**Demographics of NIH Workforce**

**Office of Equity Diversity and Inclusion**

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# Composition of the NIH Total Workforce

During FY 2014, NIH’s total workforce (permanent, temporary) included 18,069 employees according to the Business Intelligence Information System (BIIS). This includes 58.3% (10,527) males and 41.7% (7,542) females.

Commissioned Corps and Foreign Nationals overseas are not included

Permanent is Tenure 1 or 2 or pay plan ES or RS. Temporary is everyone who is not permanent.

Source: BIIS Table A1 as of September 30, 2014

Commissioned Corps and Foreign Nationals overseas are not included

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Source: BIIS Table A1 as of September 30, 2014

While the NIH workforce numbers are decreasing yearly, by 1.6% (303) from FY 2013 to FY 2014, by 1.0% (190) individuals from FY 2012 to FY 2013, and by 0.5% (89) individuals from FY 2011 to FY 2012, the percentages for each group are relatively constant. Therefore, participation rates of populations in terms of race, ethnicity, sex, and disability status have stayed the same.

Commissioned Corps and Foreign Nationals overseas are not included  
Permanent is Tenure 1 or 2 or pay plan ES or RS. Temporary is everyone who is not permanent.  
Source: BIIS Table A1 as of September 30, 2014

The largest race/ethnicity group was White at 58.7%, followed by; Black 20.4%, Asian/Pacific Islander 17.3%, Hispanic 3.0% and American Indian/Alaska Native 0.6%. When compared with the general Civilian Labor Force (CLF) from US Census 2010 data, the following NIH race/ethnicity and sex groups had less than expected in comparison to their representation in the CLF:

• Hispanic

• American Indian/Alaska Native

• White

Commissioned Corps and Foreign Nationals overseas are not included  
Permanent is Tenure 1 or 2 or pay plan ES or RS. Temporary is everyone who is not permanent.  
Source: BIIS Table A1 as of September 30, 2014

Commissioned Corps and Foreign Nationals overseas are not included

Permanent is Tenure 1 or 2 or pay plan ES or RS. Temporary is everyone who is not permanent.

Source: BIIS Table A1 as of September 30, 2014

Commissioned Corps and Foreign Nationals overseas are not included

Permanent is Tenure 1 or 2 or pay plan ES or RS. Temporary is everyone who is not permanent.

Source: BIIS Table A1 as of September 30, 2014

In FY 2014, there were 683 (51.9%) permanent hires and 635 (48.2%) temporary hires. There were 827 permanent separations and 653 temporary separations (including voluntary

and involuntary separations).

## 

## Race, Ethnicity, and Sex: Composition by Permanent or Temporary Status

The number of women in the total permanent workforce is 63.2% (8,647), as compared to the CLF index of 48.1%. Subsequently, men are represented in the total permanent workforce at 36.8% (5,034) and are below the CLF index in the permanent workforce at 51.9%; however, men 57.2% (2,508) outnumber women 42.8% (1,880) in the temporary workforce.

Commissioned Corps and Foreign Nationals overseas are not included  
Permanent is Tenure 1 or 2 or pay plan ES or RS. Temporary is everyone who is not permanent.  
Source: BIIS Table A1 as of September 30, 2014

Commissioned Corps and Foreign Nationals overseas are not included  
Permanent is Tenure 1 or 2 or pay plan ES or RS. Temporary is everyone who is not permanent.  
Source: BIIS Table A1 as of September 30, 2014

## People with Disabilities: Composition by Permanent or Temporary Status

NIH has lower than expected participation rates of individuals with disabilities. NIH benchmarks the federal high rate of employment for people with disabilities through a comparison of government-wide participation rates. According to the Office of Personnel Management (OPM), total federal employment for people with disabilities was 12.8% at the end of FY 2013. The NIH participation rate of people with disabilities falls short of this benchmark, at 7.1% (1,273) in FY 2014. Additionally, across the federal workforce, 18.2% of new hires in FY 2013 were people with disabilities; as compared to new hires at NIH, 5.39% (71) of new hires in FY 2014 were people with disabilities.

NIH has lower than expected participation rates of individuals with targeted disabilities. When assessing the benchmark for individuals with targeted disabilities, NIH benchmarks the EEOC’s “Federal Goal” of 2.0% for individuals with targeted disabilities. Additionally, NIH further benchmarks the HHS goal of 2.5% of the total workforce represented by people with targeted disabilities by FY 2015. The NIH participation rate of people with disabilities falls short of both benchmarks; out of the total NIH workforce, 1.2% (220) employees have a targeted disability.

Of the total workforce (18,069); 89.9% (16,237) have no disabilities, 3.1% (559) did not identify, and 7.1% (1,273) have a reportable disability. Of the 1,273 who have a disability, 220 have a targeted disability (1.2% of the total NIH workforce).

Commissioned Corps and Foreign Nationals overseas are not included  
Permanent is Tenure 1 or 2 or pay plan ES or RS. Temporary is everyone who is not permanent.  
Source: BIIS Table B1 as of September 30, 2014

Commissioned Corps and Foreign Nationals overseas are not included  
Permanent is Tenure 1 or 2 or pay plan ES or RS. Temporary is everyone who is not permanent.  
Source: BIIS Table B1 as of September 30, 2013 and September 30, 2014.  
New Hires are NOA codes 100 thru 199, including new to HHS, and excluding those new to unit via Promotions or Conversions.

People with Targeted Disabilities represented 1.5% of the FY 2014 NIH permanent workforce. Although participation rates were on the increase for the five year period prior to FY 2013, this year’s review of NIH workforce data revealed that participation rates for people with targeted disabilities, as well as the number of people with disabilities overall, decreased slightly (by 7 people) from FY 2013 to FY 2014.

Commissioned Corps and Foreign Nationals overseas are not included

Permanent is Tenure 1 or 2 or pay plan ES or RS. Temporary is everyone who is not permanent.

Source: BIIS Table B1 as of September 30, 2014

Commissioned Corps and Foreign Nationals overseas are not included

Permanent is Tenure 1 or 2 or pay plan ES or RS. Temporary is everyone who is not permanent.

Source: BIIS Table B1 as of September 30, 2014

# New Hires and Separations

An analysis of separations and hires were conducted to determine the existence of potential triggers and/or barriers.

## New Hires by Race/Ethnicity

Trends among new hires of note were in the Black, Hispanic, and AI/AN groups. New hires in the Hispanic group decreased overall from 3.8% in FY 2013 to 2.7% in FY 2014. New hires in the Black group increased from 19.9% in FY 2013 to 20.1% in FY 2014. AI/AN new hires have increased slightly from 0.4% to 0.5%.

Commissioned Corps and Foreign Nationals overseas are not included  
Permanent is Tenure 1 or 2 or pay plan ES or RS. Temporary is everyone who is not permanent.  
Source: BIIS Table A8 as of September 30, 2013 and September 30, 2014.  
New Hires are NOA codes 100 thru 199, including new to HHS, and excluding those new to unit via Promotions or Conversions.

## New Hires by Disability Status

The graph below depicts that new hires of people with targeted disabilities (PWTD) has increased from a rate of 0.6% to 1.0% from FY 2013 to FY 2014, however are still below the established Federal Goal of 2.0%.

Commissioned Corps and Foreign Nationals overseas are not included

Permanent is Tenure 1 or 2 or pay plan ES or RS. Temporary is everyone who is not permanent.

Source: BIIS Table B8 as of September 30, 2013 and September 30, 2014.

New Hires are NOA codes 100 thru 199, including new to HHS, and excluding those new to unit via Promotions or Conversions.

## Permanent Separations by Race/Ethnicity

When comparing FY 2013 separation rates to FY 2014 separation rates, NIH experienced an overall increase in the percentage of separations for all groups except AI/AN. White separations decreased from FY 2013 (63.5%) in FY 2014 (60.5%), Hispanics increased over the previous year (from 2.7% to 2.9%), Blacks increased over the previous year (from 25.0% to 27.6%), and the AI/AN group decreased from (0.7% to 0.1%). Further analyses will be conducted to determine whether policies, practices or procedures have created systemic barriers at NIH to employment for affected groups.

Commissioned Corps and Foreign Nationals overseas are not included  
Permanent is Tenure 1 or 2 or pay plan ES or RS. Temporary is everyone who is not permanent.  
Source: BIIS Table A14 as of September 30, 2013 and September 30, 2014.  
Separations are NOA codes 300 thru 399, excluding those who leave unit via promotions, conversions, or transfer within HHS.  
Voluntary Separations are Nature of Action (NOA) codes that are not involuntary. Total Separations include Voluntary and Involuntary Separations.

Commissioned Corps and Foreign Nationals overseas are not included

Permanent is Tenure 1 or 2 or pay plan ES or RS. Temporary is everyone who is not permanent.

Source: BIIS Table A14 as of September 30, 2013 and September 30, 2014.

Separations are NOA codes 300 thru 399, excluding those who leave unit via promotions, conversions, or transfer within HHS.

Voluntary Separations are Nature of Action (NOA) codes that are not involuntary. Total Separations include Voluntary and Involuntary Separations.

## Separations by Disability Status

Employees with targeted disabilities separated at a faster rate from the permanent workforce (1.3%) as compared to the temporary workforce (0.9%).

Commissioned Corps and Foreign Nationals overseas are not included  
Permanent is Tenure 1 or 2 or pay plan ES or RS. Temporary is everyone who is not permanent.  
Source: BIIS Table B14 as of September 30, 2013 and September 30, 2014.  
Separations are NOA codes 300 thru 399, excluding those who leave unit via promotions, conversions, or transfer within HHS.  
Voluntary Separations are Nature of Action (NOA) codes that are not involuntary. Total Separations include Voluntary and Involuntary Separations.

Commissioned Corps and Foreign Nationals overseas are not included  
Permanent is Tenure 1 or 2 or pay plan ES or RS. Temporary is everyone who is not permanent.  
Source: BIIS Table A14 as of September 30, 2013 and September 30, 2014.  
Separations are NOA codes 300 thru 399, excluding those who leave unit via promotions, conversions, or transfer within HHS.  
Voluntary Separations are Nature of Action (NOA) codes that are not involuntary. Total Separations include Voluntary and Involuntary Separations.

# Upward Mobility Analysis

MD-715’s root cause analyses require a thorough assessment of the appropriateness of any policy, practice, procedure, or condition that may lead to a negative correlation with race, national origin, sex, or disability. Typically, we review the statistical and applicant flow data to examine which particular groups cannot reach the highest levels of leadership in an organization, despite their presence in positions that comprise the feeder pool. In particular, low participation for a group in any of the senior grades (GS 13 and above) compared to the participation rate for the total workforce in these grades is a trigger. Low participation for a group in the SES is also compared to their participation rate in the permanent workforce.

Furthermore, EEOC instructs agencies to identify situations where the participation rate for a group occupying a higher level position is lower than the corresponding participation rate in the lower level feeder pool for that position, the agency should review its merit promotion processes and may also need to review related processes, such as awards programs, for barriers affecting the group's advancement to the next level. For additional information, please see Workforce Tables A/B 1, Occupational Groups Tables A/B 3-1 and A/B 3-2, Grades Tables A/B 4-1, Internal Selections to Senior Grades Tables A/B 11, and Awards and Recognition Tables A/B 13. Analysis on wage grade employees was not conducted at this time, however data on this group is available on Table A/B 5-1 and A/B 5-2. The following patterns of lower than expected participation rates were identified:

| **Benchmark or Comparison Figure(s)** | **Findings** |
| --- | --- |
| Males:   * 41.7% of the total NIH workforce * 36.8% of the NIH permanent total workforce, and * 57.2% of the NIH temporary workforce | * Males have lower than expected participation in GS 13 (33.1%) as compared to the total NIH workforce. * Permanent internal selections for males are lower than expected for GS 13, GS 14, and SES pay plans (31.6%, 32.8%, and 0.0% respectively). * Males have lower than expected participation in the permanent Other Officials and Managers (non-supervisory) category (25.6%). * Males received 41.0% of all awards (cash awards, time off awards, and Quality Step Increases) distributed, which is comparable to their participation in the total NIH workforce. |
| Females:   * 58.3% of the total NIH workforce * 63.2% of the NIH permanent total workforce, and * 42.8% of the NIH temporary total workforce | * Female participation at GS 14 is lower than the corresponding rate of the GS 13 group (66.9% as compared to 59.2%). * Females have lower than expected participation in the GS 15, AD, and RS pay plans (50.3%, 41.4%, and 23.6% respectively). * Permanent internal selections for females are lower than expected for GS 15 (57.6%). * Females have less than expected representation in Executive/Senior Level and First Level Supervisory (GS 12 and below) positions (48.9% and 37.18% respectively). * Females received 59.0% of all awards distributed, which is comparable to their participation in the total NIH workforce (59.0%). |
| Hispanic males   * 1.3% in the total NIH workforce, * 1.2% in the permanent NIH workforce, and * 1.7% in the temporary NIH workforce | * Participation at the SES level (0.0%) is lower than the corresponding rate of the GS 15 group (1.8%). * Hispanic males have lower than expected participation rates in the SES and RS pay plans (0.0% and 0.0% respectively). * Permanent internal selections for Hispanic males are lower than expected for GS 13, 14, and SES (0.8%, 0.0%, and 0.0% respectively). * Hispanic males have lower than expected participation in all manager categories except Executive/Senior Level (SES and GS-15) Supervisors (1.6%); including Mid-level (GS 13 and 14) managers (0.3%), GS 12 and below managers (0.6%), and Other Officials and Managers (non-supervisory) (0.9%). * Hispanic males received 1.2% of all awards distributed, which is comparable to their participation in the total NIH workforce (1.2%). |
| Hispanic females:   * 1.7% in the total NIH workforce, * 1.8% in the permanent NIH workforce, and * 1.3% in the temporary NIH workforce | * Participation at GS 14 (1.4%) is lower than the corresponding rate of the GS 13 group (1.9%). * Hispanic females have lower than expected participation in GS 14 (1.4%), GS 15 (1.4%), SES (0.0%), RS(1.1%), and AD (1.3%) pay plans. * Permanent internal selections for Hispanic females are lower than expected for GS 15 and SES (1.2% and 0.0% respectively.) * Hispanic females have lower than expected participation in all manager categories except Other Officials and Managers (non-supervisory)(2.5%); including Mid-Level (GS 13 and 14) managers (1.1%), and First Level (GS 12 and below) managers (1.4%). * Hispanic females received 1.7% of all awards distributed, which is comparable to their participation in the total NIH workforce (1.7%). |
| AI/AN males:   * 0.2% in the total NIH workforce, * 0.2% in the permanent NIH workforce, and * 0.1% in the temporary NIH workforce | * Participation at GS 15 (0.1%) is lower than the corresponding rate of the GS 14 group (0.3%). * AI/AN males have lower than expected participation in GS 15 (0.1%), SES (0.0%), RS (0.0%), and AD (0.1%) pay plans. * Permanent internal selections for AI/AN males are lower than expected for GS 13, 15, and SES (0.0%, 0.0% and 0.0% respectively). * AI/AN males have lower than expected participation in the Executive/Senior level (SES and GS 15) supervisory category (0.1%), as compared to the total NIH workforce. * AI/AN males received 0.2% of all awards distributed, which is comparable to their participation in the total NIH workforce (0.2%). |
| AI/AN females:   * 0.4% in the total NIH workforce, * 0.5% in the permanent NIH workforce, and * 0.1% in the temporary NIH workforce | * Participation at GS 14 (0.2%) is lower than the corresponding rate of the GS 13 group (0.6%). * AI/AN females have lower than expected participation in GS 14 (0.2%), GS 15 (0.1%), SES (0.0%), RS (0.0%), and AD (0.1%) pay plans. * Permanent internal selections for AI/AN females are lower than expected for GS 13, 14 and SES (0.0%, 0.0% and 0.0%, respectively). * AI/AN females have lower than expected participation in Executive/Senior Level (SES and GS 15) managers (0.1%), Mid-level (GS 13 and 14) managers (0.2%), and First level (GS 12 and below) managers (0.0%). * AI/AN females received a total of 0.4% of all awards distributed, which is comparable to their participation in the total NIH workforce. |
| Black males:   * 6.0% in the total NIH workforce, * 7.2% in the permanent NIH workforce, and * 2.3% in the temporary NIH workforce | * Participation at GS 13 (4.8%) is lower than the corresponding rate of the GS 12 group (6.1%). * Black males have lower than expected participation in GS 13 (4.8%), GS 14 (3.1%), GS 15 (2.5%), RS (0.0%), and AD (1.9%) pay plans. * Permanent internal selections for Black males are lower than expected for GS 13, 14, 15, and SES (4.6%, 3.8%, 2.4%, and 0.0% respectively). * Black males have lower than expected participation in the Executive/Senior Level (SES and GS 15) manager category (2.2%). * Black males received 5.9% of all awards distributed, which is comparable to their participation in the total NIH workforce (6.0%). |
| Black females:   * 14.3% in the total NIH workforce, * 17.5% in the permanent workforce, and * 4.5% in the temporary NIH workforce | * Participation at GS 13 (15.1%) is lower than the corresponding rate of the GS 12 group (19.6%). * Black females have lower than expected participation in GS 14 (8.3%), GS 15 (4.2%), SES (9.5%), RS (0.0%), and AD (3.7%) pay plans. * Permanent internal selections for Black females are lower than expected for GS 13, GS 14, and GS 15 (16.0%, 12.2%, and 5.9%, respectively). * Black females have lower than expected participation in the Executive/Senior level (SES and GS 15) manager and Mid-level (GS 13 and 14) manager categories (3.4% and 14.2% respectively). * Black females received 13.0% of all awards distributed, which is less than their participation in the total NIH workforce. |
| Asian males:   * 8.2% in the total NIH workforce, * 5.2% in the permanent NIH workforce, and * 17.5% in the temporary NIH workforce | * Participation at GS 13 (4.9%) is lower than the corresponding rate of the GS 12 group (5.5%). * Asian males have lower than expected participation in the GS 13 (4.9%), GS 14 (7.6%), GS 15 (16.2%), and the SES (4.8%) pay plans. * Permanent internal selections for Asian males are lower than expected for GS 13, 14 and SES (3.8%, 6.1% and 0.0% respectively). * Asian males have lower than expected participation in the Mid-level (GS 13 and GS 14) managers (4.8%), First-line (GS 12 and below) managers (1.8%), and Other Officials and Managers (non-supervisor) (1.8%) categories. * Asian males received 7.2% of all awards distributed, which is lower than their participation in the total NIH workforce. |
| Asian females:   * 9.2% in the total NIH workforce, * 8.3% in the permanent NIH workforce, and * 12% in the temporary NIH workforce | * Participation at GS 13 (8.7%) is lower than the corresponding rate of the GS 12 group (11.7%). * Asian females have lower than expected participation in the GS 13 (8.7%), GS 14 (8.7%), GS 15 (5.1%), SES (2.4%), and RS (7.6%) pay plans. * Permanent internal selections for Asian females are lower than expected for GS 15 and SES (5.9% and 0.0%, respectively). * Asian females have lower than expected participation in all manager categories, including Executive/Senior (SES and GS 15) managers (3.4%), Mid-level (GS 13 and 14) managers (2.7%), First Line (GS 12 and below) managers (1.8%), and Other Officials and Managers (non-supervisory) 5.2%. * Asian females received 8.2% of all awards distributed, which is less than their participation in the NIH total workforce. |
| White males:   * 26.0% in the total NIH workforce, * 23.0% in the permanent NIH workforce, and * 35.5% in the temporary NIH workforce | * Participation at SES (28.6%) is lower than the corresponding rate of the GS 15group (39.1%). * White males have lower than expected participation in the GS 13 (22.1%) pay plan. * Permanent internal selections for White males are lower than expected for GS 13, 14, and SES pay plans (22.4%, 21.4% and 0.0%, respectively). * White males have lower than expected participation in the Other Officials and Managers (non-supervisory) manager category (14.4%). * White males received 26.5% of all awards distributed, which is comparable to their participation in the total NIH workforce. |
| White females:   * 33.5% in the total NIH workforce, * 35.2% in the NIH permanent total workforce, and   25.0% in the temporary NIH workforce | * Participation at GS 15 (39.6%) is lower than the corresponding rate of the GS 14 group (40.6%). * White females have lower than expected participation in the AD pay plan (24.5%). * White females have lower than expected participation in the First-level supervisory (GS 12 and below) category (18.4%). * White females received 35.8% of all awards distributed, which is slightly higher than their participation in the total NIH workforce. |
| People with disabilities:   * 7.1% in the total NIH workforce, * 8.2% in the permanent NIH workforce, and * 3.6% in the temporary NIH workforce | * Participation of employees with disabilities at GS 15 is lower than the corresponding rate of the GS 14 group (5.9% as compared to 7.7%). * People with disabilities have lower than expected participation in GS 15 (5.9%), SES (4,8%), RS (5.6%), and AD pay plans (3.3%). * Internal selections for people with disabilities are lower than expected, GS 13 (5.7%), and GS 15 (4.7%). * People with disabilities received 7.0% of all total awards, which is comparable to their participation in the total NIH workforce. |
| People with targeted disabilities:   * 1.2% participation in the total NIH workforce, * 1.4% in the NIH permanent total workforce, and * 0.5% in the NIH temporary workforce | * Participation of people with targeted disabilities at GS 13 (0.7%) is lower than the corresponding rate of the GS 12 group (1.2%). * People with targeted disabilities have lower than expected participation in GS 13-15, SES, RS, and AD pay plans (0.7%, 0.8%, 0.5%, 0.0%, and 0.3%, respectively). * Internal selections for people with targeted disabilities are lower than expected with no selections made at pay plans GS 13, 15, SES, and AD pay plans, and one selection (0.76%) at GS 14. * People with targeted disabilities have lower than expected participation in all manager categories Executive/Senior (SES and GS 15) supervisors (0.5%), Mid-level (GS 13 and 14) managers (1.1%), and GS 12 and below managers (0.64%). * People with targeted disabilities received 1.0% of all awards distributed, which is comparable to their participation in the total NIH workforce. |

The charts below visually illustrate these findings.

Commissioned Corps and Foreign Nationals overseas are not included

Permanent is Tenure 1 or 2 or pay plan ES or RS. Temporary is everyone who is not permanent.

Source: BIIS Table A4-1 as of September 30, 2014

Commissioned Corps and Foreign Nationals overseas are not included

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Source: BIIS Table A4-1 as of September 30, 2014

Commissioned Corps and Foreign Nationals overseas are not included

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Source: BIIS Table A4-1 as of September 30, 2014

Commissioned Corps and Foreign Nationals overseas are not included

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Source: BIIS Table A4-1 as of September 30, 2014

Commissioned Corps and Foreign Nationals overseas are not included

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Source: BIIS Table A4-1 as of September 30, 2014

Commissioned Corps and Foreign Nationals overseas are not included

Permanent is Tenure 1 or 2 or pay plan ES or RS. Temporary is everyone who is not permanent.

Source: BIIS Table A4-1 as of September 30, 2014

Commissioned Corps and Foreign Nationals overseas are not included

Permanent is Tenure 1 or 2 or pay plan ES or RS. Temporary is everyone who is not permanent.

Source: BIIS Table B4-1 as of September 30, 2014

Commissioned Corps and Foreign Nationals overseas are not included

Permanent is Tenure 1 or 2 or pay plan ES or RS. Temporary is everyone who is not permanent.

Source: BIIS Table A1 and A3-1 as of September 30, 2014

Commissioned Corps and Foreign Nationals overseas are not included

Permanent is Tenure 1 or 2 or pay plan ES or RS. Temporary is everyone who is not permanent.

Source: BIIS Table A3-1 as of September 30, 2014

Commissioned Corps and Foreign Nationals overseas are not included

Permanent is Tenure 1 or 2 or pay plan ES or RS. Temporary is everyone who is not permanent.

Source: BIIS Table A1 and A3-1 as of September 30, 2014

Commissioned Corps and Foreign Nationals overseas are not included

Permanent is Tenure 1 or 2 or pay plan ES or RS. Temporary is everyone who is not permanent.

Source: BIIS Table A1 and A3-1 as of September 30, 2014

Commissioned Corps and Foreign Nationals overseas are not included

Permanent is Tenure 1 or 2 or pay plan ES or RS. Temporary is everyone who is not permanent.

Source: BIIS Table A1 and A3-1 as of September 30, 2014

Commissioned Corps and Foreign Nationals overseas are not included

Permanent is Tenure 1 or 2 or pay plan ES or RS. Temporary is everyone who is not permanent.

Source: BIIS Table A1 and A3-1 as of September 30, 2014

# Applicant Flow

The Department of Health and Human Services (DHHS) worked with the Office of Personal Management in FY 2014 to obtain applicant flow data from USAJOBS. Once this information was obtained, the NIH conducted appropriate analysis by applicants who voluntarily identified their race/ethnicity and/or sex, those applicants who were qualified and identified their race/ethnicity and/or sex, and applicant who were selected and identified their race/ethnicity and/or sex. USAJOBS Applicant flow data does not include applicants who applied for Title 42 jobs.

Analyses conducted included applicant demographics such as race/ethnicity, sex, occupational series, pay plan and grade level. These analyses illustrated which jobs applicants were applying to and what the selected applicant pool looked like in regards to race/ethnicity and sex. Further statistical analyses will be conducted in FY 2015. The charts below display applicant flow data as compared to the 2010 CLF and the NIH workforce.

NIH Applicants Selected Percentages Compared to NIH Workforce & CLF

NIH Applicants Selected Percentages Compared to NIH Workforce & CLF

\*NIH combines Asian and Pacific Islander categories; NIH does not report out on Multiple Races. NIH applicant data is received externally via USAJOBS.

# Mission Critical Occupations

EEOC has instructed agencies to analyze mission critical occupations to ensure that there are not groups of people who fail to reach the senior grade levels within these occupations, as well as individuals in an EEO group who are unable to obtain employment in mission critical occupations. For additional information, please see Mission Critical Tables A/B 6, New Hires Tables A/B 7, and Permanent Selections Tables A/B 9.

NIH’s most populous or “mission critical” occupations include: 0601 General Health Science, 0401 General Biological Science 0301 Misc. Admin/Program, 0610 Nursing, and 0602 Medical Officer. Certain groups within these mission critical occupations experienced lower than expected participation rates as compared to the Relevant Civilian Labor Force (RCLF, which is 2010 US Census Data with EEOC’s occupational series crosswalk and guidance): Hispanics, Asians, Whites, AI/AN males, Black males, and males overall. There is no available benchmark for people with targeted disabilities. For those categories where participation rates are below expected levels, additional analysis for the rate of new hires and applicant flow from USAJobs has been provided.

In the **0601 General Health Science** Job Series, the following patterns were identified:

* **White females** have below expected participation as compared to the RCLF (42.7% vs. 52.6%).
* **Asian males** have below expected participation as compared to the RCLF (8.6% as compared to 10.0%).
* **Asian females** have below expected participation as compared to the RCLF (9.4% as compared to 10.6%).
* **AI/AN males** have below expected participation as compared to the RCLF (0.1% as compared to 0.6%).
* **AI/AN females** have below expected participation as compared to the RCLF (0.2% as compared to 0.8%).

In the **0401 General Biological Science** Job Series, the following patterns were identified:

* **Males** have below expected participation as compared to the RCLF (50.4% as compared to 52.0%); new hires were also below expected rates (54.0% as compared to 52.0%).
* **White males** have below expected participation as compared to the RCLF (26.7% as compared to 44.3%), new hires were also below expected rates (22.5% as compared to 44.3%).
* **White females** have below expected participation as compared to the RCLF (27.3% as compared to 39.5%), new hires were also below expected rates (21.4% as compared to 39.5%).

In the **0301 Misc. Admin/Program** Job Series, the following patterns were identified:

* **Males** have below expected participation as compared to the RCLF (20.04% as compared to 36.7%); new hires were also below expected rates (40.4% as compared to 36.7%).
* **Hispanic males** have below expected participation as compared to the RCLF (0.4% as compared to 2.9%), new hires were also below expected rates (1.9% as compared to 2.9%).
* **Hispanic females** have below expected participation as compared to the RCLF (3.1% as compared to 5.9%), new hires were also below expected rates (0.0% as compared to 5.9%).
* **White males** have below expected participation as compared to the RCLF (12.6% as compared to 27.1%).
* **White females** have below expected participation as compared to the RCLF (36.4 vs. 43.8%).
* **Asian males** have below expected participation as compared to the RCLF (1.0% as compared to 2.6%).
* **AI/AN males** have below expected participation as compared to the RCLF (0.1% as compared to 0.3%).

In the **0610 Nursing** Job Series, the following patterns were identified:

* **Males** have below expected participation as compared to the RCLF (7.1% as compared to 8.4%), new hires were also below expected rates (7.2% as compared to 8.4%).
* **White males** have below expected participation as compared to the RCLF (4.1% as compared to 6.2%), new hires were also below expected participation (4.8% as compared to 6.2%).
* **White females** have below expected participation as compared to the RCLF (55.6% as compared to 72.0%), new hires were also below expected participation (42.4% as compared to 72.0%).
* **AI/AN males** have below expected participation as compared to the RCLF (0.0% as compared to 0.1%).
* **AI/AN females** have below expected participation as compared to the CLF (0.6% as compared to 0.7%.)

In the **0602 Medical Officer** Job Series, the following patterns were identified:

* **Males** have below expected participation as compared to the RCLF (58.9% as compared to 68.1%), new hires were also below expected participation (49.6% as compared to 68.1%)
* **White males** have below expected participation as compared to the RCLF (44.7% as compared to 51.5%), new hires were also below expected participation (31.71% as compared to 51.5%).
* **White females** also have above expected participation as compared to the RCLF (25.3% as compared to 21.0%)
* **Black males** have below expected participation as compared to the CLF (1.4% as compared to 2.5%), new hires were also below expected participation (1.6% as compared to 2.5%).
* **AI/AN males** have below expected participation as compared to the CLF (0.0% as compared to 0.2%), new hires were also below expected participation (0.0% as compared to 0.2%).

# Investigator Workforce

Data Source: Office of Intramural Research as of October 1, 2014

Participation rates for NIH Investigators are displayed in the charts below.

## Senior Investigator Workforce

# Lab and Branch Chief Workforce

Data Source: Office of Intramural Research

RNO and Disability Data obtained from nVision Human Resources Database

Demographic Data downloaded from nVision Human Resources Database: October 23, 2014

Note: Some individuals serve in more than one position

Participation rates for NIH Lab and Branch Chiefs are displayed in the charts below.

**NIH Lab and Branch Chiefs by Race/Ethnicity and Sex as of September 2014**

**(Excludes employees in Acting Positions; Some individuals serve in more than one position)**

|  |  |  |
| --- | --- | --- |
| **Race/Ethnicity and Sex** | **Count** | **% of Total** |
| **White**  **(Not Hispanic) Male** | 193 | 68.4% |
| **White**  **(Not Hispanic) Female** | 45 | 16.0% |
| **White**  **(Not Hispanic) Total** | 238 | 84.4% |
| **Black**  **(Not Hispanic) Male** | 7 | 2.5% |
| **Black**  **(Not Hispanic) Female** | 0 | 0.0% |
| **Black**  **(Not Hispanic)Total** | 7 | 2.5% |
| **Hispanic Male** | 8 | 2.8% |
| **Hispanic Female** | 4 | 1.4% |
| **Hispanic Total** | 12 | 4.3% |
| **Asian/ Pacific Islander**  **(Not Hispanic) Male** | 21 | 7.4% |
| **Asian/ Pacific Islander**  **(Not Hispanic) Female** | 4 | 1.4% |
| **Asian/ Pacific Islander**  **(Not Hispanic) Total** | 25 | 8.9% |
| **Asian/ Pacific Islander**  **(Not Hispanic) Male** | 0 | 0.0% |
| **Asian/ Pacific Islander**  **(Not Hispanic) Female** | 0 | 0.0% |
| **Asian/ Pacific Islander**  **(Not Hispanic) Total** | 0 | 0.0% |
| **American Indian or Alaska Native**  **(Not Hispanic) Male** | 229 | 81.2% |
| **American Indian or Alaska Native**  **(Not Hispanic) Female** | 53 | 18.8% |
| **American Indian or Alaska Native**  **(Not Hispanic) Total** | 282 | 100.0% |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **NIH Lab and Branch Chiefs by Disability Status as of September 2014**  **(Excludes employees in Acting Positions; Targeted Disability is a subset of Reportable Disability; Some individuals serve in more than one position)** | | | | | |
|  | **Total** | **Not Identified** | **No Disability** | **Reportable Disability** | **Targeted Disability** |
| **Count** | 282 | 7 | 260 | 15 | 0 |
| **% of Grand Total** | 100.0% | 2.5% | 92.2% | 5.3% | 0.0% |