



# NSF's Intergovernmental Personnel Act (IPA) Program

Discussion with the Federal Demonstration Partnership  
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## IPA Program Provides 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.

*Authority: Intergovernmental Personnel Act of 1970 (5 U.S.C. 3371 - 3376)*



# Performance and Accountability

- Congressional and IG interest in NSF's use of IPAs
  - IPA performance plans and assessments
  - Training and development activities
- IPA Steering Committee
  - Opportunity to articulate overall use of IPAs within a strategic workforce framework
  - Opportunity to identify cost savings in context of NSF mission accomplishment and recruitment/retention of IPAs



# FY 2015 Facts and Figures

- 176 IPAs
  - ~12% of NSF workforce; ~ 28% of NSF scientific staff
- IPA agreement costs: \$41.4M
  - Salary, benefits, per diem, lost consulting
- Requested cost-share is 15%; actual cost-share overall is 5%
  - Smaller institutions more willing to provide cost-share



## Discussion Questions

- What are your views of the IPA program, including the value to the IPA and back to the IPA's institution?
- What issues would arise if NSF took a firmer stance on cost-share?
- How does availability of per diem affect the length of time of an IPA appointment at NSF?