

One Stop Shopping Initiative (OSSI) for NASA Internships, Fellowships, and Scholarships

Executive Summary for Year-One Data Review



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Office of Education

The over-arching mission of the One Stop Shopping Initiative (OSSI) for NASA Internship, Fellowship, and Scholarship Opportunities is to provide NASA-related, competency-building research and education opportunities that prepare highly-qualified undergraduate and graduate students for employment in the NASA STEM workforce. OSSI provides a NASA-wide integrated application, selection, and reporting system that is centrally located at <https://intern.nasa.gov>.

As such, key OSSI partners, who include NASA Education Offices (Headquarters and Centers); the Offices of Human Capital and Diversity and Equal Opportunity; Mission Directorates; the OSSI Business Management Organization-Ohio Aerospace Institute; and the OSSI Broker-Facilitator Corps, are collaborating to strengthen the development, management, and retention of NASA's workforce pipeline. Together, these internal and external partners identify, reach, engage, and provide eligible students with access to learning opportunities that help prepare them for employment within NASA, Institutions of Higher Education, the Nation's STEM workforce, and related professions.

The work of our key OSSI partners has helped us far exceed recruitment goals. OSSI's Year-One data provides ample evidence of its contributions to NASA's efficacy and efficiency in student recruitment and selection outcomes.

Nevertheless, there remain significant challenges in FY 2013 as this dynamic system continues to evolve with increased functionality and capacity. Now is the time to advance collaborations among internal and external partners to continue providing unique NASA opportunities to highly-qualified students in the robust certified applicant pool that OSSI has made possible.

Thank you for your contributions to the success of this Initiative. With your continued support and advocacy, OSSI will continue to exceed expectations in FY 2013.

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Office of Education Infrastructure Division
OSSI System Sponsor

Executive Summary
The Office of Education Infrastructure Division
OSSI Year-One Data Review
(September 2010 – August 2011)

The Agency Context

Before the implementation of the One Stop Shopping Initiative for NASA Internship, Fellowship, and Scholarship Opportunities (OSSI), the Agency's student recruitment efforts were decentralized, segmented, and largely unmeasured. NASA faced a number of barriers that hindered the recruitment, management, retention, and transition of highly-qualified students from the application stage to employment within the NASA and STEM workforce pipeline. These barriers to efficiency and efficacy were, in part, caused by:

- Lack of a single, centralized system with the capacity and functionality to house all student opportunities;
- Absence of a shared system for mentors to enter student opportunities and to tag, review, and rank student applications;
- Difficulty for students to locate multiple access points for NASA opportunities and respond to time-sensitive searches;
- Challenge for students to meet the requirement to complete separate applications for each opportunity of interest; and
- Inconsistent branding of NASA internship, fellowship, and scholarship, opportunities.

These Agency-wide challenges had a negative impact on NASA's ability to establish a large pool of diverse and highly-qualified student applicants for NASA opportunities.

OSSI was first conceived in 2008 in response to feedback from students, mentors, and other NASA stakeholders and has quickly evolved into an innovative, mission-enabling, NASA-wide approach that:

- Supports strategic NASA and U.S. workforce needs in STEM and related disciplines;
- Builds awareness and provides access to internship, fellowship, and scholarship opportunities through a single portal;
- Allows students to apply for multiple opportunities with a single application;
- Establishes and populates selection pool of academically-prepared applicants from all institution types; and
- Helps NASA remain engaged with students throughout their academic careers.

OSSI is a collaborative model that brings together internal strategic partners (NASA's Offices of Education, Human Capital, Diversity and Equal Opportunity, Communications, and Mission Directorates) with competitively selected external strategic partners (the Business Management Organization and Broker-Facilitator Corps). Together, these internal and external partners collaborate to identify, reach, engage, and provide eligible students access to learning opportunities that help to prepare them for employment within NASA, Institutions of Higher Education, the Nation's STEM workforce, and related professions. The OSSI LaunchPad at <https://intern.nasa.gov> now serves as the Agency-wide integrated system for application, selection, and reporting for student engagement within NASA's workforce pipeline. The OSSI LaunchPad serves as a single,

centralized portal which houses all NASA student opportunities and streamlines student application, selection, retention, and professional development processes.

Alignment with FY 2012 APGs

OSSI processes were directly aligned to support the following Office of Education FY 2012 Annual Performance Goals:

APG 5.1.2.1: ED-12-1

Achieve 40 percent participation of underserved and underrepresented (in race and/or ethnicity) in NASA higher education projects.

APG 5.1.2.1: ED-12-2

Achieve 45 percent participation of women in NASA higher education projects.

APG 6.1.2.1: ED-12-4

20,000 undergraduate and graduate students participate in NASA education opportunities.

The OSSI Model

The comprehensive OSSI model encompasses four major, student-centered components or pillars necessary to the achievement of FY 2012 APGs:

- **Pillar 1: Recruitment, retention, and development;**
- **Pillar 2: Selection, placement, and mentoring;**
- **Pillar 3: Workforce entry; and**
- **Pillar 4: Longitudinal study.**

Beginning in FY 2013, OSSI will share the responsibility of implementing Pillars 1 through 4 with the newly-formed NASA Internships, Fellowships, and Scholarships (NIFS) Line of Business. NIFS will focus on Pillar 2: Selection placement and mentoring and Pillar 3: Workforce entry. OSSI will focus, in large part, on Pillar 1: Recruitment, retention and development and Pillar 4: Longitudinal study.

The OSSI model engages strategic partners from non-profit education agencies in the implementation of Pillar 1 and Pillar 4. These partners form the Broker-Facilitator Corps. The Corps provides expert advocacy in the outreach, identification, engagement, recruitment, and retention of students within the NASA applicant pool from each of the four higher education institution types. These institution types are identified as: Tribal Colleges and Universities (TCU); Hispanic Serving Institutions (HSI); Predominately Black Institutions (PBI), including Historically Black Colleges and Universities (HBCU); and Predominately White Institutions (PWI).

The Broker-Facilitator Corps consists of four, competitively selected, culturally competent agencies: American Indian Higher Education Consortium (AIHEC); Hispanic College Fund (HCF); United Negro College Fund Special Programs Corporation (UNCFSP); and Institute for Broadening Participation (IBP). The Corps uses evidence-based, collaborative practices to identify, attract, engage, and retain a diverse student population within NASA's student applicant pool.

The Broker-Facilitator Corps partners with, supports, and enhances NASA's outreach, recruitment, and retention efforts by providing:

- Culturally and institutionally appropriate advocacy and communication strategies to identify and sustain meaningful engagement with students who possess academic skills that align with NASA's current research and future workforce needs; and
- Well-established networks with administrators and faculty within each institutional type to help identify students for NASA outreach and recruitment efforts.

During Year One, the Corps implemented recruitment, retention, and career development strategies that broadened diversity and increased the number of high-performing participants in NASA's internship, fellowship, and scholarship applicant pools. The following section contains data that illustrate recruitment outcomes of collaborative efforts by OSSI's internal and external partners, as well as student selection outcomes by personnel within NASA Centers, Headquarters, and Mission Directorates from all institution types.

OSSI YEAR-ONE DATA: SEPTEMBER 2010 – AUGUST 2011

OSSI Year-One Funding Sources (Projects)

Through OSSI, NASA offered students access to multiple opportunities with single application. This user-friendly convenience differs dramatically from the previous, and much more labor-intensive, process that required students to complete a separate application, usually within a different Web site, for each NASA opportunity.

Students applied for 1,808 Agency, Mission Directorate, GSFC, and other Center-Unique funding sources through OSSI from September 2010 through August 2011. The following is a listing of Agency funding sources/projects that were accessed through OSSI during the first year of operation:

- Achieving Competence in Computing, Engineering, and Space Sciences (ACCESS);
- Motivating Undergraduates in Science and Technology (MUST);
- NASA Science and Technology Institute for Minority Institutions (NSTI);
- Space Grant (SG);
- Tribal College and University Project (TCUP);
- University Research Centers (URC);
- Undergraduate Student Research Program (USRP);
- Graduate Student Researchers Program (GSRP);
- Harriett G. Jenkins Pre-doctoral Fellowship Project (JPPF); and
- Mission Directorate, Goddard Space Flight Center, and Center-Unique.

The number of funding sources accessed through OSSI during the first year represents a small fraction of the total number of internship, fellowships, and scholarship opportunities offered throughout the Agency. The OSSI system has expanded in both capacity and functionality to accommodate the ultimate phase-in of all NASA internship, fellowship, and scholarship opportunities.

Recruitment Outcome: Application Pool

One of OSSI's many significant contributions to NASA is the ability to establish a centralized applicant pool. Although OEPM collected demographic and academic data on students selected to receive awards, there was no comparable system that collected demographic and academic data on student applicants prior to selection. The OSSI system fills this void. OSSI not only creates and populates an applicant pool, but it also separates student applications into two validation categories: "certified" and "not certified." The "certified" designation is awarded to students who meet NASA's academic and scholastic eligibility requirements and who submit completed applications along with required supplemental documents. Incomplete applications, which lack required supplemental documentation, remain in the applicant pool as "not-certified." Broker-Facilitator Corps personnel routinely monitor the applicant pool and initiate communication with students whose applications are "not certified," and respond to concerns while helping them complete the application.

The Broker-Facilitator Corps shares the responsibility with NASA personnel to ensure that diversity within the applicant pool is reflective of the gender, geographic, cultural, academic, and institution types needed for the future STEM workforce of NASA, Institutions of Higher Education, and the Aerospace Industry. Recruitment efforts yielded a pool of 8,931 applicants. Of the students within the pool, 77% (*n* 6,889) were identified as "certified applicants." Of the certified applicants, 83% applied for internships, 13% for fellowships, and the remaining 4% for scholarships. Among the certified applicants, 17% (*n* 1,173) were selected to receive NASA internship, fellowship, and scholarship opportunities.

A total of 1,305 opportunities were awarded to 1,173 certified applicants. Of the opportunities awarded, 68% received (*n* 889) internships, 23% (*n* 296) received fellowships, and 9% (*n* 120) received scholarships. By the end of Year One, 132 students received more than one opportunity, while 83% (*n* 5,584) of certified applicants did not receive an offer and remained in the applicant pool.

The certified applicant pool is projected to increase annually as a result of successful recruitment efforts. As additional NASA funding sources (projects) are migrated over to OSSI, the certified applicant pool will decrease accordingly as more students are selected for new opportunities. OSSI now has the capability to develop and implement processes, after NASA selections are complete, that will provide industry and other external partners with access to the growing certified pool of STEM-prepared students.

Recruitment-Selection Outcomes: Institution Types

Institutions of Higher Education (IHE) are routinely categorized into four types: Tribal Colleges and Universities (TCU), Hispanic Serving Institutions (HSI), Predominately Black Institutions (PBI) including Historically Black Colleges and Universities (HBCU), and Predominately White Institutions (PWI). Each agency within the Broker-Facilitator Corps serves as Subject Matter Expert (SME) support for outreach, recruitment, engagement, and retention efforts for the diverse student populations attending each institution type.

The American Indian Higher Education Consortium (AIHEC) serves as SME for students attending TCUs; the Hispanic College Fund (HCF) serves in the same capacity for students attending HSIs; the United Negro College Fund Special Programs Corporation (UNCFSP) is SME to students attending PBIs including HBCUs; and the Institute for Broadening Participation (IBP) is SME to students attending PWIs.

The Cooperative Agreement Notice (CAN), which established OSSI, specified recruitment deliverables for each Broker-Facilitator Corps agency. The Corps were required to:

Recruit a robust student applicant pool of 2,000 certifiable applications in Year-One that grows to a pool of 3,000 validated applications by Year-Four. The annual pool is expected to be composed of student-applicants reflective of all institution types: 70% PWI; 18% HSI; 10% PBI; and 2% TCU. (OSSI CAN, Roles and Responsibilities of the Broker-Facilitator Corps 2009)

Year-One data documented 6,889 certified applications, a 409% (n 4,889) increase over the projected Year-One total of 2,000. Certified applications from students attending Predominately White institutions were projected at 1,400, and actual representation was 5,718. Certified applications from students attending Hispanic Serving Institutions were projected at 360, and actual representation was 689. Certified applications from students attending Predominately Black Institutions (including HBCUs) were projected at 200, and actual representation was 413. And certified applicants from students attending Tribal Colleges and Universities were projected at 40, and actual representation was 69. OSSI leadership is currently assessing Year-One data and will use these outcomes to establish new targets for FY 2013. The new targets will support the increasing momentum and enhanced functionality of the OSSI system. Targets will also reflect the expanded capacity of internal and external partners to strategically identify students with the academic preparation and aspirations that are aligned with NASA's current and projected workforce needs and encourage them to apply for internship, fellowship, and scholarship opportunities.

Progress Toward the Achievement of APG 5.1.2.1: ED-13-1

The OSSI Broker-Facilitator Corps and NASA personnel share the responsibility for the establishing and maintaining a highly qualified, STEM-prepared, student applicant pool that will help NASA achieve APG 5.1.2.1: ED-13-1.

NASA's compliance with this FY 2013 APG will rely on establishing a student awardee population that is reflective of the following diversity measures: 14.5% African American, 13% Hispanic, 0.9% Native American, 3% Pacific Islander, 10.8% students with disabilities, and 57% female. By building on recruitment successes in Year One and Year Two and continuing to expand and refine these efforts for Year Three, OSSI's internal and external strategic partners are positioned to establish and retain a demographically diverse pool of qualified applicants which will ensure NASA can satisfy this important Annual Performance Goal.

Data within the "OSSI Year One: Facts-At-A-Glance" section below provides documentation of OSSI-based recruitment and selection outcomes. Recruitment outcomes are categorized by race, ethnicity, gender, disability, and academic preparation. Selection outcomes include these recruitment outcomes and are expanded to also include geographic reach, prior NASA experience, selection counts by funding sources, ABET accredited programs, and a comparison between internship and Co-Op participants.

OSSI Year One: Facts-At-A-Glance

The OSSI database is designed to categorize applicants by institution type. Each agency within the Broker-Facilitator Corps serves as Subject Matter Expert (SME) support and as points of contact for all students, regardless of race and ethnicity, within their assigned institution type. The following data documents ethnic and racial diversity both within each institution type and among selected students attending each institution type.

Year-One recruitment efforts exceeded CAN requirements for the establishment of a certified pool of applicants from each of the four institution types. Data are provided to further refine and identify recruitment outcomes to document representation by race, ethnicity, academic discipline, gender and disability.

Underrepresented and Underserved Students: OSSI Year-One data reveals that 28% (*n* 1,929) of certified applicants and 36% (*n* 422) of selected applicants were students from underrepresented and underserved populations in STEM.

Race: Among the students who indicated race, nearly 67% (*n* 4,329) of certified applicants and 64% (*n* 708) of selected applicants self-identified as White; 12% (*n* 783) of certified and 16% (*n* 173) of selected applicants self-identified as Black or African American; 11% (*n* 725) of certified and 9% (*n* 97) of selected applicants self-identified as Asian; 2% (*n* 144) of certified and 5% (*n* 57) of selected applicants self-identified as American Indian/Alaskan native/Native Hawaiian/Pacific Islander; and 8% (*n* 487) of certified and 7% (*n* 73) of selected applicants self-identified as Other.

Ethnicity: Of the students who indicated ethnicity, 15% (*n* 900) of certified applicants and 17% (*n* 183) of selected applicants self-identified as Hispanic or Latino.

Gender: Females constituted nearly one-third of certified applicants, or 32% (*n* 2,179), and 38% (*n* 448) of those selected to receive NASA internship, fellowship, or scholarship opportunities.

Disability: Nearly 3% (*n* 222) of certified applicants and nearly 4% (*n* 45) of selected applicants self-identified as having a disability. One (1) selected applicant self-identified as having more than one disability. Goddard served as a placement site for 17 students with self-identified disabilities; followed by Langley and Institutions of Higher Education (IHE) with 4 each; Ames, Jet Propulsion Laboratory, and Kennedy with 3 each; and Glenn, NASA Headquarters, Johnson, Dryden, and Marshall, each with 2 or fewer students with disabilities.

Academic Disciplines: Academic disciplines fit into five major areas: Engineering, Science, Business/Other Non-STEM fields, Technology, and Mathematics. Over 50% of both certified and selected applicants were Engineering majors; 24% of certified and 26% of selected applicants majored in the Sciences; 8% of certified and 10% of selected applicants were Business or non-STEM majors; 7% of certified and 8% of selected applicants majored in Technology fields; and 4% of certified and 3% of selected applicants were Mathematics majors.

Selection Outcome: Top Participating Predominantly White Institutions

The Institute for Broadening Participation (IBP) serves as SME and point-of-contact for students and academic personnel at Predominately White Institutions (PWI). Students from PWIs comprised 80% (*n* 941) of the 1,173 selected applicants. Of the students from PWIs who indicated race/ethnicity, 67% self-identified as White; 10% as Black or African American; 10% as Asian; 13% as Hispanic or Latino; and 1% as American Indian/Alaskan Native/Native Hawaiian/Pacific Islander. Of the 28 PWIs attended by 941 selected students, the following 5 institutions had 20 or more students selected to receive NASA opportunities: University of Maryland – College Park (*n* 35); California Institute of Technology (*n* 27); University of Michigan – Ann Arbor (*n* 25); Massachusetts Institute of Technology (*n* 23); and Georgia Institute of Technology (*n* 20).

Selection Outcome: Top Participating Hispanic Serving Institutions

The Hispanic Scholarship Fund (HSF) serves as SME and point-of-contact for students and academic personnel at Hispanic Serving Institutions (HSI). Ninety-eight students from HSIs were selected to receive NASA opportunities. Slightly more than 40% of those students self-identified as Hispanic

or Latino; 33% as White; 3% as Black or African American; 2% as Asian; and nearly 1% as American Indian/Alaskan Native/Native Hawaiian/Pacific Islander. Thirteen (13) HSIs were attended by selected applicants, and 8 or more selected students attended the following 5 institutions: University of Puerto Rico – Rio Piedras (*n* 13); University of Texas at El Paso (*n* 12); University of Puerto Rico – Mayaguez (*n* 11); California State University – Long Beach (*n* 9); and California State Polytechnic University – Pomona (*n* 8).

Selection Outcome: Top Participating Predominantly Black Institutions, including Historically Black Colleges and Universities

The United Negro College Fund Special Programs Corporation (UNCFSP) serves as SME and point-of-contact for students and academic personnel at Predominantly Black Institutions (PBI), including Historically Black Colleges and Universities (HBCUs). NASA opportunities were awarded to 87 students from PBIs. Among the selected students from PBIs who indicated race/ethnicity, 77% self-identified as African American or Black; 9% as White; 9% as Hispanic or Latino; and 1% as Asian. Ten PBIs were attended by the selected students. The six PBIs with the most selected students were: Prairie View A & M University (*n* 10); Howard University (*n* 9); Tuskegee University (*n* 8); Spellman College (*n* 5); and North Carolina A & T State University and Texas Southern University (*n* 5).

Selection Outcome: Top Participating Tribal Colleges and Universities

The American Indian Higher Education Consortium (AIHEC) serves as SME and point-of-contact for students and academic personnel from Tribal Colleges and Universities (TCU). Forty-seven students selected to receive NASA opportunities attended 7 TCUs. Eight-four per cent (84%) of the recipients from TCUs self-identified as American Indian/Alaskan Native/Native Hawaiian/Pacific Islander; 8% as White; and 4% as Hispanic or Latino. TCUs attended by 4 or more selected students were: Salish Kootenai College (*n* 9); Institute of American Indian and Alaska Native Culture (*n* 6); and Haskell Indian Nations University and Navajo Technical Collage (*n* 4).

Selection Outcome: Recruitment by State

The Broker-Facilitator Corps, in partnership with personnel from NASA HQ, Mission Directorates, Centers, and JPL, collaboratively contributed to the expansion of NASA's footprint. During Year One of OSSI, students from **every** state in the Nation, as well as Puerto Rico and the Virgin Islands, were represented in both the certified applicant pool and among the selected applicants. Nearly 50% of the 1,173 selected applicants came from the following 8 states: California (*n* 135); Texas (*n* 106); Maryland (*n* 71); Florida (*n* 64); New York (*n* 58); Pennsylvania (*n* 52); Massachusetts (*n* 45); and Alabama (*n* 40). The clustered geographic representation of Year-One efforts within only 8 states provides us with baseline data that will help expand outreach efforts to increase student participation from a broader range of states.

Retention Outcome: Prior NASA Experience

OSSI aligns recruitment activities with retention strategies. The success of this strategy is reflected across Year-One data. Among the 6,889 certified applicants, 2,136 applicants reported prior NASA experience. Recruitment efforts added 4,753 new applicants with no prior NASA experience. While over 50% of selected applicants had prior NASA experience, 30% of selected applicants were new to NASA, and the remaining 18% did not indicate whether they were new to NASA or had prior NASA experience. The high percentage of applicants with prior NASA experience who re-applied through OSSI reinforces the impact and retention power of both NASA single session and multi-year opportunities. The nearly 1:3

ratio of new-to-NASA awardees to those with prior NASA experience is a key retention outcome. Of major concern is the third category. Nearly 20% of certified applicants did not identify as either new to NASA or having prior NASA experience. Before OSSI, there was no central, Agency-wide system that identified students by entry, retention, and re-entry into the NASA pipeline. As OSSI functionality increases to include these identifiers for all applicants, the percentage of those who do not identify as “new to NASA” or “with prior NASA experience” will decrease and the Agency will be able to assess retention outcomes more accurately.

NASA Center Selection: Institution Type and Academic Discipline

The majority of students selected from Hispanic Serving Institutions (HSI) (49%), Predominately Black Institutions (PBI) (36%), and Predominately White Institutions (PWI) (26%) identified Engineering as their primary academic discipline. The majority of selected students from Tribal Colleges and Universities (42%) identified Science as their primary academic discipline and 21% indicated they were Engineering majors. Twenty-one percent (21%) of selected students from HSIs, 33% from PBIs, and 26% from PWIs identified Science as their primary academic discipline. Of the selected students who were Mathematics majors, 4% attended HSIs, 8% PBIs, and 3% PWIs. Among the selected students who listed Business/Other as their primary academic discipline, 33% attended Tribal Colleges and Universities (TCU), 14% attended HSIs, 5% attended PBIs, and 9% attended PWIs.

NASA Center Selection: Institution Type and Gender

Of the selected applicants who reported gender, 61% (*n* 754) self-identified as male and 39% (*n* 486) as female. Gender representation among selected applicants from HSIs consisted of 69% (*n* 74) male and 31% (*n* 34) female; PBIs as 53% (*n* 50) male and 47% (*n* 44) female; PWIs 61% (*n* 605) male and 39% (*n* 385) female; and TCUs 52% (*n* 25) male and 48% (*n* 23) female. Though male selected applicants outnumbered female selected applicants across all institution-types, there was less disparity in gender representation among those who attended Predominately Black Institutions (53% to 47%) and Tribal Colleges and Universities (52% to 48%) than from Hispanic Serving Institutions and Predominantly White Institutions. The largest gap in gender representation among awardees occurred in Hispanic Serving Institutions (69% to 31%), followed by awardees from Predominately White Institutions (61% to 39%).

Funding Source: NASA Internship, Fellowship, and Scholarship Awards

A total of 1,808 opportunities were posted in OSSI in Year One. Of the 1,173 selected applicants, 1,305 opportunities were awarded, and 132 students received multiple opportunities. Centers funded 296 awards, Headquarters-Office of Education funded 928, and Mission Directorates funded 81. Goddard served as a placement site for 373 students; JPL received 155; Johnson received 147; Ames received 102; Marshall received 82; Glenn received 60; Kennedy received 51; Langley received 38; Dryden received 27; and Stennis received 13 students. Five students were placed at NASA Headquarters, 251 were placed at Institutions of Higher Education, and one student was placed at an Industry site.

Accreditation Board for Engineering and Technology (ABET) Accredited Programs: Certified Applicants vs. Selected Applicants

ABET is a non-profit and non-governmental accrediting agency for academic programs in the disciplines of applied science, computing, engineering, and engineering technology. ABET is a recognized accreditor in the United States by the Council for Higher Education Accreditation. ABET undertakes specialized accreditation for programs at various levels through its four accreditation commissions:

- Applied Science Accreditation Commission (ASAC), which accredits an applied science program at the Associate's, Bachelor's, or Master's degree level.
- Computing Accreditation Commission (CAC), which accredits a computing program at the Bachelor's degree level only.
- Engineering Accreditation Commission (EAC), which accredits an engineering program at the Bachelor's or Master's degree level.
- Engineering Technology Accreditation Commission (ETAC), which accredits an engineering technology program at the Associate's or Bachelor's degree levels.

To date, ABET has accredited over 3,100 applied science, computing, engineering, and engineering technology programs at more than 670 colleges and universities in 24 countries worldwide. (Source: <http://www.abet.org/accreditation/>)

Eight-one percent (*n* 5,574) of the 6,889 certified applicants and 68% (*n* 800) of the 1,173 selected applicants attended ABET institutions. Of the 800 selected applicants who took part in ABET accredited programs, 84% (*n* 675) attended Predominately White Institutions; 8% (*n* 66) attended Hispanic Serving Institutions; and 7% (*n* 59) attended Predominately Black Institutions, including Historic Black Colleges and Universities.

NASA Interns vs. Co-Op

During this reporting period, NASA placed 863 interns and 182 Co-Op participants at Centers, JPL, and Headquarters. The following data is reflective of the ratio of interns to Co-Op placements throughout NASA: GSFC 323:31; JSC 135:49; JPL 127:0; ARC 73:5; MSFC 60:15; GRC 44:34; KSC 40:11; LRC 27:6; DFRC 23:11; SSC 9:0; and HQ 2:0. The ideal path through the NASA pipeline is a seamless progression from scholarship to internship to fellowship and/or Co-op employment. OSSI Year-One data reveals a major difference in the number of internships and Co-ops offered. This finding confirms the critical importance of establishing and implementing the Pathways Program, even in the coming sparse fiscal years, to transition highly qualified students from interns to members of the NASA workforce.

Summary

To ensure the achievement of expected performance goals, NASA Headquarters and Center Offices of Education; Offices of Human Capital and Diversity and Equal Opportunity; Mission Directorates; the OSSI Business Management Organization-Ohio Aerospace Institute; and the OSSI Broker-Facilitator Corps work together to strengthen the development, management, and retention of NASA's workforce pipeline. The over-arching mission of OSSI is to provide NASA-related, competency-building research and education opportunities that prepare highly-qualified undergraduate and graduate students for employment in the NASA STEM workforce.

The work of our key OSSI partners helped us far exceed recruitment goals, and large due to three innovative attributes of the OSSI system: (1) collaborative efforts among internal and external strategic partners; (2) the grouping of institutions into four identifiable types for evidence-based recruitment efforts; and (3) the Broker-Facilitator Corps agencies with allied cultural competencies which serve as Subject Matter Experts and points-of-contact for all students and academic personnel within their assigned institution type.

An analysis of OSSI's Year-One data provides ample evidence of its contribution to NASA's efficacy and efficiency in student recruitment and selection outcomes. Nevertheless, there remain significant challenges in FY 2013 as this dynamic system continues to evolve with increased functionality and capacity. Decisions must be made regarding how and when to migrate all NASA opportunities into OSSI to decrease the fiscal and

human costs of maintaining parallel systems. Discussions have begun to expand the functionality of the OSSI system to support the launch of an Impact (3-year) Pilot Study as a precedent for the implementation of Pillar 4: OSSI longitudinal (5-year) Study in FY 2015. Now is the time to advance collaborations among NASA's internal stakeholders, Higher Education Institutions, other Federal agencies, aerospace and allied industries to provide opportunities to students still remaining in the certified applicant pool after NASA selections are completed.

Thank you for your contributions to the success of this Initiative. With your continued support and advocacy, OSSI will continue to exceed expectations in FY 2013.

Regards,

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National Aeronautics and Space Administration NASA Education

Office of Education Infrastructure Division (OEID)

One Stop Shopping Initiative (OSSI) for NASA Internship, Fellowship and Scholarship Opportunities

OSSI Year-One Data Review
Pilot Year
(October 01, 2010 – September 30, 2011)

One Stop Shopping Initiative (OSSI) for NASA Internship, Fellowship and Scholarship Opportunities

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Recruit, Retain & Develop



Select, Place & Mentor



Workforce Entry



Longitudinal Study



One Stop Shopping Initiative (OSSI) for NASA Internship, Fellowship and Scholarship Opportunities Strategic Model

I. Conceptual Framework

Recruit, Retain & Develop



Select, Place & Mentor



Workforce Entry



Longitudinal Study



Strategic Model: One Stop Shopping Initiative (OSSI) for NASA Internship, Fellowship and Scholarship Opportunities

OSSI Performance Period 10/01/10 – 09/30/11

Building a workforce pipeline for students engaged in NASA mission-related research, education and space exploration

Nationally brand NASA's student opportunities

STEM workforce development processes

Recruit, retain and develop

Select, place and mentor

Workforce entry

Longitudinal study

Mentors, Funding Source Coordinators, Broker-Facilitator Corps and Students

Mentors, Funding Source Managers/Coordinators, Center Panels and Students

Funding Source Managers/Coordinators, Human Capital Staff

Office of Education Performance Measurement System Staff, Alumni Pool

Key OSSI Partners: OSSI Business Management Organization, OSSI Broker-Facilitator Corps, NASA Education Offices (HQ/Center), NASA Office of Human Capital Management (HQ/Center), NASA Office of Diversity and Equal Opportunity (HQ/Center), OSSI System Administrator

Key Student Advocate: NASA Student Ambassadors

The OSSI Goal

OSSI Performance Period 10/01/10 – 09/30/11

To implement an Agency-wide “One Stop Shopping” system for students seeking research and education experiences with NASA and for standardize data collection and reporting.

The OEID Launchpad (<http://intern.nasa.gov>):

- Provides a NASA-wide integrated application, selection, and reporting system for students engagement in the science, technology, engineering, and mathematics (STEM) research, aerospace education and space exploration workforce pipeline.
- Will consolidate all opportunities in one centralized location and streamline the student application, retention, and professional development processes.

Recruit, Retain & Develop



Select, Place & Mentor



Workforce Entry



Longitudinal Study



OSSI Objectives

OSSI Performance Period 10/01/10 – 09/30/11

- Enhance national branding of NASA's internship/fellowship opportunities
- Develop one electronic web based application for students seeking opportunities at NASA. This initiative will assist collaboration, standardization and integration of information between funding source managers and coordinators Agency-wide
- Establish an Agency-wide concept of Broker-Facilitator Corps, that increases the participation of all types of Higher Education institutions, including recruiting and retaining students for opportunities, and to provide career development support that contributes to the success of STEM students
- Increase the pool of STEM opportunities and standardizes the selection process
- Recruit students from all Higher education institution types, including Hispanic Serving Institutions (HSI), Predominately Black Institutions (PBI), Predominately White Institutions (PWI), and Tribal Colleges and Universities
- Manage the student experience from completion of application through entering the workforce (NASA, Aerospace Contractors, and Academia)
- Provide feedback to students to improve their success for re-entry and obtains student feedback to improve OSSI procedures
- Increase the workforce pipeline of former NASA interns by contributing to the development of the STEM workforce in disciplines needed to achieve NASA's strategic goals

Recruit, Retain & Develop



Select, Place & Mentor



Workforce Entry



Longitudinal Study



OSSI Year-One Participating Funding Sources (Projects)

OSSI Performance Period 10/01/10 – 09/30/11

- Achieving Competence in Computing, Engineering, and Space Sciences (ACCESS)
- American Indian Science and Engineering Society (AISES)
- Motivating Undergraduates in Science and Technology (MUST)
- NASA Science and Technology Institute for Minority Institutions (NSTIMI)
- Space Grant (SG)
- Tribal College and University Project (TCUP)
- University Research Centers (URC)
- Undergraduate Student Research Program (USRP)
- Graduate Student Researchers Program (GSRP)
- Harriett G. Jenkins Pre-doctoral Fellowship Project (JPFP)
- Other: Mission Directorate (MD) and Goddard Space Flight Center (GSFC) and Other Center Unique

Recruit, Retain & Develop



Select, Place & Mentor



Workforce Entry



Longitudinal Study



OSSI Year-One Participating Placement Sites

OSSI Performance Period 10/01/10 – 09/30/11

ARC	Ames Research Center
DFRC	Dryden Flight Research Center
GRC	Glenn Research Center
GSFC	Goddard Space Flight Center
HQ	Headquarters
IHE	Institutions of Higher Education
JPL	Jet Propulsion Laboratory
JSC	Johnson Space Center
KSC	Kennedy Space Center
LRC	Langley Research Center
MSFC	Marshall Space Flight Center
SSC	Stennis Space Center
GISS	Goddard Institute for Space Studies
IV&V	Independent Verification and Validation
WFF	Wallops Flight Facility
WSTF	White Sands Test Facility

Recruit, Retain & Develop



Select, Place & Mentor



Workforce Entry



Longitudinal Study



One Stop Shopping Initiative (OSSI) for NASA Internship, Fellowship and Scholarship Opportunities

II. Year-One Data Summary: Recruitment, Selection & Retention Outcomes

Recruit, Retain & Develop



Select, Place & Mentor



Workforce Entry



Longitudinal Study



Year-One Data: Application Pool

OSSI Performance Period 10/01/10 – 09/30/11

Application Type	Pool	Opportunities Awarded*
Fellowship (Graduate Students)	1,303	296
Internship (Undergraduate Students)	7,193	889
Scholarship (Undergraduate Students)	435	120
Total	8,931	1,305

*Number of opportunities awarded represents each student

Example. If a student participates in more than one session, they are counted for each session (i.e., Spring, Summer, and Fall).

Recruit, Retain & Develop



Select, Place & Mentor



Workforce Entry

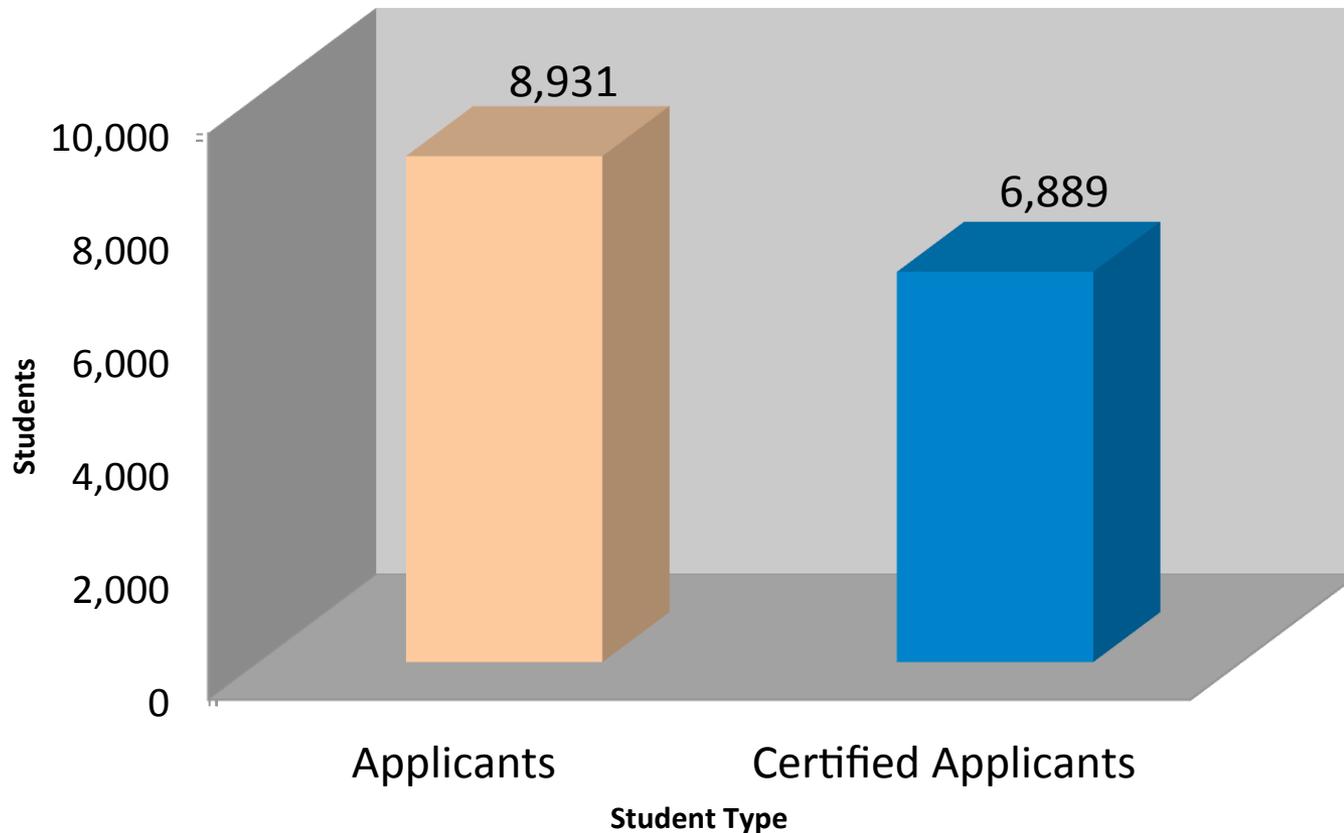


Longitudinal Study



Recruitment Outcome: Application Pool

OSSI Performance Period 10/01/10 – 09/30/11



Recruit, Retain & Develop



Select, Place & Mentor



Workforce Entry

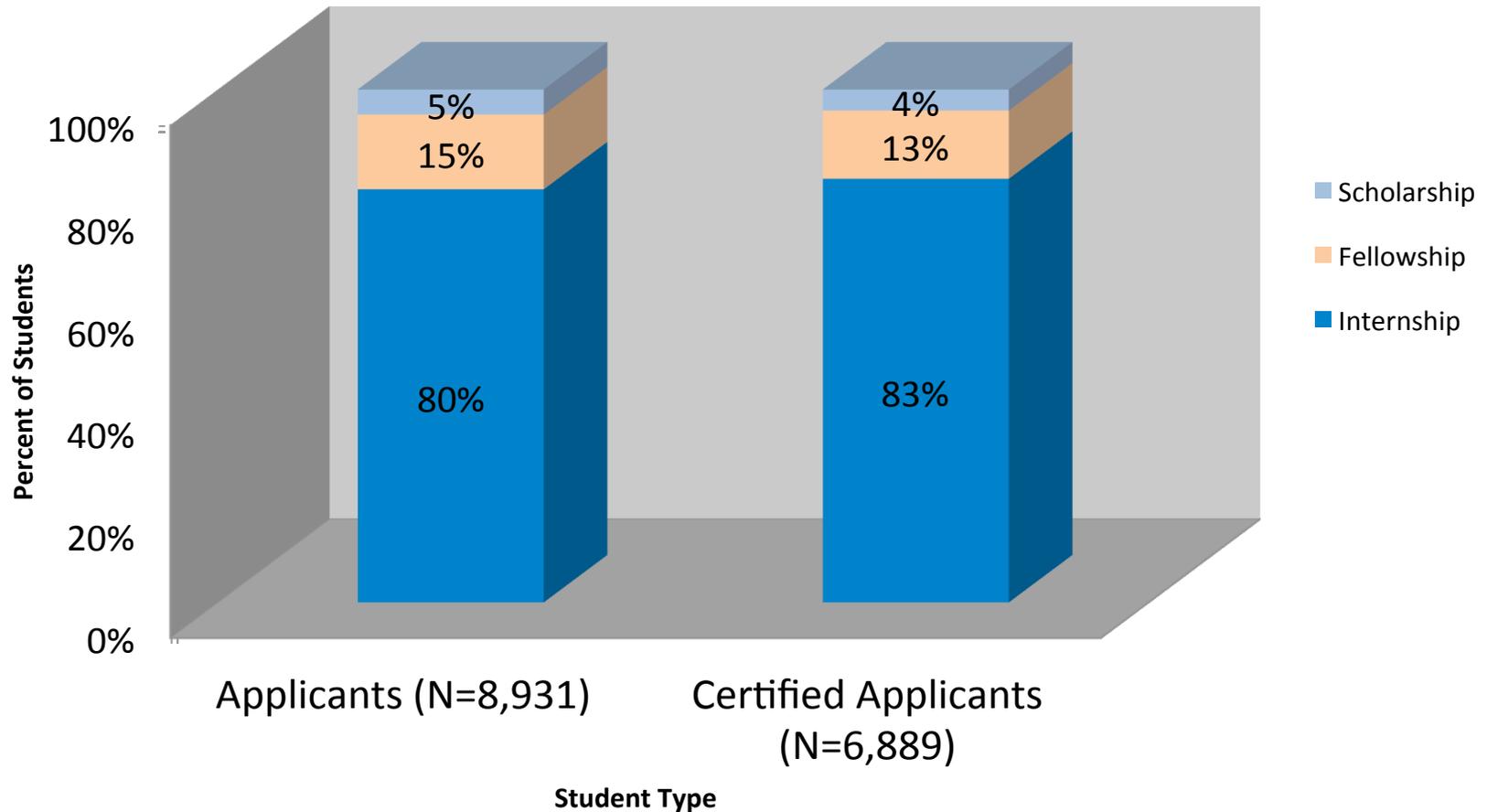


Longitudinal Study



Recruitment Outcome: Application Pool

OSSI Performance Period 10/01/10 – 09/30/11



Recruit, Retain & Develop



Select, Place & Mentor



Workforce Entry

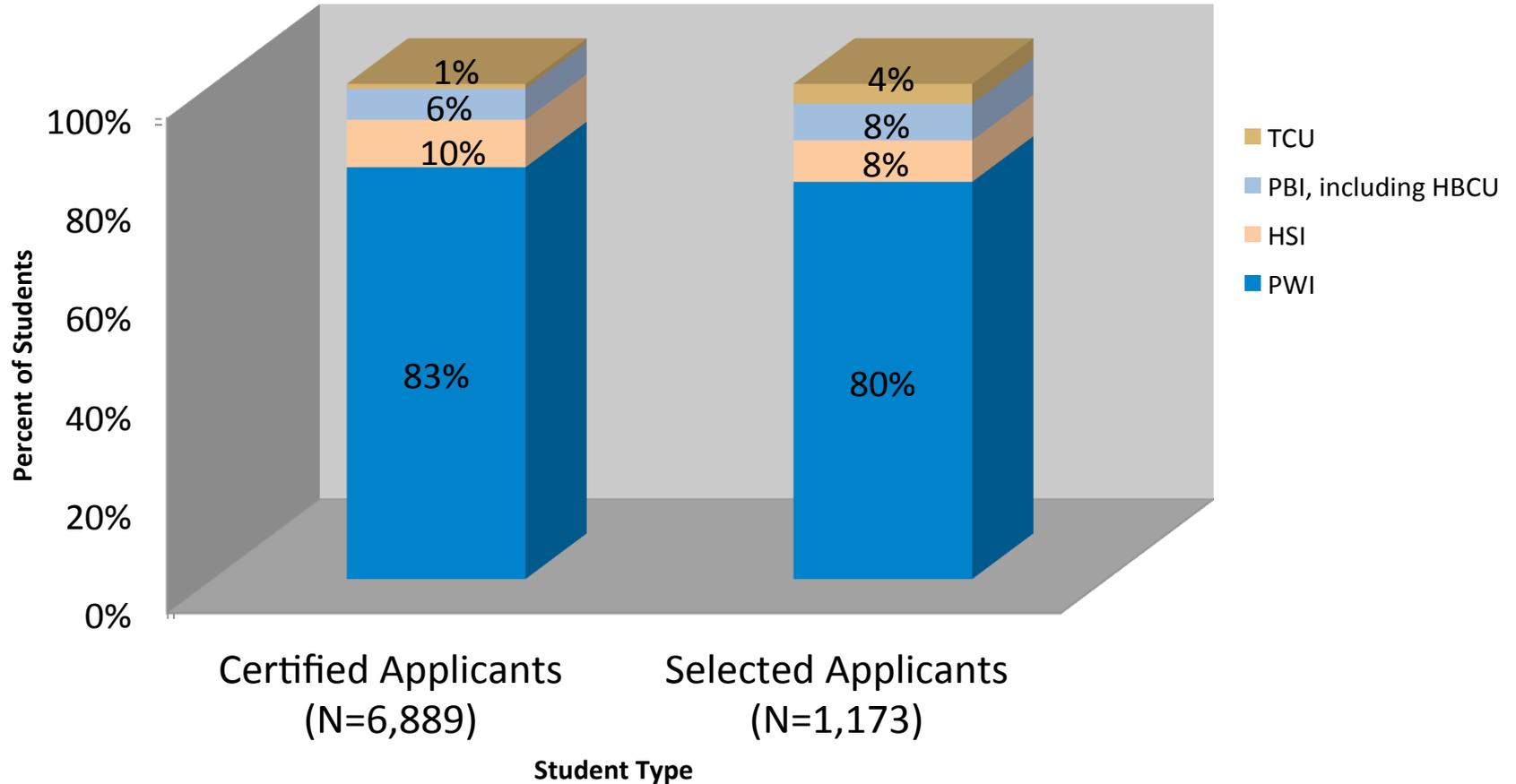


Longitudinal Study



Recruitment-Selection Outcomes: Institution Types

OSSI Performance Period 10/01/10 – 09/30/11



Number of selected applicants represents each unique student.

Recruit, Retain & Develop



Select, Place & Mentor



Workforce Entry

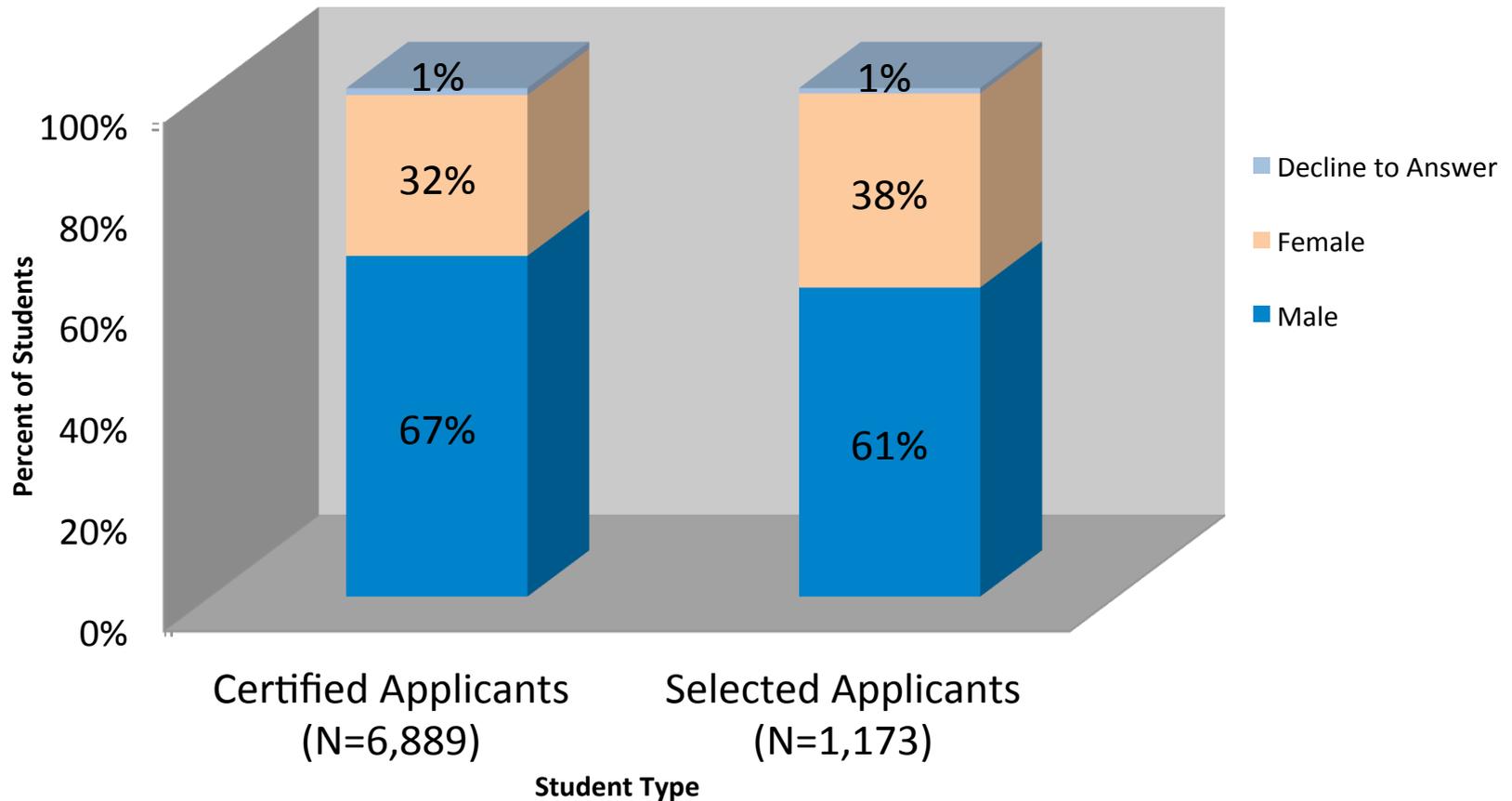


Longitudinal Study



Recruitment-Selection Outcomes: Gender

OSSI Performance Period 10/01/10 – 09/30/11



Number of selected applicants represents each unique student.

Recruit, Retain & Develop



Select, Place & Mentor



Workforce Entry

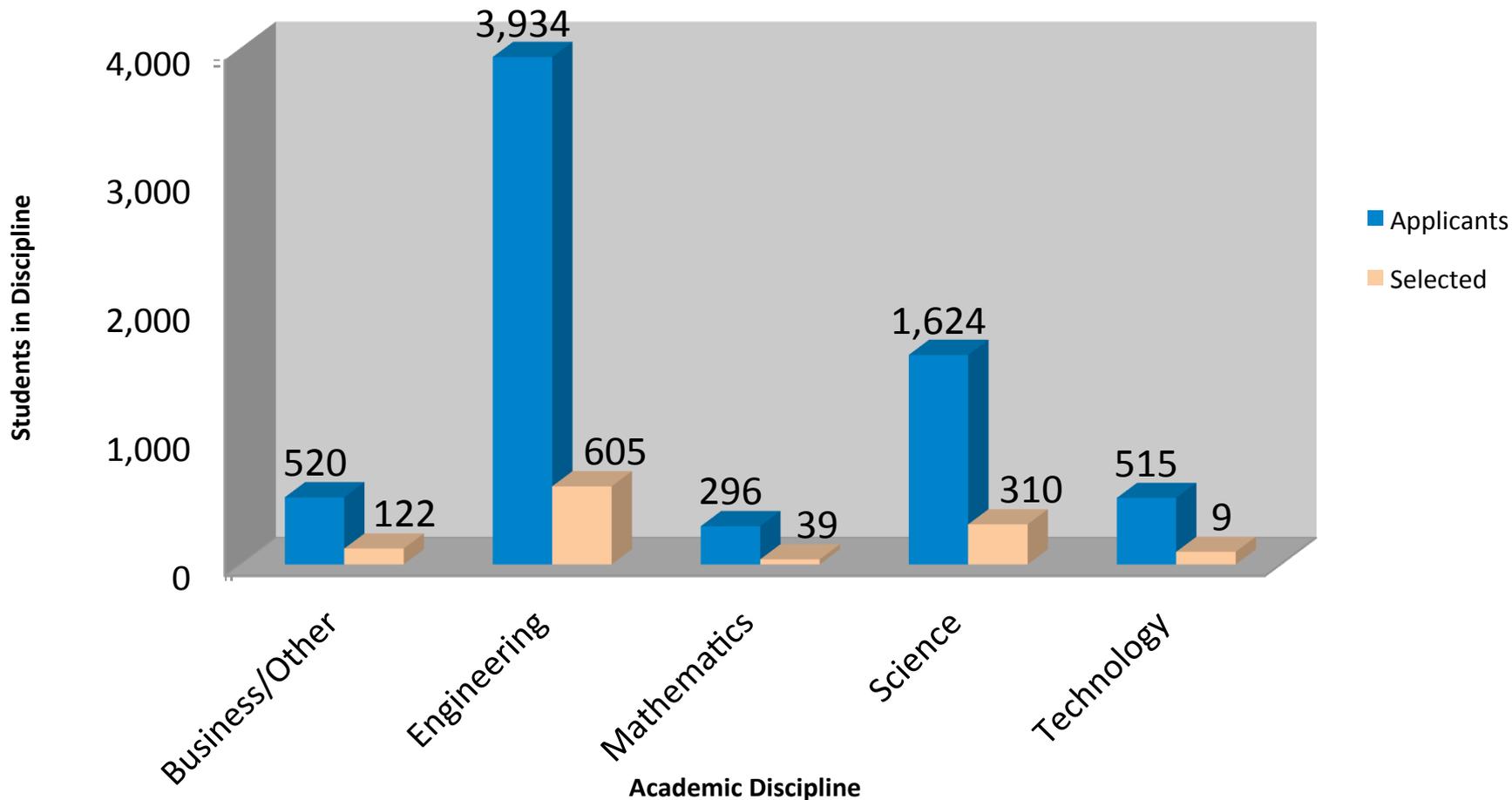


Longitudinal Study



Recruitment-Selection Outcomes: Certified and Selected Applicants by Discipline

OSSI Performance Period 10/01/10 – 09/30/11



Recruit, Retain & Develop



Select, Place & Mentor



Workforce Entry

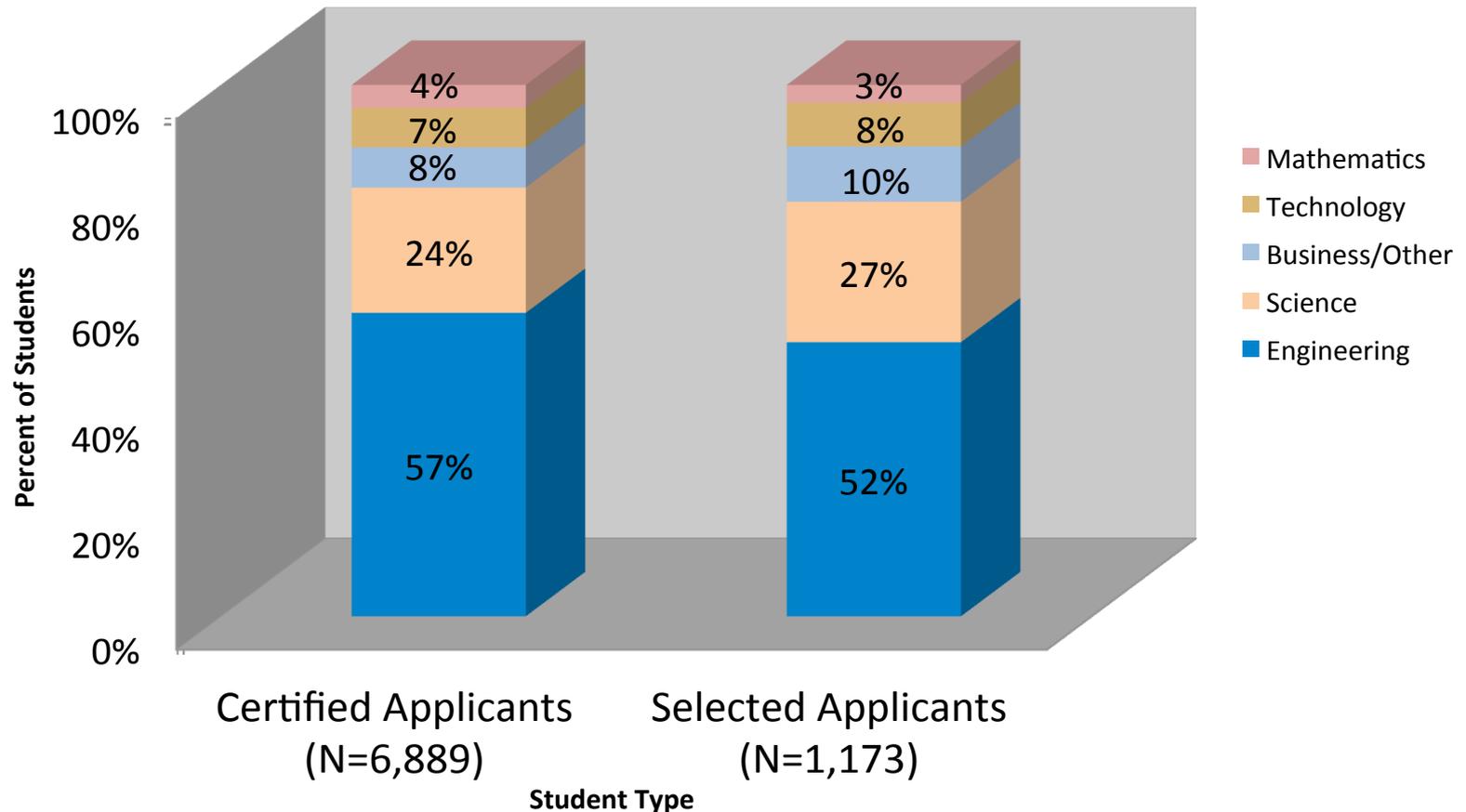


Longitudinal Study



Recruitment-Selection Outcomes: Academic Disciplines

OSSI Performance Period 10/01/10 – 09/30/11



Number of selected applicants represents each unique student.

Recruit, Retain & Develop



Select, Place & Mentor



Workforce Entry



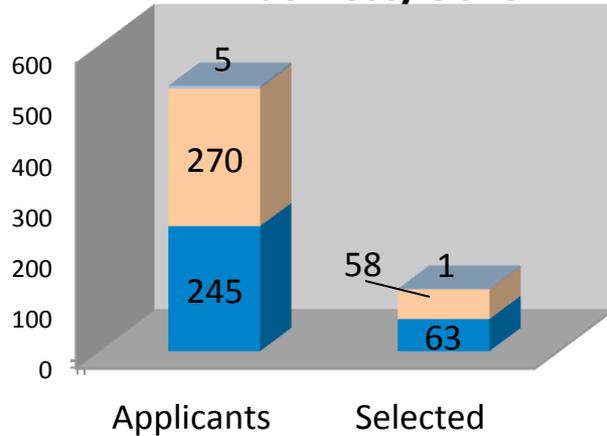
Longitudinal Study



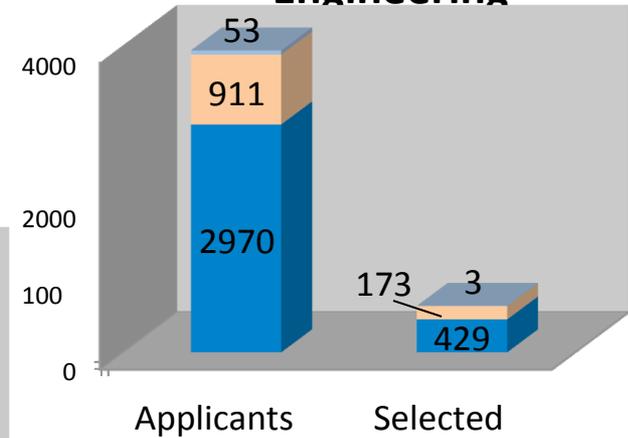
Recruitment-Selection Outcome: Gender and Academic Discipline

OSSI Performance Period 10/01/10 – 09/30/11

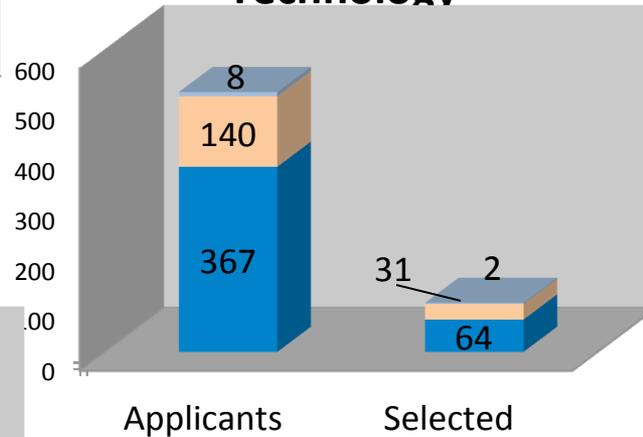
Business/Other



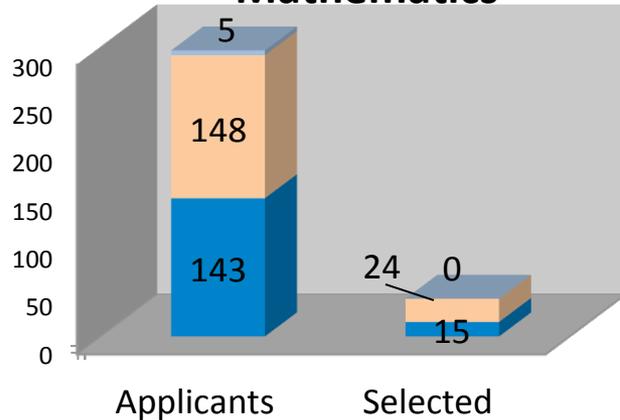
Engineering



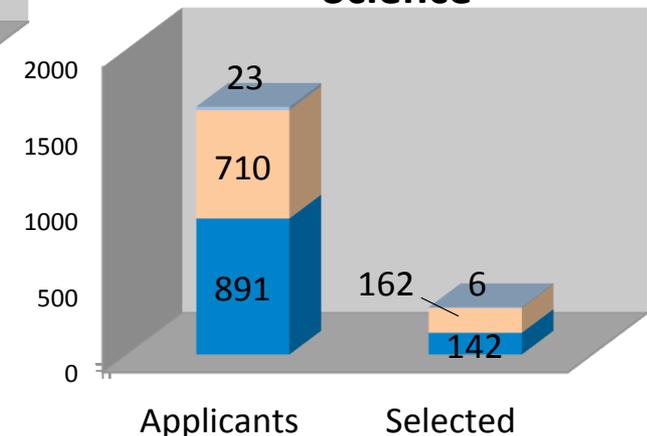
Technology



Mathematics



Science



■ Decline To Answer
■ Female
■ Male

Recruit, Retain & Develop

Select, Place & Mentor

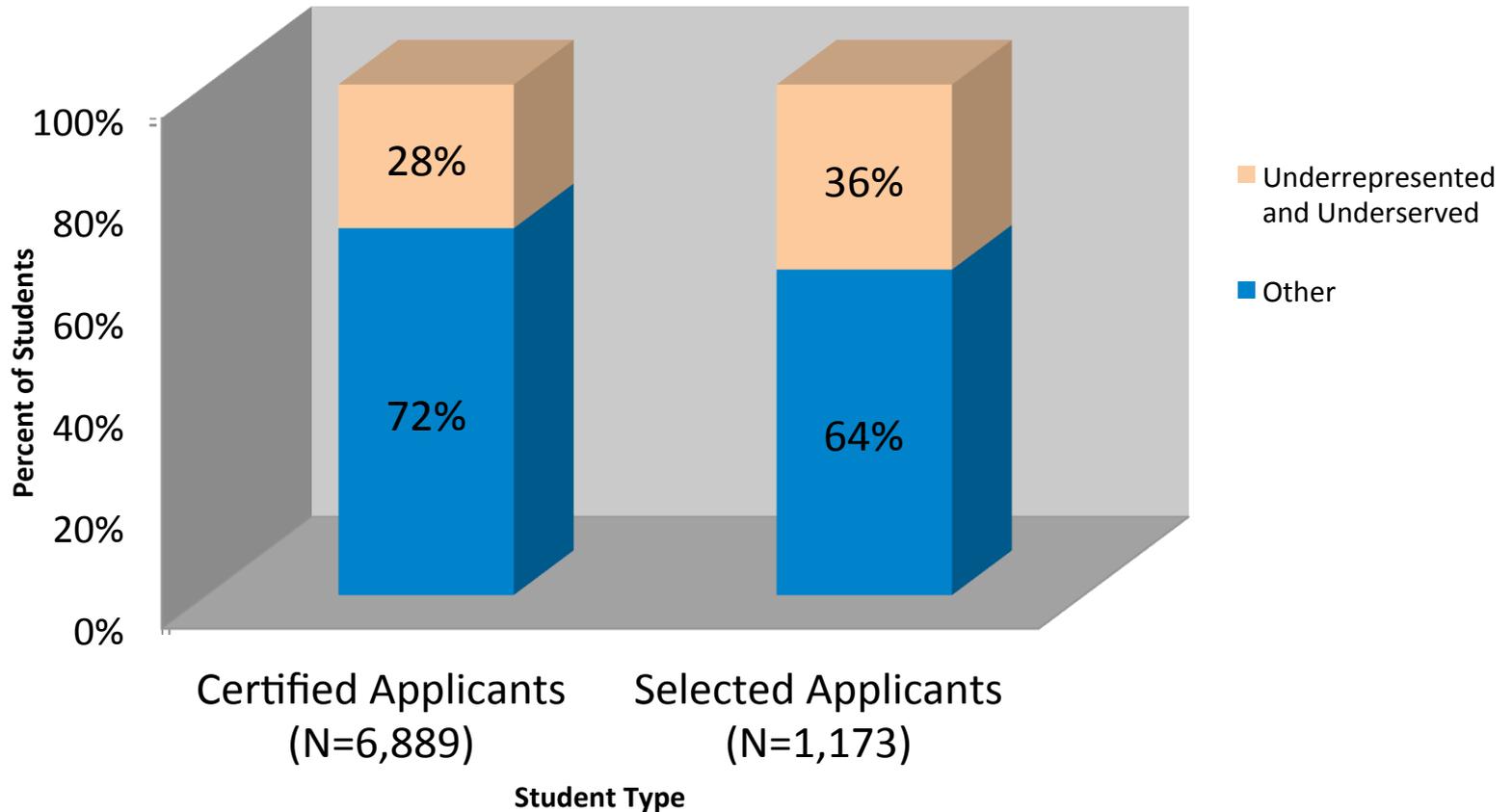
Workforce Entry

Longitudinal Study



Recruitment-Selection Outcomes: Underrepresented and Underserved Students

OSSI Performance Period 10/01/10 – 09/30/11



Number of selected applicants represents each unique student.

Recruit, Retain & Develop



Select, Place & Mentor



Workforce Entry



Longitudinal Study



Recruitment-Selection Outcomes: Race and Ethnicity

OSSI Performance Period 10/01/10 – 09/30/11

Race	Certified Applicants	Selected Applicants
White	4,329	708
Black or African American	783	173
Asian	725	97
American Indian / Alaskan Native / Native Hawaiian / Pacific Islander	144	57
Decline to answer	421	65
Other	487	73
Total	6,889	1,173

Ethnicity	Certified Applicants	Selected Applicants
Hispanic or Latino	900	183
Non-Hispanic / Non-Latino	5,434	882
Declined to answer	555	108
Total	6,889	1,173

Number of selected applicants represents each unique student.

Recruit, Retain & Develop



Select, Place & Mentor



Workforce Entry



Longitudinal Study



Recruitment-Selection Outcomes: Academic Disciplines

OSSI Performance Period 10/01/10 – 09/30/11

Academic Disciplines	Certified Applicants	Selected Applicants
Science	1,624	310
Technology	515	97
Engineering	3,934	605
Mathematics	296	39
Business / Other	520	122
Total	6,889	1,173

Number of selected applicants represents each unique student.

Recruit, Retain & Develop



Select, Place & Mentor



Workforce Entry



Longitudinal Study



Recruitment-Selection Outcomes: Gender

OSSI Performance Period 10/01/10 – 09/30/11

Gender	Certified Applicants	Selected Applicants
Male	4,616	713
Female	2,179	448
Declined to answer	94	12
Total	6,889	1,173

Number of selected applicants represents each unique student.

Recruit, Retain & Develop



Select, Place & Mentor



Workforce Entry



Longitudinal Study



Recruitment-Selection Outcomes: Students With Disabilities

OSSI Performance Period 10/01/10 – 09/30/11

Disabilities	Disability Count of Certified Applicants	Disability Count of Selected Applicants
Hearing Impairment	25	7
Mental Impairment	16	4
Mobility/Orthopedic Impairment	30	8
Visual Impairment	50	4
None	6,486	1,056
Other	101	22
Declined to answer	176	66
NULL	7	7
Total	6,891	1,174*

Number of certified applicants and selected applicants represents each unique disability.

* One student has two disabilities, the student is counted twice.

Recruit, Retain & Develop



Select, Place & Mentor



Workforce Entry

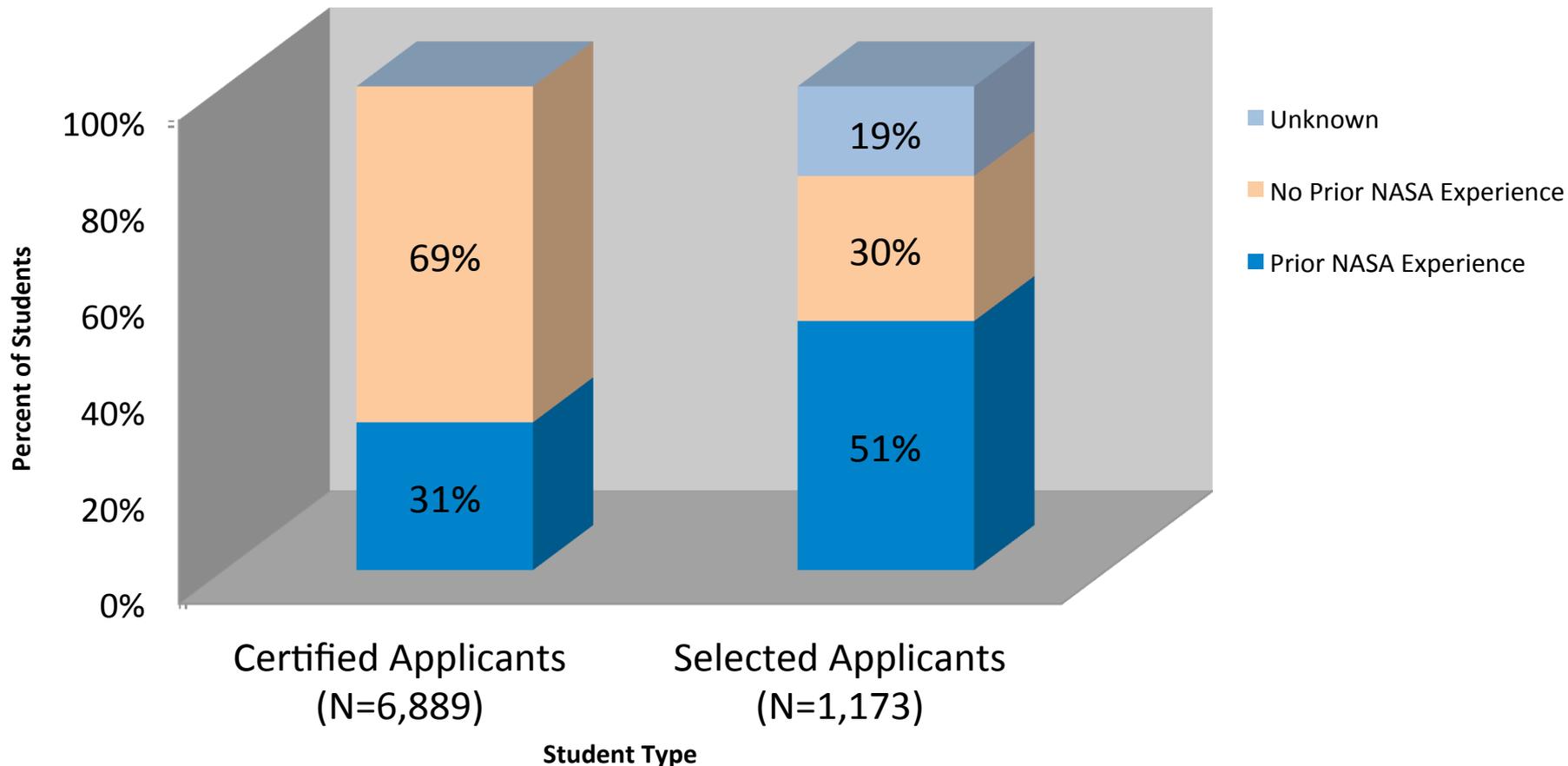


Longitudinal Study



Retention Outcome: Prior NASA Experience

OSSI Performance Period 10/01/10 – 09/30/11



Number of selected applicants represents each unique student.

Recruit, Retain & Develop



Select, Place & Mentor



Workforce Entry



Longitudinal Study



One Stop Shopping Initiative (OSSI) for NASA Internship, Fellowship and Scholarship Opportunities

III. Year-One Data Summary: Selection Outcomes by State and Institution Types

Recruit, Retain & Develop



Select, Place & Mentor



Workforce Entry

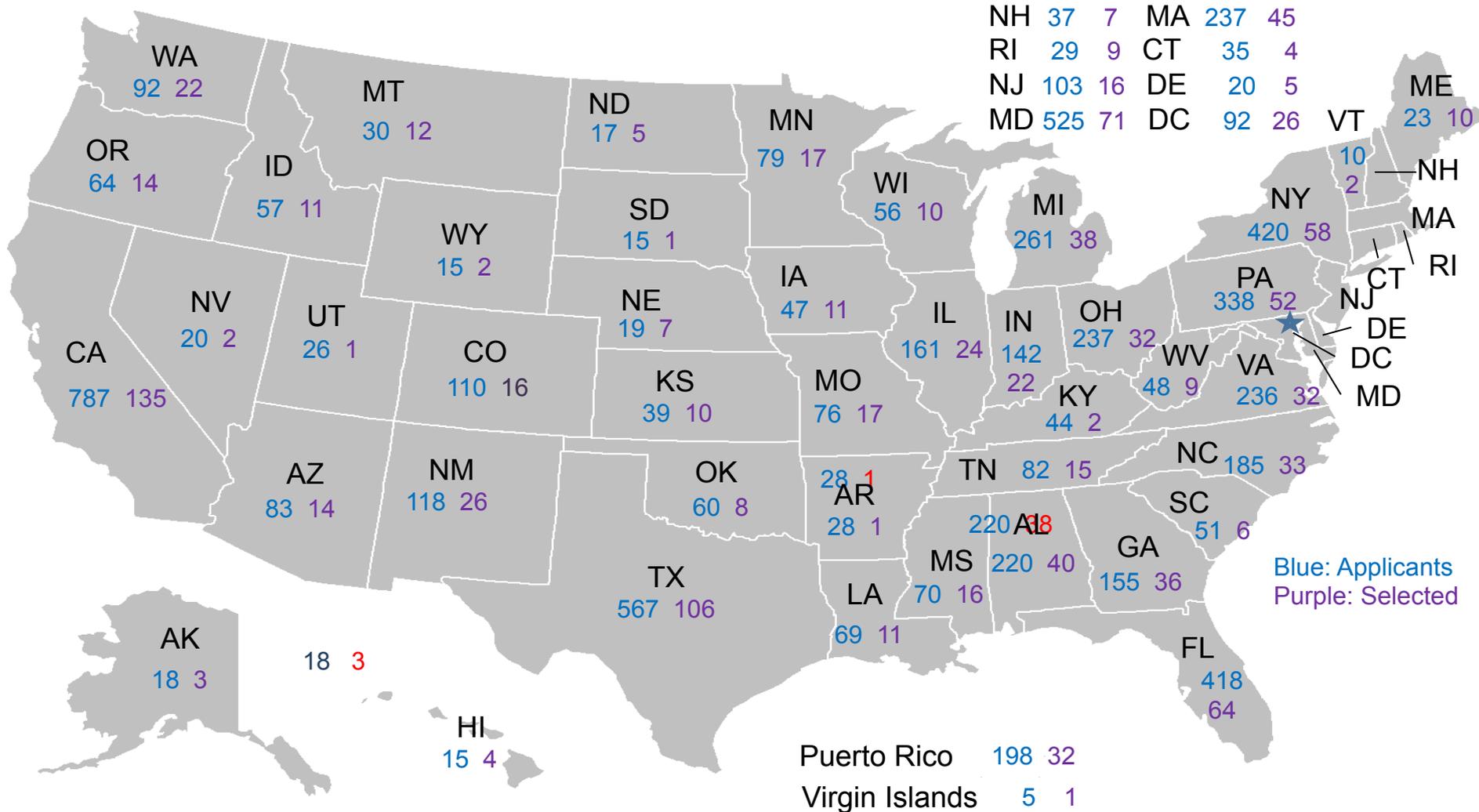


Longitudinal Study



Selection Outcome: Recruitment by State

OSSI Performance Period 10/01/10 – 09/30/11



Selection Outcome

Top Participating Predominantly White Institutions (PWI)

OSSI Performance Period 10/01/10 – 09/30/11

Institution Name	No. Students Selected
1. UNIVERSITY OF MARYLAND - COLLEGE PARK (MD)	35
2. CALIFORNIA INSTITUTE OF TECHNOLOGY (CA)	27
3. UNIVERSITY OF MICHIGAN-ANN ARBOR (MI)	25
4. MASSACHUSETTS INSTITUTE OF TECHNOLOGY (MA)	23
5. GEORGIA INSTITUTE OF TECHNOLOGY – MAIN CAMPUS (GA)	20
6. UNIVERSITY OF FLORIDA (FL)	18
7. THE UNIVERSITY OF TEXAS AT AUSTIN (TX)	16
8. UNIVERSITY OF WASHINGTON – SEATTLE CAMPUS (WA)	16
9. PENNSYLVANIA STATE UNIVERSITY – MAIN CAMPUS (PA)	16
10. UNIVERSITY OF CALIFORNIA – BERKELEY (CA)	16
11. PURDUE UNIVERSITY (IN)	16
12. OHIO STATE UNIVERSITY – MAIN CAMPUS (OH)	15
13. TEXAS A&M UNIVERSITY (TX)	15
14. UNIVERSITY OF ILLINOIS AT URBANA-CHAMPAIGN (IL)	14
15. CORNELL UNIVERSITY (NY)	14

Recruit, Retain & Develop



Select, Place & Mentor



Workforce Entry



Longitudinal Study



Selection Outcome: Top Participating Predominantly White Institutions (PWI)

OSSI Performance Period 10/01/10 – 09/30/11

Institution Name	No. Students Selected
16. UNIVERSITY OF ALABAMA IN HUNTSVILLE (AL)	14
17. UNIVERSITY OF MARYLAND – BALTIMORE COUNTY (MD)	13
18. OREGON STATE UNIVERSITY (OR)	11
19. UNIVERSITY OF COLORADO AT BOULDER (CO)	11
20. UNIVERSITY OF CALIFORNIA – LOS ANGELES (CA)	10
19. FLORIDA INSTITUTE OF TECHNOLOGY (FL)	10
20. RICE UNIVERSITY (TX)	10
21. EMBRY RIDDLE AERONAUTICAL UNIVERSITY – DAYTONA BEACH (FL)	10
22. MISSISSIPPI STATE UNIVERSITY (MS)	10
23. NORTH CAROLINA STATE UNIVERSITY AT RALEIGH (NC)	9
24. GEORGE WASHINGTON UNIVERSITY (DC)	8
25. UNIVERSITY OF VIRGINIA – MAIN CAMPUS (VA)	8
26. COLUMBIA UNIVERSITY IN THE CITY OF NEW YORK (NY)	8
27. VIRGINIA POLYTECHNIC INSTITUTE AND STATE UNIVERSITY (VA)	8
28. STANFORD UNIVERSITY (CA)	8
Total Students from PWI	941

Recruit, Retain & Develop



Select, Place & Mentor



Workforce Entry



Longitudinal Study



Selection Outcome: Top Participating Hispanic Serving Institutions (HSI)

OSSI Performance Period 10/01/10 – 09/30/11

Institution Name	No. Students Selected
1. UNIVERSITY OF PUERTO RICO - RIO PIEDRAS CAMPUS (PR)	13
2. THE UNIVERSITY OF TEXAS AT EL PASO (TX)	12
3. UNIVERSITY OF PUERTO RICO - MAYAGUEZ (PR)	11
4. CALIFORNIA STATE UNIVERSITY - LONG BEACH (CA)	9
5. CALIFORNIA STATE POLYTECHNIC UNIVERSITY - POMONA (CA)	8
6. NEW MEXICO STATE UNIVERSITY - MAIN CAMPUS (NM)	6
7. SANTA MONICA COLLEGE (CA)	4
8. THE UNIVERSITY OF TEXAS AT SAN ANTONIO (TX)	3
9. UNIVERSITY OF PUERTO RICO - ARECIBO (PR)	3
10. FLORIDA INTERNATIONAL UNIVERSITY (FL)	3
11. UNIVERSITY OF CALIFORNIA – RIVERSIDE (CA)	2
12. CALIFORNIA STATE UNIVERSITY – LOS ANGELES (CA)	2
13. UNIVERSIDAD POLITECNICA DE PUERTO RICO (PR)	2
Total Students from HSI	98

Recruit, Retain & Develop



Select, Place & Mentor



Workforce Entry



Longitudinal Study



Selection Outcome: Top Participating Predominantly Black Institutions (PBI), incl. Historically Black Colleges and Universities

OSSI Performance Period 10/01/10 – 09/30/11

Institution Name	No. Students Selected
1. PRAIRIE VIEW A & M UNIVERSITY (TX)	10
2. HOWARD UNIVERSITY (DC)	9
3. TUSKEGEE UNIVERSITY (AL)	8
4. SPELMAN COLLEGE (GA)	5
5. NORTH CAROLINA A & T STATE UNIVERSITY (NC)	5
6. TEXAS SOUTHERN UNIVERSITY (TX)	5
7. FLORIDA AGRICULTURAL AND MECHANICAL UNIVERSITY (FL)	4
8. HAMPTON UNIVERSITY (VA)	4
9. VIRGINIA STATE UNIVERSITY (VA)	4
10. CUNY NEW YORK CITY COLLEGE OF TECHNOLOGY (NY)	3
Total Students from PBI	87

Recruit, Retain & Develop



Select, Place & Mentor



Workforce Entry



Longitudinal Study



Selection Outcome: Top Participating Tribal Colleges and Universities (TCU)

OSSI Performance Period 10/01/10 – 09/30/11

Institution Name	No. Students Selected
1. SALISH KOOTENAI COLLEGE (MT)	9
2. INSTITUTE OF AMERICAN INDIAN AND ALASKA NATIVE CULTURE (NM)	6
3. HASKELL INDIAN NATIONS UNIVERSITY (KS)	4
4. NAVAJO TECHNICAL COLLEGE (NM)	4
5. LEECH LAKE TRIBAL COLLEGE (MN)	3
6. SOUTHWESTERN INDIAN POLYTECHNIC INSTITUTE (NM)	3
7. NORTHWEST INDIAN COLLEGE (WA)	3
Total Students from TCU	47

Recruit, Retain & Develop



Select, Place & Mentor



Workforce Entry



Longitudinal Study



One Stop Shopping Initiative (OSSI) for NASA Internship, Fellowship and Scholarship Opportunities

IV. Year-One Data Overview: Selected Applicants Demographics

Recruit, Retain & Develop



Select, Place & Mentor



Workforce Entry



Longitudinal Study



Selected Applicants by Gender and Race

OSSI Performance Period 10/01/10 – 09/30/11

Race	Selected Applicants by Gender			
	Male	Female	Decline to Answer	Total
American Indian or Alaska Native / Native Hawaiian/Pacific Islander	30	27	0	57
Asian	63	34	0	97
Black or African American	95	78	0	173
White	448	259	1	708
Some Other Race	46	27	0	73
Decline to Answer	31	23	11	65
Total	713	448	12	1,17

Recruit, Retain & Develop



Select, Place & Mentor



Workforce Entry



Longitudinal Study



Selected Applicants by Race and Institution Type

OSSI Performance Period 10/01/10 – 09/30/11

Race	Selected Applicants by Institution Type				
	PWI	PBI	HSI	TCU	Total
American Indian or Alaska Native / Native Hawaiian/Pacific Islander	14	0	1	42	57
Asian	92	1	4	0	97
Black or African American	94	73	6	0	173
White	645	8	52	3	708
Some Other Race	42	4	27	0	73
Decline to Answer	54	1	8	2	65
Total	941	87	98	47	1,173

Recruit, Retain & Develop



Select, Place & Mentor



Workforce Entry



Longitudinal Study



Selected Applicants by Gender and Institution Type

OSSI Performance Period 10/01/10 – 09/30/11

Institution Type	Selected Applicants by Gender			
	Male	Female	Decline to Answer	Total
PWI	577	353	11	941
PBI	46	40	1	87
HSI	65	33	0	98
TCU	25	22	0	47
Total	713	448	12	1,173

Recruit, Retain & Develop



Select, Place & Mentor



Workforce Entry



Longitudinal Study



Selected Applicants by Academic Discipline and Institution Type

OSSI Performance Period 10/01/10 – 09/30/11

Academic Discipline	Selected Applicants by Institution Type				
	PWI	PBI	HSI	TCU	Total
Science	243	27	21	19	310
Technology	67	17	11	2	97
Engineering	516	32	47	10	605
Math	29	6	4	0	39
Business/Other	86	5	15	16	122
Total	941	87	98	47	1,173

Recruit, Retain & Develop



Select, Place & Mentor



Workforce Entry



Longitudinal Study



One Stop Shopping Initiative (OSSI) for NASA Internship,
Fellowship and Scholarship Opportunities

V. Year-One Data Summary: Selection Outcomes by Placement Site

Recruit, Retain & Develop



Select, Place & Mentor



Workforce Entry



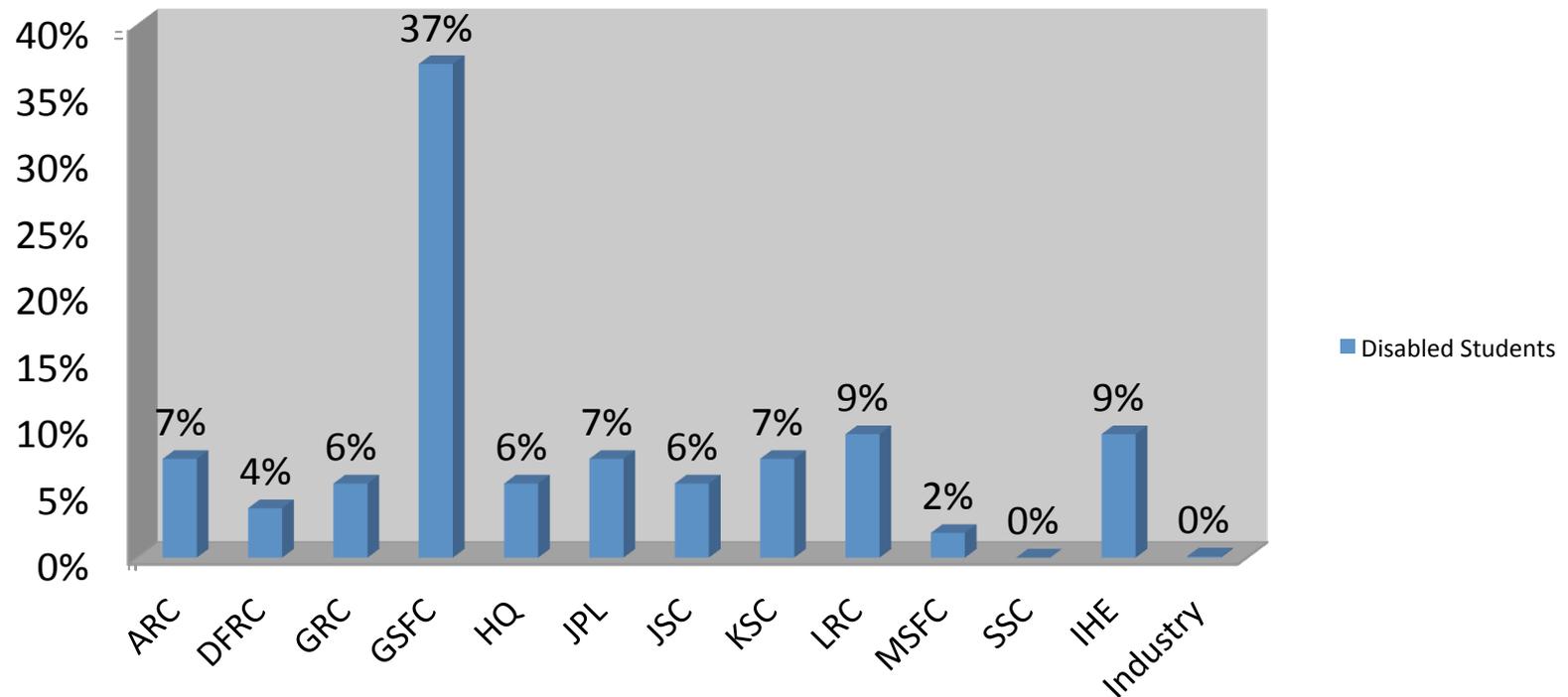
Longitudinal Study



NASA Placement Site: Students with Disabilities

OSSI Performance Period 10/01/10 – 09/30/11

Students with Disabilities



Recruit, Retain & Develop



Select, Place & Mentor



Workforce Entry



Longitudinal Study



NASA Center Selection: Institution Type and Race / Ethnicity

OSSI Performance Period 10/01/10 – 09/30/11

Placement Site	Posted Opportunities	Race / Ethnicity	Opportunities Awarded by Institution Type				
			HSI	PBI	PWI	TCU	Total
ARC	161	White	4	0	47	0	51
		Black or African American	2	2	12	0	16
		Asian	0	0	8	0	8
		American Indian / Alaskan Native / Native Hawaiian / Pacific Islander	0	0	3	4	7
		Decline to answer	1	0	5	0	6
		Other	3	0	3	0	6
		Total	10	2	78	4	94
		Hispanic or Latino	7	1	15	0	23
DFRC	40	White	2	1	17	0	20
		Black or African American	0	2	1	0	3
		Asian	0	0	0	0	0
		American Indian / Alaskan Native / Native Hawaiian / Pacific Islander	0	0	1	1	2
		Decline to answer	0	0	0	0	0
		Other	1	0	1	0	2
		Total	3	3	20	1	27
		Hispanic or Latino	1	1	2	0	4

Number of opportunities awarded represents each student's placement site.
Example. If a student participates in Summer and then Fall, the student is counted twice.

NASA Center Selection: Institution Type and Race / Ethnicity

OSSI Performance Period 10/01/10 – 09/30/11

Placement Site	Posted Opportunities	Race / Ethnicity	Opportunities Awarded by Institution Type				
			HSI	PBI	PWI	TCU	Total
GRC	16	White	3	1	37	0	41
		Black or African American	1	1	2	0	4
		Asian	0	0	5	0	5
		American Indian / Alaskan Native / Native Hawaiian / Pacific Islander	0	0	0	0	0
		Decline to answer	0	0	6	0	6
		Other	2	0	1	0	3
		Total	6	2	51	0	59
		Hispanic or Latino	6	0	5	0	11
GSFC	575	White	11	3	192	2	208
		Black or African American	1	36	35	0	72
		Asian	0	0	23	0	23
		American Indian / Alaskan Native / Native Hawaiian / Pacific Islander	0	0	3	27	30
		Decline to answer	3	0	16	2	21
		Other	7	0	10	0	17
		Total	22	39	279	31	371
		Hispanic or Latino	18	2	23	1	44

Number of opportunities awarded represents each student's placement site.
Example. If a student participates in Summer and then Fall, the student is counted twice.

NASA Center Selection: Institution Type and Race / Ethnicity

OSSI Performance Period 10/01/10 – 09/30/11

Placement Site	Posted Opportunities	Race / Ethnicity	Opportunities Awarded by Institution Type				
			HSI	PBI	PWI	TCU	Total
HQ	2	White	0	0	1	0	1
		Black or African American	0	0	0	0	0
		Asian	0	0	0	0	0
		American Indian / Alaskan Native / Native Hawaiian / Pacific Islander	0	0	0	0	0
		Decline to answer	1	0	0	0	1
		Other	1	0	1	0	2
		Total	2	0	2	0	4
		Hispanic or Latino	2	0	1	0	3
JPL	299	White	11	0	84	0	95
		Black or African American	0	1	8	0	9
		Asian	2	0	23	0	25
		American Indian / Alaskan Native / Native Hawaiian / Pacific Islander	1	0	2	0	3
		Decline to answer	1	0	5	0	6
		Other	1	0	5	0	6
		Total	16	1	127	0	144
		Hispanic or Latino	7	0	15	0	22

Number of opportunities awarded represents each student's placement site.
Example. If a student participates in Summer and then Fall, the student is counted twice.

NASA Center Selection: Institution Type and Race / Ethnicity

OSSI Performance Period 10/01/10 – 09/30/11

Placement Site	Posted Opportunities	Race / Ethnicity	Opportunities Awarded by Institution Type				
			HSI	PBI	PWI	TCU	Total
JSC	281	White	12	0	60	0	72
		Black or African American	0	19	10	0	29
		Asian	2	1	12	0	15
		American Indian / Alaskan Native / Native Hawaiian / Pacific Islander	0	0	0	3	3
		Decline to answer	2	0	5	0	7
		Other	8	3	7	0	18
		Total	24	23	94	3	144
		Hispanic or Latino	17	4	10	0	31
KSC	74	White	1	0	23	0	24
		Black or African American	0	4	4	0	8
		Asian	0	0	5	0	5
		American Indian / Alaskan Native / Native Hawaiian / Pacific Islander	0	0	0	6	6
		Decline to answer	0	0	1	0	1
		Other	2	0	2	0	4
		Total	3	4	35	6	48
		Hispanic or Latino	2	0	5	1	8

Number of opportunities awarded represents each student's placement site.
Example. If a student participates in Summer and then Fall, the student is counted twice.

NASA Center Selection: Institution Type and Race / Ethnicity

OSSI Performance Period 10/01/10 – 09/30/11

Placement Site	Posted Opportunities	Race / Ethnicity	Opportunities Awarded by Institution Type				
			HSI	PBI	PWI	TCU	Total
LRC	62	White	1	2	24	0	27
		Black or African American	0	1	3	0	4
		Asian	0	0	3	0	3
		American Indian / Alaskan Native / Native Hawaiian / Pacific Islander	0	0	1	0	1
		Decline to answer	0	0	2	0	2
		Other	0	0	1	0	1
		Total	1	3	34	0	38
		Hispanic or Latino	1	0	6	0	7
MSFC	146	White	1	1	60	1	63
		Black or African American	0	3	3	0	6
		Asian	0	0	2	0	2
		American Indian / Alaskan Native / Native Hawaiian / Pacific Islander	0	0	1	1	2
		Decline to answer	0	1	3	0	4
		Other	0	0	4	0	4
		Total	1	5	73	2	81
		Hispanic or Latino	0	0	8	0	8

Number of opportunities awarded represents each student's placement site.
Example. If a student participates in Summer and then Fall, the student is counted twice.

NASA Center Selection: Institution Type and Race / Ethnicity

OSSI Performance Period 10/01/10 – 09/30/11

Placement Site	Posted Opportunities	Race / Ethnicity	Opportunities Awarded by Institution Type				
			HSI	PBI	PWI	TCU	Total
SSC	17	White	0	0	12	0	12
		Black or African American	0	0	0	0	0
		Asian	0	0	1	0	1
		American Indian / Alaskan Native / Native Hawaiian / Pacific Islander	0	0	0	0	0
		Decline to answer	0	0	0	0	0
		Other	0	0	0	0	0
		Total	0	0	13	0	13
		Hispanic or Latino	0	0	0	0	0
IHE	0	White	13	1	117	1	132
		Black or African American	2	11	27	0	40
		Asian	0	0	15	0	15
		American Indian / Alaskan Native / Native Hawaiian / Pacific Islander	0	0	4	0	4
		Decline to answer	0	0	18	0	18
		Other	5	1	13	0	19
		Total	20	13	194	1	228
		Hispanic or Latino	12	1	40	0	53

Number of opportunities awarded represents each student's placement site.
Example. If a student participates in Summer and then Fall, the student is counted twice.

NASA Center Selection: Institution Type and Race / Ethnicity

OSSI Performance Period 10/01/10 – 09/30/11

Placement Site	Posted Opportunities	Race / Ethnicity	Opportunities Awarded by Institution Type				
			HSI	PBI	PWI	TCU	Total
Industry	0	White	0	0	0	0	0
		Black or African American	0	0	0	0	0
		Asian	0	0	0	0	0
		American Indian / Alaskan Native / Native Hawaiian / Pacific Islander	0	0	0	0	0
		Decline to answer	0	0	0	0	0
		Other	0	0	1	0	1
		Total	0	0	1	0	1
		Hispanic or Latino	0	0	1	0	1
Total	1808	White	59	9	674	4	746
		Black or African American	6	80	105	0	191
		Asian	4	1	97	0	102
		American Indian / Alaskan Native / Native Hawaiian / Pacific Islander	1	0	15	42	58
		Decline to answer	8	1	61	2	72
		Other	30	4	49	0	83
		Total	108	95	1001	48	1252
		Hispanic or Latino	73	9	131	2	215

Number of opportunities awarded represents each student's placement site.
Example. If a student participates in Summer and then Fall, the student is counted twice.

NASA Center Selection: Gender and Race / Ethnicity

OSSI Performance Period 10/01/10 – 09/30/11

Placement Site	Posted Opportunities	Race / Ethnicity	Opportunities Awarded by Gender			
			Male	Female	Decline to Ans	Total
ARC	161	White	30	21	0	51
		Black or African American	7	9	0	16
		Asian	5	3	0	8
		American Indian / Alaskan Native / Native Hawaiian / Pacific Islander	5	2	0	7
		Decline to answer	3	3	0	6
		Other	5	1	0	6
		Total	55	39	0	94
		Hispanic or Latino	17	6	0	23
DFRC	40	White	13	7	0	20
		Black or African American	2	1	0	3
		Asian	0	0	0	0
		American Indian / Alaskan Native / Native Hawaiian / Pacific Islander	1	1	0	2
		Decline to answer	0	0	0	0
		Other	1	1	0	2
		Total	17	10	0	27
		Hispanic or Latino	3	1	0	4

Number of opportunities awarded represents each student's placement site.
Example. If a student participates in Summer and then Fall, the student is counted twice.

NASA Center Selection: Gender and Race / Ethnicity

OSSI Performance Period 10/01/10 – 09/30/11

Placement Site	Posted Opportunities	Race / Ethnicity	Opportunities Awarded by Gender			
			Male	Female	Decline to Ans	Total
GRC	147	White	27	14	0	41
		Black or African American	1	3	0	4
		Asian	2	3	0	5
		American Indian / Alaskan Native / Native Hawaiian / Pacific Islander	0	0	0	0
		Decline to answer	5	0	1	6
		Other	0	3	0	3
		Total	35	23	1	59
		Hispanic or Latino	6	5	0	11
GSFC	575	White	138	70	0	208
		Black or African American	44	28	0	72
		Asian	16	7	0	23
		American Indian / Alaskan Native / Native Hawaiian / Pacific Islander	12	18	0	30
		Decline to answer	9	10	2	21
		Other	10	7	0	17
		Total	229	140	2	371
		Hispanic or Latino	24	20	0	44

Number of opportunities awarded represents each student's placement site.
Example. If a student participates in Summer and then Fall, the student is counted twice.

NASA Center Selection: Gender and Race / Ethnicity

OSSI Performance Period 10/01/10 – 09/30/11

Placement Site	Posted Opportunities	Race / Ethnicity	Opportunities Awarded by Gender			
			Male	Female	Decline to Ans	Total
HQ	2	White	0	1	0	1
		Black or African American	0	0	0	0
		Asian	0	0	0	0
		American Indian / Alaskan Native / Native Hawaiian / Pacific Islander	0	0	0	0
		Decline to answer	0	1	0	1
		Other	2	0	0	2
		Total	2	2	0	4
		Hispanic or Latino	2	1	0	3
JPL	299	White	56	38	1	95
		Black or African American	3	6	0	9
		Asian	18	7	0	25
		American Indian / Alaskan Native / Native Hawaiian / Pacific Islander	1	2	0	3
		Decline to answer	2	3	1	6
		Other	1	5	0	6
		Total	81	61	2	144
		Hispanic or Latino	2	1	0	3

Number of opportunities awarded represents each student's placement site.
Example. If a student participates in Summer and then Fall, the student is counted twice.

NASA Center Selection: Gender and Race / Ethnicity

OSSI Performance Period 10/01/10 – 09/30/11

Placement Site	Posted Opportunities	Race / Ethnicity	Opportunities Awarded by Gender			
			Male	Female	Decline to Ans	Total
JSC	281	White	48	24	0	72
		Black or African American	17	12	0	29
		Asian	8	7	0	15
		American Indian / Alaskan Native / Native Hawaiian / Pacific Islander	3	0	0	3
		Decline to answer	5	0	2	7
		Other	15	3	0	18
		Total	96	46	2	144
		Hispanic or Latino	27	4	0	31
KSC	74	White	20	4	0	24
		Black or African American	5	3	0	8
		Asian	5	0	0	5
		American Indian / Alaskan Native / Native Hawaiian / Pacific Islander	3	3	0	6
		Decline to answer	0	1	0	1
		Other	3	1	0	4
		Total	36	12	0	48
		Hispanic or Latino	5	3	0	8

Number of opportunities awarded represents each student's placement site.
Example. If a student participates in Summer and then Fall, the student is counted twice.

NASA Center Selection: Gender and Race / Ethnicity

OSSI Performance Period 10/01/10 – 09/30/11

Placement Site	Posted Opportunities	Race / Ethnicity	Opportunities Awarded by Gender			
			Male	Female	Decline to Ans	Total
LRC	62	White	18	9	0	27
		Black or African American	2	2	0	4
		Asian	2	1	0	3
		American Indian / Alaskan Native / Native Hawaiian / Pacific Islander	1	0	0	1
		Decline to answer	0	1	1	2
		Other	0	1	0	1
		Total	23	14	1	38
		Hispanic or Latino	4	3	0	7
MSFC	146	White	33	30	0	63
		Black or African American	2	4	0	6
		Asian	1	1	0	2
		American Indian / Alaskan Native / Native Hawaiian / Pacific Islander	2	0	0	2
		Decline to answer	1	0	3	4
		Other	2	2	0	4
		Total	41	37	3	81
		Hispanic or Latino	4	4	0	8

Number of opportunities awarded represents each student's placement site.
Example. If a student participates in Summer and then Fall, the student is counted twice.

NASA Center Selection: Gender and Race / Ethnicity

OSSI Performance Period 10/01/10 – 09/30/11

Placement Site	Posted Opportunities	Race / Ethnicity	Opportunities Awarded by Gender			
			Male	Female	Decline to Ans	Total
SSC	17	White	8	4	0	12
		Black or African American	0	0	0	0
		Asian	1	0	0	1
		American Indian / Alaskan Native / Native Hawaiian / Pacific Islander	0	0	0	0
		Decline to answer	0	0	0	0
		Other	0	0	0	0
		Total	9	4	0	13
		Hispanic or Latino	0	0	0	0
IHE	0	White	75	57	0	132
		Black or African American	22	18	0	40
		Asian	6	9	0	15
		American Indian / Alaskan Native / Native Hawaiian / Pacific Islander	3	1	0	4
			10	7	1	18
		Other	13	6	0	19
		Total	129	98	1	228
		Hispanic or Latino	36	17	0	53

Number of opportunities awarded represents each student's placement site.
Example. If a student participates in Summer and then Fall, the student is counted twice.

NASA Center Selection: Gender and Race / Ethnicity

OSSI Performance Period 10/01/10 – 09/30/11

Placement Site	Posted Opportunities	Race / Ethnicity	Opportunities Awarded by Gender			
			Male	Female	Decline to Ans	Total
Industry	0	White	0	0	0	0
		Black or African American	0	0	0	0
		Asian	0	0	0	0
		American Indian / Alaskan Native / Native Hawaiian / Pacific Islander	0	0	0	0
		Decline to answer	0	0	0	0
		Other	1	0	0	1
		Total	1	0	0	1
		Hispanic or Latino	1	0	0	1
Total	1808	White	466	279	1	746
		Black or African American	105	86	0	191
		Asian	64	38	0	102
		American Indian / Alaskan Native / Native Hawaiian / Pacific Islander	31	27	0	58
		Decline to answer	35	26	11	72
		Other	53	30	0	83
		Total	754	486	12	1252
		Hispanic or Latino	141	74	0	215

Number of opportunities awarded represents each student's placement site.
Example. If a student participates in Summer and then Fall, the student is counted twice.

NASA Center Selection: Institution Type and Academic Discipline

OSSI Performance Period 10/01/10 – 09/30/11

Placement Site	Posted Opportunities	Academic Discipline	Opportunities Awarded by Institution Type				
			HSI	PBI	PWI	TCU	Total
ARC	161	Science	2	1	19	2	24
		Technology	1	0	5	0	6
		Engineering	3	0	51	1	55
		Mathematics	0	1	1	0	2
		Business/Other	4	0	2	1	7
		Total	10	2	78	4	94
DFRC	40	Science	2	0	1	0	3
		Technology	0	1	2	0	3
		Engineering	1	2	17	0	20
		Mathematics	0	0	0	0	0
		Business/Other	0	0	0	1	1
		Total	3	3	20	1	27

Number of opportunities awarded represents each student's placement site.
Example. If a student participates in Summer and then Fall, the student is counted twice.

NASA Center Selection: Institution Type and Academic Discipline

OSSI Performance Period 10/01/10 – 09/30/11

Placement Site	Posted Opportunities	Academic Discipline	Opportunities Awarded by Institution Type				
			HSI	PBI	PWI	TCU	Total
GRC	147	Science	4	0	7	0	11
		Technology	0	0	0	0	0
		Engineering	2	2	42	0	46
		Mathematics	0	0	1	0	1
		Business/Other	0	0	1	0	1
		Total	6	2	51	0	59
GSFC	40	Science	4	8	73	15	100
		Technology	2	12	23	1	38
		Engineering	6	16	125	7	154
		Mathematics	0	1	16	0	17
		Business/Other	10	2	42	8	62
		Total	22	39	279	31	371

Number of opportunities awarded represents each student's placement site.
Example. If a student participates in Summer and then Fall, the student is counted twice.

NASA Center Selection: Institution Type and Academic Discipline

OSSI Performance Period 10/01/10 – 09/30/11

Placement Site	Posted Opportunities	Academic Discipline	Opportunities Awarded by Institution Type				
			HSI	PBI	PWI	TCU	Total
HQ	2	Science	0	0	0	0	0
		Technology	0	0	1	0	1
		Engineering	0	0	0	0	0
		Mathematics	1	0	0	0	1
		Business/Other	1	0	1	0	2
		Total	2	0	2	0	4
JPL	299	Science	5	1	49	0	55
		Technology	3	0	20	0	23
		Engineering	7	0	47	0	54
		Mathematics	1	0	4	0	5
		Business/Other	0	0	7	0	7
		Total	16	1	127	0	144

Number of opportunities awarded represents each student's placement site.
Example. If a student participates in Summer and then Fall, the student is counted twice.

NASA Center Selection: Institution Type and Academic Discipline

OSSI Performance Period 10/01/10 – 09/30/11

Placement Site	Posted Opportunities	Academic Discipline	Opportunities Awarded by Institution Type				
			HSI	PBI	PWI	TCU	Total
JSC	281	Science	2	10	15	0	27
		Technology	1	1	3	1	6
		Engineering	20	8	66	2	96
		Mathematics	1	2	2	0	5
		Business/Other	0	2	8	0	10
		Total	24	23	94	3	144
KSC	74	Science	0	2	7	0	9
		Technology	2	0	4	0	6
		Engineering	1	2	23	0	26
		Mathematics	0	0	0	0	0
		Business/Other	0	0	1	6	7
		Total	3	4	35	6	48

Number of opportunities awarded represents each student's placement site.
Example. If a student participates in Summer and then Fall, the student is counted twice.

NASA Center Selection: Institution Type and Academic Discipline

OSSI Performance Period 10/01/10 – 09/30/11

Placement Site	Posted Opportunities	Academic Discipline	Opportunities Awarded by Institution Type				
			HSI	PBI	PWI	TCU	Total
LRC	62	Science	0	1	12	0	13
		Technology	0	0	2	0	2
		Engineering	1	0	19	0	20
		Mathematics	0	1	0	0	1
		Business/Other	0	1	1	0	2
		Total	1	3	34	0	38
MSFC	146	Science	0	2	19	2	23
		Technology	0	1	2	0	3
		Engineering	1	2	48	0	51
		Mathematics	0	0	2	0	2
		Business/Other	0	0	2	0	2
		Total	1	5	73	2	81

Number of opportunities awarded represents each student's placement site.
Example. If a student participates in Summer and then Fall, the student is counted twice.

NASA Center Selection: Institution Type and Academic Discipline

OSSI Performance Period 10/01/10 – 09/30/11

Placement Site	Posted Opportunities	Academic Discipline	Opportunities Awarded by Institution Type				
			HSI	PBI	PWI	TCU	Total
SSC	17	Science	0	0	1	0	1
		Technology	0	0	1	0	1
		Engineering	0	0	9	0	9
		Mathematics	0	0	1	0	1
		Business/Other	0	0	1	0	1
		Total	0	0	13	0	13
IHE	0	Science	4	6	53	1	64
		Technology	4	2	9	0	15
		Engineering	11	2	108	0	121
		Mathematics	1	3	4	0	8
		Business/Other	0	0	20	0	20
		Total	20	13	194	1	228

Number of opportunities awarded represents each student's placement site.
Example. If a student participates in Summer and then Fall, the student is counted twice.

NASA Center Selection: Institution Type and Academic Discipline

OSSI Performance Period 10/01/10 – 09/30/11

Placement Site	Posted Opportunities	Academic Discipline	Opportunities Awarded by Institution Type				
			HSI	PBI	PWI	TCU	Total
Industry	0	Science	0	0	0	0	0
		Technology	0	0	1	0	1
		Engineering	0	0	0	0	0
		Mathematics	0	0	0	0	0
		Business/Other	0	0	0	0	0
		Total	0	0	0	1	0
Total	1808	Science	23	31	256	20	330
		Technology	13	17	73	2	105
		Engineering	53	34	555	10	652
		Mathematics	4	8	31	0	43
		Business/Other	15	5	86	16	122
		Total	108	95	1001	48	1252

Number of opportunities awarded represents each student's placement site.
Example. If a student participates in Summer and then Fall, the student is counted twice.

NASA Center Selection: Institution Type and Gender

OSSI Performance Period 10/01/10 – 09/30/11

Placement Site	Posted Opportunities	Gender	Opportunities Awarded by Institution Type				
			HSI	PBI	PWI	TCU	Total
ARC	161	Male	7	1	44	3	55
		Female	3	1	34	1	39
		Declined to answer	0	0	0	0	0
		Total	10	2	78	4	94
DFRC	40	Male	1	2	14	0	17
		Female	2	1	6	1	10
		Declined to answer	0	0	0	0	0
		Total	3	3	20	1	27
GRC	147	Male	2	0	33	0	35
		Female	4	2	17	0	23
		Declined to answer	0	0	1	0	1
		Total	6	2	51	0	59

Number of opportunities awarded represents each student's placement site.
Example. If a student participates in Summer and then Fall, the student is counted twice.

NASA Center Selection: Institution Type and Gender

OSSI Performance Period 10/01/10 – 09/30/11

Placement Site	Posted Opportunities	Gender	Opportunities Awarded by Institution Type				
			HSI	PBI	PWI	TCU	Total
GSFC	513	Male	13	24	177	15	229
		Female	9	15	100	16	140
		Declined to answer	0	0	2	0	2
		Total	22	39	279	31	371
HQ	2	Male	1	0	1	0	2
		Female	1	0	1	0	2
		Declined to answer	0	0	0	0	0
		Total	2	0	2	0	4
JPL	299	Male	9	1	71	0	81
		Female	7	0	54	0	61
		Declined to answer	0	0	2	0	2
		Total	16	1	127	0	144

Number of opportunities awarded represents each student's placement site.
Example. If a student participates in Summer and then Fall, the student is counted twice.

NASA Center Selection: Institution Type and Gender

OSSI Performance Period 10/01/10 – 09/30/11

Placement Site	Posted Opportunities	Gender	Opportunities Awarded by Institution Type				
			HSI	PBI	PWI	TCU	Total
JSC	281	Male	19	13	61	3	96
		Female	5	10	31	0	46
		Declined to answer	0	0	2	0	2
		Total	24	23	94	3	144
KSC	74	Male	3	2	28	3	36
		Female	0	2	7	3	12
		Declined to answer	0	0	0	0	0
		Total	3	4	35	6	48
LRC	62	Male	1	1	21	0	23
		Female	0	2	12	0	14
		Declined to answer	0	0	1	0	1
		Total	1	3	34	0	38

Number of opportunities awarded represents each student's placement site.
Example. If a student participates in Summer and then Fall, the student is counted twice.

NASA Center Selection: Institution Type and Gender

OSSI Performance Period 10/01/10 – 09/30/11

Placement Site	Posted Opportunities	Gender	Opportunities Awarded by Institution Type				
			HSI	PBI	PWI	TCU	Total
MSFC	146	Male	0	0	40	1	41
		Female	1	4	31	1	37
		Declined to answer	0	1	2	0	3
		Total	1	5	73	2	81
SSC	17	Male	0	0	9	0	9
		Female	0	0	4	0	4
		Declined to answer	0	0	0	0	0
		Total	0	0	13	0	13
IHE	0	Male	18	6	105	0	129
		Female	2	7	88	1	98
		Declined to answer	0	0	1	0	1
		Total	20	13	194	1	228

Number of opportunities awarded represents each student's placement site.
Example. If a student participates in Summer and then Fall, the student is counted twice.

NASA Center Selection: Institution Type and Gender

OSSI Performance Period 10/01/10 – 09/30/11

Placement Site	Posted Opportunities	Gender	Opportunities Awarded by Institution Type				
			HSI	PBI	PWI	TCU	Total
Industry	0	Male	0	0	1	0	1
		Female	0	0	0	0	0
		Declined to answer	0	0	0	0	0
		Total	0	0	1	0	1
Total	1808	Male	74	50	605	25	754
		Female	34	44	385	23	486
		Declined to answer	0	1	11	0	12
		Total	108	95	1001	48	1252

Number of opportunities awarded represents each student's placement site.
Example. If a student participates in Summer and then Fall, the student is counted twice.

Recruit, Retain & Develop



Select, Place & Mentor



Workforce Entry



Longitudinal Study



One Stop Shopping Initiative (OSSI) for NASA Internship,
Fellowship and Scholarship Opportunities

VI. Year-One Data Summary: Selection Outcomes by Funding Source

Recruit, Retain & Develop



Select, Place & Mentor



Workforce Entry



Longitudinal Study



Funding Source: NASA Internship, Fellowship, and Scholarship Awards

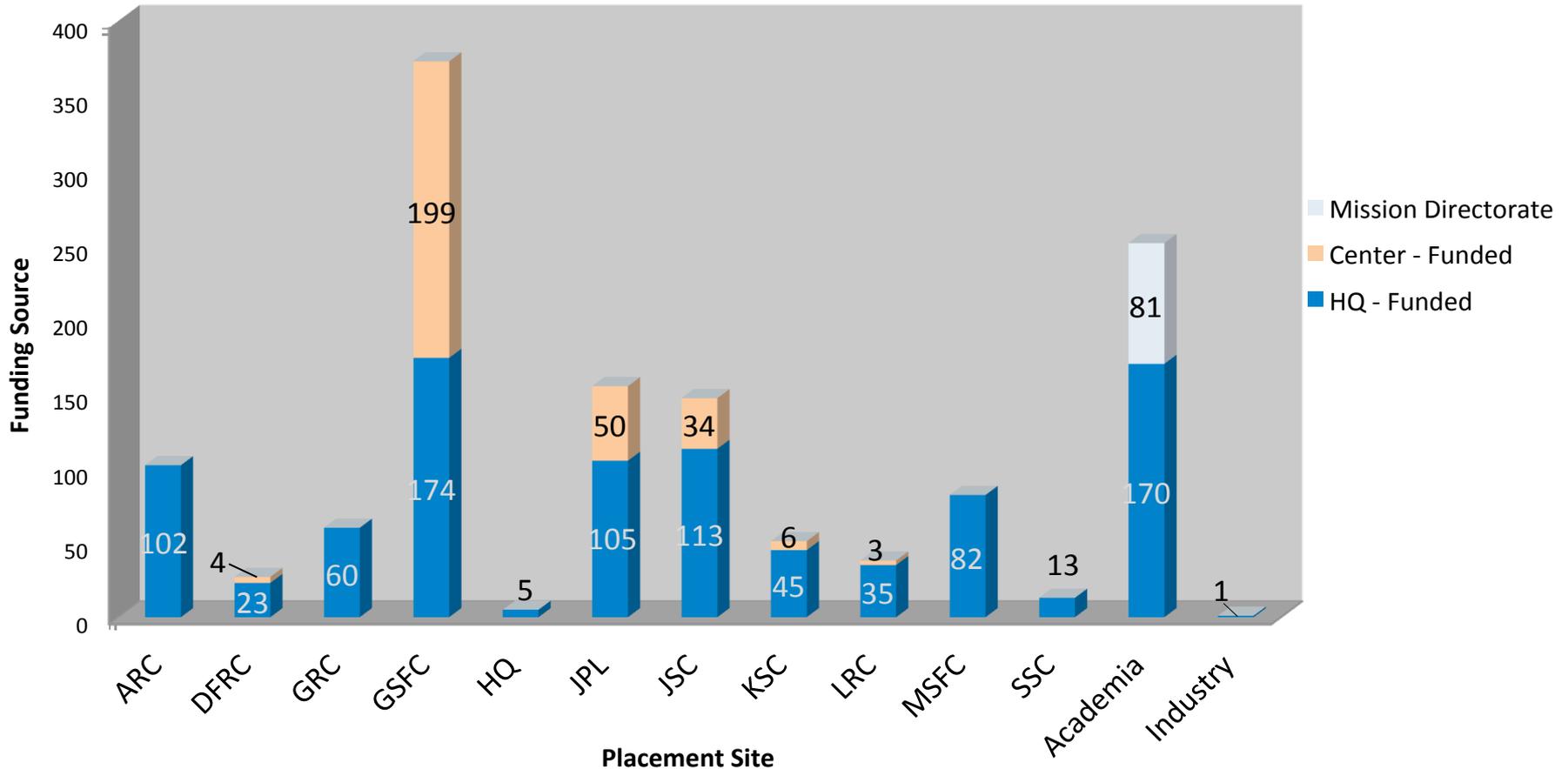
OSSI Performance Period 10/01/10 – 09/30/11

Placement Site	Posted Opps	Opportunities Awarded by Funding Source			
		Center - Funded	HQ - Funded	Mission Directorate	Total
ARC	161	0	102	0	102
DFRC	40	4	23	0	27
GRC	147	0	60	0	60
GSFC	575	199	174	0	373
HQ	2	0	5	0	5
JPL	299	50	105	0	155
JSC	281	34	113	0	147
KSC	74	6	45	0	51
LRC	62	3	35	0	38
MSFC	146	0	82	0	82
SSC	17	0	13	0	13
IHE	0	0	170	81	251
Industry	0	0	1	0	1
Total	1808	296	928	81	1305

Number of opportunities awarded represents each student's placement site.
 Example. If a student participates in Summer and then Fall, the student is counted twice.

Funding Source: NASA Internship, Fellowship, and Scholarship Awards

OSSI Performance Period 10/01/10 – 09/30/11



Number of opportunities awarded represents each session the student participated in. Example. If a student participates in Summer and then Fall, the student is counted twice.

Recruit, Retain & Develop



Select, Place & Mentor



Workforce Entry



Longitudinal Study



NASA Center Selection: GSFC Center - Funded

OSSI Performance Period 10/01/10 – 09/30/11

Placement Site	Opportunities Awarded by Center						
	CREST	CUNY Heliophysics	EBC	GOES-R	GSFC CIPAIR 2012	GSFC IV&V Internship	GSFC SIECA
GSFC	7	1	13	11	7	5	19

Placement Site	Opportunities Awarded by Center							
	JCET	NYC RI	STEPUP	SIECA-B	TI	TM	GSFC Mentor - Funded	Total
GSFC	16	5	7	11	8	4	85	199

Number of opportunities awarded represents each student's placement site.
Example. If a student participates in Summer and then Fall, the student is counted twice.

Recruit, Retain & Develop



Select, Place & Mentor



Workforce Entry



Longitudinal Study



NASA Center Selection: Center - Funded

OSSI Performance Period 10/01/10 – 09/30/11

Placement Site	Opportunities Awarded by Center - JPL			Total
	CIPAIR at JPL	JPL Mentor - Funded	CSURP	
JPL	4	3	43	50

Placement Site	Opportunities Awarded by Center - JSC			Total
	JSC 3 rd Party	JSC STEP	Texas Aerospace	
JSC	10	10	14	34

Number of opportunities awarded represents each student's placement site.
Example. If a student participates in Summer and then Fall, the student is counted twice.

Recruit, Retain & Develop



Select, Place & Mentor



Workforce Entry



Longitudinal Study



NASA Center Selection: Center - Funded

OSSI Performance Period 10/01/10 – 09/30/11

Placement Site	Opportunities Awarded by Center -DFRC
	DFRC Mentor - Funded
DFRC	4

Placement Site	Opportunities Awarded by Center - KSC
	KSC LCS
KSC	6

Placement Site	Opportunities Awarded by Center - LRC
	LRC Mentor - Funded
LRC	3

Number of opportunities awarded represents each student's placement site.
Example. If a student participates in Summer and then Fall, the student is counted twice.

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Workforce Entry



Longitudinal Study



NASA Center Selection: Office of Education Headquarters - Funded

OSSI Performance Period 10/01/10 – 09/30/11

Placement Site	Opportunities Awarded by Center										Total
	ACCESS	AISES	GSRP	JFPF	MUST	NSTIMI	SG	TCUP	USRP	URC	
ARC	2	0	6	20	15	0	17	4	33	5	102
DFRC	2	0	2	0	3	0	4	1	10	1	23
GRC	1	0	13	2	1	5	0	0	38	0	60
GSFC	2	1	37	7	11	0	40	30	43	3	174
HQ	2	0	3	0	0	0	0	0	0	0	5
JPL	2	0	22	13	13	0	19	0	36	0	105
JSC	2	0	7	4	16	2	27	2	38	15	113
KSC	1	1	5	5	3	0	13	5	12	0	45
LRC	2	0	8	0	4	0	2	0	19	0	35
MSFC	0	0	15	3	3	0	28	2	30	1	82
SSC	0	0	3	0	1	0	2	0	7	0	13
IHE	0	0	0	49	121	0	0	0	0	0	170
Industry	0	0	0	0	1	0	0	0	0	0	1
Total	16	2	121	103	192	7	152	44	266	25	928

Number of opportunities awarded represents each student's placement site.
Example. If a student participates in Summer and then Fall, the student is counted twice.

NASA Mission Directorates Selection

OSSI Performance Period 10/01/10 – 09/30/11

Placement Site	Aeronautics Research Mission Directorate (ARMD)	Science Mission Directorate (SMD)	Total
	NASA Aeronautics Scholarship Program	NASA Earth and Space Science Fellowship Program	
Institutions of Higher Education (IHE)	53	28	81

Number of opportunities awarded represents each student's placement site.
 Example. If a student participates in Summer and then Fall, the student is counted twice.

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Workforce Entry



Longitudinal Study



One Stop Shopping Initiative (OSSI) for NASA Internship,
Fellowship and Scholarship Opportunities

VII. Accreditation Board for Engineering and Technology (ABET): Certified Applicants vs. Selected Applicants

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Workforce Entry



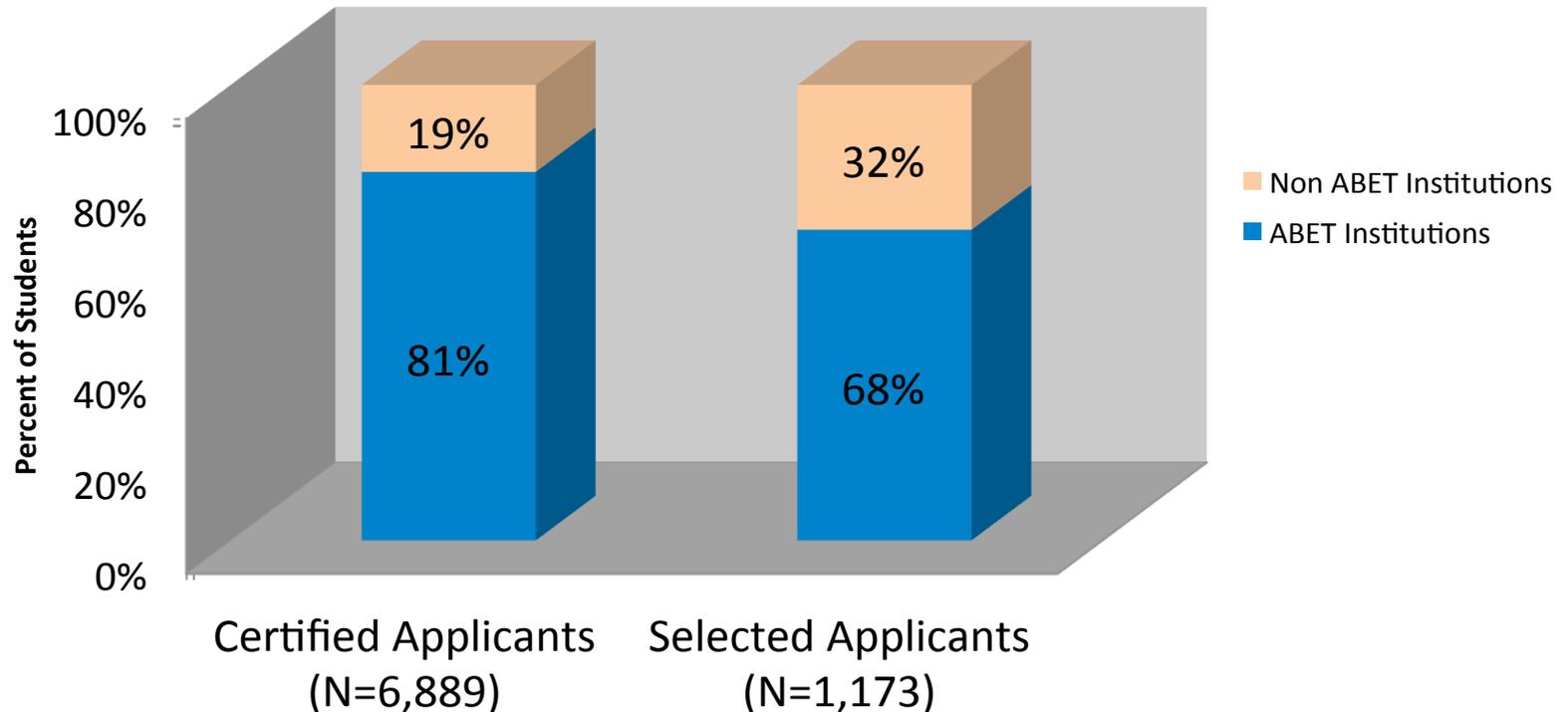
Longitudinal Study



ABET Accredited Institutions: Certified Applicants vs. Selected Applicants

OSSI Performance Period 10/01/10 – 09/30/11

NASA engineering/computer scientists are selected from ABET Accredited Institutions



Number of selected applicants represents each student who attended an ABET accredited institution.

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ABET Accredited Institutions: Certified Applicants vs. Selected Applicants

OSSI Performance Period 10/01/10 – 09/30/11

Application Type	Certified Applicants	Selected Applicants
ABET Institutions	5,574	800
Non-ABET Institutions	1,315	373
Total	6,889	1,173

Number of selected applicants represents each student who attended an ABET accredited institution.

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Workforce Entry

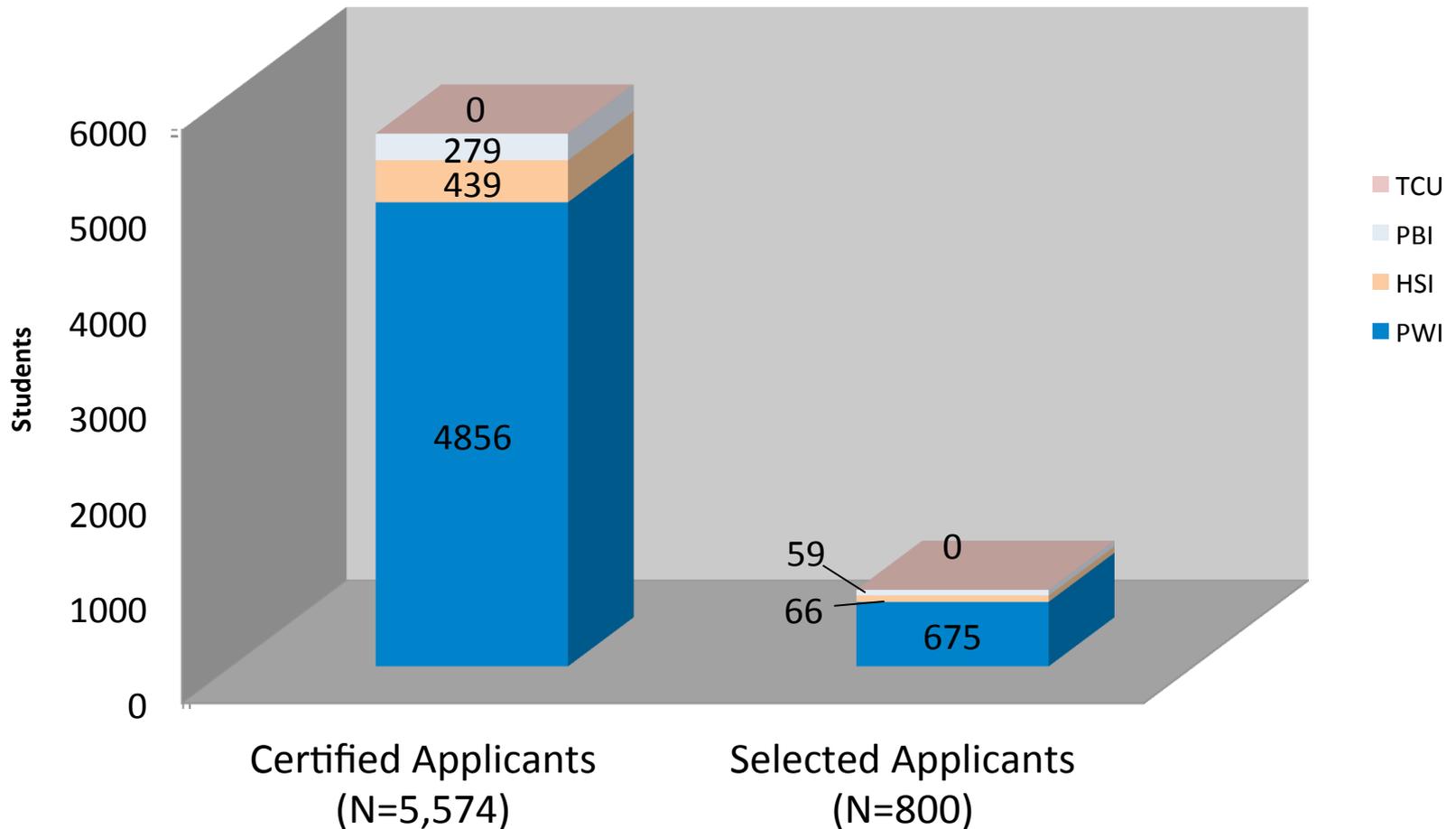


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ABET Accredited Institutions: Institution Type

OSSI Performance Period 10/01/10 – 09/30/11



Number of selected applicants represents each student who attended an ABET accredited institution.

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Workforce Entry

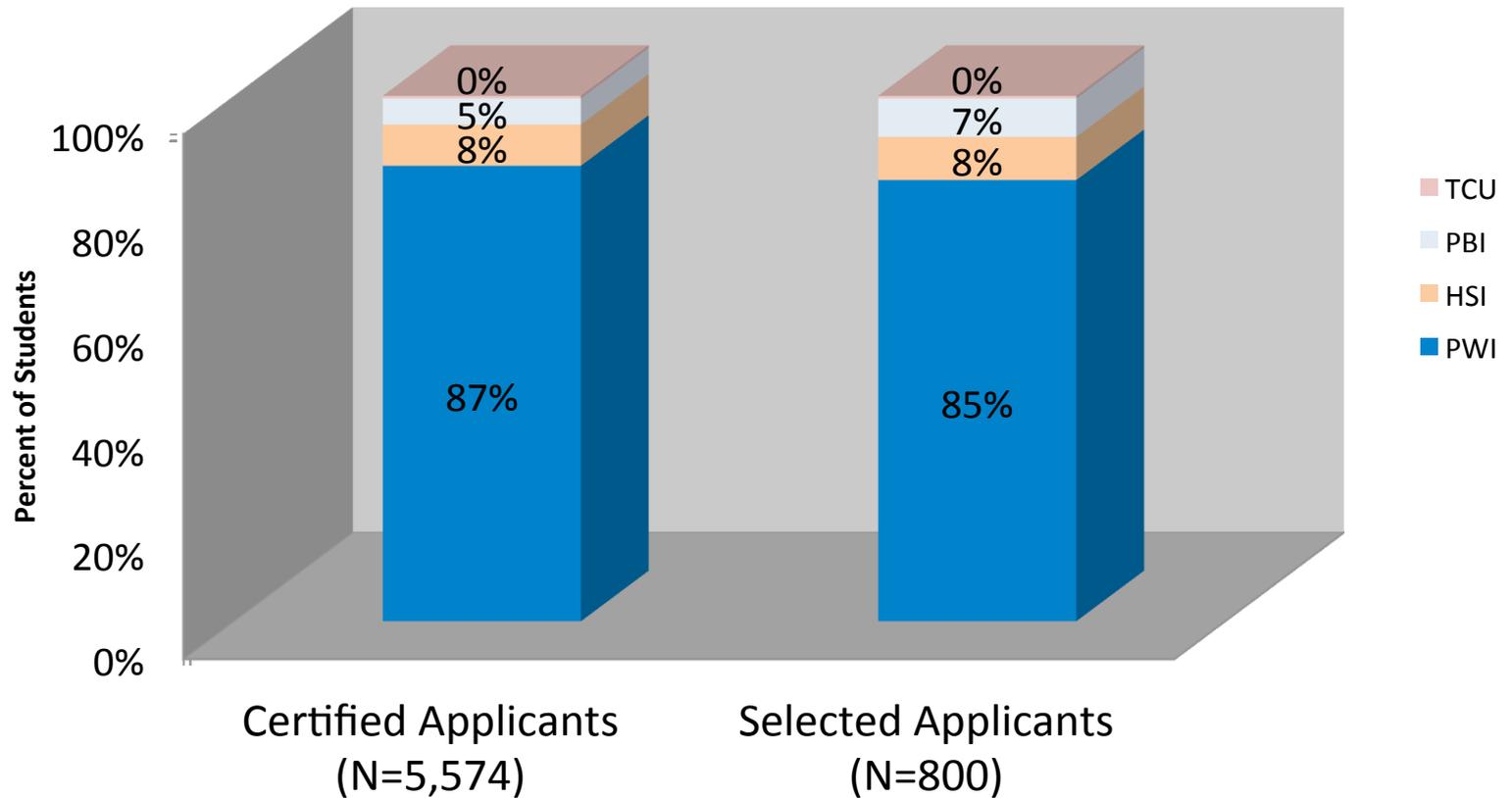


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ABET Accredited Institutions: Institution Type

OSSI Performance Period 10/01/10 – 09/30/11



Number of selected applicants represents each student who attended an ABET accredited institution.

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Workforce Entry

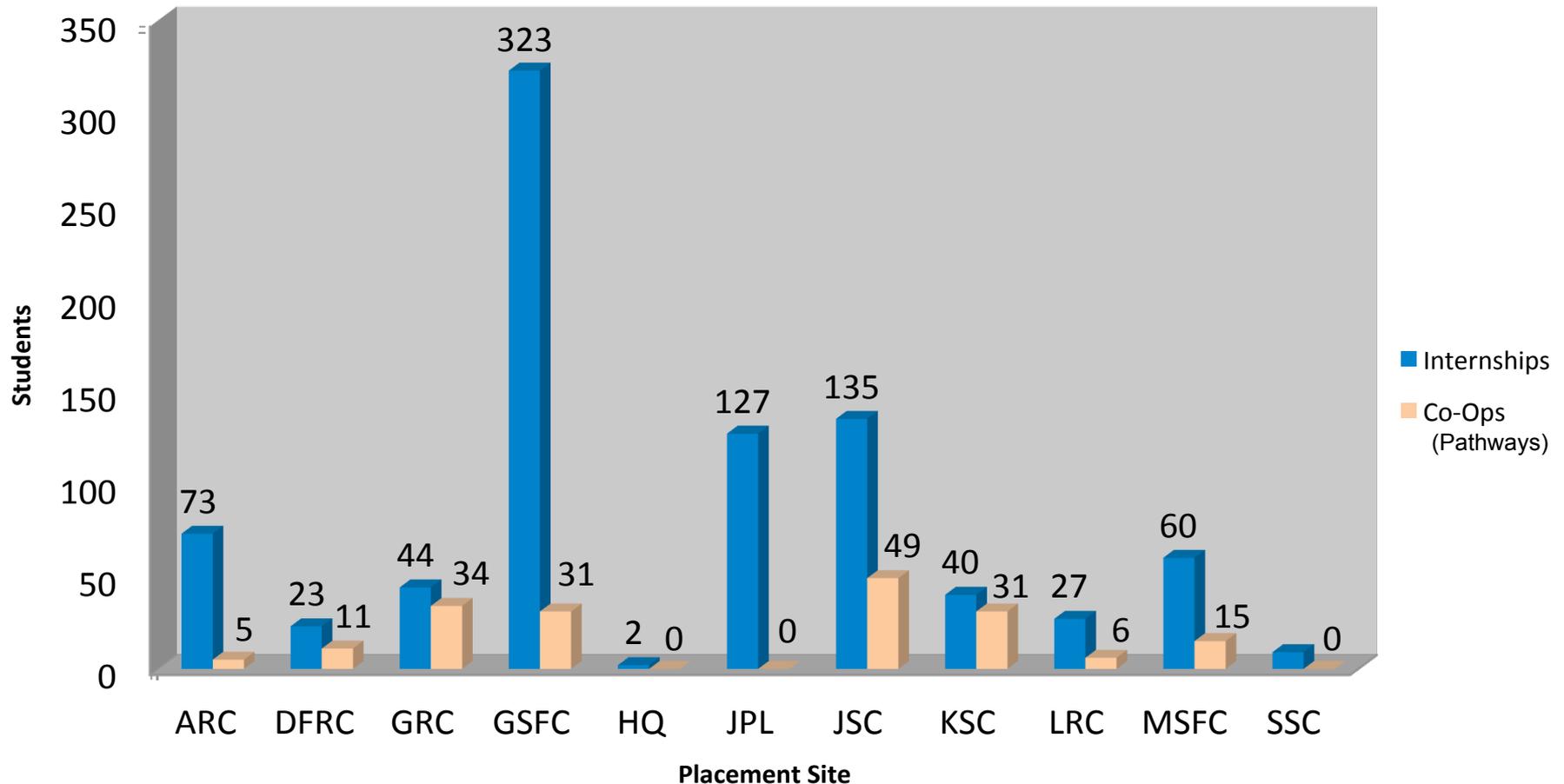


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NASA Education Interns vs. Co-Op (Pathways)

OSSI Performance Period 10/01/10 – 09/30/11



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OSSI STRATEGIC PARTNERS

OSSI Performance Period 10/01/10 – 09/30/11

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DFRC	Candance Clements
GRC	John Ferguson
GSFC	David Rosage
HQ	Fawn Stanton
JPL	Petra Kneissl-Milanian
JSC	Frank Prochaska
KSC	Benita Desuza
LRC	Kathy Powell
MSFC	Mona Miller
SSC	Nathan Sovik

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Workforce Entry



Longitudinal Study



Acronyms

OSSI Performance Period 10/01/10 – 09/30/11

Acronym	Definition
ABET	Accreditation Board for Engineering and Technology
ACCESS	Achieving Competence in Computing, Engineering, and Space Sciences
AISES	American Indian Science and Engineering Society
CIPAIR	Curriculum Improvements Partnership Award for the Integration of Research
CREST	Center for Robotic Exploration and Space Technologies
CSURP	Caltech Summer Undergraduate Research Project
CUNY	City University of New York
EBC	Engineering Boot Camp
GOES-R	Geostationary Operational Environmental Satellite – R Series
GSRP	Graduate Student Researchers Program
HSI	Hispanic Serving Institutions
JCET	Joint Center for Earth Systems Technology
JFPF	Jenkins Pre-Doctoral Fellowship Program
LCS	Launch Control Systems
MUST	Motivating Undergraduates in Science and Technology

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Acronyms

OSSI Performance Period 10/01/10 – 09/30/11

Acronym	Definition
NASA	National Aeronautics and Space Administration
NSTIMI	NASA Science and Technology Institute for Minority Institutions
NYC RI	New York City Research Initiative
PBI	Predominately Black Institutions
PWI	Predominately White Institutions
SG	Space Grant
SIECA	Summer Institute in Engineering and Computer Applications
SIECA - B	Summer Institute in Engineering and Computer Applications - Business
STEP	Student Temporary Employment Program
STEPUP	Science Technology, Engineering Pipeline for Underserved Populations
TCU	Tribal Colleges/Universities
TCUP	Tribal College and University Project
TI	The Inspire Project, Inc.
TM	Thurgood Marshall
URC	University Research Centers
USRP	Undergraduate Student Research Program

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