

110TH CONGRESS  
2D SESSION

# H. R. 6160

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

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## IN THE HOUSE OF REPRESENTATIVES

MAY 22, 2008

Mr. PRICE of North Carolina (for himself, Mr. SHAYS, Mr. MORAN of Virginia, Mr. PLATTS, Mr. BOSWELL, Mr. BISHOP of New York, Mr. McDERMOTT, Mr. HINOJOSA, Mr. COHEN, Mr. MARKEY, Mr. VAN HOLLEN, Mr. ETHERIDGE, Mr. BRADY of Pennsylvania, and Ms. NORTON) introduced the following bill; which was referred to the Committee on Education and Labor, and in addition to the Committee on Oversight and Government Reform, for a period to be subsequently determined by the Speaker, in each case for consideration of such provisions as fall within the jurisdiction of the committee concerned

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## 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”.

1 (b) TABLE OF CONTENTS.—The table of contents is  
2 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.

3 **SEC. 2. FINDINGS.**

4 Congress finds that—

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

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

18 (3) heavy educational debt and lack of knowl-  
19 edge about Federal job opportunities drive many

1 students to seek employment in the private sector,  
2 making it difficult for the Federal Government to re-  
3 place needed talent in mission-critical positions; and

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

9 **SEC. 3. DEFINITIONS.**

10 For purposes of this Act—

11 (1) the term “Foundation” means the Theodore  
12 Roosevelt Scholarship Foundation, as described in  
13 section 4(a);

14 (2) the term “Board” means the Board of  
15 Trustees of the Theodore Roosevelt Scholarship  
16 Foundation, as described in section 4(b);

17 (3) the term “Fund” means the Theodore Roo-  
18 sevelt Memorial Scholarship Fund, as described in  
19 section 8;

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

23 (5) the term “State” includes the District of  
24 Columbia;



1       tion with the minority leader of the House of Rep-  
2       resentatives.

3               (2) 2 members shall be appointed by the Presi-  
4       dent, with the advice and consent of the Senate,  
5       after considering the recommendations made by the  
6       President pro tempore of the Senate in consultation  
7       with the minority leader of the Senate.

8               (3) 5 members, not more than 3 of whom shall  
9       be of the same political party, shall be appointed by  
10      the President, with the advice and consent of the  
11      Senate, from among individuals who—

12                       (A) have demonstrated leadership or exper-  
13                       tise in public service; or

14                       (B) represent a Federal agency or a pro-  
15                       fessional association related to mission-critical  
16                       occupational areas.

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

20       (c) TERM OF OFFICE.—

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

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

4           (A) 1 member appointed under subsection  
5 (b)(2) and 2 members appointed under sub-  
6 section (b)(3) shall be appointed for a term of  
7 2 years;

8           (B) 1 member appointed under subsection  
9 (b)(1) and 2 members appointed under sub-  
10 section (b)(3) shall be appointed for a term of  
11 4 years; and

12           (C) 1 member appointed under subsection  
13 (b)(1), 1 member appointed under subsection  
14 (b)(2), and 1 member appointed under sub-  
15 section (b)(3) shall be appointed for a term of  
16 6 years.

17           (3) VACANCIES.—Any member appointed to fill  
18 a vacancy occurring before the expiration of the  
19 term for which the member's predecessor was ap-  
20 pointed shall be appointed only for the remainder of  
21 that term. A vacancy on the Board shall be filled in  
22 the manner in which the original appointment was  
23 made.

24           (d) COMPENSATION.—Members of the Board shall  
25 serve without pay, but shall be entitled to reimbursement

1 for travel, subsistence, and other necessary expenses in-  
2 curred in the performance of their duties as members of  
3 the Board.

4 **SEC. 5. ROOSEVELT SCHOLARS.**

5 (a) IN GENERAL.—The Foundation shall award  
6 scholarships to graduate students who demonstrate out-  
7 standing potential for a career in a mission-critical occu-  
8 pational area within the Federal Government. The recipi-  
9 ent of a scholarship under this Act shall be known as a  
10 “Roosevelt Scholar”.

11 (b) SELECTION PROCESS.—

12 (1) NATIONWIDE COMPETITION.—The Founda-  
13 tion shall, directly or by contract, provide for the  
14 conduct of an annual Nationwide competition, in-  
15 cluding an application and interview process, for the  
16 purpose of selecting Roosevelt Scholars.

17 (2) CRITERIA AND PROCEDURES.—The Foun-  
18 dation shall adopt selection criteria and procedures  
19 to ensure a diverse cohort of scholarship recipients  
20 each year who—

21 (A) at the time of applying for a scholar-  
22 ship under this Act, are enrolled in or seeking  
23 admission to an accredited full-time graduate  
24 degree program in a discipline that is deter-  
25 mined by the Foundation to be directly related

1 to 1 or more mission-critical occupational areas  
2 within the Federal Government;

3 (B) have been nominated by an appro-  
4 priate faculty member or other representative of  
5 the institution in which they are enrolled, of  
6 which they are a graduate, or to which they are  
7 seeking admission, or by another individual, ap-  
8 proved by the Foundation, who has direct  
9 knowledge of the candidate's academic or work  
10 experience; and

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

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

18 (1) the stipend awarded under this Act to a  
19 student for an academic year may not exceed the  
20 lesser of—

21 (A) the cost to the student of room and  
22 board, books, and fees for such academic year;  
23 or

24 (B) \$12,000 (adjusted annually to reflect  
25 any increase in the consumer price index for all

1 urban consumers, as published by the Bureau  
2 of Labor Statistics);

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

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

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

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

16 (d) SCHOLARSHIP CONDITIONS.—

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

1           (2) **REPORTS.**—The Foundation may require  
2 reports containing such information, in such form,  
3 and to be filed at such times as the Foundation de-  
4 termines to be necessary from any student awarded  
5 a scholarship under this Act. Such reports shall be  
6 accompanied by a certificate from an appropriate of-  
7 ficial at the institution of higher education, approved  
8 by the Foundation, stating that such individual is  
9 making satisfactory progress in, and is devoting es-  
10 sentially full time to study or research, except as  
11 otherwise provided in this subsection.

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

13           (a) **SERVICE REQUIREMENT.**—

14           (1) **IN GENERAL.**—Each student awarded a  
15 scholarship under this Act shall be required to enter  
16 into a service agreement with the Foundation which  
17 provides for such student to complete, in return for  
18 the scholarship, a specified period of service with the  
19 Federal Government. Under the agreement, the pe-  
20 riod of service shall be for the number of years equal  
21 to the total number of academic years for which the  
22 student received a scholarship under this Act, except  
23 that the total period of service shall not be less than  
24 3 years nor more than 5 years.

1           (2) FAILURE TO FULFILL.—An agreement  
2 under this section shall provide that an individual  
3 shall, in the event that such individual fails to meet  
4 the service requirement under paragraph (1), be re-  
5 quired to repay to the Foundation the amount equal  
6 to—

7                   (A) the total amount of scholarship monies  
8                   (tuition and stipends combined) received by the  
9                   individual under such agreement, multiplied by

10                   (B) a fraction, the numerator of which is  
11                   the amount of service not completed and the de-  
12                   nominator of which is the total period of service  
13                   agreed to.

14           An amount under this paragraph shall be treated as  
15           a Federal Direct Unsubsidized Stafford Loan under  
16           part D of title IV of the Higher Education Act of  
17           1965 (20 U.S.C. 1087a and following), and shall be  
18           subject to repayment, together with interest thereon  
19           accruing from the date of the scholarship award, in  
20           accordance with terms and conditions specified by  
21           the Secretary of Education in regulations under this  
22           subpart.

23           (3) REGULATIONS.—The Foundation, in con-  
24           sultation with the Office of Personnel Management,  
25           shall prescribe any regulations necessary to carry

1 out this subsection, including provisions under which  
2 the service requirement specified by paragraph (1)  
3 or a repayment otherwise required under paragraph  
4 (2) may be waived, in whole or in part, in appro-  
5 priate circumstances.

6 (b) INTERNSHIP REQUIREMENT.—

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

11 (2) REGULATIONS.—The Foundation, in con-  
12 sultation with the Office of Personnel Management,  
13 shall prescribe any regulations necessary to carry  
14 out this subsection, including provisions under which  
15 the internship requirement specified by subsection  
16 (b) may be waived in appropriate circumstances.

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

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

1           (1) IN GENERAL.—While earning their graduate  
2 or other advanced degree and during their period of  
3 obligated service (as described in subsection (a)),  
4 Roosevelt Scholars shall be required, in accordance  
5 with such terms as the Foundation shall establish,  
6 to serve as a resource for—

7           (A) individuals interested in becoming a  
8 Roosevelt Scholar or seeking employment with  
9 the Federal Government;

10           (B) faculty, career services professionals,  
11 and other personnel at universities who advise  
12 students on career opportunities with the Fed-  
13 eral Government; and

14           (C) Federal agencies which might be inter-  
15 ested in promoting, at the institution of higher  
16 education at which the student is enrolled, ca-  
17 reer opportunities with the Federal Govern-  
18 ment.

19           (2) MEMORANDA OF UNDERSTANDING.—The  
20 Foundation may enter into memoranda of under-  
21 standing with any institution of higher education re-  
22 garding any facilities or resources that will be made  
23 available to Roosevelt Scholars for purposes of this  
24 subsection.

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

6 **SEC. 7. SPECIAL HIRING AUTHORITY.**

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

1 **SEC. 8. THEODORE ROOSEVELT MEMORIAL SCHOLARSHIP**  
2 **TRUST FUND.**

3 (a) ESTABLISHMENT.—There is established in the  
4 Treasury of the United States a trust fund to be known  
5 as the “Theodore Roosevelt Memorial Scholarship Trust  
6 Fund” to be administered by the Foundation. The Fund  
7 shall consist of amounts appropriated to it pursuant to  
8 section 13 and amounts paid into the Fund pursuant to  
9 section 11(a)(4).

10 (b) INVESTMENT IN INTEREST-BEARING OBLIGA-  
11 TIONS.—

12 (1) IN GENERAL.—The Secretary of the Treas-  
13 ury shall invest such currently available portions of  
14 the Fund as are not, in the judgment of the Sec-  
15 retary, immediately required for payments from the  
16 Fund. Such investments may be made only in inter-  
17 est-bearing obligations of the United States or in ob-  
18 ligations guaranteed as to both principal and inter-  
19 est by the United States.

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

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

23 (B) by purchase of outstanding obligations  
24 at the market price.

25 The purposes for which obligations of the United  
26 States may be issued under chapter 31 of title 31,

1 United States Code, are hereby extended to author-  
2 ize the issuance at par of special obligations exclu-  
3 sively to the Fund. Such special obligations shall  
4 bear interest at a rate equal to the average rate of  
5 interest, computed as to the end of the calendar  
6 month next preceding the date of such issue, borne  
7 by all marketable interest-bearing obligations of the  
8 United States then forming a part of the public  
9 debt; except that where such average rate is not a  
10 multiple of one-eighth of 1 percent, the rate of inter-  
11 est of such special obligations shall be the multiple  
12 of one-eighth of 1 percent next lower than such aver-  
13 age rate. Such special obligations shall be issued  
14 only if the Secretary of the Treasury determines  
15 that the purchase of other interest-bearing obliga-  
16 tions of the United States, or of obligations guaran-  
17 teed as to both principal and interest by the United  
18 States or original issue at the market price, is not  
19 in the public interest.

20 (3) SALE AND REDEMPTION OF OBLIGA-  
21 TIONS.—Any obligations acquired by the Fund, ex-  
22 cept for those special obligations issued exclusively  
23 to the Fund, may be sold by the Secretary of the  
24 Treasury at the market price, and such special obli-

1       gations may be redeemed at par plus accrued inter-  
2       est.

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

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

8           (a) AUTHORIZATION OF FUNDING.—The Secretary of  
9       the Treasury may pay to the Foundation from the interest  
10      and earnings of the Fund such sums as the Board deter-  
11      mines are necessary and appropriate to enable the Foun-  
12      dation to carry out the purposes of this Act.

13          (b) AUDITS BY GOVERNMENT ACCOUNTABILITY OF-  
14      FICE.—The activities of the Foundation under this Act  
15      may be audited by the Government Accountability Office  
16      under such rules and regulations as may be prescribed by  
17      the Comptroller General. Representatives of the Govern-  
18      ment Accountability Office shall have access to all books,  
19      accounts, records, reports, and files and all other papers,  
20      things, or property belonging to or in use by the Founda-  
21      tion, pertaining to such activities and necessary to facili-  
22      tate the audit.

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

24          (a) IN GENERAL.—There shall be an Executive Sec-  
25      retary of the Foundation, who shall be the chief executive

1 officer of the Foundation and shall carry out the functions  
2 of the Foundation, subject to the supervision and direction  
3 of the Board. The Executive Secretary shall carry out such  
4 other functions consistent with the provisions of this Act  
5 as the Board may delegate.

6 (b) APPOINTMENT.—The Executive Secretary shall  
7 be appointed by the Board and shall be a member of the  
8 Senior Executive Service. The Executive Secretary shall  
9 have demonstrated significant management experience  
10 and shall possess a high level of expertise in the recruit-  
11 ment and retention of personnel.

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

16 (d) COMPENSATION.—The Board shall appoint and  
17 fix the compensation of the Executive Secretary at a rate  
18 not to exceed the maximum rate for a member of the Sen-  
19 ior Executive Service.

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

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

23 (1) appoint and fix the compensation of such  
24 personnel as may be necessary, at rates not to ex-

1       ceed level IV of the Executive Schedule under sec-  
2       tion 5315 of title 5, United States Code;

3           (2) procure temporary and intermittent services  
4       of experts and consultants as are necessary to the  
5       extent authorized by section 3109 of title 5, United  
6       States Code, but at rates not to exceed the rate for  
7       level IV of the Executive Schedule under section  
8       5315 of title 5, United States Code;

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

11          (4) receive money and other property donated,  
12       bequeathed, or devised, without condition or restric-  
13       tion other than that it be used for the purposes of  
14       the Foundation; and to use, sell, or otherwise dis-  
15       pose of such property for the purpose of carrying  
16       out its functions;

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

21          (6) enter into contracts, grants, or other ar-  
22       rangements, or modifications thereof, to carry out  
23       such provisions of this Act, and such contracts or  
24       modifications may, with the concurrence of  $\frac{2}{3}$  of the  
25       members of the Board, be entered into without per-

1 formance or other bonds, and without regard to sec-  
2 tion 5 of title 41, United States Code;

3 (7) rent office space in the District of Colum-  
4 bia; and

5 (8) make other necessary expenditures.

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

9 (c) CONTRACT AUTHORITY.—The Foundation may  
10 enter into contracts under this Act only to such extent  
11 or in such amounts as may be provided for in advance  
12 in appropriations Acts.

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

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

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

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

22 (3) partner with Federal agencies to place Roo-  
23 sevelt Scholars in positions in the Federal Govern-  
24 ment;

1           (4) to the extent practical, assist Federal agen-  
2           cies and other Federal scholarship foundations in  
3           placing Federal scholarship recipients in positions in  
4           the Federal Government;

5           (5) design mandatory extracurricular programs  
6           and activities that—

7                   (A) promote team-building and create a  
8                   network and community for past, present, and  
9                   future Roosevelt Scholars;

10                   (B) motivate Roosevelt Scholars to become  
11                   career Federal employees;

12                   (C) are offered regularly during each year  
13                   in which an individual is receiving a Roosevelt  
14                   Scholarship, including during intervals between  
15                   periods of enrollment;

16                   (D) expose Roosevelt Scholars to the busi-  
17                   ness, political, demographic, cultural, and eco-  
18                   nomic climate of the Federal Government; and

19                   (E) help Roosevelt Scholars to develop  
20                   leadership qualities; and

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

24                   (A) any barriers to appointing Roosevelt  
25                   Scholars and other Federal scholarship recipi-

1           ents to positions in the Federal Government;  
2           and

3           (B) recommendations to—

4                   (i) remove barriers to appointing Roo-  
5                   sevelt Scholars and other Federal scholar-  
6                   ship recipients to positions in the Federal  
7                   Government; and

8                   (ii) educate Federal agencies on the  
9                   best use of personnel flexibilities in the ap-  
10                  pointment of Federal scholarship recipi-  
11                  ents, including Roosevelt Scholars.

12          (b) SECURITY CLEARANCES.—The Foundation may,  
13          consistent with regulations of the Office of Personnel  
14          Management, request and fund security clearances for  
15          Roosevelt Scholars, as necessary.

16   **SEC. 13. AUTHORIZATION OF APPROPRIATIONS.**

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

○