

Management Information Meeting

October 15, 2004



Glenn Research Center FY04 FTP Losses and Hires

(As of 09/30/04 – End of Fiscal Year)

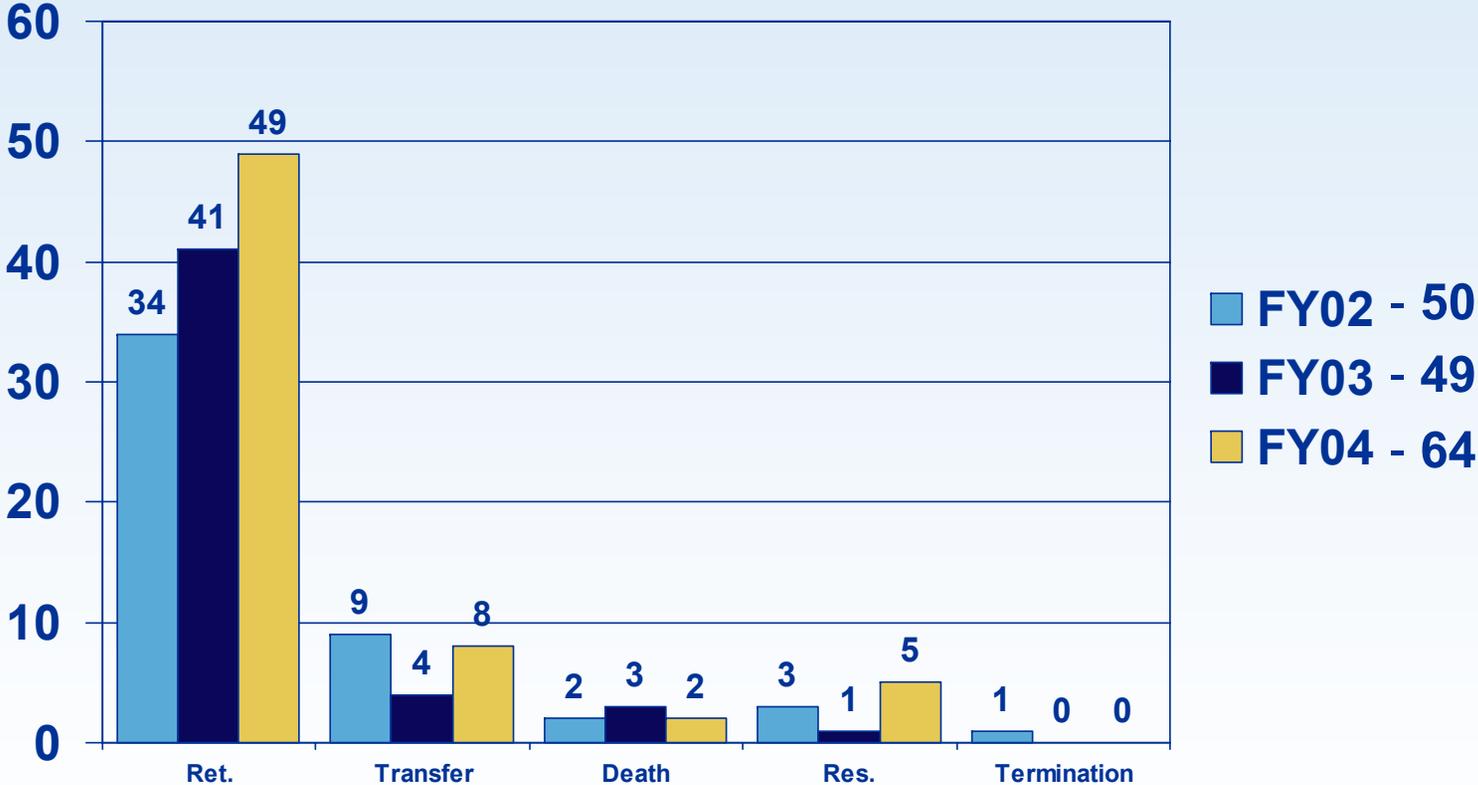


Cumulative Projected FTP Hires	40	Cumulative Projected FTP Losses	57
Cumulative Actual FTP Hires	47	Cumulative Actual FTP Losses	58
Actual OTFTP Hires	28 (Co-ops)	Actual OTFTP Losses	3 (Term)
	8 (Fed. Career Intern)		2 (PPT)
	4 (Term)		1 (PMI)
	1 (PMF)		6 (Co-op)
FY04 Projected FTP Hires	40	FY04 Projected FTP Losses	57



CENTER LOSS PICTURE

FY02-FY04 (as of 09/30/04)

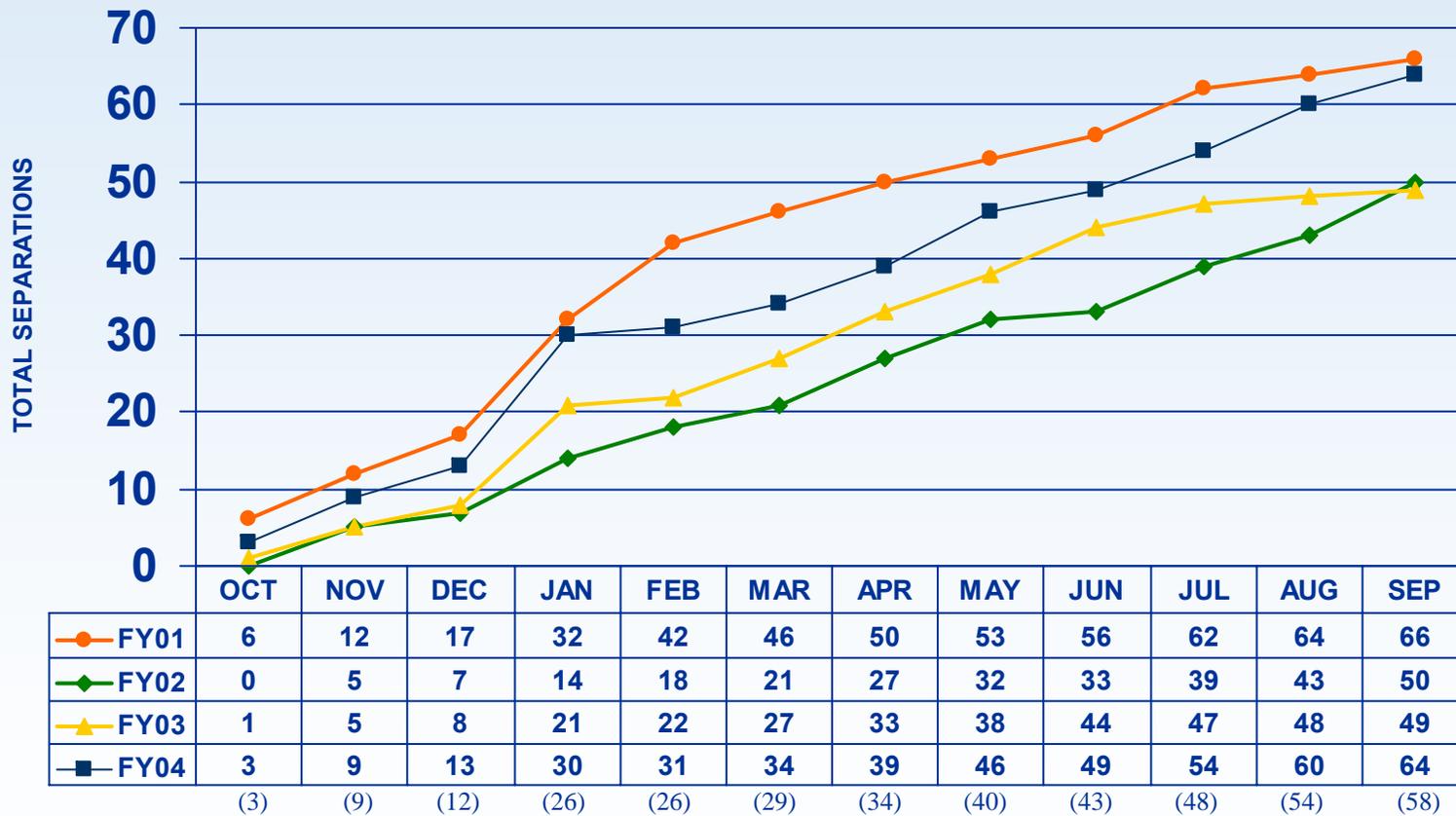


Center Loss Picture FY04 (as of 09/30/04)

Reasons	Minority		Nonminority		Total
	Male	Female	Male	Female	
Retirement	6	1	33	9	49
Transfer	2		4	2	8
Death	2				2
Resignation:					
Change of Employer			2		2
Personal		2	1		3
Total Losses	10	3	40	11	64



CUMULATIVE SEPARATIONS FY01-04



FY04 Projected FTP Separations – (57)

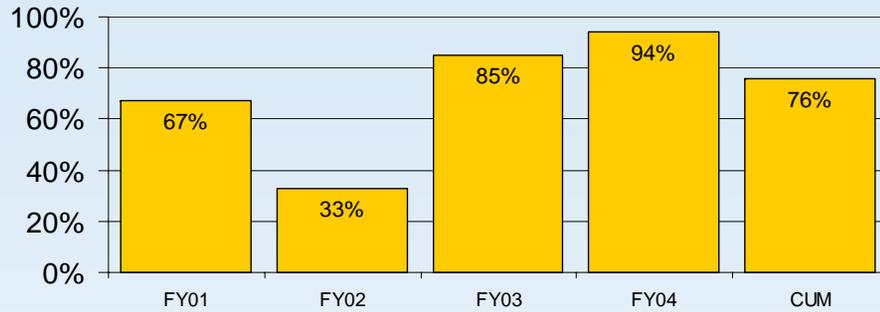


FY04 Promotions as of 09/30/04

Org.	Career Promotions	Accretions	CPP	QSI	DCL	Total
0100	1	0	4	1	0	6
0200	1	0	5	1	0	7
0400	2	0	1	2	0	5
0600	4	1	3	2	0	10
2000	2	0	3	0	0	5
5000	13	1	4	15	0	33
6000	4	1	10	0	0	15
7000	28	11	0	0	0	39
8000	3	0	1	0	0	4
9000	1	0	0	0	0	1
Total	59	14	31	21	0	125



Historical % Conversion of Eligible Co-ops

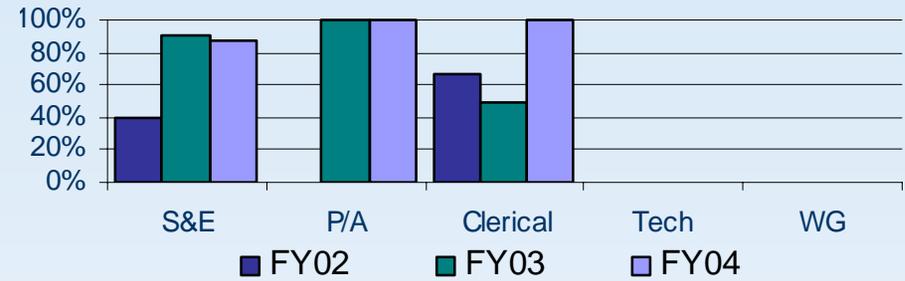


	FY01	FY02	FY03	FY04	CUM
# Conversions	4	4	11	15	34
# Eligible	6	12	13	16	45
% Converted	67%	33%	85%	94%	76%

Ethnicity of Co-op Conversions

	African American		Asian		Hispanic		Non-minority		Total
	M	F	M	F	M	F	M	F	
FY01					1		2	1	4
FY02						1	2	1	4
FY03		1	1		1		3	5	11
FY04					1		9	5	15
TOTAL	0	1	1	0	3	1	16	12	34

Co-op Conversions by NCC



FY02	S&E	P/A	Clerical	Tech	WG
# Eligible	5	1	3	3	
# Converted	2	0	2	0	
% Converted	40%	0%	67%	0%	
FY03	S&E	P/A	Clerical	Tech	WG
Expected Grads	14	1	2		2
Offers Made	10	1	2		0
# Converted	9	1	1		0
FY04	S&E	P/A	Clerical	Tech	WG
Expected Grads	8	5	3		
Offers Made	8	5	3		
# Converted	7	5	3		
% Converted	88%	100%	100%		

FY04 data as of 09/30/04

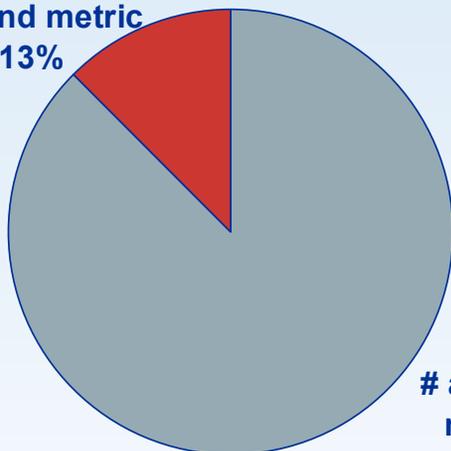


Staffing Metrics - Certificates

4th Quarter*

(07/01/04 – 09/30/04)

actions
beyond metric
13%



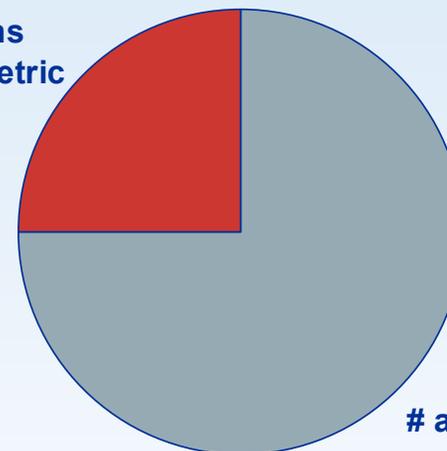
actions that
met metric
87%

Certificates Prepared	8
Met Metric	7
Exceeded 29 Days	1
Avg. Number of Days	29

FY04

(10/01/03 – 09/30/04)

actions
beyond metric
25%



actions that
met metric
75%

Certificates Prepared	44
Met Metric	33
Exceeded 29 Days	11
Avg. Number of Days	25

Metric = HR Specialists - 29 Days From Staffing Receipt of SF-52 to Issuance of Certificate to Selecting Official
Managers – 29 Days from Issuance of Certificate to make a selection

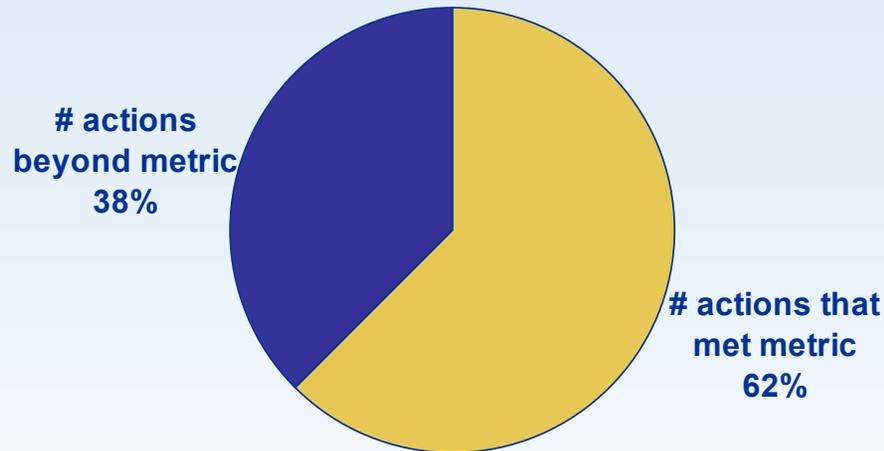
Goal = 80 Percent of Actions Within Metric



FY04 Staffing Metrics – Selections

4th Quarter

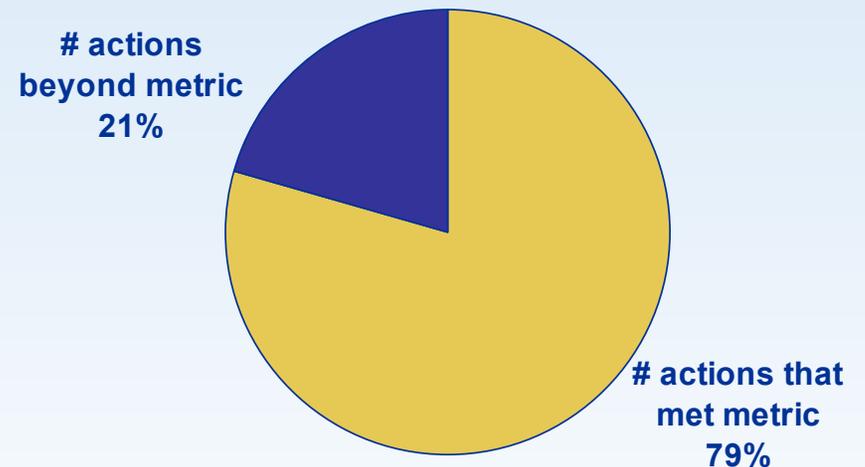
(07/01/04 – 09/30/04)



Selections Made	8
Met Metric	5
Exceeded 29 Days	3
Avg. Number of Days	23

FY04

(10/01/03 – 09/30/04)



Total Selections Made	34
Actions That Met Metric	27
Actions Beyond Metric	7
Avg. Number of Days	19

Metric = HR Specialists - 29 Days From Staffing Receipt of SF-52 to Issuance of Certificate to Selecting Official

Managers – 29 Days from Issuance of Certificate to make a selection

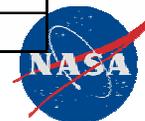
Goal = 80 Percent of Actions Within Metric



FY04 Recruiting

Permanent Full-Time Experienced Hires

Title	Series/Grade	EOD	Former Employer
Deputy Center Director	SES	11/16/03	NASA DFRC
Director of Center Operations	SES	06/27/04	NASA MSFC
Chief, Financial Officer	SES	07/25/04	Department of the Treasury
Chief, Structures & Acoustics	SES	06/27/04	NASA LaRC
IAM Project Manager	GS-0301-15	04/04/04	Accenture
Program Analyst	GS-0343-9	12/29/03	National Personal Protective Technology Laboratory
Program Analyst	GS-0343-9	03/22/04	Booz Allen Hamilton
Program Analyst	GS-0343-9	05/30/04	U.S. EEOC
Accountant	GS-0510-12	06/13/04	Barnes Wendling CPAs, Inc.
Workforce Plan Spec	GS-0301-14	02/22/04	FAA
HR Specialist	GS 0201-12	08/08/04	NASA GRC - Term
Contract Specialist	GS-1102-12	10/19/03	NASA GSFC
Contract Specialist	GS-1102-12	09/19/04	National Science Foundation Advanced Antenna Group
Electrical Engineer	GS-850-13	01/11/04	Loral
Electrical Engineer	GS-850-13	04/18/04	Electrodynamic Applications - Univ. of Michigan
Electrical Engineer	GS-850-13	01/25/04	QSS Group, Inc.
Electrical Engineer	GS-850-13	10/05/03	University of Toledo
Aerospace Engineer	GS-0861-12	10/05/03	U.S.Army
Electronics Engineer	GS-855-13	02/23/04	Harris Corporation
Electronics Engineer	GS-855-13	11/16/03	ITT Industries
Aerospace Engineer	GS-0861-14	04/18/04	NASA GSFC
EMI Engineer	GS-0855-14	11/30/03	Titan Systems Corp.
Mechanical Engineer	GS-801-13	11/3/03	Zin Technologies
Secretary (O/A)	GS-0318-08	08/08/04	NASA DFRC
Aerospace Engineer	GS-861-13	01/25/04	OAI
Aerospace Engineer	GS-0861-13	10/05/03	Zin Technologies
Fire Protection Eng	GS-804-13	06/13/04	Innovative Employee Solutions
Industrial Hygienist	GS-0690-13	07/25/04	NASA GRC (Reinstatement)
Secretary (O/A)	GS-0318-07	10/05/03	Battelle



FY04 RECRUITING

Other Than Permanent Full-Time Experienced Hires

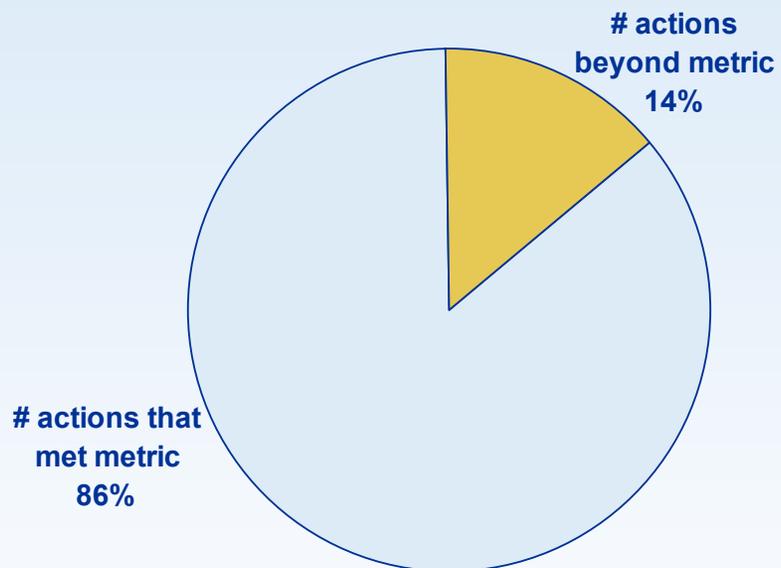
Title	Series/Grade	EOD	Former Employer
Secretary	GS-0318-6	3/8/2004	DoD
Secretary	GS-0318-7	4/19/2004	VRS Corporation
Secretary	GS-0318-6	4/19/2004	DoD
Human Resources Specialist	GS-0201-11	9/5/2004	NASA - Temporary



FY04 Classification Metrics

4th Quarter

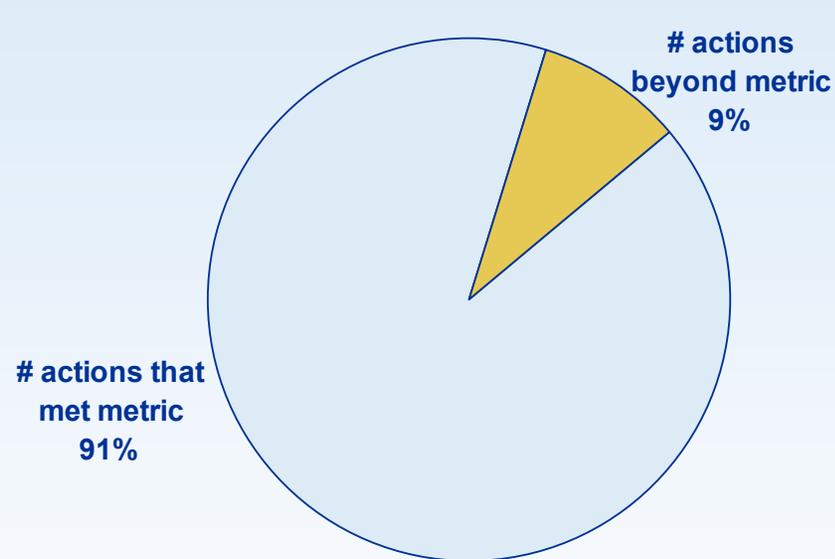
(07/01/04 – 09/30/04)



Total Actions Classified	42
Actions That Met Metric	36
Action Beyond Metric	6
Avg. # of days to classify position	18

FY04

(10/01/03 – 09/30/04)



Total Actions Classified	174
Actions That Met Metric	158
Action Beyond Metric	16
Avg. # of days to classify position	14

Metric = 30 Days From Receipt of Complete Package to Classify Position

Goal = 80 Percent of Actions Within Metric

**FY04 Directorate Awards Budgets
(GAA, SAA, & PA Type Awards)
As of 09/30/04**

Dir.	Allocated Amount	Used	Number Processed	Balance
0100	\$44,790	\$61,390	58	-\$16,600
0200	\$50,799	\$54,544	45	-\$3,745
0400	\$36,886	\$36,844	34	\$42
0600	\$75,128	\$79,862	137	-\$4,734
2000	\$72,375	\$70,456	58	\$1,919
5000	\$414,758	\$409,171	442	\$5,587
6000	\$196,457	\$198,840	246	-\$2,383
7000	\$668,573	\$667,283	825	\$1,290
8000	\$69,696	\$68,896	94	\$800
9000	\$34,536	\$34,100	31	\$436



Employee Suggestion Program

- Suggestion Awards FY04 (as of 09/30/04) - \$2,785
 - Tangible Savings - \$13,000
 - Number of Eligible Employees – 1,783
 - Number of Supervisors - 168
 - Suggestions Submitted 10/01/03 – 09/30/04 = 58
 - Submitted by Supervisors - 5
 - Submitted by Nonsupervisors – 53



Employee Suggestion Program

Delinquent Suggestions (>14 Days)

Suggestion Number	Responsible Organization	Responsible Manager	# Days Open
0400200020502	7100	Pillay	250
0400200021901	7190	Weegman	236
04002004050501	7100	Pillay	160
04002004061502	7100	Pillay	119
04002004071503	0620	Kennedy	89
04002004071504	0611	Tripp	89
04002004080201	0620	Kennedy	71
04002004080901	0100	Madszar	64



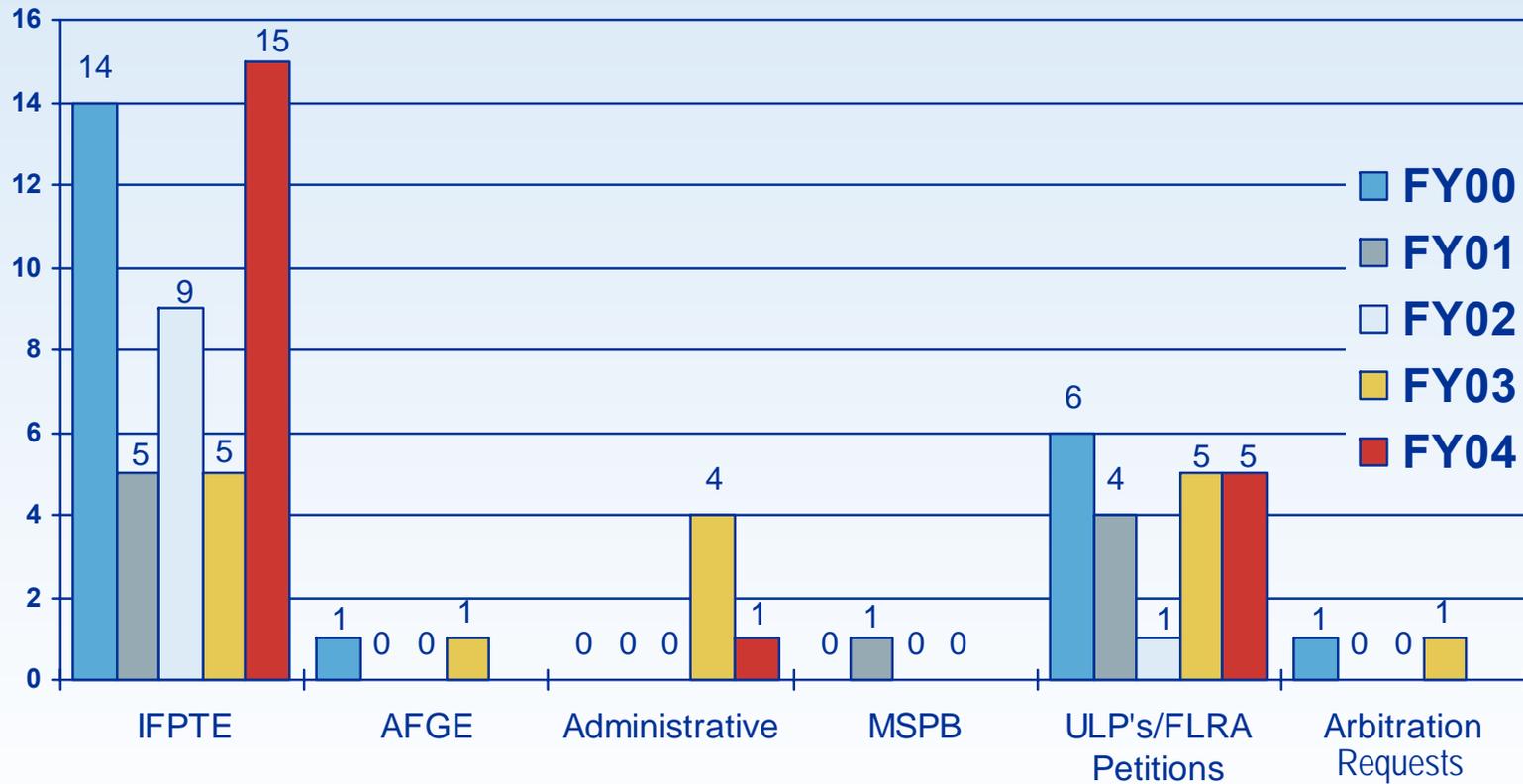
Employee Suggestion Program

Approved Suggestion Awards Pending Implementation

Suggestion Number	Date Recommended for Award	# Days Open
04002004030503	07/15/2004	221
04002004060102	07/15/2004	133
04002004042002	06/30/2004	161
04002003081903	02/19/2004	406
04002004011601	05/20/2004	257
04002004040602	06/17/2004	177



APPEAL/GRIEVANCE ACTIVITY FY00-04 (as of 09/30/04)

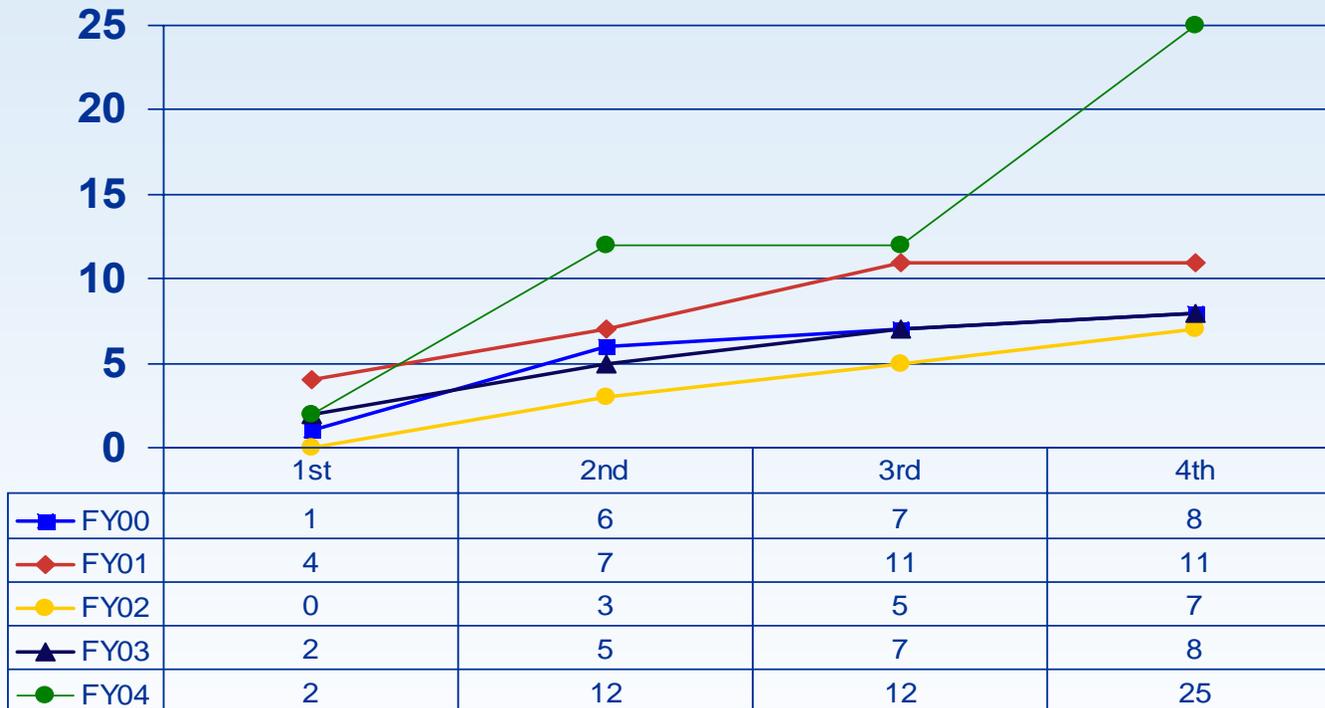


FY04 APPEAL/GRIEVANCE ACTIVITY BY ISSUE (as of 09/30/04)

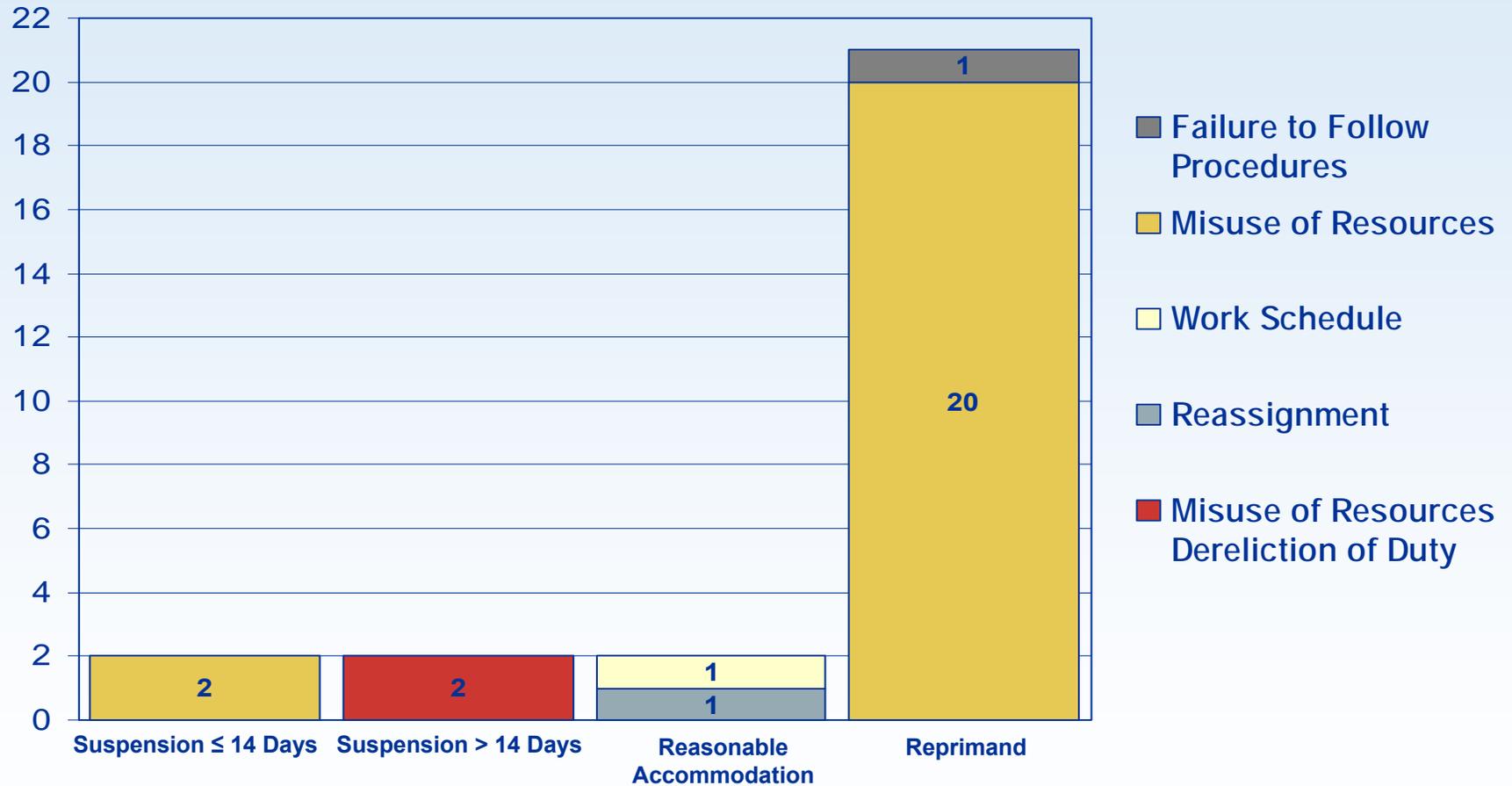
	IFPTE Grievance	MSPB	ULP	Administrative	IFPTE Arbitration	AFGE	Administrative Grievance
Working Conditions	1						
Disc. Proposal Letters Delivery	1						
Vacancy Announcement Process	1						
Qual. Procedures				1			
Reassignment	1						
Failure to Negotiate	1		3				
Location of OPF	1						
Safety Concerns	2						
Credit Hours Denial	1						
Disciplinary Action	1						
Awards	1		1				
Workers Compensation Processing	2						
Resources for Union	2						
Mandatory Training			1				



DISCIPLINARY/ADVERSE ACTIONS FY00-04 (as of 09/30/04)



FY04 EMPLOYEE RELATIONS ACTIVITY by Issue (as of 09/30/04)



FY04 Staff Office Training Budget Status as of September 30, 2004

	0100	0120	0140	0170	0180	0200	0400	0600
Allocated	\$11,000	\$6,182	\$9,800	\$17,796	\$4,900	\$12,900	\$32,000	\$22,000
Committed	\$9,331	\$6,501	\$8,256	\$17,766	\$2,914	\$11,992	\$27,712	\$24,423
% Committed	84.8%	101.5%	84.2%	99.8%	59.5%	93%	86.6%	111%
Forward Funded	\$1,545	\$0	\$545	\$1,194	\$0	\$0	\$0	\$0



FY04 Directorate Office Training Budget Status as of September 30, 2004

	2000	5000	6000	7000	8000	9000
Allocated	\$78,000	\$348,000	\$120,000	\$300,000	\$60,000	\$34,000
Committed	\$74,421	\$331,875	\$94,292	\$249,503	\$49,836	\$34,533
% Committed	95.4%	95.4%	78.6%	83.2%	83.1%	101.6%
Forward Funded	\$0	\$18,745	\$3,867	\$3,205	\$1,445	\$408



FY04 Overall Training Budget Status as of September 30, 2004

	Directorate Suballocation Total	OD&TO Managed – S&E Programs	OD&TO Managed – Other Programs	Centerwide Total
Allocated	\$1,056,578	\$1,541,374	\$2,028,048	\$4,626,000
Committed	\$943,355	\$1,249,836	\$1,383,537	\$3,576,728
% Committed	89.3%	81.1%	68.2%	77.3%
Forward Funded	\$30,954	\$116,410	\$510	\$148,874



Training Program Course Offerings & Evaluation Metrics as of September 30, 2004

	OCT	NOV	DEC	JAN	FEB	MAR	APR	MAY	JUN	JUL	AUG	SEP	YTD
* Number of On-site Course Offerings	66	22	11	18	23	26	26	27	21	14	36	13	303
* Overall Rating of Courses	4.37	4.48	4.57	4.57	4.59	4.59	4.54	4.54	4.43	4.22	4.37	4.57	4.47
* Services of the Training Office	4.52	4.53	4.43	4.41	4.52	4.48	4.46	4.43	4.47	4.41	4.51	4.44	4.48
** Value of training in supporting our ability to achieve NASA's strategic goals	7.37	7.38	7.58	7.71	7.67	7.63	7.61	7.52	7.51	7.24	7.53	7.53	7.51

* Scale 1- 5 (1=Poor, 5=Excellent)

** Scale 1- 9 (1=Lowest, 9=Highest) is HQ Code FT Metric



Team Effectiveness Training Evaluation Metrics as of September 30, 2004

Employee Training	Week 1	Week 2	Week 3	Week 4	Week 5	Week 6	Overall
Achievement of Course Objective	3.56	3.81	3.91	3.82	3.95	3.91	3.83
Applicability to Your Work	3.36	3.79	3.91	3.76	3.94	3.92	3.78
Overall Course Content	3.66	3.91	3.98	3.97	4.09	3.95	3.93
Overall Rating of Course	3.60	3.84	3.98	3.91	4.04	3.96	3.89
Services of the Training Office	4.08	4.26	4.31	4.30	4.41	4.40	4.29
Support of NASA's Strategic Goals	5.56	6.55	6.79	6.49	6.67	6.66	6.45

Supervisory Training	Week 1	Week 2	Week 3	Week 4	Week 5	Week 6	Overall
Achievement of course Objective	4.25	4.13	4.06	4.14	4.44	3.90	4.15
Applicability to Your Work	4.26	4.20	4.37	4.27	4.63	4.40	4.35
Overall Course Content	4.44	4.24	4.17	4.23	4.50	4.20	4.29
Overall Rating of Course	4.29	4.15	4.13	4.14	4.50	4.10	4.22
Services of the Training Office	4.56	4.38	4.52	4.51	4.80	4.29	4.51
Support of NASA's Strategic Goals	6.91	6.65	7.26	7.33	7.88	7.43	7.24

* Scale 1- 5 (1=Poor, 5=Excellent)

** Scale 1- 9 (1=Lowest, 9=Highest) is HQ Code FT Metric



FY04 Development Programs Summary

Cleveland Community Federal Leadership Institute

- 8 People Applied
 - **5 Selectees:**
 - 0480/Nola Bland
 - 0224/Sally Saltzman
 - 7631/Donna Neville
 - 7150/Linda McMillen
 - 7610/Gwynn Severt

Certificate In Software Engineering

- 1 Person Applied
 - **Selectee:**
 - 7160/Allen P. Holtz, Jr.

FEI: Leadership for a Democratic Society

- 2 People Applied
 - **2 Selectees:**
 - 0120/Laura Henry
 - 7800/Dan Gauntner

USDA Graduate School Executive Potential Program

- 6 People Applied
 - **3 Selectees:**
 - 6160/Michael Zernic
 - 5530/Kevin Melcher
 - 2500/Diane Brown



FY04 Development Programs Summary

USDA Graduate School Executive Leadership Program

- 3 People Applied – 0 Selected

USDA Graduate School New Leader Program

- 1 Person Applied – 0 Selected

NASA Fellowships

- 4 People Applied
 - **3 Selectees:**
 - 5490/Matthew Moran (Delft Institute of Technology)*
 - 6700/Robert Zurawski (Harvard Senior Executive Fellows)*
 - 0180/Robert Romero (UCLA Creativity and Innovation in the Organization)*

*Awaiting HQ selection

NASA SESCDP

- 30 applicants
 - **Selectees:**
 - 5130 Ajay Misra
 - 5420/Marla Perez-Davis
 - 6100/Pete Vrotsos

NASA Administrators Fellowship Program

- 1 Person Applied
 - 0 Selected by HQ

NASA Leadership Development Program

- 3 People Applied
 - **Selectees:**
 - 6510/William Taylor*
 - 7180/James Stegeman*
 - 5450/Barbara Kenny*



FY04 Development Programs Summary

PhD/Graduate Studies

- 2 People Applied
 - **2 Selectees:**
 - 6712/Eric Golliher
 - 5940/Clifford Brown
- **4 Graduated:**
 - 2000/Ruben Del Rosario
 - 2400/Robert J. Bruckner
 - 5870/David Chato
 - 6920/Jose Davis

GRC Technical Education Development Program (GTED)

- 9 People Applied
 - **6 Selectees:**
 - 7790/Roger Meredith
 - 7780/Richard Kelsch
 - 7780/Adam Redding
 - 7790/David Hamilton
 - 7611/Randy Thomas
 - 7650/Keith Johnson
 - **4 Graduated:**
 - 7310/Ralph Zerick
 - 7670/Bernadette Puleo
 - 7715/James D.Wagner
 - 7740/Jack Dalzell



Other Significant OD&T Accomplishments

- Formal mentoring program successfully implemented with 27 pairs completing
- GRC's planning process for S&E training received national recognition through the Graduate School, USDA's W. Edwards Deming Outstanding Training Award program
- Web-based reporting system for tracking training budgets finished and rolled out to users
- Web-based Centerwide needs assessment for planning safety training developed and implemented

