

NAC Human Capital Committee

Lucy Fortson, Gerald Kulcinski (chm)
and Jim Milgram

July 14-16, 2009
Washington DC

Topics Covered

- **Intergovernmental Personnel Agreement Program**, Ms. Lisa Lessard, Sherri McGee, Office of Human Capital Management
- **Lunar Exploration Roadmap *[Joint with Science Committee]*** LEAG Chair/Clive Neal, Univ. of Notre Dame.
- **Update on Strategic Communication Issues**, Ms. Kristen Erickson, Office of Communication Planning.
- **NASA's Ranking on the "Best Place to Work"**, Mr. Stephan Golis, Office of Human Capital Management.
- **Analysis of Recent NASA Hiring Patterns**, Mr. Stephen Chesley + Jane Datta, Lisa Lissard, Office of Human Capital Management

Intergovernmental Personnel Act

- Allows the assignment of individuals from eligible non-Federal entities (e.g., academic and non-profit organizations) to Federal agencies and assignment of Federal employees to non-Federal entities
 - Assignments must be to work of mutual benefit to both organizations
 - Assignments are for up to two years and may be extended up to six years
 - Employees are typically detailed to NASA and remain an employee of the non-Federal entity for the purposes of salary, benefits, and retention

Office of Inspector General Findings June 05 to May 06

- Inadequate controls over IPA Expenditures
- No cost sharing – NASA was paying 100% of costs of the IPA program
- NASA's reimbursement for indirect costs were inconsistent with Office of Personnel Management policy

NASA IPA Assignments by Center

as of June 2009

There are currently 62 IPA's at NASA. Of those, 55 are In-Bound and 7 are Out-Bound IPA's. Of the In-Bound, 46 are from academia and 9 are from a Federally Funded Research and Development Center.

Center			Total	# from Academia	# from FFRDC*
	Inbound	Outbound			
ARC	1	0	1	1	0
DFRC	0	0	0	0	0
GRC	1	1	2	1	0
GSFC	7	1	8	5	2
JSC	4	1	5	4	0
KSC	2	0	2	2	0
LaRC	3	1	4	3	0
MSFC	6	2	8	5	1
NSSC	0	0	0	0	0
SSC	5	0	5	5	0
HQ	26	1	27	20	6
TOTAL	55	7	62	46	9

Agency Response

- Established policy requiring cost sharing based on the extent to which both parties benefit from the assignment
 - NASA expects that the non-Federal entity to pay at least 10% of total cost.
 - NASA will not pay for indirect/administrative costs
 - The 10% share may include the indirect costs from the home Institution.
 - Policy includes *waiver provisions* when entity does not have the resources to share costs

HCC Observation

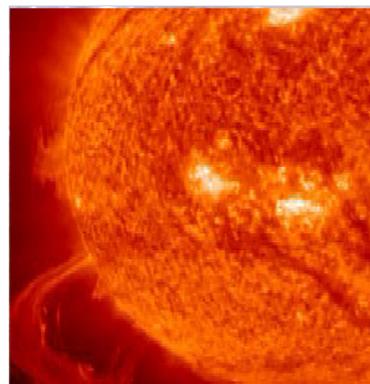
- At this time, as long as the Home Institution is allowed to include Indirect Costs as counting toward the 10%.

Joint Session

- Dr. Neal gave the current Lunar Exploration Analysis Group time-line for Return Moon and Beyond.
- One observation from the HCC is that Constellation Astronauts should be selected and included in the planning as soon as possible.



NASA Strategic Communications Update **Presentation to the NASA Advisory Committee**



Kristen Erickson
Office of Communications Planning
July 15, 2009

Definition of Strategic Communication

Strategic Communication is getting the right message, through the right media, to the right audience at the right time and with the right effect

NASA 50th Anniversary Lecture Series



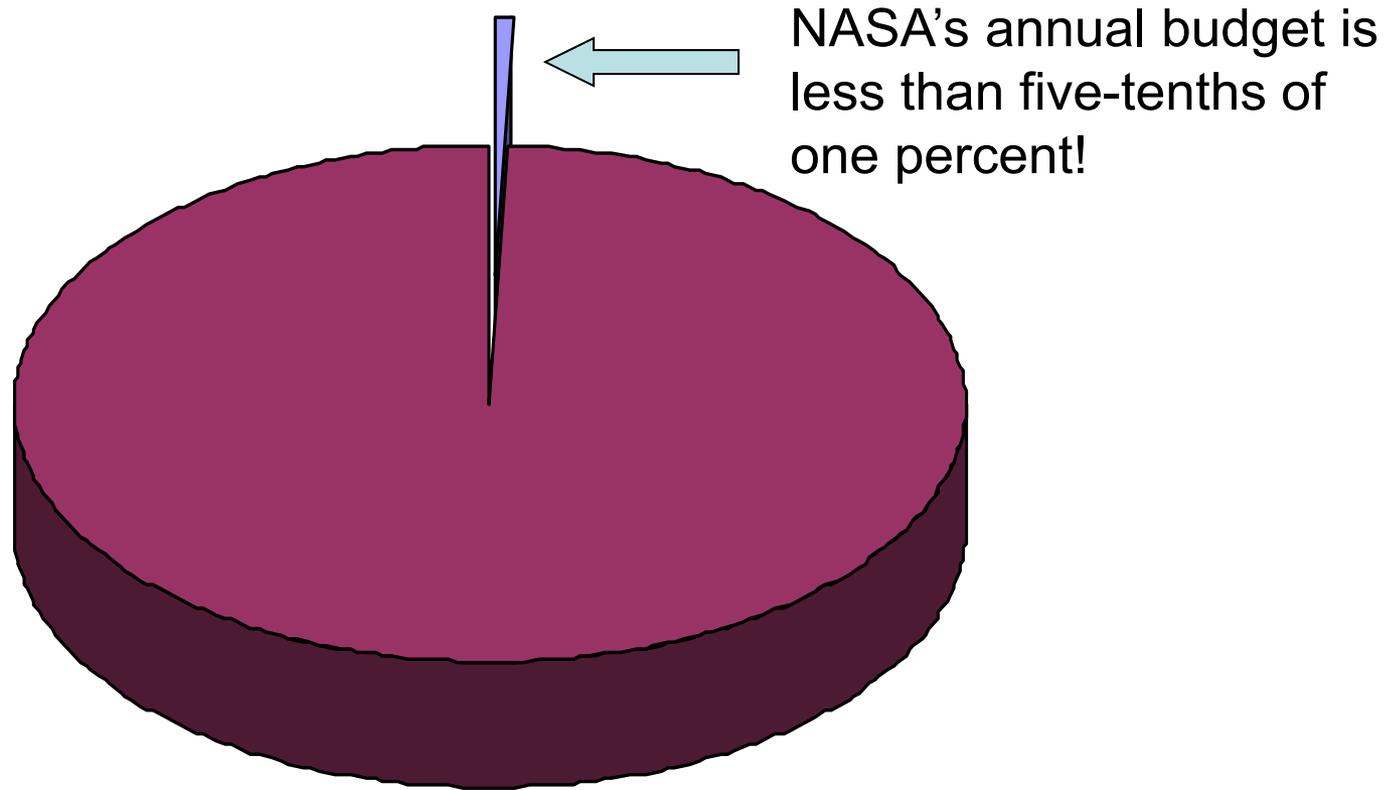
Aimed at policymakers in Washington, DC, the 50th anniversary NASA lecture series will feature prominent speakers to discuss the benefits that space exploration, scientific discovery and aeronautics research provide in addressing global issues such as the economy, education, health, science and the environment.

Lockheed Martin Corporation is co-sponsoring the lecture series.

NASA Administrator Mike Griffin “The Space Economy”
September 17, 2007

Google CEO Dr. Eric Schmidt
Inspiring Innovation and Exploration
January 17, 2008

NASA's Annual Budget as a Percentage of the Total Annual Federal Budget - FY 2009*



* Includes \$1B from Recovery Act

Smithsonian Folklife Festival

Smithsonian Institution



Co-sponsored by the National Park Service



Smithsonian Folklife Festival



June 25-29 and July 2-6, 2008
Washington, DC

Promote NASA's mission activities and present the heritage of our scientists, engineers, astronauts and craftspeople to a large (~1.5 million), ethnically diverse audience.

NASA 50th Anniversary Logo



- Hubble Space Telescope image of M81, spiral galaxy 11.6 million light years from Earth
- Also known as “grand design” galaxy
- Logo design chosen from over 130
- Design created by Crabtree+Company, a local communications firm

Recent Web Metrics

Provides information on the number of individuals visiting the NASA's various websites

	Jan	Feb	Mar	Apr	May	Jun
Speakers Bureau	11,113	11,394	16,333	11,715	14,577	12,332
Exhibits			710	4092	5,115	6304
NASA eClips	99,283	96,300	102,325	99,495	139,970	128,733
Apollo 40th			9,574	14,426	597,960	477,353
Moon Trees			1,195	2,339	3,989	2,811
Apollo Near You					1,637	10,156
NASA 50th	103,592	111,123	109,229	113,937	123,921	104,321
Communications Toolkit	1,078	1,297	2,035	1,153	1,093	1,946
Master Events Calendar	229	179	156	112	131	147
Calendar Reports	617	640	677	388	206	395
Total MEC	846	819	833	500	337	542

Strategic Communications

- **The delay in the confirmation of the Administrator has impaired the preparations for the 40th Anniversary Celebration**
- **The delay in the confirmation of the Administrator has postponed the appointment of the Chief of Communications.**

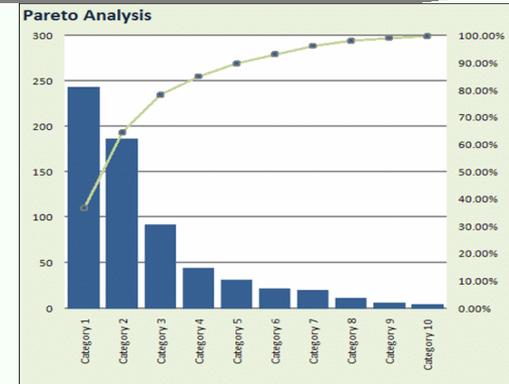
NASA Advisory Council Briefing

July 15, 2009

NASA 2008 Human Capital Survey Results

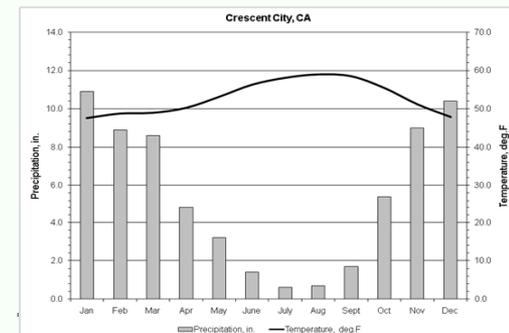
- Partnership for Public Service Analysis
- Office of Personnel Management Analysis
- NASA Analysis

By Steve Golis, Office of Human Capital Management



My Personal Account

Date	Opening Balance	Income	Expense	Description	Closing Balance
Saturday, December 16, 2006	275				275.00
Sunday, December 17, 2006	275				275.00
Monday, January 01, 2007	275	500		Kid's Sports Page	775.00
Tuesday, January 02, 2007	775		500	Kid's Sports Home 1 Month	275.00
Wednesday, January 03, 2007	275				275.00
Thursday, January 04, 2007	275				275.00
Friday, January 05, 2007	275				275.00
Saturday, January 06, 2007	275				275.00
Sunday, January 07, 2007	275				275.00
Monday, January 08, 2007	275		1000		1275.00
Tuesday, January 09, 2007	1275				1275.00
Wednesday, January 10, 2007	1275		2000		3275.00
Thursday, January 11, 2007	3275		3000		6200.00
Friday, January 12, 2007	6200		500		6700.00
Saturday, January 13, 2007	6700		500		6700.00
Sunday, January 14, 2007	6700				6700.00
Monday, January 15, 2007	6700		4000	66	10700.00
Tuesday, January 16, 2007	10700		5000		15700.00
Wednesday, January 17, 2007	15700		33		15742.00
Thursday, January 18, 2007	15742		5000		20742.00
Friday, January 19, 2007	20742		6026		26768.00
Saturday, January 20, 2007	26768				26768.00
Sunday, January 21, 2007	26768		540		27308.00
Monday, January 22, 2007	27308				27308.00
Tuesday, January 23, 2007	27308				27308.00
Wednesday, January 24, 2007	27308	525	2000		8248.00
Thursday, January 25, 2007	8248				8248.00
Friday, January 26, 2007	8248	525	5000		3773.00
Saturday, January 27, 2007	3773				3773.00
Sunday, January 28, 2007	3773		100		3673.00
Monday, January 29, 2007	3673		2000		1673.00
Tuesday, January 30, 2007	1673				1673.00
Wednesday, January 31, 2007	1673				1673.00



Partnership for Public Service Analysis



Posted May 2009

- NASA's Overall Index score for 2008 was 71.7, an increase of 2.8 percent over our rating for 2006
- NASA was ranked the 3rd Best Place to Work in the Federal Government for 2008, compared to a 4th place ranking for 2006.
- NASA also ranked within the top 3 places on 9 of the 10 best in class categories

Human Capital Survey

- While the ranking for NASA overall is good and improving, there is a wide variation between Centers.
- The Agency and NASA Centers use this data to look for areas of improvement.
- We encourage NASA to continue to use this data to benchmark within the Centers and with other Federal Agencies

NASA's Freshout Hires

Analysis of Hiring Patterns

Methodology

Hire data includes all outside hires and CO-OP conversions from BFY 2005 to Present

Hires into NASA's student programs were not considered as part of this study

For the purposes of this study, Freshouts were considered as new hires if their hire date was within 3 years of their latest degree

Each Center provided a list of Colleges/Universities that they consider to be "Regional" and/or "Feeder" programs

Conclusions Co-op Program

- There appears to be a strong bias at NASA Centers toward hiring graduates of regional Universities.
- We were shown three modules with different methods of displaying the data
 - By hire type and regional affiliation
 - By Center
 - Schools by Center and State
- The data is shown most clearly by schools, correlated between the Center and States

Questions?