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(Original Signature of Member)

110TH CONGRESS
2D SESSION

H. R. _____

To establish a scholarship program to encourage outstanding graduate students in mission-critical fields to pursue a career in the Federal Government.

IN THE HOUSE OF REPRESENTATIVES

Mr. PRICE of North Carolina introduced the following bill; which was referred to the Committee on _____

A BILL

To establish a scholarship program to encourage outstanding graduate students in mission-critical fields to pursue a career in the Federal Government.

1 *Be it enacted by the Senate and House of Representa-*
2 *tives of the United States of America in Congress assembled,*

3 **SECTION 1. SHORT TITLE; TABLE OF CONTENTS.**

4 (a) **SHORT TITLE.**—This Act may be cited as the
5 “Roosevelt Scholars Act of 2008”.

6 (b) **TABLE OF CONTENTS.**—The table of contents is
7 as follows:

Sec. 1. Short title; table of contents.

- Sec. 2. Findings.
- Sec. 3. Definitions.
- Sec. 4. Theodore Roosevelt Scholarship Foundation.
- Sec. 5. Roosevelt Scholars.
- Sec. 6. Requirements for Roosevelt Scholars.
- Sec. 7. Special hiring authority.
- Sec. 8. Theodore Roosevelt Memorial Scholarship Trust Fund.
- Sec. 9. Expenditures and audit of Trust Fund.
- Sec. 10. Executive Secretary of the Foundation.
- Sec. 11. Administrative provisions.
- Sec. 12. Additional duties and authorities of the Foundation.
- Sec. 13. Authorization of appropriations.

1 **SEC. 2. FINDINGS.**

2 Congress finds that—

3 (1) the Office of Personnel Management esti-
4 mates that about 550,000 Federal employees will
5 leave the Government in the next 5 years, the major-
6 ity through retirement, and a recent survey indicates
7 that Federal agencies will need to hire nearly
8 193,000 new employees to fill mission-critical posi-
9 tions (including highly specialized professionals, such
10 as scientists, engineers, physicians, mathematicians,
11 and economists) within the next 2 years;

12 (2) the ability of the Federal Government to
13 perform mission-critical functions depends on a
14 strong, well-trained, and highly engaged Federal
15 workforce;

16 (3) heavy educational debt and lack of knowl-
17 edge about Federal job opportunities drive many
18 students to seek employment in the private sector,
19 making it difficult for the Federal Government to re-
20 place needed talent in mission-critical positions; and

1 (4) a new scholarship program to help finance
2 graduate-level education and to connect students di-
3 rectly with mission-critical Federal positions would
4 help build a much needed pipeline of talent for the
5 Government.

6 **SEC. 3. DEFINITIONS.**

7 For purposes of this Act—

8 (1) the term “Foundation” means the Theodore
9 Roosevelt Scholarship Foundation, as described in
10 section 4(a);

11 (2) the term “Board” means the Board of
12 Trustees of the Theodore Roosevelt Scholarship
13 Foundation, as described in section 4(b);

14 (3) the term “Fund” means the Theodore Roo-
15 sevelt Memorial Scholarship Fund, as described in
16 section 8;

17 (4) the term “Federal agency” means an Exec-
18 utive agency, as defined by section 105 of title 5,
19 United States Code;

20 (5) the term “State” includes the District of
21 Columbia;

22 (6) the term “graduate student” means a stu-
23 dent in a master’s, law, or doctoral degree program
24 at a university accredited by a nationally recognized
25 accrediting agency or association; and

1 (7) the term “mission-critical occupational
2 area” refers to those positions that a Federal agency
3 identifies as essential to achieving its strategic goals,
4 as determined through the workforce analysis pro-
5 cess of the Federal agency’s workforce planning sys-
6 tem.

7 **SEC. 4. THEODORE ROOSEVELT SCHOLARSHIP FOUNDA-**
8 **TION.**

9 (a) **ESTABLISHMENT.**—There is established, as an
10 independent establishment in the executive branch of the
11 Government, a foundation to be known as the “Theodore
12 Roosevelt Scholarship Foundation”.

13 (b) **BOARD OF TRUSTEES.**—The Foundation shall be
14 subject to the supervision and direction of a Board of
15 Trustees. The Board shall be composed of 9 members,
16 plus 1 non-voting ex officio member, as follows:

17 (1) 2 members shall be appointed by the Presi-
18 dent, with the advice and consent of the Senate,
19 after considering the recommendations made by the
20 Speaker of the House of Representatives in consulta-
21 tion with the minority leader of the House of Rep-
22 resentatives.

23 (2) 2 members shall be appointed by the Presi-
24 dent, with the advice and consent of the Senate,
25 after considering the recommendations made by the

1 President pro tempore of the Senate in consultation
2 with the minority leader of the Senate.

3 (3) 5 members, not more than 3 of whom shall
4 be of the same political party, shall be appointed by
5 the President, with the advice and consent of the
6 Senate, from among individuals who—

7 (A) have demonstrated leadership or exper-
8 tise in public service; or

9 (B) represent a Federal agency or a pro-
10 fessional association related to mission-critical
11 occupational areas.

12 (4) The Director of the Office of Personnel
13 Management (or a designee), who shall serve as a
14 non-voting, ex officio member of the Board.

15 (c) TERM OF OFFICE.—

16 (1) IN GENERAL.—Except as provided in para-
17 graph (2) or (3), the term of each member (other
18 than the ex officio member) shall be 6 years.

19 (2) INITIAL APPOINTEES.—As designated by
20 the President at the time of appointment, of the
21 members first appointed—

22 (A) 1 member appointed under subsection
23 (b)(2) and 2 members appointed under sub-
24 section (b)(3) shall be appointed for a term of
25 2 years;

1 (B) 1 member appointed under subsection
2 (b)(1) and 2 members appointed under sub-
3 section (b)(3) shall be appointed for a term of
4 4 years; and

5 (C) 1 member appointed under subsection
6 (b)(1), 1 member appointed under subsection
7 (b)(2), and 1 member appointed under sub-
8 section (b)(3) shall be appointed for a term of
9 6 years.

10 (3) VACANCIES.—Any member appointed to fill
11 a vacancy occurring before the expiration of the
12 term for which the member's predecessor was ap-
13 pointed shall be appointed only for the remainder of
14 that term. A vacancy on the Board shall be filled in
15 the manner in which the original appointment was
16 made.

17 (d) COMPENSATION.—Members of the Board shall
18 serve without pay, but shall be entitled to reimbursement
19 for travel, subsistence, and other necessary expenses in-
20 curred in the performance of their duties as members of
21 the Board.

22 **SEC. 5. ROOSEVELT SCHOLARS.**

23 (a) IN GENERAL.—The Foundation shall award
24 scholarships to graduate students who demonstrate out-
25 standing potential for a career in a mission-critical occu-

1 pational area within the Federal Government. The recipi-
2 ent of a scholarship under this Act shall be known as a
3 “Roosevelt Scholar”.

4 (b) SELECTION PROCESS.—

5 (1) NATIONWIDE COMPETITION.—The Founda-
6 tion shall, directly or by contract, provide for the
7 conduct of an annual Nationwide competition, in-
8 cluding an application and interview process, for the
9 purpose of selecting Roosevelt Scholars.

10 (2) CRITERIA AND PROCEDURES.—The Foun-
11 dation shall adopt selection criteria and procedures
12 to ensure a diverse cohort of scholarship recipients
13 each year who—

14 (A) at the time of applying for a scholar-
15 ship under this Act, are enrolled in or seeking
16 admission to an accredited full-time graduate
17 degree program in a discipline that is deter-
18 mined by the Foundation to be directly related
19 to 1 or more mission-critical occupational areas
20 within the Federal Government;

21 (B) have been nominated by an appro-
22 priate faculty member or other representative of
23 the institution in which they are enrolled, of
24 which they are a graduate, or to which they are
25 seeking admission, or by another individual, ap-

1 proved by the Foundation, who has direct
2 knowledge of the candidate's academic or work
3 experience; and

4 (C) must be a citizen or legal permanent
5 resident of the United States.

6 (c) SCHOLARSHIP AMOUNTS.—Each student awarded
7 a scholarship under this Act shall receive, for each aca-
8 demic year in which such student is enrolled full time in
9 the graduate degree program described in subsection
10 (b)(2)(A), the cost of tuition plus a stipend, except that—

11 (1) the stipend awarded under this Act to a
12 student for an academic year may not exceed the
13 lesser of—

14 (A) the cost to the student of room and
15 board, books, and fees for such academic year;
16 or

17 (B) \$12,000 (adjusted annually to reflect
18 any increase in the consumer price index for all
19 urban consumers, as published by the Bureau
20 of Labor Statistics);

21 (2) the total scholarship awarded under this
22 Act to a student for an academic year, for tuition
23 and stipend combined, may not exceed—

1 (A) \$60,000 (adjusted at the same time
2 and in the same manner as the dollar amount
3 under paragraph (1)(B)), minus

4 (B) the sum of all scholarships, grants, or
5 other similar cash awards received by the stu-
6 dent for such academic year from any source
7 apart from this Act; and

8 (3) scholarships under this Act may be awarded
9 to a student for such periods as the Foundation may
10 prescribe, but not to exceed 5 academic years.

11 (d) SCHOLARSHIP CONDITIONS.—

12 (1) SATISFACTORY PROFICIENCY.—A student
13 awarded a scholarship under this Act shall continue
14 to receive the payments provided for under this Act
15 only during such periods as the Foundation finds
16 that such student is maintaining satisfactory pro-
17 ficiency and devoting full time to study or research
18 designed to prepare such student for a career in the
19 Federal Government, unless otherwise approved by
20 the Foundation.

21 (2) REPORTS.—The Foundation may require
22 reports containing such information, in such form,
23 and to be filed at such times as the Foundation de-
24 termines to be necessary from any student awarded
25 a scholarship under this Act. Such reports shall be

1 accompanied by a certificate from an appropriate of-
2 ficial at the institution of higher education, approved
3 by the Foundation, stating that such individual is
4 making satisfactory progress in, and is devoting es-
5 sentially full time to study or research, except as
6 otherwise provided in this subsection.

7 **SEC. 6. REQUIREMENTS FOR ROOSEVELT SCHOLARS.**

8 (a) SERVICE REQUIREMENT.—

9 (1) IN GENERAL.—Each student awarded a
10 scholarship under this Act shall be required to enter
11 into a service agreement with the Foundation which
12 provides for such student to complete, in return for
13 the scholarship, a specified period of service with the
14 Federal Government. Under the agreement, the pe-
15 riod of service shall be for the number of years equal
16 to the total number of academic years for which the
17 student received a scholarship under this Act, except
18 that the total period of service shall not be less than
19 3 years nor more than 5 years.

20 (2) FAILURE TO FULFILL.—An agreement
21 under this section shall provide that an individual
22 shall, in the event that such individual fails to meet
23 the service requirement under paragraph (1), be re-
24 quired to repay to the Foundation the amount equal
25 to—

1 (A) the total amount of scholarship monies
2 (tuition and stipends combined) received by the
3 individual under such agreement, multiplied by

4 (B) a fraction, the numerator of which is
5 the amount of service not completed and the de-
6 nominator of which is the total period of service
7 agreed to.

8 An amount under this paragraph shall be treated as
9 a Federal Direct Unsubsidized Stafford Loan under
10 part D of title IV of the Higher Education Act of
11 1965 (20 U.S.C. 1087a and following), and shall be
12 subject to repayment, together with interest thereon
13 accruing from the date of the scholarship award, in
14 accordance with terms and conditions specified by
15 the Secretary of Education in regulations under this
16 subpart.

17 (3) REGULATIONS.—The Foundation, in con-
18 sultation with the Office of Personnel Management,
19 shall prescribe any regulations necessary to carry
20 out this subsection, including provisions under which
21 the service requirement specified by paragraph (1)
22 or a repayment otherwise required under paragraph
23 (2) may be waived, in whole or in part, in appro-
24 priate circumstances.

25 (b) INTERNSHIP REQUIREMENT.—

1 (1) IN GENERAL.—Roosevelt Scholars shall be
2 required to complete at least 1 internship related to
3 their field of study in a Federal agency while earn-
4 ing their graduate or other advanced degree.

5 (2) REGULATIONS.—The Foundation, in con-
6 sultation with the Office of Personnel Management,
7 shall prescribe any regulations necessary to carry
8 out this subsection, including provisions under which
9 the internship requirement specified by subsection
10 (b) may be waived in appropriate circumstances.

11 (c) PARTICIPATION IN EXTRACURRICULAR ACTIVI-
12 TIES.—While earning their graduate or other advanced
13 degree and during their period of obligated service (as de-
14 scribed in subsection (a)), Roosevelt Scholars shall be re-
15 quired, in accordance with such terms as the Foundation
16 shall establish, to participate in extracurricular activities
17 as described in section 12(a)(5).

18 (d) AVAILABILITY AS A SOURCE OF INFORMATION.—

19 (1) IN GENERAL.—While earning their graduate
20 or other advanced degree and during their period of
21 obligated service (as described in subsection (a)),
22 Roosevelt Scholars shall be required, in accordance
23 with such terms as the Foundation shall establish,
24 to serve as a resource for—

1 (A) individuals interested in becoming a
2 Roosevelt Scholar or seeking employment with
3 the Federal Government;

4 (B) faculty, career services professionals,
5 and other personnel at universities who advise
6 students on career opportunities with the Fed-
7 eral Government; and

8 (C) Federal agencies which might be inter-
9 ested in promoting, at the institution of higher
10 education at which the student is enrolled, ca-
11 reer opportunities with the Federal Govern-
12 ment.

13 (2) MEMORANDA OF UNDERSTANDING.—The
14 Foundation may enter into memoranda of under-
15 standing with any institution of higher education re-
16 garding any facilities or resources that will be made
17 available to Roosevelt Scholars for purposes of this
18 subsection.

19 (3) TRAINING.—The Foundation, in coopera-
20 tion with the Office of Personnel Management, may
21 provide for Roosevelt Scholars to receive any train-
22 ing which they might need in order to carry out
23 their responsibilities under this subsection.

1 **SEC. 7. SPECIAL HIRING AUTHORITY.**

2 Under such regulations as the Office of Personnel
3 Management shall prescribe, a Federal agency may make
4 a noncompetitive appointment (in the excepted service, as
5 defined by section 2103 of title 5, United States Code,
6 leading to conversion to career or career-conditional em-
7 ployment) of any Roosevelt Scholar who has successfully
8 completed the program of study for which the scholarship
9 was granted. A noncompetitive appointment under this
10 section shall be for a period not to exceed 2 years, and
11 shall be to a mission-critical position, with the possibility
12 of an extension for one additional year by the employing
13 agency. At the end of the period of the noncompetitive
14 appointment, conversion to career or career-conditional
15 employment in a mission-critical position shall be granted
16 to those Roosevelt Scholars who meet all qualification,
17 suitability, and performance requirements.

18 **SEC. 8. THEODORE ROOSEVELT MEMORIAL SCHOLARSHIP**
19 **TRUST FUND.**

20 (a) ESTABLISHMENT.—There is established in the
21 Treasury of the United States a trust fund to be known
22 as the “Theodore Roosevelt Memorial Scholarship Trust
23 Fund” to be administered by the Foundation. The Fund
24 shall consist of amounts appropriated to it pursuant to
25 section 13 and amounts paid into the Fund pursuant to
26 section 11(a)(4).

1 (b) INVESTMENT IN INTEREST-BEARING OBLIGA-
2 TIONS.—

3 (1) IN GENERAL.—The Secretary of the Treas-
4 ury shall invest such currently available portions of
5 the Fund as are not, in the judgment of the Sec-
6 retary, immediately required for payments from the
7 Fund. Such investments may be made only in inter-
8 est-bearing obligations of the United States or in ob-
9 ligations guaranteed as to both principal and inter-
10 est by the United States.

11 (2) ACQUISITION OF OBLIGATIONS.—For such
12 purpose, such obligations may be acquired—

13 (A) at original issue at the issue price; or

14 (B) by purchase of outstanding obligations
15 at the market price.

16 The purposes for which obligations of the United
17 States may be issued under chapter 31 of title 31,
18 United States Code, are hereby extended to author-
19 ize the issuance at par of special obligations exclu-
20 sively to the Fund. Such special obligations shall
21 bear interest at a rate equal to the average rate of
22 interest, computed as to the end of the calendar
23 month next preceding the date of such issue, borne
24 by all marketable interest-bearing obligations of the
25 United States then forming a part of the public

1 debt; except that where such average rate is not a
2 multiple of one-eighth of 1 percent, the rate of inter-
3 est of such special obligations shall be the multiple
4 of one-eighth of 1 percent next lower than such aver-
5 age rate. Such special obligations shall be issued
6 only if the Secretary of the Treasury determines
7 that the purchase of other interest-bearing obliga-
8 tions of the United States, or of obligations guaran-
9 teed as to both principal and interest by the United
10 States or original issue at the market price, is not
11 in the public interest.

12 (3) SALE AND REDEMPTION OF OBLIGA-
13 TIONS.—Any obligations acquired by the Fund, ex-
14 cept for those special obligations issued exclusively
15 to the Fund, may be sold by the Secretary of the
16 Treasury at the market price, and such special obli-
17 gations may be redeemed at par plus accrued inter-
18 est.

19 (4) CREDITS TO FUND.—The interest on, and
20 the proceeds from the sale or redemption of any obli-
21 gations held in the Fund shall be credited to, and
22 form a part of, the Fund.

23 **SEC. 9. EXPENDITURES AND AUDIT OF TRUST FUND.**

24 (a) AUTHORIZATION OF FUNDING.—The Secretary of
25 the Treasury may pay to the Foundation from the interest

1 and earnings of the Fund such sums as the Board deter-
2 mines are necessary and appropriate to enable the Foun-
3 dation to carry out the purposes of this Act.

4 (b) AUDITS BY GOVERNMENT ACCOUNTABILITY OF-
5 FICE.—The activities of the Foundation under this Act
6 may be audited by the Government Accountability Office
7 under such rules and regulations as may be prescribed by
8 the Comptroller General. Representatives of the Govern-
9 ment Accountability Office shall have access to all books,
10 accounts, records, reports, and files and all other papers,
11 things, or property belonging to or in use by the Founda-
12 tion, pertaining to such activities and necessary to facili-
13 tate the audit.

14 **SEC. 10. EXECUTIVE SECRETARY OF THE FOUNDATION.**

15 (a) IN GENERAL.—There shall be an Executive Sec-
16 retary of the Foundation, who shall be the chief executive
17 officer of the Foundation and shall carry out the functions
18 of the Foundation, subject to the supervision and direction
19 of the Board. The Executive Secretary shall carry out such
20 other functions consistent with the provisions of this Act
21 as the Board may delegate.

22 (b) APPOINTMENT.—The Executive Secretary shall
23 be appointed by the Board and shall be a member of the
24 Senior Executive Service. The Executive Secretary shall
25 have demonstrated significant management experience

1 and shall possess a high level of expertise in the recruit-
2 ment and retention of personnel.

3 (c) **TERM OF OFFICE.**—The Executive Secretary
4 shall serve for a term of 5 years, and may be reappointed.
5 The Executive Secretary may be removed by a vote of $\frac{2}{3}$
6 of the Board membership.

7 (d) **COMPENSATION.**—The Board shall appoint and
8 fix the compensation of the Executive Secretary at a rate
9 not to exceed the maximum rate for a member of the Sen-
10 ior Executive Service.

11 **SEC. 11. ADMINISTRATIVE PROVISIONS.**

12 (a) **POWERS OF THE FOUNDATION.**—In order to
13 carry out this Act, the Foundation may—

14 (1) appoint and fix the compensation of such
15 personnel as may be necessary, at rates not to ex-
16 ceed level IV of the Executive Schedule under sec-
17 tion 5315 of title 5, United States Code;

18 (2) procure temporary and intermittent services
19 of experts and consultants as are necessary to the
20 extent authorized by section 3109 of title 5, United
21 States Code, but at rates not to exceed the rate for
22 level IV of the Executive Schedule under section
23 5315 of title 5, United States Code;

24 (3) prescribe such regulations as it considers
25 necessary to carry out its functions under this Act;

1 (4) receive money and other property donated,
2 bequeathed, or devised, without condition or restric-
3 tion other than that it be used for the purposes of
4 the Foundation; and to use, sell, or otherwise dis-
5 pose of such property for the purpose of carrying
6 out its functions;

7 (5) accept and utilize the services of voluntary
8 and non-compensated personnel and reimburse them
9 for travel expenses, including per diem, as author-
10 ized by section 5703 of title 5, United States Code;

11 (6) enter into contracts, grants, or other ar-
12 rangements, or modifications thereof, to carry out
13 such provisions of this Act, and such contracts or
14 modifications may, with the concurrence of $\frac{2}{3}$ of the
15 members of the Board, be entered into without per-
16 formance or other bonds, and without regard to sec-
17 tion 5 of title 41, United States Code;

18 (7) rent office space in the District of Colum-
19 bia; and

20 (8) make other necessary expenditures.

21 (b) ANNUAL REPORTS.—The Foundation shall sub-
22 mit to the President and to the Congress an annual report
23 on its operations under this Act.

24 (c) CONTRACT AUTHORITY.—The Foundation may
25 enter into contracts under this Act only to such extent

1 or in such amounts as may be provided for in advance
2 in appropriations Acts.

3 **SEC. 12. ADDITIONAL FUNCTIONS OF THE FOUNDATION.**

4 (a) IN GENERAL.—In addition to its other functions,
5 the Foundation shall—

6 (1) create, maintain, and promote an on-line di-
7 rectory of all Federal scholarship opportunities avail-
8 able to individuals pursuing temporary or permanent
9 employment with the Federal Government;

10 (2) create and maintain an online directory of
11 current mission-critical occupational areas;

12 (3) partner with Federal agencies to place Roo-
13 sevelt Scholars in positions in the Federal Govern-
14 ment;

15 (4) to the extent practical, assist Federal agen-
16 cies and other Federal scholarship foundations in
17 placing Federal scholarship recipients in positions in
18 the Federal Government;

19 (5) design mandatory extracurricular programs
20 and activities that—

21 (A) promote team-building and create a
22 network and community for past, present, and
23 future Roosevelt Scholars;

24 (B) motivate Roosevelt Scholars to become
25 career Federal employees;

1 (C) are offered regularly during each year
2 in which an individual is receiving a Roosevelt
3 Scholarship, including during intervals between
4 periods of enrollment;

5 (D) expose Roosevelt Scholars to the busi-
6 ness, political, demographic, cultural, and eco-
7 nomic climate of the Federal Government; and

8 (E) help Roosevelt Scholars to develop
9 leadership qualities; and

10 (6) within 2 years after the date of the enact-
11 ment of this Act, submit to Congress (and make
12 available to the public) a report regarding—

13 (A) any barriers to appointing Roosevelt
14 Scholars and other Federal scholarship recipi-
15 ents to positions in the Federal Government;
16 and

17 (B) recommendations to—

18 (i) remove barriers to appointing Roo-
19 sevelt Scholars and other Federal scholar-
20 ship recipients to positions in the Federal
21 Government; and

22 (ii) educate Federal agencies on the
23 best use of personnel flexibilities in the ap-
24 pointment of Federal scholarship recipi-
25 ents, including Roosevelt Scholars.

1 (b) SECURITY CLEARANCES.—The Foundation may,
2 consistent with regulations of the Office of Personnel
3 Management, request and fund security clearances for
4 Roosevelt Scholars, as necessary.

5 **SEC. 13. AUTHORIZATION OF APPROPRIATIONS.**

6 There are authorized to be appropriated to carry out
7 this section \$10,000,000 for fiscal year 2010 and such
8 sums as may be necessary for succeeding fiscal years.