

**Organizational Excellence Funding Summary**

(Dollars in Millions)

FY 2023 Base Plan	FY 2024 (TBD)	FY 2025 Request	Change over	
			FY 2023 Base Plan Amount	Percent
\$733.00	-	\$817.66	\$84.66	11.5%

<sup>1</sup> The FY 2023 Base Plan includes \$7.0 million of estimated Administrative Cost Recoveries (ACRs) and \$4.40 million in FY 2022 carryover funding. The FY 2025 Request includes an estimated \$4.50 million of ACRs.

NSF’s FY 2025 Request funding for the Organizational Excellence portfolio is \$817.66 million, about eight percent of the total NSF FY 2025 Request. The Organizational Excellence portfolio underpins the agency’s programmatic activities and is critical to the accomplishment of NSF’s mission, “to promote the progress of science; to advance the national health, prosperity, and welfare; to secure the national defense...” This portfolio of activities was vital to NSF’s FY 2023 evaluation of over 38,000 proposals and about 13,000 applications for Graduate Research Fellowship Program (GRFP) fellowships through the competitive merit review process<sup>1</sup> and the issuance of 11,000 new competitive awards to over 1,800 institutions in all 50 states, the District of Columbia, and four U.S. territories.<sup>2,3</sup> Almost 31,000 members of the science and engineering community participated in the merit review process as panelists and proposal reviewers conducting approximately 180,000 proposal reviews.<sup>1,3</sup> These activities—the merit review process, the issuance of awards, management of awards and awardees, maintaining and securing the headquarters building and NSF’s IT infrastructure, and providing for NSF staff and visitors—are all supported via the Organizational Excellence portfolio.

The FY 2025 Request represents NSF’s commitment to organizational excellence and reflects the agency’s true operational, staffing, and administrative needs. The requested funding level will enable NSF to continue to meet agency administration and operations demands, including increasing staffing needs, and securing and modernizing NSF’s IT systems and infrastructure to meet the requirements of a \$10.2 billion federal research agency effectively and efficiently. The FY 2025 Request also includes funding for an anticipated cost-of-living adjustment for FY 2025.

The presentation of the Organizational Excellence portfolio is organized around the major functional components instead of sorted solely by appropriation account. This presentation aligns accurately and transparently with how NSF plans and executes the budget for the Organizational Excellence portfolio activities funded by the AOAM, R&RA and EDU accounts. A summary of the FY 2025 Request justification by appropriation account is provided in this Overview, and the budget requests from OIG

<sup>1</sup> For more information about NSF’s merit review process, see [www.nsf.gov/bfa/dias/policy/merit\\_review/](http://www.nsf.gov/bfa/dias/policy/merit_review/) and NSF’s Merit Review Process, FY 2021 Digest (NSB-2023-14) at [www.nsf.gov/nsb/publications/2022/merit\\_review/nsb202314.pdf](http://www.nsf.gov/nsb/publications/2022/merit_review/nsb202314.pdf)

<sup>2</sup> NSF by the Numbers: Numbers by State at: [http://tableau.external.nsf.gov/views/NSFbyNumbers/NumbersbyState?%3AisGuestRedirectFromVizportal=y&amp%3B%3Aembed=y&amp%3B%3Alinktarget=\\_blank&amp%3B%3Atoolbar=top](http://tableau.external.nsf.gov/views/NSFbyNumbers/NumbersbyState?%3AisGuestRedirectFromVizportal=y&amp%3B%3Aembed=y&amp%3B%3Alinktarget=_blank&amp%3B%3Atoolbar=top)

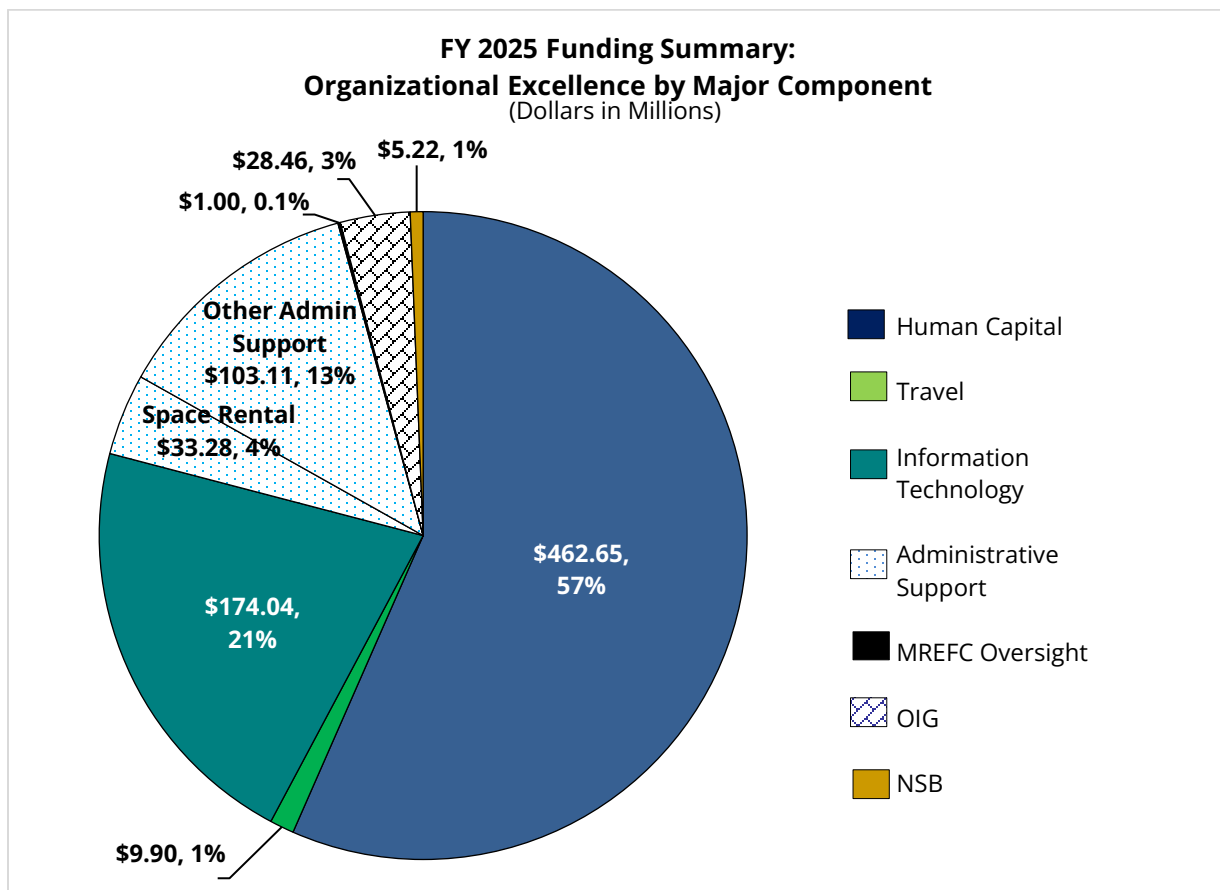
<sup>3</sup> NSF FY 2023 Agency Financial Report at: [www.nsf.gov/pubs/2024/nsf24002/pdf/nsf24002.pdf](http://www.nsf.gov/pubs/2024/nsf24002/pdf/nsf24002.pdf)

and NSB are presented separately within the Organizational Excellence chapter.

The following section of the overview presents a summary of the FY 2025 funding for the Organization Excellence portfolio by Major Component. This is followed by an overview section presenting the same information but organized by appropriation.

### Organizational Excellence by Major Component

The chart below shows the Organizational Excellence portfolio by its major components—Human Capital, Travel, Information Technology (IT), Administrative Support, MREFC Oversight, and support for OIG and NSB.



In this overview, NSF focuses its discussion on the three largest components—Human Capital, Information Technology and Administrative Support. With the exception of MREFC Oversight, every Organizational Excellence component is addressed directly in its specific chapter following the overview. A discussion of MREFC Oversight of major facility projects is discussed in the MREFC narrative of the Research Infrastructure Theme.

#### Human Capital

The largest component accounting for over half of Organizational Excellence, Human Capital drives the overall funding of the portfolio. It is comprised of funding for NSF's federal staff and IPAs as well as human capital management. This investment area increases about 10 percent over FY 2023

resulting from cost-of-living adjustments, 5.2 percent for FY 2024 and an estimated 2 percent for FY 2025, and increased FTE resources for both federal FTE and IPA FTE.

*NSF Workforce*

The table below shows the agency’s total workforce for FY 2025. A discussion of NSF’s FTE is included in the Human Capital section of this chapter. The OIG and NSB sections of this chapter and the U.S. Arctic Research Commission section of the R&RA chapter include a discussion of their respective workforces.

<b>NSF Workforce</b>					
Full-Time Equivalents (FTE)					
	FY 2023	FY 2024	FY 2025	Change over	
	Actual	(TBD)	Request	FY 2023 Actual Amount	Percent
AOAM FTE	1,442	-	1,507	65	4.5%
Regular	1,418	-	1,455	37	2.6%
Pathways Interns <sup>1</sup>	24	-	52	28	1
Office of Inspector General	77	-	102	25	32.5%
Office of the National Science Board	18	-	18	-	-
Arctic Research Commission	3	-	3	-	-
<b>Total, Federal Employees (FTE)</b>	<b>1,540</b>	<b>-</b>	<b>1,630</b>	<b>90</b>	<b>5.8%</b>
IPAs (FTE)	232	-	316	84	36.2%
Detailees to NSF	3	-	3	-	-
<b>Total, NSF Workforce (FTE)</b>	<b>1,775</b>	<b>-</b>	<b>1,949</b>	<b>174</b>	<b>9.8%</b>

<sup>1</sup> The Pathways Intern program was established by Executive Order 13562, Recruiting and Hiring Students and Recent Graduates. The internship program offers part- or full-time paid internships in federal agencies to qualifying students (students in high schools, community colleges, four-year colleges, trade schools, career and technical education programs, and other qualifying technical education programs).

Information Technology (IT)

NSF’s IT is the second largest component of the Organizational Excellence portfolio, funded at \$174.04 million in FY 2025. Information technology, technology innovation, and data are critical to the agency’s mission. These business areas are especially critical as the agency continues to grow. Further, NSF is expanding quickly and needs to position itself with the right structure and resources so we can continue to provide outstanding information technology services to our staff and the external research community. With that in mind, the agency has created the new Office of the Chief Information Officer (OCIO). All of NSF’s IT activities and functions (see the IT narrative within the Organizational Excellence Chapter) that previously resided in the Office of Information and Resource Management (OIRM) [which is to be renamed the Office of Resource Management] are moving to the OCIO in FY 2024. This new Office has already provided increased coordination of NSF’s internally focused AI initiatives and will allow NSF’s IT functions to work even more effectively and efficiently.

## *Organizational Excellence Overview*

### Administrative Support

Administrative Support is the third largest component of the Organizational Excellence portfolio. The FY 2025 Request (excluding Space Rental) is \$103.11 million and fully covers NSF's estimated cost of doing business for a fiscal year. This funding level is increased approximately 6 percent over FY 2023 for strategic investments in areas of science and security and strategic planning of evidence-building activities in support of the Agency's mission. NSF's Space Rental costs are also included in Administrative Support but tracked separately. More detailed information on Space Rental and the other activities funded in this component of the Organizational Excellence portfolio can be found within the Administrative Support narrative.

The table on the next page provides details behind the seven major components of Organizational Excellence noted in the chart above including their funding sources, as several are funded through more than one appropriation. It also frames the discussions by major component found in the rest of this chapter, with the exception of MREFC funding for oversight of major facility projects that can be found in the Research Infrastructure Theme.

**Organizational Excellence by Major Component**

(Dollars in Millions)

	FY 2023 Base Plan	FY 2024 (TBD)	FY 2025 Request	Change over		Funding Source
				FY 2023 Base Plan		
				Amount	Percent	
<b>Human Capital</b>	\$421.54	-	\$462.65	\$41.11	9.8%	
Personnel Compensation & Benefit <sup>1</sup>	330.00	-	353.82	23.82	7.2%	AOAM
Management of Human Capital	16.79	-	17.14	0.35	2.1%	AOAM
IPA Appointments	<u>74.75</u>	-	<u>91.69</u>	<u>16.94</u>	<u>22.7%</u>	
Compensation	69.33	-	85.44	16.11	23.2%	RRA/EDU
Per Diem	5.42	-	6.25	0.83	15.3%	RRA/EDU
<b>Travel</b>	\$10.10	-	\$9.90	-\$0.20	-2.0%	
NSF Federal Employee Staff	6.10	-	6.14	0.04	0.6%	AOAM
IPA Appointments	4.00	-	3.76	-0.24	-6.0%	RRA/EDU
<b>Information Technology (IT)</b>	\$147.25	-	\$174.04	\$26.79	18.2%	
Agency Operations IT	<u>38.53</u>	-	<u>44.08</u>	<u>5.55</u>	<u>14.4%</u>	AOAM
Administrative Applications Services and Support	11.61	-	12.69	1.08	9.3%	AOAM
Administrative IT Operations and Infrastructure	20.53	-	23.18	2.65	12.9%	AOAM
Administrative Security & Privacy Services	5.81	-	7.60	1.79	30.8%	AOAM
Administrative IT Management	0.58	-	0.61	0.03	5.2%	AOAM
Program Related Technology (PRT)	<u>108.72</u>	-	<u>129.96</u>	<u>21.24</u>	<u>19.5%</u>	
Mission-Related Applications & Services	67.91	-	85.86	17.95	26.4%	RRA <sup>2</sup>
Mission-Related IT Operations and Infrastructure	31.63	-	34.76	3.13	9.9%	RRA <sup>2</sup>
Mission-Related Security & Privacy Services	6.86	-	6.94	0.08	1.2%	RRA <sup>2</sup>
Mission-Related IT Management	2.32	-	2.40	0.08	3.4%	RRA <sup>2</sup>
Administrative Support: Space Rental	\$27.14	-	\$33.28	\$6.14	22.6%	AOAM
Administrative Support	\$97.48	-	\$103.11	\$5.63	5.8%	
Operating Expenses <sup>3</sup>	26.69	-	28.97	2.28	8.5%	AOAM
Building and Administrative Services	27.39	-	25.07	-2.32	-8.5%	AOAM
Other Program Related Administration	<u>11.06</u>	-	<u>7.75</u>	<u>-3.31</u>	<u>-29.9%</u>	
E-Government Initiatives	1.47	-	1.44	-0.03	-2.0%	RRA
General Planning and Evaluation Activities	5.48	-	3.52	-1.96	-35.8%	RRA
BFA Other Program Related Admin <sup>3</sup>	4.11	-	2.79	-1.32	-32.1%	RRA
Other Organizational Excellence Activities	<u>32.35</u>	-	<u>41.32</u>	<u>8.97</u>	<u>27.7%</u>	
Public Access Initiative	1.75	-	1.75	-	-	RRA-CISE
Research Security Strategy and Policy	9.85	-	15.29	5.44	55.2%	RRA-OCRSSP
Equity and Compliance in Research	4.93	-	6.76	1.83	37.1%	RRA-IA
Evaluation and Assessment Capability	6.90	-	7.40	0.50	7.2%	RRA-IA
Modeling and Forecasting	2.96	-	4.66	1.70	57.4%	RRA-IA
Planning and Policy Support	5.96	-	5.46	-0.50	-8.4%	RRA-IA
MREFC Oversight	\$1.00	-	\$1.00	-	-	MREFC
Office of Inspector General	\$23.39	-	\$28.46	\$5.07	21.7%	OIG
Office of the National Science Board	\$5.09	-	\$5.22	\$0.13	2.6%	NSB
<b>Total</b>	<b>\$733.00</b>	<b>-</b>	<b>\$817.66</b>	<b>\$84.66</b>	<b>11.5%</b>	

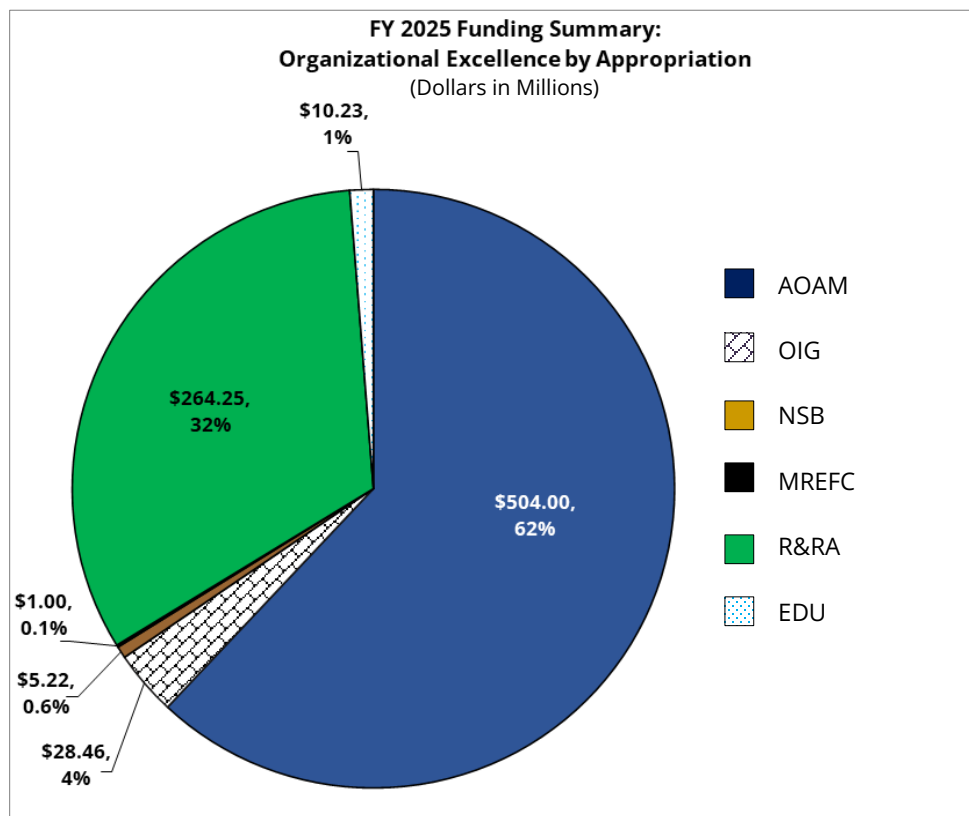
<sup>1</sup> The FY 2023 Base Plan for Personnel Compensation & Benefit (PC&B) includes \$318.60 million of FY 2023 appropriated funds, \$4.40 million of FY 2022 appropriated funds carried over into FY 2023, and an estimated \$7.0 million of Administrative Cost Recoveries (ACRs). The FY 2025 Request total for PC&B includes \$349.32 million of FY 2025 appropriated funds and an estimated \$4.50 million of ACRs.

<sup>2</sup> In FY 2023, PRT was funded across the R&RA and EDU accounts in roughly an 85/15 split. Going forward, in FY 2025, with the establishment of the Mission Support Services activity in the R&RA account, all PRT funding will be funded via the R&RA account only.

<sup>3</sup> FY 2023 Base Plan restated for comparability with the FY 2025 Request to reflect movement of activities from the AOAM account to the R&RA account.

## Organizational Excellence by Appropriation

The following presentation details NSF's Organizational Excellence portfolio by appropriation, which is funded through all of NSF's appropriation accounts.



### Organizational Excellence by Appropriation

(Dollars in Millions)

	FY 2023 Base Plan	FY 2024 (TBD)	FY 2025 Request	Change over	
				FY 2023 Base Plan Amount	Percent
Agency Operations & Award Management (AOAM) <sup>1</sup>	\$461.24	-	\$504.00	\$42.76	9.3%
Office of Inspector General	23.39	-	28.46	5.07	21.7%
Office of the National Science Board (NSB)	5.09	-	5.22	0.13	2.6%
Major Research Equipment and Facilities Construction	1.00	-	1.00	-	-
Research and Related Activities <sup>1,2</sup>	222.36	-	264.25	41.89	18.8%
STEM Education <sup>2</sup>	8.52	-	10.23	1.71	20.1%
<b>Subtotal</b>	<b>\$721.60</b>	-	<b>\$813.16</b>	<b>\$91.56</b>	<b>12.7%</b>
Administrative Cost Recoveries (ACRs)	7.00	-	4.50	-2.50	-35.7%
FY 2022 AOAM Carryover into FY 2023	4.40	-	-	-4.40	-100.0%
<b>Total Organizational Excellence</b>	<b>\$733.00</b>	-	<b>\$817.66</b>	<b>\$84.66</b>	<b>11.5%</b>

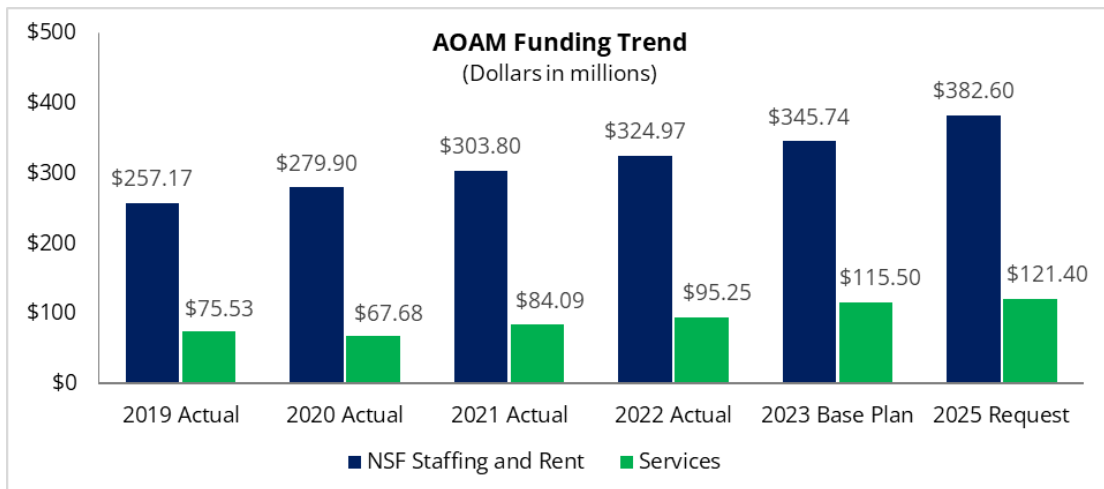
<sup>1</sup> FY 2023 Base Plan restated for comparability with the FY 2025 Request to reflect movement of activities from the AOAM account under Operating Expenses/Award Monitoring & Assistance to the R&RA account.

<sup>2</sup> FY 2023 R&RA and STEM Education accounts are restated to show consolidation of NSF mission support activities within R&RA comparably with FY 2025; STEM Education account shifts \$16.72 million to R&RA in FY 2023 display column.

**Agency Operations and Award Management (AOAM)**

The AOAM account provides the fundamental framework through which the Foundation’s science and engineering research and education programs are administered.

FY 2025 Request AOAM funding is \$504.0 million, representing 62 percent of the Organizational Excellence portfolio but less than five percent of the total NSF FY 2025 Request. While NSF continues to operate as a lean agency, this funding level emphasizes the importance and prioritization of current services and additional functions supporting the mission of NSF and reflects an increase for pay and benefits for NSF’s federal workforce—including a 2 percent cost-of-living adjustment for FY 2025. Over three quarters (76 percent) of the requested FY 2025 AOAM funds support staffing and space rental while about one quarter (24 percent) are for mission support services.



**Agency Operations and Award Management Funding Summary**  
(Dollars in Millions)

	FY 2023 Base Plan	FY 2024 (TBD)	FY 2025 Request	Change over FY 2023 Base Plan	
				Amount	Percent
Personnel Compensation and Benefits <sup>1</sup>	\$318.60	-	\$349.32	\$30.72	9.6%
Management of Human Capital	16.79	-	17.14	0.35	2.1%
Travel	6.10	-	6.14	0.04	0.6%
Information Technology	38.53	-	44.08	5.55	14.4%
Space Rental	27.14	-	33.28	6.14	22.6%
Operating Expenses <sup>2</sup>	26.69	-	28.97	2.28	8.5%
Building and Administrative Services	27.39	-	25.07	-2.32	-8.5%
<b>Total</b>	<b>\$461.24</b>	<b>-</b>	<b>\$504.00</b>	<b>\$42.76</b>	<b>9.3%</b>

<sup>1</sup> Not included in the FY 2023 PC&B amount is carryover of \$4.40 million and estimated ACRs of \$7.0 million which bring the total for FY 2023 personnel costs to \$330.0 million. Not included in the FY 2025 PC&B is estimated ACRs of \$4.50 million bringing the total for FY 2025 personnel costs to \$353.82.

<sup>2</sup> FY 2023 Base Plan restated for comparability with the FY 2025 Request to reflect movement of activities from the AOAM account under Operating Expenses/Award Monitoring & Assistance to the R&RA account.

For information on NSF's AOAM account by object class, see the AOAM by Object Class table at the end of this narrative.

## Organizational Excellence Overview

### Office of Inspector General

FY 2025 funding for the OIG is \$28.46 million. The staffing and operations of the OIG are supported through a separate OIG appropriation. Details about the OIG FY 2025 Request can be found in the OIG narrative.

### Office of the National Science Board

FY 2025 funding for the NSB is \$5.22 million. The staffing and operations of the NSB office are supported through a separate NSB appropriation. Details about the NSB FY 2025 Request can be found in the NSB narrative.

### Major Research Equipment and Facilities Construction

The FY 2025 Request includes \$1.0 million within the MREFC account for oversight of NSF's major facility projects. For more information on this activity, see the MREFC narrative within the Research Infrastructure section of the NSF-Wide Investments chapter.

### Research and Related Activities (R&RA) and STEM Education (EDU)

Funding from program accounts R&RA and EDU (\$274.48 million) covers approximately 34 percent of the total Organizational Excellence portfolio.

#### R&RA and EDU Organizational Excellence Funding Summary

(Dollars in Millions)

	FY 2023 Base Plan	FY 2024 (TBD)	FY 2025 Request	Change over	
				FY 2023 Base Plan Amount	Percent
<b>R&amp;RA IPA Costs</b>	<b>\$70.23</b>	-	<b>\$85.22</b>	<b>\$14.99</b>	<b>21.3%</b>
IPA Compensation	61.93	-	76.33	14.40	23.3%
IPA Per Diem	4.64	-	5.47	0.83	17.9%
IPA Travel	3.66	-	3.42	-0.24	-6.6%
<b>Mission Support Services (formerly Program Related Administration)<sup>1</sup></b>	<b>119.78</b>	-	<b>137.71</b>	<b>17.93</b>	<b>15.0%</b>
Program Related Technology	108.72	-	129.96	21.24	19.5%
Other Program Related Administration <sup>2</sup>	11.06	-	7.75	-3.31	-29.9%
<b>Other Organizational Excellence Activities</b>	<b>32.35</b>	-	<b>41.32</b>	<b>8.97</b>	<b>27.7%</b>
Public Access Initiative	1.75	-	1.75	-	-
Research Security Strategy and Policy	9.85	-	15.29	5.44	55.2%
Equity and Compliance in Research	4.93	-	6.76	1.83	37.1%
Evaluation and Assessment Capability	6.90	-	7.40	0.50	7.2%
Modeling and Forecasting	2.96	-	4.66	1.70	57.4%
Planning and Policy Support	5.96	-	5.46	-0.50	-8.4%
<b>Total R&amp;RA Funding<sup>1</sup></b>	<b>\$222.36</b>	-	<b>\$264.25</b>	<b>\$41.89</b>	<b>18.8%</b>
<b>EDU IPA Costs</b>	<b>8.52</b>	-	<b>10.23</b>	<b>1.71</b>	<b>20.1%</b>
IPA Compensation	7.40	-	9.11	1.71	23.1%
IPA Per Diem	0.78	-	0.78	-	-
IPA Travel	0.34	-	0.34	-	-
<b>Total EDU Funding<sup>1</sup></b>	<b>\$8.52</b>	-	<b>\$10.23</b>	<b>\$1.71</b>	<b>20.1%</b>
<b>Total R&amp;RA and EDU Funding</b>	<b>\$230.88</b>	-	<b>\$274.48</b>	<b>\$43.60</b>	<b>18.9%</b>

<sup>1</sup> FY 2023 R&RA and STEM Education accounts are restated to show consolidation of NSF mission support activities within R&RA comparably with FY 2025; STEM Education account shifts \$16.72 million to R&RA in FY 2023 display column.

<sup>2</sup> FY 2023 Base Plan restated for comparability with the FY 2025 Request to reflect movement of activities from the AOAM account under Operating Expenses/Award Monitoring & Assistance to the R&RA account.



Three activities, as delineated in the table above, comprise program-funded Organizational Excellence: 1) Intergovernmental Personnel Act (IPA) costs in both R&RA and EDU, 2) Mission Support Services (formerly termed Program Related Administration) and 3) Other Organizational Excellence Activities. Detailed information on NSF's IPA costs can be found within the Human Capital Narrative. Detailed information on Other Organizational Excellence activities is described within the Administrative Support narrative. Mission Support Services is discussed below.

#### *Mission Support Services*

Historically, Mission Support Services investments have been funded through the research directorates and offices of both of NSF's program accounts, the R&RA and EDU accounts, and these investments were termed Program Related Administration (PRA). Two major components are included in the PRA investment: 1) Program Related Technology (PRT) investments and 2) Other Program Related Administration (Other PRA) investments which are consistently discussed and detailed within the IT Portfolio and Administrative Support Narratives of the Organizational Excellence chapter of NSF's Budget Requests.

In FY 2025, PRA is consolidated within the R&RA account only and PRA is renamed to Mission Support Services. Beginning in FY 2025, NSF also proposes to create Mission Support Services as a formal Budget Activity line with direct funding under the R&RA account (a summarized discussion of this proposal is also included within the R&RA Overview narrative). As has been NSF's practice, PRT and Other PRA will continue to be the major components of Mission Support Services and will be managed as separate investments.

- Program Related Technology: PRT investments support NSF's programmatic activities and associated services. PRT investments are mission-related IT and Data Management investments that support the merit review process, including pre-award planning and activities; receipt of proposals; processing proposals; reviewing proposals; award decisions, documentation, and notification; funding awards; post-award oversight; dissemination of award results; and award close-out. PRT investments in the FY 2025 Request account for three quarters (75 percent) of NSF's FY 2025 total funding for IT investments. The remaining quarter of NSF's IT portfolio is funded by NSF's AOAM account. Details regarding NSF's FY 2025 PRT investment can be found within the IT Portfolio narrative of the Organizational Excellence chapter.
- Other Program Related Administration: NSF's Other PRA investment includes funding for three Foundation-wide activities: 1) NSF support for federal E-Government initiatives that are mission-related; 2) mission-related program administration activities that are managed by BFA; and 3) general planning and evaluation activities that support investments on broad programmatic and policy matters of NSF-wide scope and benefit, technical assistance and general outreach to the research community, certain costs associated with the American Association for the Advancement of Science fellowships program, and IPA FTE in BFA and the Office of the Director. Details regarding NSF's FY 2025 Other PRA investment can be found within the Administrative Support narrative of the Organizational Excellence chapter.

**AOAM by Object Class**

<b>AOAM by Object Class</b>					
(Dollars in Thousands)					
	FY 2023 Base Plan	FY 2024 (TBD)	FY 2025 Request	Change over	
				FY 2023 Base Plan Amount	Percent
Personnel Compensation	\$238,000	-	\$257,779	\$19,779	8.3%
Personnel Benefits	80,600	-	91,541	10,941	13.6%
Travel and Transportation of Persons	6,104	-	6,140	36	0.6%
Transportation of Things	769	-	800	31	4.0%
Rental Payments to GSA	27,142	-	27,130	-12	-0.0%
Rental Payments to Others	1,000	-	1,000	-	-
Communications, Utilities and Misc. Charges	450	-	670	220	48.9%
Printing and Reproduction	55	-	45	-10	-18.2%
Advisory and Assistance Services <sup>1</sup>	52,936	-	56,999	4,063	7.7%
Other Services	36,000	-	38,786	2,786	7.7%
Purchases of Goods & Srvcs from Gov't. Accts	14,000	-	19,000	5,000	35.7%
Operations and Maintenance of Equipment	238	-	90	-148	-62.2%
Supplies and Materials	450	-	650	200	44.4%
Equipment	3,500	-	3,370	-130	-3.7%
<b>Total</b>	<b>\$461,244</b>	<b>-</b>	<b>\$504,000</b>	<b>\$42,756</b>	<b>9.3%</b>

<sup>1</sup> FY 2023 Base Plan restated for comparability with the FY 2025 Request to reflect movement of activities from the AOAM account under Operating Expenses/Award Monitoring & Assistance to the R&RA account.

**Personnel Compensation and Benefits:** Personnel compensation funds payroll, awards/bonuses, reimbursable details to NSF, overtime, and terminal leave. Personnel Benefits include the Government’s contribution towards retirement systems, health and life insurance, thrift saving plans, special overseas allowances, unemployment insurance, transit subsidies, and employee relocations.

**Travel and Transportation of Persons:** These resources fund travel required for planning, outreach, and the increased oversight of existing awards recommended by the agency’s Inspector General.

**Transportation of Things:** This category consists of household moves associated with bringing new staff to NSF.

**Rental Payments to GSA:** This category includes the rent charged by GSA for NSF’s facility in Alexandria, Virginia.

**Rental Payments to Others:** This category includes rent paid for the parking structure to the owner of the new headquarters building in Alexandria.

**Communications, Utilities, and Miscellaneous Charges:** This category includes all costs for telephone and other communication lines and services, both local and long distance, and postage.

**Printing and Reproduction:** This category includes contract costs of composition and printing of NSF's publications, announcements, and forms, as well as printing of stationery and specialty items.

**Advisory and Assistance Services:** This category includes development, learning, and career enhancement opportunities offered through the NSF Academy; contracts for human capital operational activities, work life initiatives, outreach, and related services; assistance in award oversight and monitoring; and support for OMB Circular A-123 reviews.

**Other Services:** This category includes warehousing and supply services, mail handling, equipment repair and maintenance, building-related costs, furniture repair, contract support for conference room services, security investigations, and miscellaneous administrative contracts.

**Purchases of Goods and Services from Government Accounts:** This category includes reimbursable services purchased from other government agencies. Examples include Department of Homeland Security/Federal Protection Agency for security guard services; General Service Administration for some electrical upgrades and modest renovation services; and Department of the Interior for payroll services.

**Operation and Maintenance of Equipment:** This category includes management and operation of the central computer facility 24x7 year-round; operation of the customer service center and FastLane help desk; maintenance of database server hardware and related peripherals; software licensing fees; data communications infrastructure and network systems support; electronic mail support; and remote access (e.g., internet and World Wide Web).

**Supplies and Materials:** This category includes office supplies, library supplies, paper and supplies for the NSF central computer facility, and miscellaneous supplies.

**Equipment:** This category includes new and replacement computing equipment, desktop computers, data communications equipment, video-teleconferencing equipment, office furniture, file cabinets, and support equipment such as audio-visual equipment.

### **Appropriations Language and Explanation of Carryover**

For more information on AOAM appropriations language and carryover see the Technical Information chapter.

