

Management Information Meeting

April 15, 2005



Glenn Research Center FY05 Losses and Hires

(As of 03/31/05)

Cumulative Projected FTP Hires	Data Not Available
Cumulative Actual FTP Hires	2
Actual OTFTP Hires	18 *
FY05 Projected FTP Hires	30
Cumulative Projected FTP Losses	Data Not Available
Cumulative Actual FTP Losses	103
Actual OTFTP Losses	9 *
FY05 Projected FTP Losses	50

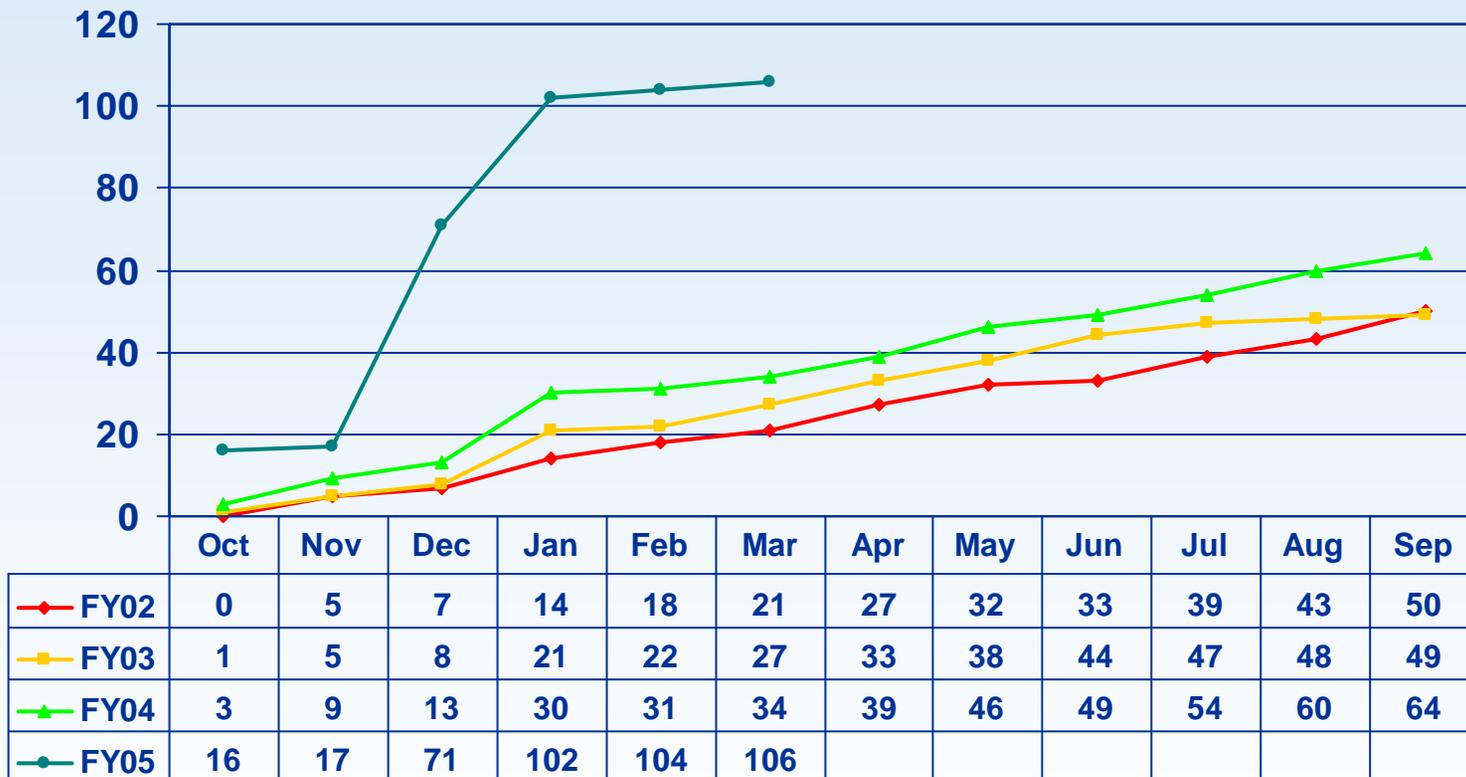
* Includes 6 co-ops that were converted to Term positions

Onboard Headcount 1,857

(Includes civil service workforce: Full-time Permanent, Other Than Full-time Permanent, and Co-ops)



Cumulative Separations FY02-05

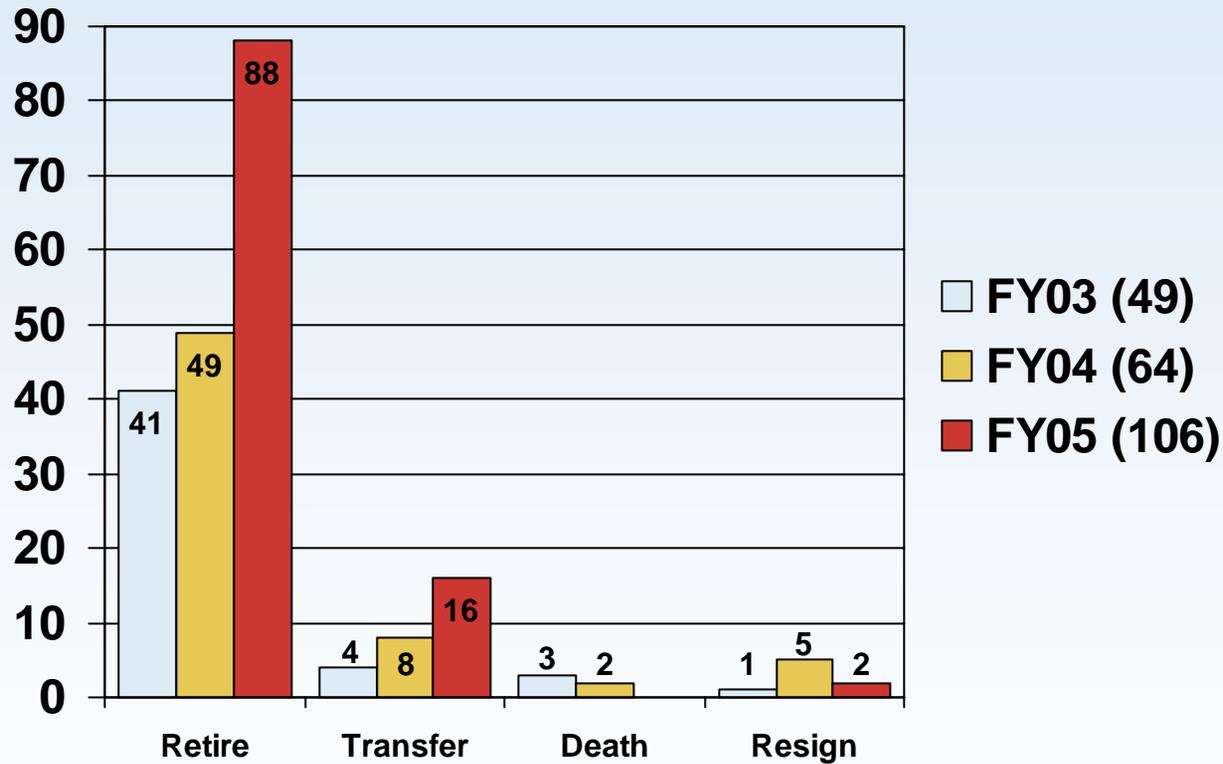


Center Loss Picture FY05 (as of 03/31/05)

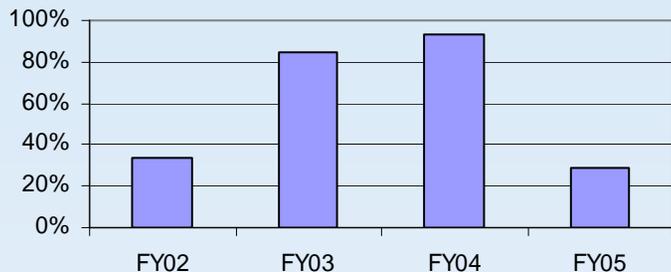
Reasons	Minority		Nonminority		Total
	Male	Female	Male	Female	
Retirement	9	3	61	15	88
Transfer/Reassignment	2	1	12	1	16
Resignation:					
Change of Employer			2		2
Total Losses	11	4	75	16	106



Center Loss Picture FY03-FY05 (as of 03/31/05)



Historical % Conversion of Eligible Co-ops

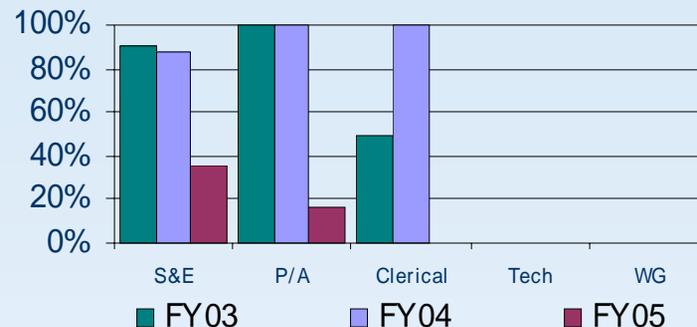


	FY02	FY03	FY04	FY05	CUM
# Conversions	4	11	15	6	36
# Eligible	12	13	16	21	62
% Converted	33%	85%	94%	29%	58%

Ethnicity of Co-op Conversions

	African American		Asian		Hispanic		American Indian		Non-minority		Total
	M	F	M	F	M	F	M	F	M	F	
FY02						1			2	1	4
FY03		1	1		1				3	5	11
FY04					1				9	5	15
FY05								1	3	2	6
TOTAL	0	1	1	0	2	1	0	1	17	13	36

Co-op Conversions by NCC



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
% Converted	90%	100%	50%		
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%		
FY05	S&E	P/A	Clerical	Tech	WG
Expected Grads	14	6	1	0	0
Offers Made	11	2	0	0	0
# Converted	5	1	0	0	0
% Converted	36%	17%			

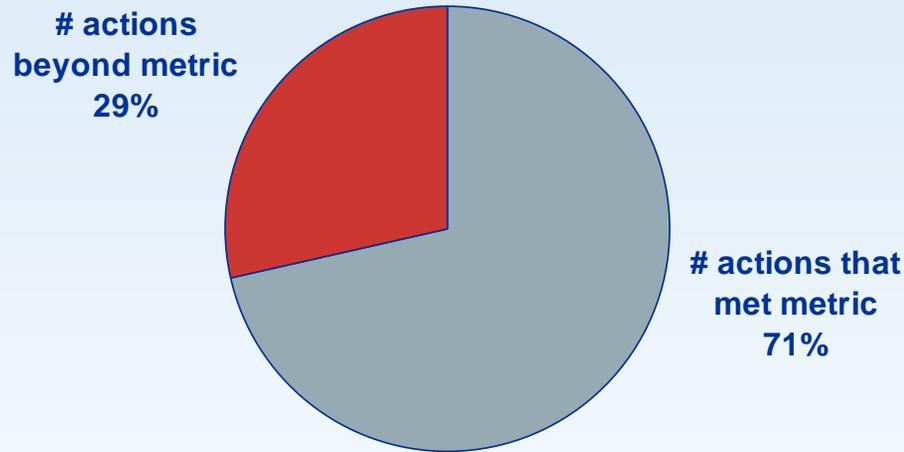
FY05 data as of 03/31/05



FY05 Staffing Metrics - Certificates

2nd Quarter

(01/01/05 – 03/31/05)



Certificates Prepared	14
Met Metric	10
Exceeded 29 Days	4
Avg. Number of Days	28

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

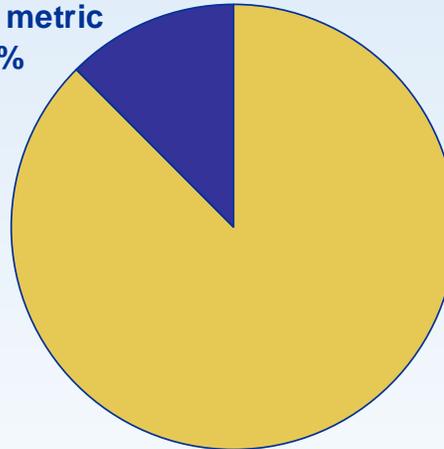
Goal = 80 Percent of Actions Within Metric

FY05 Staffing Metrics – Selections

2nd Quarter

(01/01/05 – 03/31/05)

actions
beyond metric
13%



actions that
met metric
87%

Selections Made	18
Met Metric	7
Exceeded 29 Days	1
Avg. Number of Days	17

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

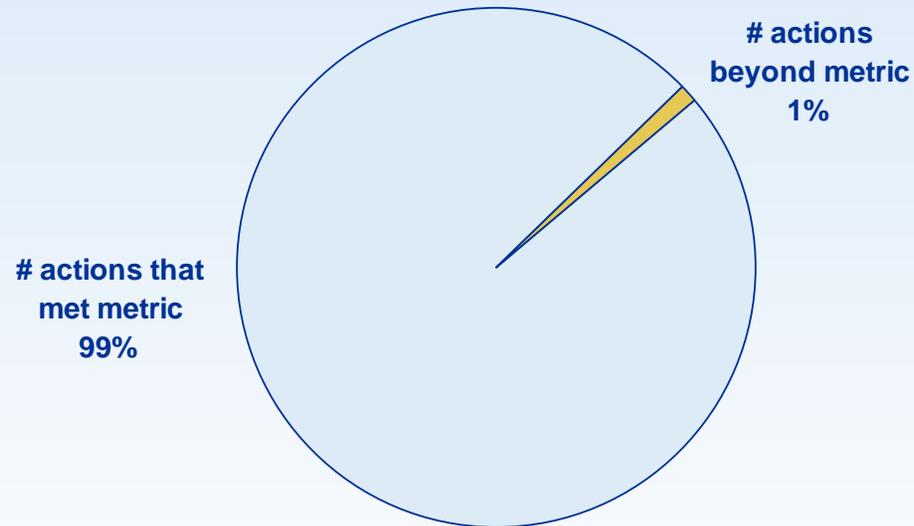
Goal = 80 Percent of Actions Within Metric



FY05 Classification Metrics

2nd Quarter

(01/01/05 – 03/31/05)



Total Actions Classified	82
Actions That Met Metric	81
Action Beyond Metric	1
Avg. # of days to classify position	24

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

Goal = 80 Percent of Actions Within Metric

FY05 Time-Off Awards

As of 04/01/05

Org.	Number of Awards	Number of Hours
A	0	0
B	16	176
C	46	492
D	65	818
E	1	8
G	1	8
P	17	222
Q	15	148
R	51	574
S	0	0
V	5	56
X	1	12
Total	218	2,514



FY05 Directorate Awards Budgets (GAA, SAA, & PA Type Awards) As of 04/07/05

Dir.	Allocated Amount	Used	Number Processed	Balance
A	\$5,845	\$0	0	\$5,845
B	\$50,064	\$0	0	\$50,064
C	\$117,778	\$175	1	\$117,603
D	\$475,647	\$175	1	\$475,472
E	\$4,639	\$0	0	\$4,639
G	\$8,133	\$0	0	\$8,133
P	\$228,736	\$3,000	2	\$225,736
Q	\$61,688	\$0	0	\$61,688
R	\$445,552	\$5,075	10	\$440,477
S	\$6,988	\$0	0	\$6,988
V	\$98,332	\$0	0	\$98,332
X	\$32,599	\$0	0	\$32,599



Buyout Application Results

03/25/05

Category I

- Applications received 45
 - Withdrawals 2
 - Early out 8
 - Optional Retirement 33
 - Resignations 2
- Separations 03/31 to 04/03 12
- Separations extended 31
(04/30 through 10/03)

Category II

- Applications received 1 *

* Buyout contingent upon position being filled by an employee in a surplus competency



Employee Suggestion Program

- Suggestion Awards FY05 (as of 3/31/05) - \$2,350
 - Tangible Savings - \$3,720
 - Number of Eligible Employees – 1,857
 - Number of Supervisors – 156
 - Suggestions Submitted 01/01/05 – 03/31/05 = 11
 - Submitted by Supervisors – 0
 - Submitted by Non-supervisors – 11



Employee Suggestion Program

Delinquent Suggestions (>14 Days)

Suggestion Number	Responsible Organization	Responsible Manager	#Days Open
04002004102201 – Join Ohio Link Library Service	C000	Kennedy/ Lester	171 – Directorate is awaiting information about subscription service in order to evaluate fully.
04002005010502 – Literature Racks	XPOO	Dukes Campbell	96
04002004122201 Water Filters	DF00	Torri	110 – Under Directorate evaluation since 1/19/05
04002005010501 – Identify Small Software Programs	VI00	Naiman	96



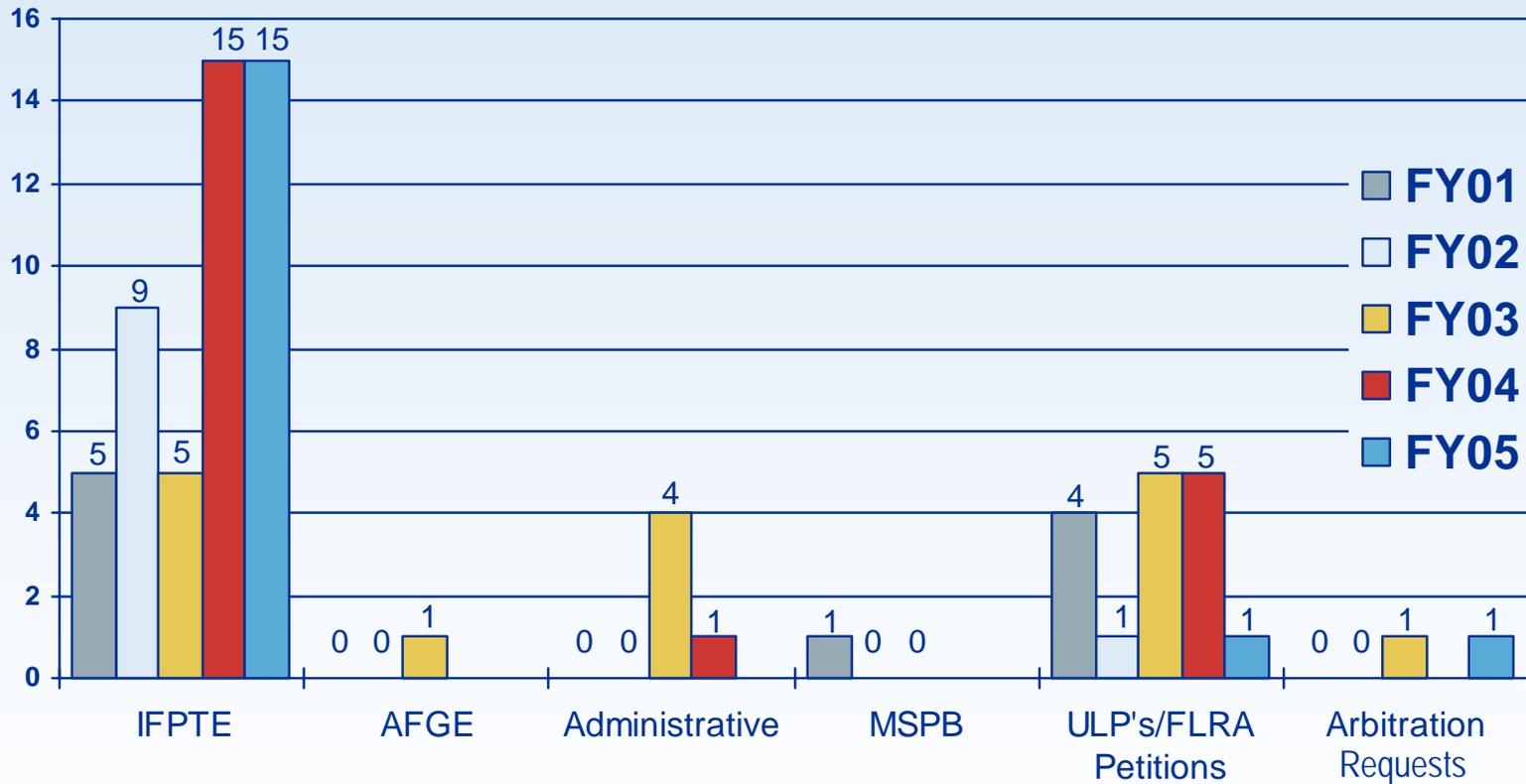
Employee Suggestion Program

Approved Suggestion Awards Pending Implementation

Suggestion Number	Date Recommended for Award	#Days Open/Comments
04002004030503 BMS Document Numbers	01/01/2005	402 - BMS Numbering system based on Center reorganization
04002004060102	01/01/2005	314 – DFI0 needs to place announcement on Today@Glenn
04002004021901 – Labwide Communication	01/01/2005	417 - \$960 savings. Awaiting implementation of RSS software.



APPEAL/GRIEVANCE ACTIVITY FY01-05 (as of 03/31/05)

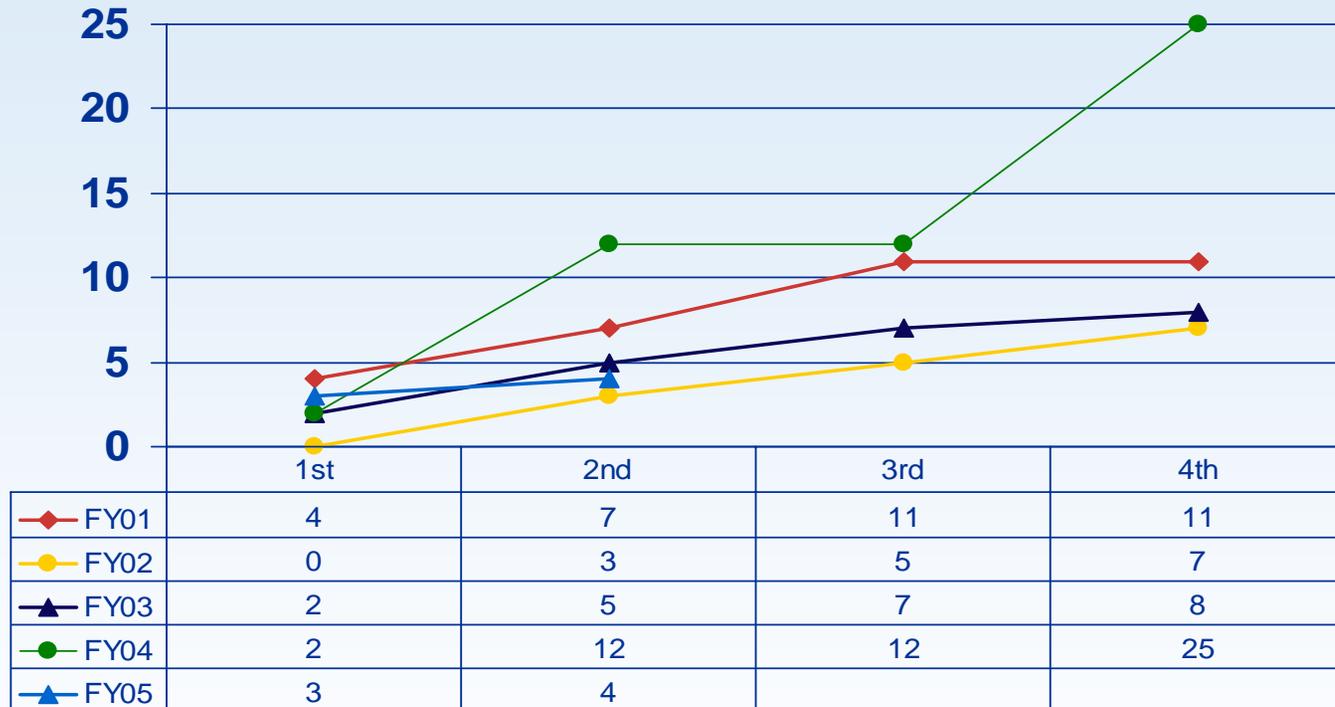


FY05 APPEAL/GRIEVANCE ACTIVITY BY ISSUE (as of 03/31/05)

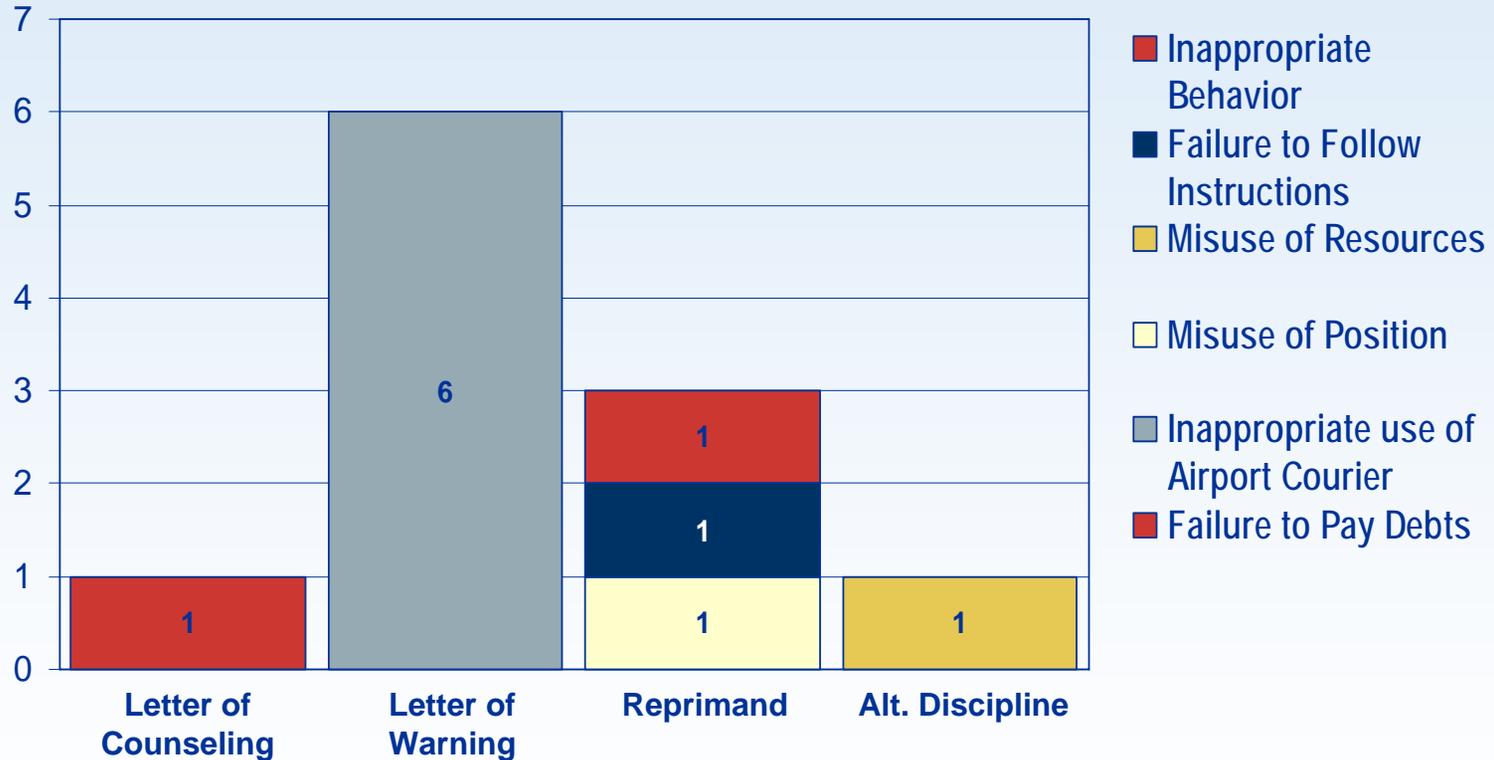
	IFPTE Grievance	MSPB	ULP	Administrative	IFPTE Arbitration	AFGE	Administrative Grievance
Disciplinary Action	7				1		
Letters of Counseling - BST Training	1						
Safety Issues	2						
EAP Audit	1						
CMS Implementation	1						
Leave	1						
Union Reports	1						
Assigned Duties	1						
Buyout/Early Out			1				



DISCIPLINARY/ADVERSE ACTIONS FY01-05 (as of 03/31/05)



FY05 EMPLOYEE RELATIONS ACTIVITY by Issue (as of 03/31/05)



Training Program Course Offerings & Evaluation Metrics as of March 31, 2005

	JAN	FEB	MAR	YTD
Number of On-site Course Offerings	20	16	5	98
* Overall Rating of Courses	4.71	4.59	4.64	4.60
* Services of the Training Office	4.60	4.47	4.64	4.52
** Value of training in supporting our ability to achieve NASA's strategic goals	7.99	7.60	7.21	7.57

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

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



Special Program Participation FY05

	ACD	ACE	APP	CSE	CIP	COA	GRC	GTE	LDP	NASA	NSC	ODI	PhD	PMD	SES	STP	SUM
OCTOBER	17	54	1	7	10	3	9	12	3	3	13	1	31	40	3	1	208
NOVEMBER	19	54	1	7	11	5	9	12	3	3	14	0	31	40	3	1	213
DECEMBER	21	71	1	5	12	5	9	12	3	3	14	0	30	42	3	1	232
JANUARY	24	69	1	5	12	4	9	12	3	3	16	0	30	42	3	1	234
FEBRUARY	26	66	1	5	12	4	9	12	6	2	16	0	30	46	3	1	239
MARCH	26	66	1	5	12	4	5	12	6	2	17	1	30	46	3	1	237

ACD = ACCELERATED CAREER DEV. PROGRAM
 ACE = ADVANCING CAREERS & EMPLOYEE SUCCESS
 APP = APPRENTICESHIP PROGRAM
 CIP = FED. CAREER INTERN PROG./PRES. MGMT FELLOWS
 COA = COACHING
 CSE = CERTIFICATE IN SOFTWARE ENGINEERING
 GRC = GRC FELLOWSHIPS
 GTE = GLENN THECHNICAL EDUCATION DEVELOPMENT

LDP = NASA LEADERSHIP DEVELOPMENT PROGRAM.
 NASA = NASA FELLOWSHIPS
 NSC = NEW SUPERVISOR CAREER DEVELOPMENT
 ODI = OD INTERVENTIONS
 PhD = PhD/GRAD STUDIES
 PMD = PROJ. MGMT DEVELOPMENT PROGRAM
 SES = SENIOR EXEC. SERVICE CAREER DEV. PROGRAM
 STP = STEP (Upward Mobility)



FY05 Directorate Office Training Budget Status as of March 30, 2005

	A000	B000	C000	D000	E000	G000	P000
Allocated	\$2,964	\$8,775	\$22,530	\$139,568	\$1,369	\$1,186	\$90,476
Committed	\$2,464	\$2,831	\$8,351	\$77,646	\$1,369	\$888	\$58,364
% Committed	83.1%	32.3%	37.1%	55.6%	100%	74.9%	64.5%



FY05 Directorate Office Training Budget Status as of March 30, 2005

	Q000	R000	S000	V000	X000
Allocated	\$20,514	\$182,256	\$3,475	\$36,641	\$7,708
Committed	\$16,633	\$150,104	\$3,675	\$12,378	\$7,115
% Committed	81.1%	82.4%	105.8%	33.8%	92.3%



FY05 Overall Training Budget Status as of March 30, 2005

	Directorate Suballocation Total	OD&TO Managed – S&E Programs	OD&TO Managed – Other Programs	Centerwide Total
Allocated	\$517,462	\$516,500	\$1,743,838	\$2,777,800
Committed	\$342,373	\$17,858	\$380,456	\$740,687
% Committed	66.2%	3.5%	68.2%	26.7%