



Human Capital Information Environment (HCIE) Highlights

Highlights

News and information on HCIE developments, associated systems, and recognition

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Did You Know?

Virtual Executive Summit

The 2012 Virtual Executive Summit is a series of sessions, activities, and interactions, targeting approximately 600 executives across the Agency that are conducted in an online environment. Events begin on October 1, 2012, and culminate in a one day onsite event at each Center on Tuesday, October 30, 2012. Given the existing travel restrictions across the Agency, the objective of the summit is to demonstrate that relevant Agency communications, collaboration, and learning can be effectively delivered in a distributed environment that engages employees both virtually and on site.

The 2012 Executive Summit is managed and accessed through the HR Portal from a new Executive Development Community. The summit will use a variety of different delivery modes including live-streamed videos, real-time feedback (e.g., live chat, social media), and blogs. The summit will include topics such as State of the People, Agency strategy, GOLD process, and the SES Cadre.

For more information, please contact Erica Bovaird at erica.bovaird-1@nasa.gov.



We're Listening...

HCIE is always looking for new article ideas, photos, suggestions, and feedback. You can reach us at hcie-feedback@lists.nasa.gov.

Standard Performance Appraisal Communication System (SPACE)

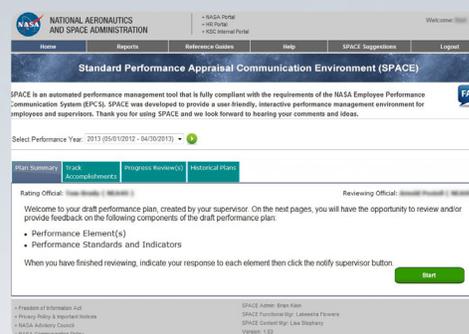
The Standard Performance Appraisal Communication System (SPACE) is a tool that automates NASA's paper-based Employee Performance Communication System (EPCS). SPACE provides an electronic system of record for the entire performance appraisal life cycle, including creating performance plans, conducting midpoint reviews, and recording final ratings.

Benefits of SPACE include streamlining the administrative aspects of performance management (e.g., capturing employee and supervisor signatures), facilitating supervisor/employee communication throughout the performance life cycle, and ensuring supervisor and employee accountability. Moreover, SPACE incorporates a variety of recent EPCS changes that are being implemented this year: 1) improved supervisor/employee communication, 2) more meaningful performance expectations, and 3) increased transparency and accountability. For a complete list of EPCS changes, contact your Center Performance Management representative.

SPACE was developed by Kennedy Space Center (KSC). KSC and the Office of Human Capital Management (OHCM) are collaborating on an Agency rollout of the system. KSC and Dryden Flight Research Center (DFRC) used SPACE for the 2011–2012 performance appraisal cycle. Stennis Space Center (SSC), NASA Shared Services Center (NSSC), and Ames Research Center (ARC) have begun using SPACE this year for the 2012–2013 appraisal cycle. In addition, SPACE was implemented as a pilot to approximately 60 users in the Johnson Space Center's (JSC) Human Resources (HR) Office. OHCM provided Instructor-Led Training (ILT) as part of this year's system implementation.

SPACE is scheduled to be implemented Agency-wide for the 2013–2014 performance appraisal cycle. Stay tuned for more information as it becomes available. SPACE is accessible to employees through the NASA HR Portal (<https://hr.nasa.gov/>) via the System Launcher and the Employee Performance Management Landing Page.

For more information, please contact Dan Costello at daniel.p.costello@nasa.gov.



WTTS/FPPS Integration: Phase 2

The Office of Human Capital Management (OHCM) is leading the Workforce Transformation and Tracking System (WTTS) and Federal Personnel Payroll System (FPPS) integration effort to improve the effectiveness of the new hire onboarding process in support of the On-boarding Initiative for NASA (OBIN). The first phase of the integration, which focused on creating Requests For Eligibles (RFEs) within the Human Resources (HR) Portal using a new "Fill a Position" portlet, has been available since November 2011. The second phase will integrate the Entrance on Duty System (EODS) information with FPPS and Electronic Official Personnel Folder (eOPF) system and is currently scheduled to be completed in November 2012.

While applicants complete the EODS form electronically today, the completed forms are manually processed to be added to an employee's eOPF. Today, this process takes approximately 30–45 days; however, the expectation is that the integration will reduce the

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amount of time it will take to complete the process. Information will be electronically routed to FPPS and eOPF, as necessary.

OHCM has worked closely with the NASA Shared Services Center (NSSC) to design these processes as the NSSC completes many of the manual tasks that are part of this process today. NASA Enterprise Applications Competency Center (NEACC) has also been involved in developing Web services for the transmission of data to FPPS as well as establishing the new interface with eOPF. All work integrating with FPPS and eOPF must be certified by the Office of Personnel Management (OPM).

For more information, please contact Samichie Thomas at s.k.thomas@nasa.gov.

Executive Dashboard: Phase 2

The second phase of the Executive Dashboard was deployed on July 26, 2012, and introduced the Workforce Profile view. The Workforce Profile view provides basic information on the composition of the workforce and is divided into two sections: Snapshot and Diversity. The Workforce Profile: Snapshot includes information on age groups, occupation type, retirement eligibility, and Mission Directorate. The Workforce Profile: Diversity includes information on gender, ethnicity, average age, education, disability, and veteran's status. The intended audience is NASA executives and senior leaders, supervisors and managers, Agency Equal Opportunity (EO) office, human resources (HR) personnel and Center workforce offices, and the Office of Human Capital Management (OHCM).

Although other tools exist today offering insight into the composition of NASA's workforce, the Executive Dashboard is unique in enabling users to view trends in the data over time. In addition, the Executive Dashboard is dynamic and allows users to format the data in various ways to suit their needs. For example, users can choose whether to view data in chart view or in list view. The zoom feature enables users to view the charts in a larger, pop-up window and "zoom in" on data that may not be as clear in the full Dashboard view. Moreover, although the Dashboard defaults to the user's Center, the view is adjustable allowing users to choose to see data for the entire Agency or other Centers.

The Executive Dashboard can be found in the Supervisors and Leaders section of the HR Portal. For more information, please contact Samichie Thomas at s.k.thomas@nasa.gov.



State of the People Reports

The State of the People reports provide a management tool to inform conversations around demographics of NASA's civil service workforce. There are two views available: Agency and Center. The Agency report view includes data for NASA and each of the Centers, whereas the Center report view includes summary data for the Center and each of the Directorates within that Center.

The reports include demographics for fiscal year (FY) 2011 and FY 2012, including trend information regarding ethnicity, gender, disability, veteran status, and student status. The reports provide information in both numerical (i.e., charts, percentages) and visual formats (i.e., graphs).

The reports are available to Human Resources (HR) Directors through the HR Directors Community in the HR Portal (<https://hr.nasa.gov>). For more information, please contact Heather Noiwan at heather.noiwan@nasa.gov.

Comments from Candy

In its Best Places to Work Innovation Snapshot, for the second year in a row, the Partnership for Public Service ranked NASA number one in innovation—as compared to all other large Federal agencies. The Partnership for Public Service defines innovation as the process of improving, adapting or developing a product, system, or service to deliver better results and create value for people.

One of our very public examples of innovation was the successful landing of NASA's Mars Rover, Curiosity. Of course, our NASA employees innovate daily, demonstrating their creativity and commitment to success. Innovation@NASA on the HR Portal includes the Innovation Spotlight, which highlights ways NASA employees are applying innovation to a variety of different daily tasks from project management to community outreach to the enhanced use of social media services and virtual collaboration tools. Innovation@NASA also provides resources such as best practices and industry white papers.

I challenge each of you to find innovative ways to improve the services we deliver in support of our great Agency. Expand your minds, think out of the box, be creative, and reach for the STARS—because "Once we rid ourselves of traditional thinking, we can get on with creating the future (James Bertrand)." I absolutely know that each and every one of you are capable of great discoveries and innovation.

If you have any suggestions, please share your thoughts with me at hcie-feedback@lists.nasa.gov.



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