

National Science Foundation

Index Score: 66.7 (Ranked #18 out of varied totals)

To promote the progress of science; advance the national health, prosperity and welfare; and secure the national defense.

Scores and Rankings by Class

Class	2011 Score	Rank (out of varied totals)
Employee Skills/Mission Match	79.0	15
Strategic Management	55.8	24
Teamwork	63.3	25
Effective Leadership	54.6	21
Effective Leadership - Empowerment	49.2	21
Effective Leadership - Fairness	54.7	18
Effective Leadership - Senior Leaders	48.8	21
Effective Leadership - Supervisors	62.9	25
Performance Based Rewards and Advancement	49.3	19
Training and Development	61.5	13
Support for Diversity	58.1	20
Pay	62.1	18
Family Friendly Culture and Benefits	47.5	8
Work/Life Balance	56.9	29

Scores by Class	2010	2009	2007	2005	2003
Employee Skills/Mission Match	81.1	82.7	81.6	80.8	79.3
Strategic Management	58.2	67.0	64.3	63.2	63.6
Teamwork	65.7	77.1	73.6	72.4	67.7
Effective Leadership	59.3	63.8	60.7	58.6	52.8
Performance Based Rewards and Advancement	55.6	61.5	60.6	54.3	51.4
Training and Development	64.9	71.3	68.4	66.1	63.9
Support for Diversity	59.4	70.0	67.4	67.2	61.9
Pay	71.1	74.0	71.9		
Family Friendly Culture and Benefits	54.3				
Work/Life Balance	60.7	68.3	66.0	65.9	67.4

Index Scores

Year	Score
2011	66.7
2010	71.6
2009	76.7
2007	74.4
2005	74.0
2003	65.7

Scores and Rankings by Demographic

Demographic	Score	Rank (out of varied totals)
Female	68.1	6
Male	74.0	2
40 and over	69.8	3
Under 40	75.0	3
Asian	75.6	3
Black or African-American	62.3	7
Hispanic or Latino		
Multi-racial		
White	73.3	3
American Indian or Native American		

Scores by Demographic	2010	2009	2007	2005	2003
Female	73.4				
Male	76.4				
40 and over	74.9	75.5			
Under 40	72.0	78.7			
Asian					
Black or African-American	69.1				
Hispanic or Latino		77.8			
Multi-racial		76.8			
White	77.1	75.9			
American Indian or Native American		76.9			

Staff/Manager Alignment

Score: -20

Less Aligned / Less Satisfied:

Agencies in this group have *Best Places* Index scores that fall short of government-wide norms, as well as less-than-normal alignment between staff and managers on key workforce issues. These agencies should examine and understand the areas of high disconnect between staff and managers to ensure that managers understand staff issues and are prepared to support related agency changes efforts.

Workforce Size and Trends

Number of Employees in:	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010
	1,063	1,069	1,082	1,098	1,094	1,087	1,102	1,148	1,180	1,200

Employees joined (2009): 75

Percentage joined (2009): 6.30%

Average joined (2004-2009): 83

Employees left (2009): 78

Percentage left (2009): 6.50%

Average left (2004-2009): 82

Rookie ratio (percentage of workforce with less than three years of service): 9.60%

More About the Agency

Headquartered in Arlington, VA

Other Locations: small international offices

<http://www.nsf.gov/>