME	0	0	0	0
A.4.b. PART-TIME	0	0	0	0
A.4.c. COLLATERAL DUTY	0	0	0	0

**B. AGENCY & CONTRACT STAFF TRAINING**

	COUNSELORS		INVESTIGATORS		COUNS/INVESTIG	
	AGENCY	CONTRACT	AGENCY	CONTRACT	AGENCY	CONTRACT
<b>B.1. NEW STAFF (NS) - TOTAL</b>	0	0	0	0	0	0
B.1.a. STAFF RECEIVING REQUIRED 32 OR MORE HOURS	0	0	0	0	0	0
B.1.b. STAFF RECEIVING 8 OR MORE HOURS, USUALLY GIVEN TO EXPERIENCED STAFF	0	0	0	0	0	0
B.1.c. STAFF RECEIVING NO TRAINING AT ALL	0	0	0	0	0	0
<b>B.2. EXPERIENCED STAFF (ES) - TOTAL</b>	0	3	0	1	0	0
B.2.a. STAFF RECEIVING REQUIRED 8 OR MORE HOURS	0	3	0	1	0	0
B.2.b. STAFF RECEIVING 32 OR MORE HOURS, GENERALLY GIVEN TO NEW STAFF	0	0	0	0	0	0
B.2.c. STAFF RECEIVING NO TRAINING AT ALL	0	0	0	0	0	0

**C. REPORTING LINE**

1.	EEO DIRECTOR'S NAME:	Rhonda J. Davis	
1a.	DOES THE AGENCY DIRECTOR REPORT TO THE AGENCY HEAD?	YES X	NO
2.	IF NO, WHO DOES THE EEO DIRECTOR REPORT TO? PERSON		
	TITLE		
3.	WHO IS RESPONSIBLE FOR THE DAY-TO-DAY OPERATION OF THE EEO PROGRAM IN YOUR DEPARTMENT/AGENCY/ORGANIZATION? PERSON	Edmund K Rhynes	
	TITLE	EEO Complaints Manager	
4.	WHO DOES THAT PERSON REPORT TO? PERSON	Pamela Smith Hall	
	TITLE	Branch Chief	

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 2021

PART IV - BASES AND ISSUES ALLEGED IN COMPLAINTS FILED (Part 1)

ISSUES OF ALLEGED DISCRIMINATION	BASES OF ALLEGED DISCRIMINATION											
	RACE						COLOR	RELIGION	REPRISAL	TOTAL ALL BASES BY ISSUE	TOTAL ALL COMPLAINTS BY ISSUE	TOTAL ALL COMPLAINANTS BY ISSUE
	AMERICAN INDIAN OR ALASKA NATIVE	ASIAN	NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER	BLACK OR AFRICAN AMERICAN	WHITE	TWO OR MORE RACES						
A. APPOINTMENT/HIRE	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
C. AWARDS	0	0	0	0	0	0	0	0	0	0	0	0
D. CONVERSION TO FULL TIME/PERM STATUS	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
E.1. DEMOTION	0	0	0	0	0	0	0	0	0	0	0	0
E.2. REPRIMAND	0	0	0	0	0	0	0	0	0	0	0	0
E.3. SUSPENSION	0	0	0	0	0	0	0	0	0	0	0	0
E.4. REMOVAL	0	0	0	0	0	0	0	0	0	0	0	0
E.5. DISCIPLINARY WARNING	0	0	0	0	0	0	0	0	0	0	0	0
E.6	0	0	0	0	0	0	0	0	0	0	0	0
E.7	0	0	0	0	0	0	0	0	0	0	0	0
F. DUTY HOURS	0	0	0	0	0	0	0	0	0	0	0	0
G. PERF. EVAL./APPRAISAL	0	0	0	0	0	0	0	0	0	1	1	1
H. EXAMINATION/TEST	0	0	0	0	0	0	0	0	0	0	0	0
I. HARASSMENT	0	0	0	0	0	0	0	0	0	1	1	1
I.1. NON-SEXUAL	0	0	0	0	0	0	0	0	0	1	1	1
I.2. SEXUAL									0	0	0	0
J. MEDICAL EXAMINATION	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
L. PROMOTION/NON-SELECTION	0	0	0	0	0	0	0	0	0	1	1	1
M. REASSIGNMENT	0	0	0	0	0	0	0	0	0	0	0	0
M.1. DENIED	0	0	0	0	0	0	0	0	0	0	0	0
M.2. DIRECTED	0	0	0	0	0	0	0	0	0	0	0	0
N. REASONABLE ACCOMMODATION									0	0	0	0
O. REINSTATEMENT	0	0	0	0	0	0	0	0	0	0	0	0
P. RELIGIOUS ACCOMODATION								0	0	0	0	0
Q. RETIREMENT	0	0	0	0	0	0	0	0	0	1	1	1
R. SEX-STEROTYPING										0	0	0
S. TELEWORK	0	0	0	0	0	0	0	0	0	0	0	0
T. TERMINATION	0	0	0	0	0	0	0	0	0	0	0	0
U. TERMS/CONDITIONS OF EMPLOYMENT	0	0	0	0	0	0	0	0	0	0	0	0
V. TIME AND ATTENDANCE	0	0	0	0	0	0	0	0	0	0	0	0
W. TRAINING	0	0	0	0	0	0	0	0	0	1	1	1
X. OTHER (Please specify below)	0	0	0	0	0	0	0	0	0	0	0	0
X.1.	0	0	0	0	0	0	0	0	0	0	0	0
X.2.	0	0	0	0	0	0	0	0	0	0	0	0
X.3.	0	0	0	0	0	0	0	0	0	0	0	0
X.4.	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL ALL ISSUES BY BASES	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 2021

PART IV - BASES AND ISSUES ALLEGED IN COMPLAINTS FILED (Part 1)

ISSUES OF ALLEGED DISCRIMINATION	BASES OF ALLEGED DISCRIMINATION											
	RACE						COLOR	RELIGION	REPRISAL	TOTAL ALL BASES BY ISSUE	TOTAL ALL COMPLAINTS BY ISSUE	TOTAL ALL COMPLAINANTS BY ISSUE
	AMERICAN INDIAN OR ALASKA NATIVE	ASIAN	NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER	BLACK OR AFRICAN AMERICAN	WHITE	TWO OR MORE RACES						
TOTAL ALL COMPLAINTS FILED BY BASES	0	0	0	0	0	0	0	0	0			
TOTAL ALL COMPLAINANTS BY BASES	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 2021

PART IV BASES AND ISSUES ALLEGED IN COMPLAINTS FILED (Part 2)

ISSUES OF ALLEGED DISCRIMINATION	BASES OF ALLEGED DISCRIMINATION												TOTAL ALL BASES BY ISSUE	TOTAL ALL COMPLAINTS BY ISSUE	TOTAL ALL COMPLAINANTS BY ISSUE
	SEX			PREGNANCY DISCRIMINATION ACT	NATIONAL ORIGIN		EQUAL PAY ACT		AGE	DISABILITY		GINA			
	MALE	FEMALE	LGBT		HISPANIC / LATINO	OTHER	MALE	FEMALE		MENTAL	PHYSICAL				
A. APPOINTMENT/HIRE	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
C. AWARDS	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
E. DISCIPLINARY ACTION	0	0	0	0	0	0			0	0	0	0	0	0	0
E.1. DEMOTION	0	0	0	0	0	0			0	0	0	0	0	0	0
E.2. REPRIMAND	0	0	0	0	0	0			0	0	0	0	0	0	0
E.3. SUSPENSION	0	0	0	0	0	0			0	0	0	0	0	0	0
E.4. REMOVAL	0	0	0	0	0	0			0	0	0	0	0	0	0
E.5. DISCIPLINARY WARNING	0	0	0	0	0	0			0	0	0	0	0	0	0
E.6.	0	0	0	0	0	0			0	0	0	0	0	0	0
E.7	0	0	0	0	0	0			0	0	0	0	0	0	0
F. DUTY HOURS	0	0	0	0	0	0			0	0	0	0	0	0	0
G. EVALUATION/APPRaisal	0	0	0	0	0	0			1	0	0	0	1	1	1
H. EXAMINATION/TEST	0	0	0	0	0	0			0	0	0	0	0	0	0
I. HARASSMENT	0	0	0	0	0	0			1	0	0	0	1	1	1
I.1. NON-SEXUAL	0	0	0	0	0	0			1	0	0	0	1	1	1
I.2. SEXUAL	0	0	0	0									0	0	0
J. MEDICAL EXAMINATION	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
L. PROMOTION/NON-SELECTION	0	1	0	0	0	0			0	0	0	0	1	1	1
M. REASSIGNMENT	0	0	0	0	0	0			0	0	0	0	0	0	0
M.1. DENIED	0	0	0	0	0	0			0	0	0	0	0	0	0
M.2. DIRECTED	0	0	0	0	0	0			0	0	0	0	0	0	0
N. REASONABLE ACCOMMODATION DISABILITY				0						0	0	0	0	0	0
O. REINSTATEMENT	0	0	0	0	0	0			0	0	0	0	0	0	0
P. RELIGIOUS ACCOMMODATION													0	0	0
Q. RETIREMENT	0	0	0	0	0	0			1	0	0	0	1	1	1
R. SEX-STEROTYPING	0	0	0										0	0	0
S. TELEWORK	0	0	0	0	0	0			0	0	0	0	0	0	0
T. TERMINATION	0	0	0	0	0	0			0	0	0	0	0	0	0
U. TERMS/CONDITIONS OF EMPLOYMENT	0	0	0	0	0	0			0	0	0	0	0	0	0
V. TIME AND ATTENDANCE	0	0	0	0	0	0			0	0	0	0	0	0	0
W. TRAINING	0	0	0	0	0	0			1	0	0	0	1	1	1
X. OTHER (Please specify below)	0	0	0	0	0	0			0	0	0	0	0	0	0
X.1.	0	0	0	0	0	0			0	0	0	0	0	0	0
X.2.	0	0	0	0	0	0			0	0	0	0	0	0	0
X.3.	0	0	0	0	0	0			0	0	0	0	0	0	0
X.4.	0	0	0	0	0	0			0	0	0	0	0	0	0
TOTAL ALL ISSUES BY BASES	0	1	0	0	0	0	0	0	4	0	0	0			

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

AGENCY OR DEPARTMENT: National Science Foundation

REPORTING PERIOD: FY 2021

PART IV BASES AND ISSUES ALLEGED IN COMPLAINTS FILED (Part 2)

ISSUES OF ALLEGED DISCRIMINATION	BASES OF ALLEGED DISCRIMINATION											TOTAL ALL BASES BY ISSUE	TOTAL ALL COMPLAINTS BY ISSUE	TOTAL ALL COMPLAINANTS BY ISSUE	
	SEX			PREGNANCY DISCRIMINATION ACT	NATIONAL ORIGIN		EQUAL PAY ACT		AGE	DISABILITY					GINA
	MALE	FEMALE	LGBT		HISPANIC / LATINO	OTHER	MALE	FEMALE		MENTAL	PHYSICAL				
TOTAL ALL COMPLAINTS FILED BY BASES	0	1	0	0	0	0	0	0	1	0	0	0			
TOTAL ALL COMPLAINANTS BY BASES	0	1	0	0	0	0	0	0	1	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 2021

**PART IV C - BASES AND ISSUES ALLEGED IN SETTLEMENTS (Part 1)**

ISSUES OF ALLEGED DISCRIMINATION IN SETTLEMENTS	BASES OF ALLEGED DISCRIMINATION IN SETTLEMENTS														
	RACE						COLOR	RELIGION	REPRISAL	NUMBER COUNSELING SETTLEMENT ALLEGATIONS	NUMBER COUNSELINGS SETTLED BY ISSUE	NUMBER INDIVIDUALS SETTLED WITH BY ISSUE	NUMBER COMPLAINT SETTLEMENT ALLEGATIONS	NUMBER COMPLAINTS SETTLED BY ISSUE	NUMBER COMPLAINTS SETTLED WITH BY ISSUE
	AMERICAN INDIAN OR ALASKA NATIVE	ASIAN	NATIVE HAWAIIAN /OTHER PACIFIC ISLANDER	BLACK/ AFRICAN AMERICAN	WHITE	TWO OR MORE RACES									
A. APPOINTMENT/HIRE	0	0	0	0	1	0	0	0	0	0	0	0	6	1	1
B. ASSIGNMENT OF DUTIES	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
D. CONVERSION TO FULL TIME/PERM STATUS	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
E.1. DEMOTION	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
E.2. REPRIMAND	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
E.3. SUSPENSION	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
E.4. REMOVAL	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
E.5. DISCIPLINARY WARNING	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
E.6.	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
E.7.	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
F. DUTY HOURS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
G. PERF. EVAL./APPRAISAL	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
H. EXAMINATION/TEST	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
I.1. NON-SEXUAL	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
I.2. SEXUAL									0	0	0	0	0	0	0
J. MEDICAL EXAMINATION	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
K. PAY INCLUDING OVERTIME	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
L. PROMOTION/NON-SELECTION	0	0	0	0	0	0	0	0	0	0	0	1	1	1	1
M. REASSIGNMENT	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
M.1. DENIED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
M.2. DIRECTED	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
O. REINSTATEMENT	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
P. RELIGIOUS ACCOMODATION									0	0	0	0	0	0	0
Q. RETIREMENT	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
R. SEX-STEROTYPING										0	0	0	0	0	0
S. TELEWORK	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
T. TERMINATION	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
U. TERMS/CONDITIONS OF EMPLOYMENT	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
V. TIME AND ATTENDANCE	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
W. TRAINING	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
X. OTHER (Please specify below)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
X.1.	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
X.2.	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
X.3.	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
X.4.	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
I. COUNSELING SETTLEMENT ALLEGATIONS	0	0	0	0	0	0	0	0	0						

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

AGENCY OR DEPARTMENT: National Science Foundation

REPORTING PERIOD: FY 2021

**PART IV C - BASES AND ISSUES ALLEGED IN SETTLEMENTS (Part 1)**

ISSUES OF ALLEGED DISCRIMINATION IN SETELEMETS	RACE						COLOR	RELIGION	REPRISAL	NUMBER COUNSELING SETTLEMENT ALLEGATIONS	NUMBER COUNSELINGS SETTLED BY ISSUE	NUMBER INDIVIDUALS SETTLED WITH BY ISSUE	NUMBER COMPLAINT SELLEMENT ALLEGATIONS	NUMBER COMPLAINTS SETTLED BY ISSUE	NUMBER COMPLAINANTS SETTLED WITH BY ISSUE
	AMERICAN INDIAN OR ALASKA NATIVE	ASIAN	NATIVE HAWAIIAN /OTHER PACIFIC ISLANDER	BLACK/ AFRICAN AMERICAN	WHITE	TWO OR MORE RACES									
1.1A. NUMBER OF COUNSELINGS SETTLED	0	0	0	0	0	0	0	0	0						
1.1B. NUMBER OF COUNSELEES SETTLED WITH	0	0	0	0	0	0	0	0	0						
2. COMPLAINT SETTLEMENT ALLEGATIONS	0	0	0	0	1	0	0	0	0						
2.2A. NUMBER OF COMPLAINTS SETTLED	0	0	0	0	1	0	0	0	0						
2.2B. NUMBER OF COMPLAINANTS SETTLED WITH	0	0	0	0	1	0	0	0	0						

ANNUAL FEDERAL EQUAL EMPLOYMENT OPPORTUNITY  
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AGENCY OR DEPARTMENT: National Science Foundation

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**PART IV C - BASES AND ISSUES ALLEGED IN SETTLEMENTS (Part 2)**

BASES OF ALLEGED DISCRIMINATION IN SETTLEMENTS

ISSUES OF ALLEGED DISCRIMINATION IN SETELEMETS	SEX			PDA	NATIONAL ORIGIN		EQUAL PAY ACT		AGE	DISABILITY		GINA	NUMBER COUNSELING SETTLEMENT ALLEGATIONS	NUMBER COUNSELINGS SETTLED BY ISSUE	NUMBER INDIVIDUALS SETTLED WITH BY ISSUE	NUMBER COMPLAINT SETTLEMENT ALLEGATIONS	NUMBER COMPLAINTS SETTLED BY ISSUE	NUMBER COMPLAINTS SETTLED WITH BY ISSUE
	MALE	FEMALE	LGBT		HISPANIC LATINO	OTHER	MALE	FEMALE		MENTAL	PHYSICAL							
A. APPOINTMENT/HIRE	0	1	0	0	0	0			1	0	0	0	0	0	0	6	1	1
B. ASSIGNMENT OF DUTIES	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
D. CONVERSION TO FULL TIME/PERM STATUS	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
E.1. DEMOTION	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0
E.2. REPRIMAND	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0
E.3. SUSPENSION	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0
E.4. REMOVAL	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0
E.5. DISCIPLINARY WARNING	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0
E.6.	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0
E.7.	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0
F. DUTY HOURS	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0
G. EVALUATION/APPRaisal	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0
H. EXAMINATION/TEST	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
I.1. NON-SEXUAL	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0
I.2. SEXUAL	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0
J. MEDICAL EXAMINATION	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0
K. PAY INCLUDING OVERTIME	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
L. PROMOTION/NON-SELECTION	0	1	0	0	0	0			0	0	0	0	0	0	0	1	1	1
M. REASSIGNMENT	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0
M.1. DENIED	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0
M.2. DIRECTED	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0
N. REASONABLE ACCOMMODATION DISABILITY				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
P. RELIGIOUS ACCOMMODATION												0	0	0	0	0	0	0
Q. RETIREMENT	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0
R. SEX-STEROTYPING	0	0	0									0	0	0	0	0	0	0
S. TELEWORK	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0
T. TERMINATION	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0
U. TERMS/CONDITIONS OF EMPLOYMENT	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0
V. TIME AND ATTENDANCE	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0
W. TRAINING	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0
X. OTHER (Please specify below)	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0
X.1.	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0
X.2.	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0
X.3.	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0
X.4.	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0
1. COUNSELING SETTLEMENT ALLEGATIONS	0	0	0	0	0	0	0	0	0	0	0	0						

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

AGENCY OR DEPARTMENT: National Science Foundation

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**PART IV C - BASES AND ISSUES ALLEGED IN SETTLEMENTS (Part 2)**

BASES OF ALLEGED DISCRIMINATION IN SETTLEMENTS

ISSUES OF ALLEGED DISCRIMINATION IN SETELEMETS	SEX			PDA	NATIONAL ORIGIN		EQUAL PAY ACT		AGE	DISABILITY		GINA	NUMBER COUNSELING SETTLEMENT ALLEGATIONS	NUMBER COUNSELINGS SETTLED BY ISSUE	NUMBER INDIVIDUALS SETTLED WITH BY ISSUE	NUMBER COMPLAINT SELLEMENT ALLEGATIONS	NUMBER COMPLAINTS SETTLED BY ISSUE	NUMBER COMPLAINANTS SETTLED WITH BY ISSUE
	MALE	FEMALE	LGBT		HISPANIC LATINO	OTHER	MALE	FEMALE		MENTAL	PHYSICAL							
1.1A. NUMBER OF COUNSELINGS SETTLED	0	0	0	0	0	0	0	0	0	0	0	0						
1.1B. NUMBER OF COUNSELEES SETTLED WITH	0	0	0	0	0	0	0	0	0	0	0	0						
2. COMPLAINT SETTLEMENT ALLEGATIONS	0	2	0	0	0	0	0	0	1	0	0	0						
2.2A. NUMBER OF COMPLAINTS SETTLED	0	2	0	0	0	0	0	0	1	0	0	0						
2.2B. NUMBER OF COMPLAINANTS SETTLED WITH	0	2	0	0	0	0	0	0	1	0	0	0						

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AGENCY OR DEPARTMENT: National Science Foundation

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**PART IV D - BASES AND ISSUES FOUND IN FAD's AND FINAL ORDERS (Part 1)**

BASES OF DISCRIMINATION FOUND IN FAD's AND FINAL ORDERS

ISSUES OF DISCRIMINATION FOUND IN FAD's AND FINAL ORDERS	RACE						COLOR	RELIGION	REPRISAL	NUMBER FAD FINDINGS BY ISSUE	NUMBER OF FADs WITH FINDINGS BY ISSUE	NUMBER COMPLAINTS ISSUED FAD FINDINGS BY ISSUE	NUMBER AJ DECISION FINDING BY ISSUE	NUMBER AJ DECISION WITH FINDING BY ISSUE	# FINAL ORDER FINDINGS FULLY IMPLEMENTED BY ISSUE	# FINAL ORDERS FULLY IMPLEMENTED BY ISSUE	# COMPLAINTS ISSUED FINAL ORDERS W/ FINDINGS FULLY IMPLEMENTED BY ISSUE
	AMERICAN INDIAN /ALASKA NATIVE	ASIAN	NATIVE HAWAIIAN /OTHER PACIFIC ISLANDER	BLACK/ AFRICAN AMERICAN	WHITE	TWO OR MORE RACES											
A. APPOINTMENT/HIRE	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
B. ASSIGNMENT OF DUTIES	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
C. AWARDS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
D. CONVERSION TO FULL TIME/PERM STATUS	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
E.1. DEMOTION	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
E.2. REPRIMAND	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
E.3. SUSPENSION	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
E.4. REMOVAL	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
E.5. DISCIPLINARY WARNING	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
E.6.	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
E.7.	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
F. DUTY HOURS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
G. PERF. EVAL./APPRAISAL	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
H. EXAMINATION/TEST	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
I. HARASSMENT	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
I.1. NON-SEXUAL	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
I.2. SEXUAL									0	0	0	0	0	0	0	0	0
J. MEDICAL EXAMINATION	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
K. PAY INCLUDING OVERTIME	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
L. PROMOTION/NON-SELECTION	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
M.1. DENIED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
M.2. DIRECTED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
N. REASONABLE ACCOMMODATION									0	0	0	0	0	0	0	0	0
O. REINSTATEMENT	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
P. RELIGIOUS ACCOMMODATION								0	0	0	0	0	0	0	0	0	0
Q. RETIREMENT	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
R. SEX-STEROTYPING										0	0	0	0	0	0	0	0
S. TELEWORK	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
T. TERMINATION	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
U. TERMS/CONDITIONS OF EMPLOYMENT	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
V. TIME AND ATTENDANCE	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
W. TRAINING	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
X. OTHER (Please specify below)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
X.1.	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
X.2.	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
X.3.	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
X.4.	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
I. Final Agency Decision Findings	0	0	0	0	0	0	0	0	0								

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**PART IV D - BASES AND ISSUES FOUND IN FAD's AND FINAL ORDERS (Part 1)**

ISSUES OF DISCRIMINATION FOUND IN FAD's AND FINAL ORDERS	RACE						COLOR	RELIGION	REPRISAL	NUMBER FAD FINDINGS BY ISSUE	NUMBER OF FADs WITH FINDINGS BY ISSUE	NUMBER COMPLAINEN ISSUED FAD FINDINGS BY ISSUE	NUMBER AJ DECISION FINDING BY ISSUE	NUMBER AJ DECISION WITH FINDING BY ISSUE	# FINAL ORDER FINDINGS FULLY IMPLEMENTED BY ISSUE	# FINAL ORDERS w/ FINDINGS FULLY IMPLEMENTED BY ISSUE	# COMPLAINANTS ISSUED FINAL ORDERS w/ FINDINGS FULLY IMPLEMENTED BY ISSUE
	AMERICAN INDIAN /ALASKA NATIVE	ASIAN	NATIVE HAWAIIAN /OTHER PACIFIC ISLANDER	BLACK/ AFRICAN AMERICAN	WHITE	TWO OR MORE RACES											
1.1a. Number FADs with Findings	0	0	0	0	0	0	0	0	0								
1.1b. Number Complainants Issued FAD Findings	0	0	0	0	0	0	0	0	0								
2. AJ Decision Findings	0	0	0	0	0	0	0	0	0								
2.2a. Number AJ Decisions With Findings	0	0	0	0	0	0	0	0	0								
3. Final Agency Order Findings Implemented	0	0	0	0	0	0	0	0	0								
3.3a. # of Final Orders (Fos) With Findings Implemented	0	0	0	0	0	0	0	0	0								
3.3b. # of Complainants issued FOs with Findings Implemented	0	0	0	0	0	0	0	0	0								



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**PART IV D - BASES AND ISSUES FOUND IN FAD's AND FINAL ORDERS (Part 2)**

BASES OF DISCRIMINATION FOUND IN FAD's AND FINAL ORDERS

ISSUES OF DISCRIMINATION FOUND IN FAD's AND FINAL ORDERS	SEX			PDA	NATIONAL ORIGIN		EQUAL PAY ACT		AGE	DISABILITY		GINA	NUMBER FAD FINDINGS BY ISSUE	NUMBER OF FADs WITH FINDINGS BY ISSUE	NUMBER COMPLAINED FAD FINDINGS BY ISSUE	NUMBER AJ DECISION FINDING BY ISSUE	NUMBER AJ DECISION WITH FINDING BY ISSUE	# FINAL ORDER FINDINGS FULLY IMPLEMENTED BY ISSUE	# FINAL ORDERS w/ FINDINGS FULLY IMPLEMENTED	# COMPLAINTS ISSUED FINAL ORDERS FULLY IMPLEMENTED BY ISSUE
	MALE	FEMALE	LGBT		HISPANIC LATINO	OTHER	MALE	FEMALE		MENTAL	PHYSICAL									
A. APPOINTMENT/HIRE	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/PERM STATUS	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
E.1. DEMOTION	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0
E.2. REPRIMAND	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0
E.3. SUSPENSION	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0
E.4. REMOVAL	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0
E.5. DISCIPLINARY WARNING	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0
E.6.	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0
E.7.	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0
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	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0
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
I.1. NON-SEXUAL	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0
I.2. SEXUAL	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0
J. MEDICAL EXAMINATION	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0
K. PAY INCLUDING OVERTIME	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
L. PROMOTION/NON-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
M.1. DENIED	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0
M.2. DIRECTED	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0
N. REASONABLE ACCOMMODATION DISABILITY				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. RELIGIOUS ACCOMMODATION													0	0	0	0	0	0	0	0
Q. RETIREMENT	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0
R. SEX-STEROTYPING	0	0	0										0	0	0	0	0	0	0	0
S. TELEWORK	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0
T. TERMINATION	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0
U. TERMS/CONDITIONS OF EMPLOYMENT	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0
V. TIME AND ATTENDANCE	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0
W. TRAINING	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0
X. OTHER (Please specify below)	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0
X.1.	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0
X.2.	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0
X.3.	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0
X.4.	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0
I. Final Agency Decision Findings	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

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**PART IV D - BASES AND ISSUES FOUND IN FAD's AND FINAL ORDERS (Part 2)**

BASES OF DISCRIMINATION FOUND IN FAD's AND FINAL ORDERS

ISSUES OF DISCRIMINATION FOUND IN FAD's AND FINAL ORDERS	SEX			PDA	NATIONAL ORIGIN		EQUAL PAY ACT		AGE	DISABILITY		GINA	NUMBER FAD FINDINGS BY ISSUE	NUMBER OF FADs WITH FINDINGS BY ISSUE	NUMBER COMPLAINEE ISSUED FAD FINDINGS BY ISSUE	NUMBER AJ DECISION FINDING BY ISSUE	NUMBER AJ DECISION WITH FINDING BY ISSUE	# FINAL ORDER FINDINGS FULLY IMPLEMENTED BY ISSUE	# FINAL ORDERS w/ FINDINGS FULLY IMPLEMENTED FINDINGS	# COMPLAINANTS ISSUED FINAL ORDERS W/ FINDINGS FULLY IMPLEMENTED BY ISSUE
	MALE	FEMALE	LGBT		HISPANIC LATINO	OTHER	MALE	FEMALE		MENTAL	PHYSICAL									
1.1a. Number FADs with Findings	0	0	0	0	0	0	0	0	0	0	0	0								
1.1b. Number Complainants Issued FAD Findings	0	0	0	0	0	0	0	0	0	0	0	0								
2. AJ Decision Findings	0	0	0	0	0	0	0	0	0	0	0	0								
2.2a. Number AJ Decisions With Findings	0	0	0	0	0	0	0	0	0	0	0	0								
3. Final Agency Order Findings Implemented	0	0	0	0	0	0	0	0	0	0	0	0								
3.3a. # of Final Orders (Fos) With Findings Implemented	0	0	0	0	0	0	0	0	0	0	0	0								
3.3b. # of Complainants issued FOs with Findings Implemented	0	0	0	0	0	0	0	0	0	0	0	0								

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

6	A.1. TITLE VII
0	A.1.a. PREGNANCY DISCRIMINATION ACT (PDA)
2	A.2. AGE DISCRIMINATION IN EMPLOYMENT ACT (ADEA)
0	A.3. REHABILITATION ACT
0	A.4. EQUAL PAY ACT (EPA)
0	A.5. GENETIC INFORMATION NONDISCRIMINATION ACT (GINA)
8	B. TOTAL BY STATUTES - THIS NUMBER MAY BE LARGER THAN THE TOTAL NUMBER OF COMPLAINTS CLOSED. (A1+A1a +A2+A3+A4+A5)

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

	TOTAL NUMBER	TOTAL DAYS	AVERAGE DAYS
A. TOTAL NUMBER OF CLOSURES	6	1600	266.67
A.1. WITHDRAWALS	0	0	0.00
A.1.a. NON-ADR WITHDRAWALS	0	0	0.00
A.1.b. ADR WITHDRAWALS	0	0	0.00
A.2. SETTLEMENTS	2	368	184.00
A.2.a. NON-ADR SETTLEMENTS	2	368	184.00
A.2.b. ADR SETTLEMENTS	0	0	0.00
A.3. FINAL AGENCY ACTIONS	4	1232	308.00
B. FINAL AGENCY DECISIONS WITHOUT AN ADMINISTRATIVE JUDGE DECISION	3	293	97.67
B.1. FINDING DISCRIMINATION	0	0	0.00
B.2. FINDING NO DISCRIMINATION	0	0	0.00
B.3. DISMISSAL OF COMPLAINTS	3	293	97.67
C. FINAL AGENCY ORDERS WITH AN ADMINISTRATIVE JUDGE (AJ) DECISION	1	939	939.00
C.1. AJ DECISION FULLY IMPLEMENTED	1	939	939.00
C.1.a. FINDING DISCRIMINATION	0	0	0.00
C.1.b. FINDING NO DISCRIMINATION	1	939	939.00
C.1.c. DISMISSAL OF COMPLAINTS	0	0	0.00
C.2. AJ DECISION NOT FULLY IMPLEMENTED	0	0	0.00
C.2.a. FINDING DISCRIMINATION	0	0	0.00
C.2.a.i. AGENCY APPEALED FINDING BUT NOT REMEDY	0	0	0.00
C.2.a.ii. AGENCY APPEALED REMEDY BUT NOT FINDING	0	0	0.00
C.2.a.iii. AGENCY APPEALED BOTH FINDING AND REMEDY	0	0	0.00
C.2.b. FINDING NO DISCRIMINATION	0	0	0.00
C.2.c. DISMISSAL OF COMPLAINTS	0	0	0.00

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

	TOTAL NUMBER	TOTAL DAYS	AVERAGE DAYS
D. FINAL AGENCY MERIT DECISIONS (FAD) ISSUED	0	0	0.00
D.1. COMPLAINANT REQUESTED IMMEDIATE FAD	0	0	0.00
D.1.a. AGENCY ISSUED FAD WITHIN 60 DAYS OF RECEIPT OF FAD REQUEST	0	0	0.00
D.1.b. AGENCY ISSUED FAD MORE THAN 60 DAYS BEYOND RECEIPT OF FAD REQUEST	0	0	0.00
D.2. COMPLAINANT DID NOT ELECT HEARING OR FAD	0	0	0.00
D.2.a. AGENCY ISSUED FAD WITHIN 60 DAYS OF END OF 30-DAY ELECTION PERIOD	0	0	0.00
D.2.b. AGENCY ISSUED FAD MORE THAN 60 DAYS BEYOND END OF 30-DAY ELECTION PERIOD	0	0	0.00
D.3. HEARING REQUESTED; AJ RETURNED CASE TO AGENCY FOR FAD WITHOUT AJ DECISION (3a+3b)	0	0	0.00
D.3.a. AGENCY ISSUED FAD WITHIN 60 DAYS OF RECEIPT OF AJ RETURNED CASE FOR FAD ISSUANCE	0	0	0.00
D.3.b. AGENCY ISSUED FAD MORE THAN 60 DAYS AFTER RECEIPT OF AJ RETURNED CASE FOR FAD ISSUANCE	0	0	0.00
D.4. FINAL AGENCY DECISION ISSUED ON A MIXED CASE (4a+4b)	0	0	0.00
D.4.a. AGENCY ISSUED FAD WITHIN 45 DAYS AFTER INVESTIGATION	0	0	0.00
D.4.b. AGENCY ISSUED FAD MORE THAN 45 DAYS AFTER INVESTIGATION	0	0	0.00

**PART VII - SUMMARY OF FORMAL COMPLAINTS CLOSED BY TYPES OF BENEFITS**

	NUMBER	AMOUNT
A. TOTAL COMPLAINTS CLOSED WITH BENEFITS	2	
B. TOTAL CLOSURES WITH MONETARY BENEFITS TO COMPLAINANT	0	\$0.00
B.1. BACK PAY/FRONT PAY	0	\$0.00
B.2. LUMP SUM PAYMENT	0	\$0.00
B.3. COMPENSATORY DAMAGES	0	\$0.00
B.4. ATTORNEY FEES AND COSTS	0	\$0.00
D. INTENTIONALLY LEFT BLANK		
E. TOTAL CLOSURES WITH NON-MONETARY BENEFITS TO COMPLAINANT	2	
F. TYPES OF BENEFITS IN NON-MONETARY CLOSURES	NUMBER OF CLOSURES THAT RECEIVED MONETARY BENEFITS AS WELL	NUMBER OF CLOSURES THAT RECEIVED ONLY NON-MONETARY BENEFITS
F.1. HIRES	0	0
F.1.a. RETROACTIVE	0	0
F.1.b. NON-RETROACTIVE	0	0
F.2. PROMOTIONS	0	0
F.2.a. RETROACTIVE	0	0
F.2.b. NON-RETROACTIVE	0	0
F.3. EXPUNGEMENTS	0	0
F.4. REASSIGNMENTS	0	2
F.5. REMOVALS RESCINDED	0	0
F.5.a. REINSTATEMENT	0	0
F.5.b. VOLUNTARY RESIGNATION	0	0
F.6. ACCOMMODATIONS	0	0
F.7. TRAINING	0	0
F.8. APOLOGY	0	0
F.9. DISCIPLINARY ACTIONS	0	0
F.9.a. RESCINDED	0	0
F.9.b. MODIFIED	0	0
F.10. PERFORMANCE EVALUATION MODIFIED	0	0
F.11. LEAVE RESTORED	0	0
F.12. NEUTRAL REFERENCE	0	0
F.13.	0	0
F.14.	0	0

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

AGENCY OR DEPARTMENT: National Science Foundation

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

	NUMBER PENDING	NUMBER OF DAYS	AVERAGE DAYS	DAYS PENDING OLDEST CASE	OLDEST DOCKET #
A. TOTAL COMPLAINTS PENDING (SAME AS PART II Line I)	3	1881			
A.1. COMPLAINTS PENDING WRITTEN NOTIFICATION	0	0	0	0	
A.1a. COMPLAINTS PENDING DECISION TO ACCEPT/DISMISS	0	0	0	0	
A.2. COMPLAINTS PENDING IN INVESTIGATION	1	188	188	188	
A. 2a. COMPLAINTS PENDING 180 DAY INVESTIGATION NOTICE	0	0	0	0	
A.3. COMPLAINTS PENDING IN HEARINGS	2	1693	846.5	1179	005-2018-00005X
A.4. COMPLAINTS PENDING A FINAL AGENCY ACTION	0	0	0	0	

**PART IX - SUMMARY OF INVESTIGATIONS COMPLETED**

	TOTAL	TOTAL DAYS	AVERAGE
A. INVESTIGATIONS COMPLETED DURING REPORTING PERIOD	3	835	278.33
AGENCY INVESTIGATIONS			
A.1. INVESTIGATIONS COMPLETED BY AGENCY PERSONNEL	0	0	0.00
A.1.a. INVESTIGATIONS COMPLETED IN 180 DAYS OR LESS	0	0	0.00
A.1.b. INVESTIGATIONS COMPLETED IN 181 - 360 DAYS	0	0	0.00
A.1.b.1. TIMELY COMPLETED INVESTIGATIONS	0	0	0.00
A.1.b.2. UNTIMELY COMPLETED INVESTIGATIONS	0	0	0.00
A.1.c. INVESTIGATIONS COMPLETED IN 361 OR MORE DAYS	0	0	0.00
A.2. AGENCY INVESTIGATION COSTS	\$0.00		\$0.00
CONTRACT INVESTIGATIONS			
A.3. INVESTIGATIONS COMPLETED BY CONTRACTORS	3	835	278.33
A.3.a. INVESTIGATIONS COMPLETED IN 180 DAYS OR LESS	0	0	0.00
A.3.b. INVESTIGATIONS COMPLETED IN 181 - 360 DAYS	3	835	278.33
A.3.b.1. TIMELY COMPLETED INVESTIGATIONS	3	835	278.33
A.3.b.2. UNTIMELY COMPLETED INVESTIGATIONS	0	0	0.00
A.3.c. INVESTIGATIONS COMPLETED IN 361 OR MORE DAYS	0	0	0.00
A.4. CONTRACTOR INVESTIGATION COSTS	\$14,000.00		\$4,666.67

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**PART X - SUMMARY OF ADR PROGRAM ACTIVITIES**  
**INFORMAL PHASE PRE-COMPLAINT**

A. INTENTIONALLY LEFT BLANK				
B. ADR ACTIONS IN COMPLETED/ENDED COUNSELINGS	COUNSELING	INDIVIDUALS		
B.1. ADR OFFERED BY AGENCY	4	4		
B.2. REJECTED BY INDIVIDUAL (COUNSELEE)	3	3		
B.3. INTENTIONALLY LEFT BLANK				
B.4. TOTAL ACCEPTED INTO ADR PROGRAM	1	1		
C. ADR RESOURCES USED IN COMPLETED/ENDED COUNSELINGS (TOTALS)	COUNSELING	INDIVIDUALS	DAYS	AVERAGE DAYS
C.1. INHOUSE	0	0		
C.2. ANOTHER FEDERAL AGENCY	0	0		
C.3. PRIVATE ORGANIZATIONS, (e.g., CONTRACTORS, BAR ASSOCIATIONS, INDIVIDUAL VOLUNTEERS OR COLLEGE/UNIVERSITY PERSONNEL)	1	1		
C.4. MULTIPLE RESOURCES USED (Please specify in a comment box)	0	0		
C.5. FEDERAL EXECUTIVE BOARD	0	0		
C.6.	0	0		
C.7.	0	0		
D. ADR TECHNIQUES USED IN COMPLETED/ENDED COUNSELINGS (TOTALS)	COUNSELING	INDIVIDUALS	DAYS	AVERAGE DAYS
D.1. MEDIATION	1	1	57	57.00
D.2. SETTLEMENT CONFERENCES	0	0	0	0.00
D.3. EARLY NEUTRAL EVALUATIONS	0	0	0	0.00
D.4. FACTFINDING	0	0	0	0.00
D.5. FACILITATION	0	0	0	0.00
D.6. OMBUDSMAN	0	0	0	0.00
D.7. PEER REVIEW	0	0	0	0.00
D.8. MULTIPLE TECHNIQUES USED (Please specify in a comment box)	0	0	0	0.00
D.9.	0	0	0	0.00
D.10.	0	0	0	0.00
E. STATUS OF ADR CASES IN COMPLETED/ENDED COUNSELINGS	COUNSELING	INDIVIDUALS	DAYS	AVERAGE DAYS
E.1. TOTAL CLOSED	1	1	57	57.00
E.1.a. SETTLEMENTS WITH BENEFITS (Monetary and Non-monetary)	0	0	0	0.00
E.1.b. NO FORMAL COMPLAINT FILED	0	0	0	0.00
E.1.c. COMPLAINT FILED				
E.1.c.i. NO RESOLUTION	1	1	57	57.00
E.1.c.ii. NO ADR ATTEMPT (aka Part X.E.1.d)	0	0	0	0.00
E.1.e. DECISION TO FILE COMPLAINT PENDING AT THE END OF THE REPORTING PERIOD	0	0	0	0.00

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

AGENCY OR DEPARTMENT: National Science Foundation

REPORTING PERIOD: FY 2021

**PART XI SUMMARY OF ADR PROGRAM ACTIVITIES**

**FORMAL PHASE (COMPLAINT FILED)**

B. ADR ACTIONS IN COMPLAINT CLOSURES		COMPLAINTS	COMPLAINANTS		
B.1. ADR OFFERED BY AGENCY		0	0		
B.2. REJECTED BY COMPLAINANT		0	0		
B.3. INTENTIONALLY LEFT BLANK					
B.4. TOTAL ACCEPTED INTO ADR PROGRAM		0	0		
C. ADR RESOURCES USED IN COMPLAINT CLOSURES (TOTALS)		COMPLAINTS	COMPLAINANTS	DAYS	AVERAGE DAYS
C.1. INHOUSE		0	0		
C.2. ANOTHER FEDERAL AGENCY		0	0		
C.3. PRIVATE ORGANIZATIONS, (e.g., CONTRACTORS, BAR ASSOCIATIONS, INDIVIDUAL VOLUNTEERS OR COLLEGE/UNIVERSITY)		0	0		
C.4. MULTIPLE RESOURCES USED (Please specify in a comment box)		0	0		
C.5. FEDERAL EXECUTIVE BOARD		0	0		
C.6.		0	0		
C.7.		0	0		
D. ADR TECHNIQUES USED IN COMPLAINT CLOSURES (TOTALS)		0	0	0	0.00
D.1. MEDIATION		0	0	0	0.00
D.2. SETTLEMENT CONFERENCES		0	0	0	0.00
D.3. EARLY NEUTRAL EVALUATIONS		0	0	0	0.00
D.4. FACTFINDING		0	0	0	0.00
D.5. FACILITATION		0	0	0	0.00
D.6. OMBUDSMAN		0	0	0	0.00
D.7. MINI-TRIALS		0	0	0	0.00
D.8. PEER REVIEW		0	0	0	0.00
D.9. MULTIPLE TECHNIQUES USED (Please specify in a comment box)		0	0	0	0.00
D.10.		0	0	0	0.00
D.11.		0	0	0	0.00
E. STATUS OF CASES IN COMPLAINT CLOSURES		COMPLAINTS	COMPLAINANTS	DAYS	AVERAGE DAYS
E.1. TOTAL CLOSED		0	0	0	0.00
E.1.a. SETTLEMENTS WITH BENEFITS (Monetary and Non-monetary)		0	0	0	0.00
E.1.b. WITHDRAWAL FROM EEO PROCESS		0	0	0	0.00
E.1.c. NO RESOLUTION		0	0	0	0.00
E.1.d. NO ADR ATTEMPT		0	0	0	0.00
2. INTENTIONALLY LEFT BLANK					
F. BENEFITS RECEIVED		COMPLAINTS	COMPLAINANTS	AMOUNT	
F.1. MONETARY (INSERT TOTALS)		0	0	\$0.00	
F.1.a. COMPENSATORY DAMAGES		0	0	\$0.00	
F.1.b. BACKPAY/FROTPAY		0	0	\$0.00	
F.1.c. LUMP SUM		0	0	\$0.00	
F.1.d. ATTORNEY FEES AND COSTS		0	0	\$0.00	
F.1.e.		0	0	\$0.00	
F.2. NON-MONETARY (INSERT TOTALS)		0	0		
F.2.a. HIRES		0	0		
F.2.a.i. RETROACTIVE		0	0		
F.2.a.ii. NON-RETROACTIVE		0	0		
F.2.b. PROMOTIONS		0	0		
F.2.b.i. RETROACTIVE		0	0		
F.2.b.ii. NON-RETROACTIVE		0	0		
F.2.c. EXPUNGEMENTS		0	0		
F.2.d. REASSIGNMENTS		0	0		
F.2.e. REMOVALS RESCINDED		0	0		
F.2.e.i. REINSTATEMENT		0	0		
F.2.e.ii. VOLUNTARY RESIGNATION		0	0		
F.2.f. ACCOMMODATIONS		0	0		
F.2.g. TRAINING		0	0		
F.2.h. APOLOGY		0	0		
F.2.i. DISCIPLINARY ACTIONS		0	0		
F.2.i.i. RESCINDED		0	0		
F.2.i.ii. MODIFIED		0	0		
F.2.j. PERFORMANCE EVALUATION MODIFIED		0	0		
F.2.k. LEAVE RESTORED		0	0		
F.2.l. NEUTRAL REFERENCE		0	0		
F.2.m.		0	0		

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

**EEO ADR RESOURCES**

<b>A. NO LONGER COLLECTED</b>	
<b>B. EMPLOYEES THAT CAN PARTICIPATE IN EEO ADR</b>	1505
<b>C. RESOURCES THAT MANAGE EEO ADR PROGRAM (DOES NOT INCLUDE NEUTRALS AS REPORTED IN PARTS X. &amp; XI.)</b>	2
C.1. IN-HOUSE FULL TIME (40 HOURS EEO ADR ONLY)	1
C.2. IN-HOUSE PART TIME (32 HOURS EEO ADR ONLY)	0
C.3. IN-HOUSE COLLATERAL DUTY (OTHERS/NON-CONTRACT)	0
C.4. CONTRACT (ANOTHER FEDERAL AGENCY/PRIVATE ORGANIZATIONS)	1
	AMOUNT
<b>D. EEO ADR FUNDING SPENT</b>	\$1,800.00

**E. EEO ADR CONTACT INFORMATION**

E.1. NAME OF EEO ADR PROGRAM DIRECTOR / MANAGER	Edmund K Rhynes
E.2. TITLE	EEO Complaints Manager
E.3. TELEPHONE NUMBER	703-292-2104
E.4. EMAIL	erhynes@nsf.gov

**F. EEO ADR PROGRAM INFORMATION**

	YES	NO
F.1. Does the agency require the alleged responsible management official to participate in EEO ADR?	X	
F.1a. If yes, is there a written policy requiring the participation?	X	
F.2. Does the alleged responsible management official have a role in deciding if the case is appropriate for EEO ADR?		X

**CERTIFICATION AND CONTACT INFORMATION**

I certify that the EEO complaint data contained in this report, EEOC Form 462, Annual Federal Equal Employment Opportunity Statistical Report of Discrimination Complaints, for the reporting period October 1, 2020 through September 30, 2021 is accurate and complete.

NAME OF CERTIFYING OFFICIAL:	Rhonda Davis
TITLE OF CERTIFYING OFFICIAL:	Acting Head
TELEPHONE NUMBER:	(703) 292-8020
E-MAIL:	rjdavis@nsf.gov
SIGNATURE OF CERTIFYING OFFICIAL: (Enter PIN to serve as your electronic signature)	
DATE:	27-10-2021
NAME OF PREPARER:	Edmund Rhynes
TITLE OF PREPARER:	EEO Program Manager
TELEPHONE NUMBER:	(703) 292-2104
E-MAIL:	erhynes@nsf.gov
DATE:	27-10-2021



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 2021

### Form 462 Comments

Part Name	COMMENT( expression left   evaluation symbol   expression right   value1   value2   comment )
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## MD-715 Workforce Analysis Report

National Science Foundation

For period covering October 1, 2020 to September 30, 2021.

File Process Date and Time: 08/18/2022 01:35 PM

### Section 1: Sum of Total Males and Total Females Does Not Equal Total Employees

Table	Row Name	Total	All Males	All Females
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**Success. No errors found.**

### Section 2: Sum of No Disability, Not Identified, and Disability Does Not Equal Total Employees

Table	Row Name	Total	No Disability	Not Identified	Disability
B4	Total Senior Pay	211	106	105	3
B4	GS-1 to GS-10	46	8	38	3
B4	GS-11 to SES	212	106	106	3
B9	Time-Off Awards 1 - 10 hours: Awards Given	228	14	27	5
B9	Time-Off Awards 1 - 10 Hours: Total Hours	1714	112	189	36
B9	Time-Off Awards 11 - 20 hours: Awards Given	58	1	1	0
B9	Time-Off Awards 11 - 20 Hours: Total Hours	916	16	16	0
B9	Time-Off Awards 21 - 30 hours: Awards Given	27	1	2	0
B9	Time-Off Awards 21 - 30 Hours: Total Hours	648	24	48	0
B9	Time-Off Awards 31 - 40 hours: Awards Given	8	1	0	0
B9	Time-Off Awards 31 - 40 Hours: Total Hours	284	32	0	0
B9	Time-Off Awards 41 or more Hours: Awards Given	100	0	0	0
B9	Cash Awards \$500 and Under: Awards Given	195	13	19	4
B9	Cash Awards \$500 and Under: Total Amount	78550	5275	8350	1900
B9	Cash Awards: \$501 - \$999: Awards Given	68	5	15	3
B9	Cash Awards: \$501 - \$999: Total Amount	46550	3350	10850	2300
B9	Cash Awards: \$1000 - \$1999: Awards Given	599	59	77	16
B9	Cash Awards: \$1000 - \$1999: Total Amount	728255	69600	92600	19675
B9	Cash Awards: \$2000 - \$2999: Awards Given	739	39	80	13
B9	Cash Awards: \$2000 - \$2999: Total Amount	1515549	80650	164700	27000

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### Section 2: Sum of No Disability, Not Identified, and Disability Does Not Equal Total Employees

Table	Row Name	Total	No Disability	Not Identified	Disability
B9	Cash Awards: \$3000 - \$3999: Awards Given	239	23	34	7
B9	Cash Awards: \$3000 - \$3999: Total Amount	762165	72700	110800	23000
B9	Cash Awards: \$4000 - \$4999: Awards Given	39	3	4	0
B9	Cash Awards: \$4000 - \$4999: Total Amount	164550	12500	16900	0
B9	Cash Awards: \$5000 or more: Awards Given	193	6	11	2
B9	Cash Awards: \$5000 or more: Total Amount	2218211	36800	111048	43426
B9	Total QSIs Awarded	116	13	11	0
B9	Total Benefit	408963	42855	41477	0
B9	Total Performance Based Pay Increases Awarded	155	2	13	2
B9	Total Benefit	902490	11241	73930	13818

### Section 3: Sum of Race/National Origin Columns Does Not Equal Total Employees

Table	Row Name	Total	Hispanic or Latino Male	Hispanic or Latino Female	White Male	White Female	Black or African American Male	Black or African American Female	Asian Male	Asian Female	Native Hawaiian or Other Pacific Islander Male	Native Hawaiian or Other Pacific Islander Female	American Indian or Alaska Native Male	American Indian or Alaska Native Female	Two or More Races Male	Two or More Races Female

**Success. No errors found.**



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### Section 5: Possible Missing Information

Total	Table	Row Name
0	A6P	0101 - Internal Competitive Promotions - Relevant Applicant Pool
0	A6P	0101 - Internal Competitive Promotions - Qualified Internal Applicants
0	A6P	0101 - Internal Competitive Promotions - Interviewed Applicants
0	A6P	0101 - New Hires - Qualified External Applicants
0	A6P	0201 - Internal Competitive Promotions - Relevant Applicant Pool
0	A6P	0201 - Internal Competitive Promotions - Qualified Internal Applicants
0	A6P	0201 - Internal Competitive Promotions - Referred Applicants
0	A6P	0201 - Internal Competitive Promotions - Interviewed Applicants
0	A6P	0201 - New Hires - Qualified External Applicants
0	A6P	0201 - New Hires - Interviewed Applicants
0	A6P	0301 - Internal Competitive Promotions - Relevant Applicant Pool
0	A6P	0301 - Internal Competitive Promotions - Qualified Internal Applicants
0	A6P	0303 - Internal Competitive Promotions - Qualified External Applicants
0	A6P	0303 - Internal Competitive Promotions - Referred Applicants
0	A6P	0303 - Internal Competitive Promotions - External Selections
0	A6P	0340 - New Hires - Relevant Applicant Pool
0	A6P	0340 - New Hires - Qualified Internal Applicants
0	A6P	0340 - New Hires - Referred Applicants
0	A6P	0340 - New Hires - Interviewed Applicants
0	A6P	0340 - Internal Competitive Promotions - Qualified External Applicants
0	A6P	0340 - Internal Competitive Promotions - Referred Applicants
0	A6P	0340 - Internal Competitive Promotions - Interviewed Applicants
0	A6P	0343 - New Hires - Relevant Applicant Pool
0	A6P	0343 - New Hires - Qualified Internal Applicants
0	A6P	0343 - New Hires - Interviewed Applicants
0	A6P	0343 - Internal Competitive Promotions - Qualified External Applicants
0	A6P	0401 - New Hires - Relevant Applicant Pool
0	A6P	0401 - New Hires - Qualified Internal Applicants
0	A6P	0401 - New Hires - Referred Applicants

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### Section 5: Possible Missing Information

Total	Table	Row Name
0	A6P	0401 - New Hires - Interviewed Applicants
0	A6P	0401 - Internal Competitive Promotions - Qualified External Applicants
0	A6P	1101 - New Hires - Qualified External Applicants
0	A6P	1101 - New Hires - Interviewed Applicants
0	A6P	1301 - Internal Competitive Promotions - Relevant Applicant Pool
0	A6P	1301 - Internal Competitive Promotions - Qualified Internal Applicants
0	A6P	1301 - Internal Competitive Promotions - Internal Selections
0	A6P	1701 - Internal Competitive Promotions - Referred Applicants
0	A6T	0101 - Internal Competitive Promotions - Relevant Applicant Pool
0	A6T	0101 - Internal Competitive Promotions - Qualified Internal Applicants
0	A6T	0101 - Internal Competitive Promotions - Referred Applicants
0	A6T	0101 - Internal Competitive Promotions - Interviewed Applicants
0	A6T	0101 - New Hires - Qualified External Applicants
0	A6T	0101 - New Hires - Interviewed Applicants
0	A6T	0201 - HUMAN RESOURCES MANAGEMENT (0201)
0	A6T	0301 - Internal Competitive Promotions - Relevant Applicant Pool
0	A6T	0301 - Internal Competitive Promotions - Referred Applicants
0	A6T	0301 - Internal Competitive Promotions - Interviewed Applicants
0	A6T	0301 - Internal Competitive Promotions - Internal Selections
0	A6T	0340 - New Hires - Qualified External Applicants
0	A6T	0340 - New Hires - Referred Applicants
0	A6T	0340 - New Hires - Interviewed Applicants
0	A6T	0343 - Internal Competitive Promotions - Relevant Applicant Pool
0	A6T	0343 - Internal Competitive Promotions - Qualified Internal Applicants
0	A6T	0343 - Internal Competitive Promotions - Interviewed Applicants
0	A6T	0343 - New Hires - Qualified External Applicants
0	A6T	0343 - New Hires - Interviewed Applicants
0	A6T	0401 - Internal Competitive Promotions - Qualified External Applicants
0	A6T	0401 - Internal Competitive Promotions - Interviewed Applicants

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### Section 5: Possible Missing Information

Total	Table	Row Name
0	A6T	0401 - Internal Competitive Promotions - External Selections
0	A6T	1301 - New Hires - Relevant Applicant Pool
0	A6T	1301 - New Hires - Qualified Internal Applicants
0	A6T	1301 - New Hires - Referred Applicants
0	A6T	1301 - Internal Competitive Promotions - External Selections
0	A6T	1701 - New Hires - Qualified External Applicants
0	A6T	1701 - New Hires - Interviewed Applicants
0	A6T	1701 - New Hires - External Selections
0	A7	SES or Equivalent - INTERNAL COMPETITIVE PROMOTIONS - Relevant Applicant Pool
0	A7	SES or Equivalent - INTERNAL COMPETITIVE PROMOTIONS - Qualified Internal Applicants
0	A7	SES or Equivalent - INTERNAL COMPETITIVE PROMOTIONS - Interviewed Applicants
0	A7	SES or Equivalent - INTERNAL COMPETITIVE PROMOTIONS - Internal Selections
0	A7	SES or Equivalent - NEW HIRES - External Selections
0	A7	SES or Equivalent - CAREER DEVELOPMENT PROGRAM - Slots for Career Development Program
0	A7	SES or Equivalent - CAREER DEVELOPMENT PROGRAM - Eligible for Career Development Program
0	A7	SES or Equivalent - CAREER DEVELOPMENT PROGRAM - Applicants for Career Development Program
0	A7	SES or Equivalent - CAREER DEVELOPMENT PROGRAM - Selections for Career Development Program
0	A7	GS-15 or Equivalent - INTERNAL COMPETITIVE PROMOTIONS - Relevant Applicant Pool
0	A7	GS-15 or Equivalent - INTERNAL COMPETITIVE PROMOTIONS - Qualified Internal Applicants
0	A7	GS-15 or Equivalent - INTERNAL COMPETITIVE PROMOTIONS - Referred Applicants
0	A7	GS-15 or Equivalent - INTERNAL COMPETITIVE PROMOTIONS - Interviewed Applicants
0	A7	GS-15 or Equivalent - NEW HIRES - Qualified External Applicants
0	A7	GS-15 or Equivalent - NEW HIRES - Referred Applicants
0	A7	GS-15 or Equivalent - NEW HIRES - Interviewed Applicants
0	A7	GS-15 or Equivalent - CAREER DEVELOPMENT PROGRAM - Slots for Career Development Program
0	A7	GS-15 or Equivalent - CAREER DEVELOPMENT PROGRAM - Eligible for Career Development Program
0	A7	GS-15 or Equivalent - CAREER DEVELOPMENT PROGRAM - Applicants for Career Development Program
0	A7	GS-15 or Equivalent - CAREER DEVELOPMENT PROGRAM - Selections for Career Development Program
0	A7	GS-14 or Equivalent - INTERNAL COMPETITIVE PROMOTIONS - Relevant Applicant Pool

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### Section 5: Possible Missing Information

Total	Table	Row Name
0	A7	GS-14 or Equivalent - INTERNAL COMPETITIVE PROMOTIONS - Qualified Internal Applicants
0	A7	GS-14 or Equivalent - INTERNAL COMPETITIVE PROMOTIONS - Referred Applicants
0	A7	GS-14 or Equivalent - CAREER DEVELOPMENT PROGRAM - Slots for Career Development Program
0	A7	GS-14 or Equivalent - CAREER DEVELOPMENT PROGRAM - Eligible for Career Development Program
0	A7	GS-14 or Equivalent - CAREER DEVELOPMENT PROGRAM - Applicants for Career Development Program
0	A7	GS-14 or Equivalent - CAREER DEVELOPMENT PROGRAM - Selections for Career Development Program
0	A7	GS-13 or Equivalent - INTERNAL COMPETITIVE PROMOTIONS - Relevant Applicant Pool
0	A7	GS-13 or Equivalent - INTERNAL COMPETITIVE PROMOTIONS - Qualified Internal Applicants
0	A7	GS-13 or Equivalent - INTERNAL COMPETITIVE PROMOTIONS - Interviewed Applicants
0	A7	GS-13 or Equivalent - CAREER DEVELOPMENT PROGRAM - Slots for Career Development Program
0	A7	GS-13 or Equivalent - CAREER DEVELOPMENT PROGRAM - Eligible for Career Development Program
0	A7	GS-13 or Equivalent - CAREER DEVELOPMENT PROGRAM - Applicants for Career Development Program
0	A7	GS-13 or Equivalent - CAREER DEVELOPMENT PROGRAM - Selections for Career Development Program
0	A8	Executives - INTERNAL COMPETITIVE PROMOTIONS - Relevant Applicant Pool
0	A8	Executives - INTERNAL COMPETITIVE PROMOTIONS - Qualified Internal Applicants
0	A8	Executives - INTERNAL COMPETITIVE PROMOTIONS - Internal Selections
0	A8	Executives - NEW HIRES - External Selections
0	A8	Executives - CAREER DEVELOPMENT PROGRAM - Slots for Career Development Program
0	A8	Executives - CAREER DEVELOPMENT PROGRAM - Eligible for Career Development Program
0	A8	Executives - CAREER DEVELOPMENT PROGRAM - Applicants for Career Development Program
0	A8	Executives - CAREER DEVELOPMENT PROGRAM - Selections for Career Development Program
0	A8	Managers - INTERNAL COMPETITIVE PROMOTIONS - Relevant Applicant Pool
0	A8	Managers - INTERNAL COMPETITIVE PROMOTIONS - Qualified Internal Applicants
0	A8	Managers - INTERNAL COMPETITIVE PROMOTIONS - Interviewed Applicants
0	A8	Managers - NEW HIRES - Qualified External Applicants
0	A8	Managers - NEW HIRES - Interviewed Applicants
0	A8	Managers - CAREER DEVELOPMENT PROGRAM - Slots for Career Development Program
0	A8	Managers - CAREER DEVELOPMENT PROGRAM - Eligible for Career Development Program
0	A8	Managers - CAREER DEVELOPMENT PROGRAM - Applicants for Career Development Program



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### Section 5: Possible Missing Information

Total	Table	Row Name
0	A8	Managers - CAREER DEVELOPMENT PROGRAM - Selections for Career Development Program
0	A8	Supervisors - INTERNAL COMPETITIVE PROMOTIONS - Vacancy Announcements
0	A8	Supervisors - INTERNAL COMPETITIVE PROMOTIONS - Relevant Applicant Pool
0	A8	Supervisors - INTERNAL COMPETITIVE PROMOTIONS - Internal Applications
0	A8	Supervisors - INTERNAL COMPETITIVE PROMOTIONS - Qualified Internal Applicants
0	A8	Supervisors - INTERNAL COMPETITIVE PROMOTIONS - Referred Applicants
0	A8	Supervisors - INTERNAL COMPETITIVE PROMOTIONS - Interviewed Applicants
0	A8	Supervisors - INTERNAL COMPETITIVE PROMOTIONS - Internal Selections
0	A8	Supervisors - NEW HIRES - Vacancy Announcements
0	A8	Supervisors - NEW HIRES - Voluntarily Identified Applicants
0	A8	Supervisors - NEW HIRES - Qualified External Applicants
0	A8	Supervisors - NEW HIRES - Referred Applicants
0	A8	Supervisors - NEW HIRES - Interviewed Applicants
0	A8	Supervisors - NEW HIRES - External Selections
0	A8	Supervisors - CAREER DEVELOPMENT PROGRAM - Slots for Career Development Program
0	A8	Supervisors - CAREER DEVELOPMENT PROGRAM - Eligible for Career Development Program
0	A8	Supervisors - CAREER DEVELOPMENT PROGRAM - Applicants for Career Development Program
0	A8	Supervisors - CAREER DEVELOPMENT PROGRAM - Selections for Career Development Program
0	B1	Total Workforce: Reduction in Force
0	B1	Permanent Workforce: Reduction in Force
0	B1	Permanent Workforce: Removal
0	B1	Temporary Workforce: Reduction in Force
0	B1	Temporary Workforce: Retirement
0	B1	Schedule A (permanent): New Hires
0	B1	Schedule A (permanent): Total Separations
0	B6P	0101 - Internal Competitive Promotions - Relevant Applicant Pool
0	B6P	0101 - Internal Competitive Promotions - Qualified Internal Applicants
0	B6P	0101 - New Hires - Qualified External Applicants
0	B6P	0201 - Internal Competitive Promotions - Relevant Applicant Pool

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### Section 5: Possible Missing Information

Total	Table	Row Name
0	B6P	0201 - Internal Competitive Promotions - Qualified Internal Applicants
0	B6P	0201 - Internal Competitive Promotions - Referred Applicants
0	B6P	0201 - Internal Competitive Promotions - Interviewed Applicants
0	B6P	0201 - New Hires - Qualified External Applicants
0	B6P	0201 - New Hires - Interviewed Applicants
0	B6P	0301 - Internal Competitive Promotions - Relevant Applicant Pool
0	B6P	0301 - Internal Competitive Promotions - Qualified Internal Applicants
0	B6P	0303 - Internal Competitive Promotions - Qualified External Applicants
0	B6P	0303 - Internal Competitive Promotions - Referred Applicants
0	B6P	0340 - New Hires - Relevant Applicant Pool
0	B6P	0340 - New Hires - Qualified Internal Applicants
0	B6P	0340 - New Hires - Referred Applicants
0	B6P	0340 - New Hires - Interviewed Applicants
0	B6P	0340 - Internal Competitive Promotions - Qualified External Applicants
0	B6P	0340 - Internal Competitive Promotions - Referred Applicants
0	B6P	0340 - Internal Competitive Promotions - Interviewed Applicants
0	B6P	0343 - New Hires - Relevant Applicant Pool
0	B6P	0343 - New Hires - Qualified Internal Applicants
0	B6P	0343 - New Hires - Interviewed Applicants
0	B6P	0343 - Internal Competitive Promotions - Qualified External Applicants
0	B6P	0401 - New Hires - Relevant Applicant Pool
0	B6P	0401 - New Hires - Qualified Internal Applicants
0	B6P	0401 - New Hires - Referred Applicants
0	B6P	0401 - New Hires - Interviewed Applicants
0	B6P	0401 - Internal Competitive Promotions - Qualified External Applicants
0	B6P	1101 - New Hires - Qualified External Applicants
0	B6P	1101 - New Hires - Interviewed Applicants
0	B6P	1301 - Internal Competitive Promotions - Relevant Applicant Pool
0	B6P	1301 - Internal Competitive Promotions - Qualified Internal Applicants

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### Section 5: Possible Missing Information

Total	Table	Row Name
0	B6P	1301 - Internal Competitive Promotions - Internal Selections
0	B6P	1701 - Internal Competitive Promotions - Qualified External Applicants
0	B6T	0101 - Internal Competitive Promotions - Relevant Applicant Pool
0	B6T	0101 - Internal Competitive Promotions - Qualified Internal Applicants
0	B6T	0101 - Internal Competitive Promotions - Referred Applicants
0	B6T	0101 - Internal Competitive Promotions - Interviewed Applicants
0	B6T	0101 - Internal Competitive Promotions - Internal Selections
0	B6T	0101 - New Hires - Qualified External Applicants
0	B6T	0201 - HUMAN RESOURCES MANAGEMENT (0201)
0	B6T	0301 - Internal Competitive Promotions - Relevant Applicant Pool
0	B6T	0301 - Internal Competitive Promotions - Referred Applicants
0	B6T	0301 - Internal Competitive Promotions - Interviewed Applicants
0	B6T	0340 - New Hires - Qualified External Applicants
0	B6T	0340 - New Hires - Referred Applicants
0	B6T	0340 - New Hires - Interviewed Applicants
0	B6T	0343 - Internal Competitive Promotions - Relevant Applicant Pool
0	B6T	0343 - Internal Competitive Promotions - Qualified Internal Applicants
0	B6T	0343 - Internal Competitive Promotions - Interviewed Applicants
0	B6T	0343 - New Hires - Qualified External Applicants
0	B6T	0343 - New Hires - Interviewed Applicants
0	B6T	0401 - Internal Competitive Promotions - Qualified External Applicants
0	B6T	0401 - Internal Competitive Promotions - Interviewed Applicants
0	B6T	0401 - Internal Competitive Promotions - External Selections
0	B6T	1301 - New Hires - Relevant Applicant Pool
0	B6T	1301 - New Hires - Qualified Internal Applicants
0	B6T	1301 - New Hires - Referred Applicants
0	B6T	1301 - Internal Competitive Promotions - External Selections
0	B6T	1701 - New Hires - Qualified External Applicants
0	B6T	1701 - New Hires - External Selections

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Total	Table	Row Name
0	B7	SES or Equivalent - INTERNAL COMPETITIVE PROMOTIONS - Relevant Applicant Pool
0	B7	SES or Equivalent - INTERNAL COMPETITIVE PROMOTIONS - Qualified Internal Applicants
0	B7	SES or Equivalent - INTERNAL COMPETITIVE PROMOTIONS - Interviewed Applicants
0	B7	SES or Equivalent - INTERNAL COMPETITIVE PROMOTIONS - Internal Selections
0	B7	SES or Equivalent - NEW HIRES - External Selections
0	B7	SES or Equivalent - CAREER DEVELOPMENT PROGRAM - Slots for Career Development Program
0	B7	SES or Equivalent - CAREER DEVELOPMENT PROGRAM - Eligible for Career Development Program
0	B7	SES or Equivalent - CAREER DEVELOPMENT PROGRAM - Applicants for Career Development Program
0	B7	SES or Equivalent - CAREER DEVELOPMENT PROGRAM - Selections for Career Development Program
0	B7	GS-15 or Equivalent - INTERNAL COMPETITIVE PROMOTIONS - Relevant Applicant Pool
0	B7	GS-15 or Equivalent - INTERNAL COMPETITIVE PROMOTIONS - Qualified Internal Applicants
0	B7	GS-15 or Equivalent - INTERNAL COMPETITIVE PROMOTIONS - Referred Applicants
0	B7	GS-15 or Equivalent - INTERNAL COMPETITIVE PROMOTIONS - Interviewed Applicants
0	B7	GS-15 or Equivalent - NEW HIRES - Qualified External Applicants
0	B7	GS-15 or Equivalent - NEW HIRES - Referred Applicants
0	B7	GS-15 or Equivalent - NEW HIRES - Interviewed Applicants
0	B7	GS-15 or Equivalent - CAREER DEVELOPMENT PROGRAM - Slots for Career Development Program
0	B7	GS-15 or Equivalent - CAREER DEVELOPMENT PROGRAM - Eligible for Career Development Program
0	B7	GS-15 or Equivalent - CAREER DEVELOPMENT PROGRAM - Applicants for Career Development Program
0	B7	GS-15 or Equivalent - CAREER DEVELOPMENT PROGRAM - Selections for Career Development Program
0	B7	GS-14 or Equivalent - INTERNAL COMPETITIVE PROMOTIONS - Relevant Applicant Pool
0	B7	GS-14 or Equivalent - INTERNAL COMPETITIVE PROMOTIONS - Qualified Internal Applicants
0	B7	GS-14 or Equivalent - INTERNAL COMPETITIVE PROMOTIONS - Referred Applicants
0	B7	GS-14 or Equivalent - CAREER DEVELOPMENT PROGRAM - Slots for Career Development Program
0	B7	GS-14 or Equivalent - CAREER DEVELOPMENT PROGRAM - Eligible for Career Development Program
0	B7	GS-14 or Equivalent - CAREER DEVELOPMENT PROGRAM - Applicants for Career Development Program
0	B7	GS-14 or Equivalent - CAREER DEVELOPMENT PROGRAM - Selections for Career Development Program
0	B7	GS-13 or Equivalent - INTERNAL COMPETITIVE PROMOTIONS - Relevant Applicant Pool
0	B7	GS-13 or Equivalent - INTERNAL COMPETITIVE PROMOTIONS - Qualified Internal Applicants

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Total	Table	Row Name
0	B7	GS-13 or Equivalent - INTERNAL COMPETITIVE PROMOTIONS - Interviewed Applicants
0	B7	GS-13 or Equivalent - CAREER DEVELOPMENT PROGRAM - Slots for Career Development Program
0	B7	GS-13 or Equivalent - CAREER DEVELOPMENT PROGRAM - Eligible for Career Development Program
0	B7	GS-13 or Equivalent - CAREER DEVELOPMENT PROGRAM - Applicants for Career Development Program
0	B7	GS-13 or Equivalent - CAREER DEVELOPMENT PROGRAM - Selections for Career Development Program
0	B8	Executives - INTERNAL COMPETITIVE PROMOTIONS - Relevant Applicant Pool
0	B8	Executives - INTERNAL COMPETITIVE PROMOTIONS - Qualified Internal Applicants
0	B8	Executives - INTERNAL COMPETITIVE PROMOTIONS - Internal Selections
0	B8	Executives - NEW HIRES - External Selections
0	B8	Executives - CAREER DEVELOPMENT PROGRAM - Slots for Career Development Program
0	B8	Executives - CAREER DEVELOPMENT PROGRAM - Eligible for Career Development Program
0	B8	Executives - CAREER DEVELOPMENT PROGRAM - Applicants for Career Development Program
0	B8	Executives - CAREER DEVELOPMENT PROGRAM - Selections for Career Development Program
0	B8	Managers - INTERNAL COMPETITIVE PROMOTIONS - Relevant Applicant Pool
0	B8	Managers - INTERNAL COMPETITIVE PROMOTIONS - Qualified Internal Applicants
0	B8	Managers - INTERNAL COMPETITIVE PROMOTIONS - Interviewed Applicants
0	B8	Managers - NEW HIRES - Qualified External Applicants
0	B8	Managers - NEW HIRES - Interviewed Applicants
0	B8	Managers - CAREER DEVELOPMENT PROGRAM - Slots for Career Development Program
0	B8	Managers - CAREER DEVELOPMENT PROGRAM - Eligible for Career Development Program
0	B8	Managers - CAREER DEVELOPMENT PROGRAM - Applicants for Career Development Program
0	B8	Managers - CAREER DEVELOPMENT PROGRAM - Selections for Career Development Program
0	B8	Supervisors - INTERNAL COMPETITIVE PROMOTIONS - Vacancy Announcements
0	B8	Supervisors - INTERNAL COMPETITIVE PROMOTIONS - Relevant Applicant Pool
0	B8	Supervisors - INTERNAL COMPETITIVE PROMOTIONS - Internal Applications
0	B8	Supervisors - INTERNAL COMPETITIVE PROMOTIONS - Qualified Internal Applicants
0	B8	Supervisors - INTERNAL COMPETITIVE PROMOTIONS - Referred Applicants
0	B8	Supervisors - INTERNAL COMPETITIVE PROMOTIONS - Interviewed Applicants
0	B8	Supervisors - INTERNAL COMPETITIVE PROMOTIONS - Internal Selections

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### Section 5: Possible Missing Information

Total	Table	Row Name
0	B8	Supervisors - NEW HIRES - Vacancy Announcements
0	B8	Supervisors - NEW HIRES - Voluntarily Identified Applicants
0	B8	Supervisors - NEW HIRES - Qualified External Applicants
0	B8	Supervisors - NEW HIRES - Referred Applicants
0	B8	Supervisors - NEW HIRES - Interviewed Applicants
0	B8	Supervisors - NEW HIRES - External Selections
0	B8	Supervisors - CAREER DEVELOPMENT PROGRAM - Slots for Career Development Program
0	B8	Supervisors - CAREER DEVELOPMENT PROGRAM - Eligible for Career Development Program
0	B8	Supervisors - CAREER DEVELOPMENT PROGRAM - Applicants for Career Development Program
0	B8	Supervisors - CAREER DEVELOPMENT PROGRAM - Selections for Career Development Program