

PROGRAM DIVISION/ REQUIRED FUNDING	PERFORMANCE GOALS AND INDICATORS	FY 2010 PLANNED PERFORMANCE LEVELS
<p style="text-align: center;">NEW PROGRAM INITIATIVES</p> <p style="text-align: center;">\$19,366,000</p>	<p>E: To create new program initiatives that respond to needs and opportunities in American society.</p>	
	<p>1) New initiatives and programs that address important concerns and opportunities in the humanities are established.</p>	<p>Significant funding would be provided through We the People to support a variety of new programmatic initiatives: 1) We the People Bookshelf grants for up to 4,000 public and school libraries; 2) “Landmarks of American History and Culture” workshops for K-12 teachers and community college faculty, several of which will invite participation by teachers from other nations; 3) Picturing America, a special program that would provide educational materials on key works of American art ultimately to 77,000 school and public libraries; 4) public programs supported through the new “America’s Historic Places” and “Family and Youth Programs in American History” categories; 5) additional awards through the NEH/Library of Congress National Digital Newspaper Program; 6) special NEH Challenge Grants for educational and cultural institutions working to advance knowledge of the founding principles of the United States; and 7) an Endowment-wide effort to contribute to national planning for the sesquicentennial of the Civil War in 2011-2015. Additional humanities projects supported by NEH core programs would receive We the People grants. The state humanities councils also would receive significant funding to support projects and programs related to the initiative.</p> <p>Funding would be provided through a major Digital Humanities program to support projects that utilize or study the impact of digital technology on research, education, preservation, and public programming in the humanities. Digital Humanities would support a variety of new funding categories or programmatic emphases: 1) Digital Start-Up Grants to encourage innovative work at the nexus of information technology and the humanities; 2) Institutes for Advanced Topics in the Digital Humanities to encourage the sharing of best practices among humanities scholars; 3) Transatlantic Collaboration Grants supported jointly by NEH and the Higher Education Funding Council for England; 4) Bilateral Symposia and Workshops jointly supported by NEH and the German Research Foundation to encourage collaborative digital humanities projects; and 5) Digging into Data Challenge, an international collaboration among research teams in Canada, England or Wales in the United Kingdom, and the United States to explore how vast libraries of digitized books, newspapers, art, and music can be used for advanced scholarship. Enhanced funding would also be provided for humanities projects supported by NEH core programs.</p>
	<p>2) Agency-wide initiatives are developed in selected humanities areas.</p>	<p>“Rediscovering Afghanistan,” will promote research, education, and public programs about Afghanistan and encourage U.S. institutions to assist that country in its effort to preserve and document its cultural resources. Additional awards would be made through the NEH/NSF “Documenting Endangered Languages” special initiative.</p>

PROGRAM DIVISION/ REQUIRED FUNDING	PERFORMANCE GOALS AND INDICATORS	FY 2010 PLANNED PERFORMANCE LEVELS
CHALLENGE GRANTS \$9,500,000	F: To strengthen the institutional base of the humanities.	
	Support is provided for institutions to increase nonfederal contributions for their humanities activities and enhance their resources over the long term.	By FY 2013, NEH Challenge Grants awarded in FY 2010 would generate more than 32 million in nonfederal donations to recipient institutions in support of their humanities activities.
FEDERAL/STATE PARTNERSHIP \$40,370,000	G: To maintain and strengthen partnerships with the state humanities councils.	
	Support is provided to the councils to encourage locally initiated, substantive humanities programs for the people in each state.	Support for the programs and operations of 56 state humanities councils would make possible high quality state and local humanities projects throughout the nation, including 17,700 reading and discussion programs, 4,600 exhibitions, 5,700 literacy programs, 5,800 speakers bureau presentations, 3,700 teacher institutes and workshops, 5,800 conferences and symposia, 2,300 Chautauqua events, 7,120 media program events, 660 technology projects, 700 preservation projects and 6,300 local history projects.
PROGRAM DEVELOPMENT \$750,000	H: To establish collaborative partnerships with individuals and institutions in support of the humanities.	
	1) Partnerships are forged to leverage new resources for the humanities and expand audiences for the humanities.	The Endowment would develop of a number of new partnerships with other institutions and organizations, leveraging approximately \$1.5 million in new funding for humanities programs.
	2) New programming, funding, and administrative partnerships are established with other agencies, foundations, and organizations, both public and private.	NEH partnerships would include the following: 1) a program of fellowships to be sponsored jointly by NEH and the Library of Congress to support humanities scholars who wish to conduct research at the Library of Congress; 2) the National Digital Newspapers Program, a multi-year collaboration with the Library of Congress to digitize and make publicly available on the World Wide Web newspapers already preserved on microfilm through the United States Newspapers Program; 3) the Advanced Research Fellowships on Japan Program to be jointly sponsored by NEH and the Japan-United States Friendship Commission; 4) the interagency Save America's Treasures initiative; 5) a "Cultural Diplomacy" partnership of NEH and the U.S. Department of State that would enable teachers from other nations to participate in "Landmarks of American History and Culture" workshops; 6) EDSITEment; and 7) programmatic collaboration with the National Trust for the Humanities.

II. Table B		NATIONAL ENDOWMENT FOR THE HUMANITIES FY 2009 PERFORMANCE BUDGET		
PROGRAM DIVISION/ REQUIRED FUNDING	PERFORMANCE GOALS AND INDICATORS	FY 2009 ACTUAL PERFORMANCE LEVELS		
RESEARCH PROGRAMS \$14,500,000	A: To facilitate basic research and original scholarship in the humanities.			
	1) Support is provided that enables scholars-- both those affiliated with educational institutions and those working independently-- to devote a concentrated period of time to research and writing on significant subjects in all fields of the humanities.	Support was provided for 147 individual scholars to make significant progress on important humanities research projects through fellowships and stipends.		
	2) Support is provided for collaborative research projects that develop significant intellectual advances and resources for scholars, teachers, students, and the general public.	Support was provided for 52 important long-term collaborative projects in the humanities such as scholarly editions, translations, archaeological excavations and analyses and other complex, large-scale undertakings. In addition, 30 previously awarded grants would receive ongoing support through NEH matching funds, in part through the use of We the People funding.		
	3) Support is provided for overseas research in the humanities by American scholars and, where appropriate, encouragement offered for international collaboration in research on significant topics in the humanities.	Awards to 25 humanities fellowship programs at independent research institutions supported the work of 77 humanities scholars who would make significant contributions to scholarship in the humanities.		
	4) Support is provided for humanities scholarship by faculty members at Historically Black, Hispanic-serving, and Tribal colleges and universities.	Support enabled up to 2 individual scholars who teach at historically black colleges and universities, at institutions with high Hispanic enrollment, and at tribal colleges and universities to make significant progress on important scholarly projects in the humanities through faculty research awards.		

PROGRAM DIVISION/ REQUIRED FUNDING	PERFORMANCE GOALS AND INDICATORS	FY 2009 ACTUAL PERFORMANCE LEVELS
EDUCATION PROGRAMS \$14,500,000	B: To strengthen teaching and learning in the humanities in schools and colleges across the nation.	
	1) Teachers are provided opportunities to renew and deepen their knowledge of the humanities.	<p>Support for 60 NEH summer seminars and institutes enabled 440 college teachers and 725 school teachers to revitalize their knowledge and teaching of the humanities. College teachers participating in seminars and institutes during the summer of 2010 will reach approximately 77,000 students annually; school teacher participants will reach approximately 90,625 students annually.</p> <p>Support for 21 “Landmarks of American History and Culture” workshops to take place in the summer of 2010 will enable approximately 1,680 school teachers to revitalize their knowledge and teaching of American history, particularly as it relates to the relationship between specific sites and the episodes in history, the writers, and/or the artists associated with that location. These teachers will annually reach approximately 210,000 students. Through a partnership of NEH and the U.S. Department of State, selected “Landmarks” workshops will invite participation by teachers from other nations.</p> <p>Support for 6 “Landmarks of American History and Culture for Community College Faculty” workshops to take place during the summer of 2010 will enable 300 community college teachers to reach 52,500 students annually with their revitalized knowledge, understanding, appreciation, and teaching of American History, particularly as it relates to the relationship between specific sites and the episodes in history, the writers, and/or the artists associated with them.</p> <p>The inaugural competition for the Teaching Development Fellowships yielded 10 awards. These projects enabled the recipients to pursue research aimed specifically at deepening their core knowledge in the humanities to improve their undergraduate teaching. These teachers will reach 1,750 students annually.</p> <p>Support to 19 inaugural Enduring Questions award recipients enabled individual faculty members to develop a new course at the undergraduate level to grapple with the most fundamental concerns of the humanities, and to join with their students in deep, sustained programs of reading in order to encounter influential thinkers over the centuries and into the present day. These questions would include: What is the good life? What is justice? What is friendship? Is there a human nature, and, if so, what is it? These teachers will reach 3,325 students annually.</p>

PROGRAM DIVISION/ REQUIRED FUNDING	PERFORMANCE GOALS AND INDICATORS	FY 2009 ACTUAL PERFORMANCE LEVELS
EDUCATION PROGRAMS \$14,500,000		The inaugural competition for the Picturing America School Collaboration Projects yielded 3 awards. These workshops enabled a 430 teachers to attend workshops that would enhance their incorporation of Picturing America into core curriculums. These teachers will reach approximately 53,750 students annually.
	2) Support is provided for efforts to develop new teaching and learning resources, particularly in digitized forms.	The Teaching and Learning Resources (Materials Development and Curriculum Development) category has been discontinued in FY 2009.
	3) Support is provided for humanities education programming in Historically Black, Hispanic-serving, and Tribal colleges and universities across the country.	The Humanities Initiatives at Presidentially Designated Institutions (a modification of the Humanities Initiatives for Faculty) provided 9 grants to support faculty professional development activities for improvement in humanities instruction, as well as other capacity building activities at these institutions.
PRESERVATION AND ACCESS \$16,000,000	C: To preserve and increase the availability of cultural and intellectual resources essential to the American people.	
	1) Support is provided to preserve and create intellectual access to humanities collections and resources. Supported activities include digitizing collections; arranging and describing archival and manuscript collections; cataloging collections of printed works, photographs, recorded sound, moving image, art, and material culture; preservation reformatting; deacidification of collections; preserving and improving access to humanities resources in “born digital” form; creating research tools and reference works; and developing technical standards, best practices, and tools for preserving and enhancing access to humanities collections.	<p>Grants were made to 9 projects to begin or continue work on the preparation of dictionaries, atlases, encyclopedias, and textbases central to knowledge and understanding of the humanities.</p> <p>Twenty-five projects are preserving and/or providing access to 3,553 hours of recorded sound and video collections; 6,178 linear feet of archival documents; and 359,592 manuscripts, broadsides, oversize volumes, and other non-print materials.</p> <p>Cooperative agreements supported through the We the People program will digitize hundreds of thousands of microfilm pages of historic newspapers.</p> <p>Support was provided for 4 research and development projects concerned with standards and procedures.</p>

PROGRAM DIVISION/ REQUIRED FUNDING	PERFORMANCE GOALS AND INDICATORS	FY 2009 ACTUAL PERFORMANCE LEVELS
PRESERVATION AND ACCESS \$16,000,000	2) Support is provided to train staff from the nation's cultural repositories in the appropriate procedures for preserving and enhancing access to the humanities collections for which they are responsible.	Seven awards were made for regional and national education programs that will provide training for 15,300 people in U.S. museums, libraries, archives, and historical organizations.
	3) The Endowment extends its reach to institutions across the country by providing support for basic preservation activities to small and mid-sized libraries, archives, museums, and historical organizations.	Projects supported will assist in preserving collections at 110 institutions in all fifty states and two U.S. Territories. Approximately 30 percent of the awards would be to first-time NEH grantees.
PUBLIC PROGRAMS \$14,500,000	D: To provide opportunities for Americans to engage in lifelong learning in the humanities.	
	1) Substantive media presentations, exhibitions, reading and discussion programs, and other public projects advance public understanding of the humanities.	<p>Fourteen television/radio projects are producing 54 broadcast hours that will draw a cumulative audience of approximately 35 million people.</p> <p>Twenty-one exhibitions, reading, viewing, and discussion programs, web-based programs, and other public education programs are employing various delivery mechanisms at venues across the country.</p> <p>Eight historic site-specific interpretations and programming are attracting over 1.5 million people.</p>
	2) Support is provided for projects that use digital technologies to convey the humanities to the American public.	Awards were made in conjunction with the Endowment's Digital Humanities program.
	3) High quality interpretative panel exhibitions and public programs are circulated to libraries through Small Grants to Libraries, and selected sites that receive smaller versions of NEH-funded exhibitions through the NEH on the Road cooperative agreement receive funds for additional public programming.	Thirty-five NEH on the Road grants were made to museums, and approximately 105 Small Grants to Libraries were awarded. In addition, through the We the People office, small grants for the We the People Bookshelf and the Picturing America project and for projects focusing on the Lincoln bicentennial celebration were made.

PROGRAM DIVISION/ REQUIRED FUNDING	PERFORMANCE GOALS AND INDICATORS	FY 2009 ACTUAL PERFORMANCE LEVELS
NEW PROGRAM INITIATIVES \$19,800,000	E: To create new program initiatives that respond to needs and opportunities in American society.	
	1) New initiatives and programs that address important concerns and opportunities in the humanities are established.	<p>Significant funding was provided through We the People to support a variety of new programmatic initiatives: 1) We the People Bookshelf grants for up to 3,000 public and school libraries; 2) “Landmarks of American History and Culture” workshops for K-12 teachers and community college faculty, several of which will invite participation by teachers from other nations; 3) Picturing America, a special program that would provide educational materials on key works of American art ultimately to 77,000 school and public libraries; 4) public programs supported through the new “America’s Historic Places” and “Family and Youth Programs in American History” categories; 5) additional awards through the NEH/Library of Congress National Digital Newspaper Program; 6) special NEH Challenge Grants for educational and cultural institutions working to advance knowledge of the founding principles of the United States; and 7) an Endowment-wide effort to contribute to the celebration of the Abraham Lincoln Bicentennial in 2009. Additional humanities projects supported by NEH programs received We the People grants. The state humanities councils also would receive significant funding to support projects and programs related to the initiative.</p> <p>Funding was provided through a major Digital Humanities program to support projects that utilize or study the impact of digital technology on research, education, preservation, and public programming in the humanities. Digital Humanities supported a variety of new funding categories or programmatic emphases: 1) Digital Start-Up Grants to encourage innovative work at the nexus of information technology and the humanities; 2) Institutes for Advanced Topics in the Digital Humanities, a new program to encourage the sharing of best practices among humanities scholars; 3) Transatlantic Collaboration Grants supported jointly by NEH and the Higher Education Funding Council for England; 4) Bilateral Symposia and Workshops jointly supported by NEH and the German Research Foundation to encourage collaborative digital humanities projects; 5) Digging into Data Challenge, an international collaboration among research teams in Canada, England or Wales in the United Kingdom, and the United States to explore how vast libraries of digitized books, newspapers, art, and music can be used for advanced scholarship; and 6) an effort to support digital projects by the state humanities councils.</p>
	2) Agency-wide initiatives are developed in selected humanities areas.	“Rediscovering Afghanistan,” promoted research, education, and public programs about Afghanistan and encourage U.S. institutions to assist that country in its effort to preserve and document its cultural resources. Additional awards would be made through the NEH/NSF “Documenting Endangered Languages” special initiative.

PROGRAM DIVISION/ REQUIRED FUNDING	PERFORMANCE GOALS AND INDICATORS	FY 2009 ACTUAL PERFORMANCE LEVELS
CHALLENGE GRANTS \$9,300,000	F: To strengthen the institutional base of the humanities.	
	Support is provided for institutions to increase nonfederal contributions for their humanities activities and enhance their resources over the long term.	By FY 2012, NEH Challenge Grants awarded in FY 2009 will generate more than \$35 million in nonfederal donations to recipient institutions in support of their humanities activities.
FEDERAL/STATE PARTNERSHIP \$35,000,000	G: To maintain and strengthen partnerships with the state humanities councils.	
	Support is provided to the councils to encourage locally initiated, substantive humanities programs for the people in each state.	Support for the programs and operations of 56 state humanities councils made possible high quality state and local humanities projects throughout the nation, including 16,400 reading and discussion programs, 4,350 exhibitions, 5,280 literacy programs, 5,400 speakers bureau presentations, 3,460 teacher institutes and workshops, 5,800 conferences and symposia, 2,600 Chautauqua events, 6,660 media program events, 560 technology projects, 650 preservation projects and 5,850 local history projects.
PROGRAM DEVELOPMENT \$400,000	H: To establish collaborative partnerships with individuals and institutions in support of the humanities.	
	1) Partnerships are forged to leverage new resources for the humanities and expand audiences for the humanities.	The Endowment developed of a number of new partnerships with other institutions and organizations, leveraging approximately \$1.5 million in new funding for humanities programs.
	2) New programming, funding, and administrative partnerships are established with other agencies, foundations, and organizations, both public and private.	NEH partnerships included the following: 1) a program of fellowships sponsored jointly by NEH and the Library of Congress to support humanities scholars who wish to conduct research at the Library of Congress; 2) the National Digital Newspapers Program, a multi-year collaboration with the Library of Congress to digitize and make publicly available on the World Wide Web newspapers already preserved on microfilm through the United States Newspapers Program; 3) the Advanced Research Fellowships on Japan Program jointly sponsored by NEH and the Japan-United States Friendship Commission; 4) the interagency Save America's Treasures initiative; 5) a "Cultural Diplomacy" partnership of NEH and the U.S. Department of State that enables teachers from other nations to participate in "Landmarks of American History and Culture" workshops; 6) EDSITEment; and 7) programmatic collaboration with the National Trust for the Humanities.

III. MEETING THE PERFORMANCE GOALS: REQUIRED RESOURCES AND OPERATIONAL PROCESSES

A. **Required Resources.** NEH promotes national progress in research, education, and lifelong learning in the humanities by awarding project grants to organizations and individuals in all parts of the United States. A program appropriation adequate to provide for a sufficient range of grant opportunities across all disciplines of the humanities is, thus, the Endowment's most important resource requirement. For each performance goal, we have estimated a sum that would be required to produce the desired outcomes in FY 2011:

<u>Performance Goal</u>	<u>Funding Required*</u>
1. To facilitate basic research and original scholarship in the humanities.	\$16,000,000
2. To strengthen teaching and learning in the humanities in schools and colleges across the nation.	\$14,750,000
3. To preserve and increase the availability of cultural resources for the American people.	\$16,250,000
4. To provide opportunities for Americans to engage in lifelong learning in the humanities.	\$14,750,000
5. To create new program initiatives that respond to emerging needs and opportunities in American society.	\$18,000,000
6. To strengthen the institutional base of the humanities.	\$9,500,000
7. To maintain and strengthen partnerships with the state humanities councils.	\$38,515,000

* In FY 2011, the Endowment would allocate \$127,765,000 in definite and Challenge funds among programmatic activities that address the above performance goals. Another \$500,000 in definite funds would be provided for Program Development. During the year, Treasury funds totaling \$4,550,000 would also be allocated among program areas of the Endowment as needed to match nonfederal contributions in support of NEH-sponsored projects.

Also important are the kinds of administrative resources that it make possible for the Endowment's staff to advance the agency's performance goals through our daily work. Chief among these resources are the following:

- A highly trained **staff**, many of whom are credentialed practitioners of a humanities discipline;
- access to the new **information technologies** that reinforce the agency's efforts to serve the public efficiently; and
- a **physical office environment** conducive to productive work.

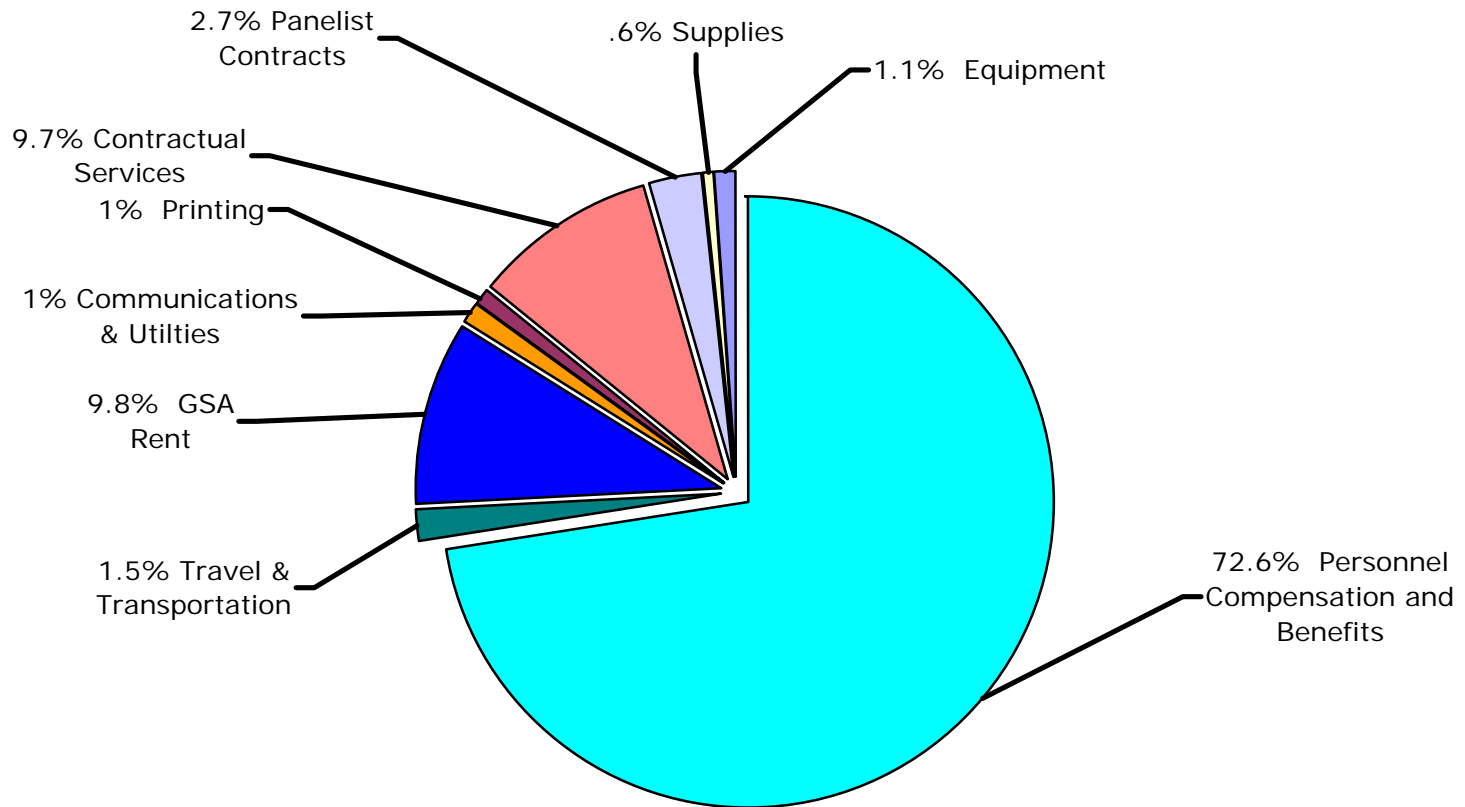
B. **Operational Processes.** NEH support for the humanities is provided through an annual sequence of highly selective grant competitions. Because insuring the fairness and rigor of that award process is of paramount importance—both for the sake of taxpayer value and for the integrity of the humanities—the Endowment's most essential operational process is that of conducting a national, merit-based system of grant application review. Through this system, we annually draw upon the services of hundreds of humanities practitioners from outside the agency in order knowledgeably to evaluate each project proposal submitted to NEH. The judgments of panelists and reviewers from all humanities disciplines and every part of the country weigh heavily in the agency's funding decisions.

IV. MEANS OF VERIFYING AND VALIDATING PERFORMANCE MEASURES

The Endowment will use a variety of means to collect and verify information that measures our progress in attaining our performance goals:

- **Interim and final reports of grantees** will provide the most comprehensive source of information about the outcomes of NEH-supported work. From these reports the Endowment will regularly compile data about the results of activities undertaken in connection with each of our performance goals.
- To systematize the information collected from grantee reports, NEH continues to develop an **outcomes database** for its grant programs. This database is capturing information about the short- and long-term results of funded projects. At present, it links information about 5,921 humanities research projects in the Endowment's grant information database to bibliographic information about 4,016 published books that these projects produced between 1980 and 2009.
- The Endowment will conduct **site visits** as a means of documenting the progress and accomplishments of selected grantees.
- **Evaluations** of selected projects and programs will be conducted to determine whether program goals are being met.
- Information on **awards, prizes, and other forms of recognition**, such as favorable press articles, will be collected so that the agency can gain a better sense of the impact and quality of our funded projects.

**FY 2011 Administrative Budget
\$28,500,000**



Administrative Budget by Object Classification
(\$ in thousands)

OBJECT CLASSES		FY 2009 Actual	FY 2010 Estimate	FY 2011 Request
11.1	PERSONNEL COMPENSATION	15,027	15,984	16,554
12.1/13.1	BENEFITS	3,790	3,965	4,137
	TOTAL-PERSONNEL COMPENSATION	18,817	19,949	20,691
21.0	TRAVEL AND TRANSPORTATION	322	425	435
23.1	GSA RENT	2,675	2,734	2,791
23.3	COMMUNICATIONS AND UTILITIES	215	260	276
24.0	PRINTING	229	245	277
25.1	OTHER CONTRACTUAL SERVICES	2,533	3,235	2,765
25.9	PANELIST CONTRACTS	734	755	770
26.0	SUPPLIES	161	169	173
31.0	EQUIPMENT	417	300	322
	TOTAL	26,103¹	28,072²	28,500

¹ Includes appropriation, FY 2008 carry-over funds, and prior-year de-obligated funds.

² Includes appropriation and FY 2009 carry-over funds.

NEH ADMINISTRATIVE BUDGET

FY 2011 Request: \$28,500,000

Introduction

The administrative budget for the National Endowment for the Humanities (NEH) supports staff salaries and benefits, rental of office space, building security at the Old Post Office Building, staff travel, contractual services, equipment, supplies, and related program support activities that enable the agency to achieve its legislated mission to support and advance high quality research, education, preservation, and public programming in the humanities. For fiscal year 2011, NEH is requesting \$28,500,000 in administrative funds to support the agency's program request level of \$132,815,000.

NEH Administrative Costs

The Endowment's grant-making function is the single most important factor shaping the agency's administrative budget. This function directly involves the majority of NEH's staff and includes such varied tasks as the planning of programs and special initiatives, the development of application guidelines, the receipt and processing of proposals, the review of applications, the awarding of grants, and the management and oversight of the grants and awards themselves. These labor-intensive tasks require a highly trained program staff that is knowledgeable about the content and methods of the humanities. Most NEH program staff hold Ph.D.s or other advanced degrees in the humanities. In addition to this highly specialized program staff, the Endowment retains the services of personnel needed to perform the everyday but essential activities involved in operating a federal agency, such as budgeting, accounting, and other financial functions; human resources; information resources management; legal counsel; public affairs and communications; and administrative services.

Personnel compensation and benefits account for over 72 percent of agency administrative expenses. A significant portion of our budget also is taken up with "fixed" costs—that is, items over which we have no control, including annual rent payments to the General Services Administration, building security payments to the Department of Homeland Security, mandated transfers to other agencies for various services, and annual increases to the federal general schedule pay scale.

As a grant-making agency, there are a number of items in NEH's administrative budget that are not typically included in other federal agencies' overhead. The most prominent of these is the annual cost of operating our system for evaluating grant applications. The Endowment currently operates more than three dozen discrete grant categories that receive approximately 4,500 applications annually, resulting in the awarding of approximately 900 grants each year. These applications are all processed and read by NEH staff and then evaluated by experts outside of the agency who are asked for their judgments about the quality and significance of the proposed projects.

Approximately 850 scholars, teachers, museum curators, filmmakers, and other humanities professionals and experts serve on the more than 175 panels we convene throughout the course of a typical year. Each of these evaluators receives a \$250 honorarium. Since most of our panels are sitting panels—that is, are convened at the Endowment’s offices here in Washington, to review applications to various grant programs—we also incur substantial travel, lodging, and per diem expenses for each attending panelist. In FY 2011, we estimate that these panelists will cost us approximately \$770,000, or nearly three percent of our total administrative budget.

Another cost directly related to our grant-making function is the expense of convening the National Council on the Humanities. The 26-member Council—which is statutorily mandated to advise the NEH Chairman on all grant applications—meets in Washington four times annually. Each Council member is compensated for his or her service. The Endowment also incurs travel, lodging, and per diem expenses for the preponderance of Council members who live outside of the Washington metropolitan area. The annual cost of convening these meetings is approximately \$80,000.

Other expenses that are directly related to our role as a grant-making agency include the cost of participating in the government-wide online grant application portal, Grants.gov. The associated transfer of funds to the Department of Health and Human Services, together with the administrative support provided internally for the Grants.gov program, will cost NEH approximately \$175,000 in FY 2011.

Overall, more than \$1.025 million of our overhead, or 3.6 percent of our administrative budget, is spent directly on expenses that are not typical of most other federal agencies.

Recent Administrative Highlights

NEH has an exemplary record of economizing and extracting the most value from its administrative resources, while providing quality service and productive results. We make every effort to reduce overhead and operating costs whenever possible, and we continually stress this priority among all our program and office managers. In the face of upward pressures in various cost categories in recent years, we have made a conscientious effort to limit other administrative cost increases. We have held the number of NEH staff level, and we have increased our use of nontraditional panel arrangements, such as mail panels and conference panels, as a means of keeping our panel costs in check.

Among our administrative achievements in recent years are:

- Our Grants Management System (GMS), developed in-house by NEH’s talented programmers, has proven so successful that it has been adapted for use by other agencies as part of the Grants Management Line of Business.

- The acquisition of in-house printing capabilities has enabled us to more effectively handle the printing burden associated with the submission of grants applications through the government-wide Grants.gov portal.
- In an effort to increase the transparency of our operations, the Endowment recently developed and posted on our homepage a description of the work of each of our program divisions and offices. This material consists of a brief explanation of the work of the division or office, a “by the numbers” overview of program outcomes, and examples of notable recent grants. Prospective applicants will be well-served by this rich trove of information about our grant-making programs.
- In response to the Administration’s call for agencies to be more transparent and accountable and to expand the public’s access to information, NEH recently posted several decades worth of information about NEH grants online via the Data.gov portal (see: <http://www.data.gov/catalog/raw/category/0/agency/139/filter//type//sort//page/1/count/25>).
- The Endowment has developed a grant-search query form on the agency’s website that is enabling the public to search our grant database for a wide-range of information about NEH grants. This easy-to-use feature has opened up access to grant records dating back to 1980.
- NEH has developed and tested an Electronic Grants Management System (“eGMS”), which will be used by grantees to submit their required financial and performance reports. This new system has enabled us to streamline and standardize current paper-based reporting procedures, making it much easier for grantees to prepare and submit their reports, while also enabling NEH to more closely monitor grantee reporting. The eGMS system was developed in close consultation with our two partner agencies in the Grants Management Line of Business—the National Endowment for the Arts and the National Historical Records and Publications Commission, which is affiliated with the National Archives and Records Administration—and both agencies plan to implement the system at a future date.
- The Endowment takes an active interest in the health and wellbeing of NEH employees. The agency hosts periodic health and wellness seminars for staff on such topics as “Eldercare” and “Memory Improvement,” employees were encouraged to participate in the President’s “Fitness Challenge.” The agency also routinely makes staff aware of the many benefits available through our Employee Assistance Program, Health Unit, COPE, and the Federal Health Benefits Program. In addition, the Endowment recently conducted a survey to gauge the staff’s thoughts regarding health and wellness issues in general. NEH management is now analyzing the results of the survey and expects to provide employees with additional information and programs tailored to the specific needs identified in the survey.

Budget Estimates in Detail
(\$ in thousands)

	FY 2009	FY 2010	FY 2011
PERSONNEL COMPENSATION AND BENEFITS	18,817	19,949	20,691

These object classes fund the salaries and benefits of all employees of the Endowment, including full-time permanent, part-time permanent, temporary, and intermittent appointments (for example, the members of the National Council on the Humanities). The estimates for personnel benefits provide for the Endowment's share of contributions toward employees' retirement, health, and life insurance plans. Included as well are all public transportation subsidies, which have increased considerably from their 2008 levels and will exceed \$170,000 in 2011.

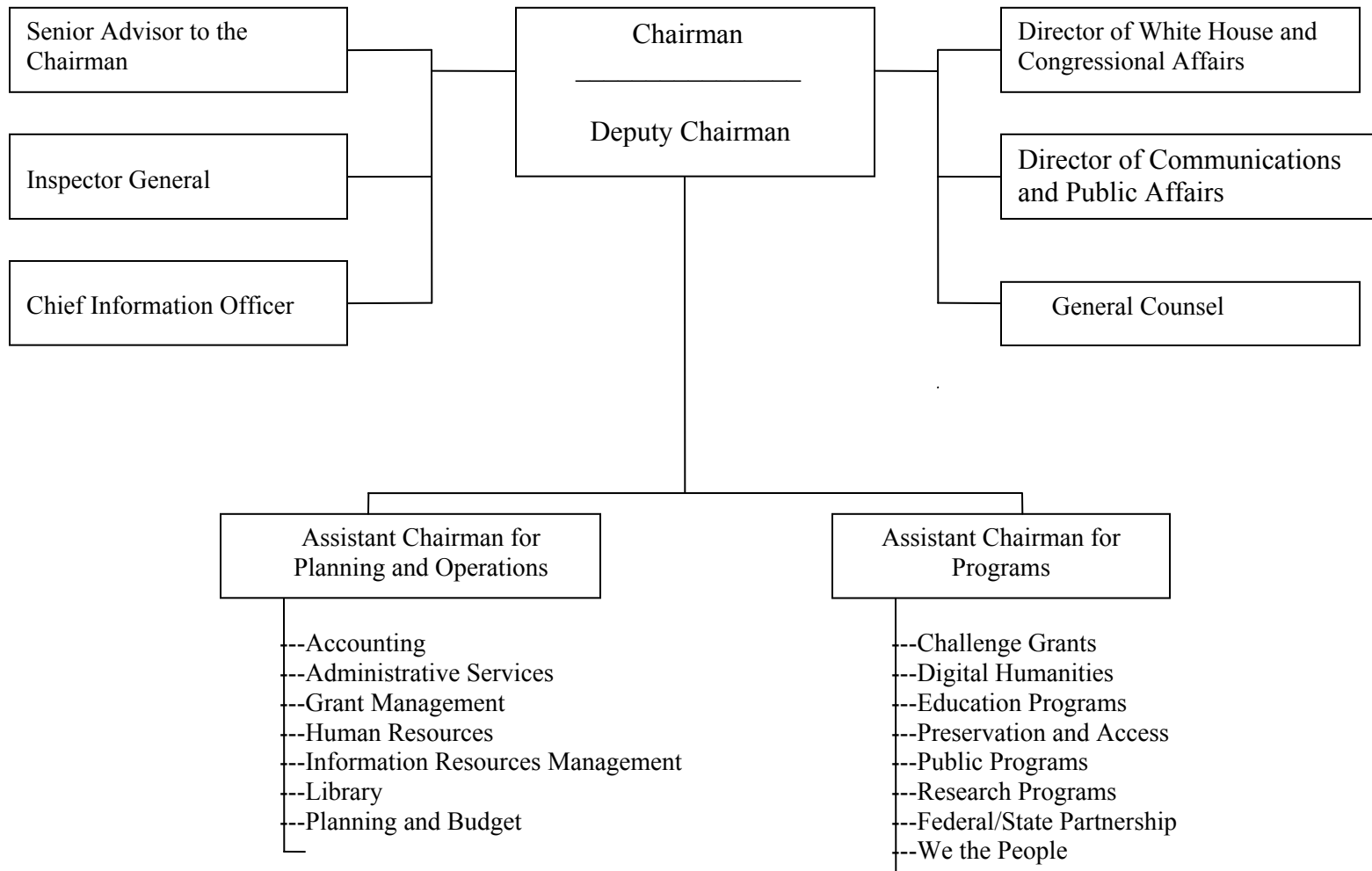
The FY 2011 request includes funding for the Administration's proposed 2.1 percent 2011 federal pay raise, as well as the final quarter of the 2.42 percent increase, adjusted for locality pay, in 2010. This funding level will provide for 164 FTEs in 2011.

	FY 2009	FY 2010	FY 2011
TRAVEL AND TRANSPORTATION	322	425	435

Travel funds support local and out-of-town travel of NEH staff to make site visits to perform grant audits, make presentations on Endowment programs, conduct outreach activities, attend conferences and training courses, and conduct other business critical to the mission of the agency. Also supported are the travel expenses for the members of the National Council on the Humanities, who come to Washington four times per year to discuss Endowment policies, review applications, and provide advice to the NEH Chairman concerning funding of specific projects.

The projected increase in travel costs for 2010 and 2011 reflects the cost of travel related to the new *Bridging Cultures* initiative and Chairman Leach's nationwide Civility Tour campaign. Note that 2009 travel expenditures were lower than in prior years, principally because the Endowment's travel-intensive Picturing America program came to a close in December of 2008 and also because the agency was operating for a significant portion of the year without senior political appointees.

National Endowment for the Humanities



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