



NSF's Intergovernmental Personnel Act (IPA) Program

Presentation to the National Science Board
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IPAs Provide Significant Value to NSF

- IPAs bring fresh perspectives and deep expertise that keep NSF nimble.
- Combining IPAs with experienced federal employees creates the synergy required to support fundamental research at the frontiers of science.
- IPAs enable a close connection with the community, building and nurturing trust, and serve as ambassadors.



IPA Program at NSF

- Authority: Intergovernmental Personnel Act of 1970 (5 U.S.C. 3371 - 3376)
- In FY'16, 177 IPAs served at NSF in both executive (29) and non-executive (148) positions
- Performance and accountability measures:
 - IPAs included in performance management process
 - Mandatory training on merit review process, conflicts of interest, privacy and security
 - Federal Supervision at NSF training
 - Steering Committee for Policy and Oversight of the IPA Program



Update on IPA Steering Committee

- August reports identified:
 - Opportunity to articulate overall use of IPAs within a strategic workforce framework
 - Opportunity to identify cost savings
- Established three task groups:
 - Fiscal Oversight
 - Integrated Strategic Workforce Framework
 - Alternate Hiring Authorities



Fiscal Oversight Task Group Activities

- Completed extensive data analyses
- Consulted with University Faculty and Administration Representatives at September Federal Demonstration Partnership Meeting
- Developed recommendations, presented to NSF Director in early October



Fiscal Oversight Task Group Recommendations

- Conduct pilot in FY'17 requiring 10% cost-share for new IPA agreements
- Eliminate lost-consulting reimbursements in new agreements
- Maintain current salary setting policies:
 - Compensation based on salary at home institution
 - Provide supplemental pay for IPAs whose salaries are below the Federal minimum for their position
- Review policy on use of per diem (or relocation in lieu of per diem) at a later date, in context of integrated workforce framework