

January 2023

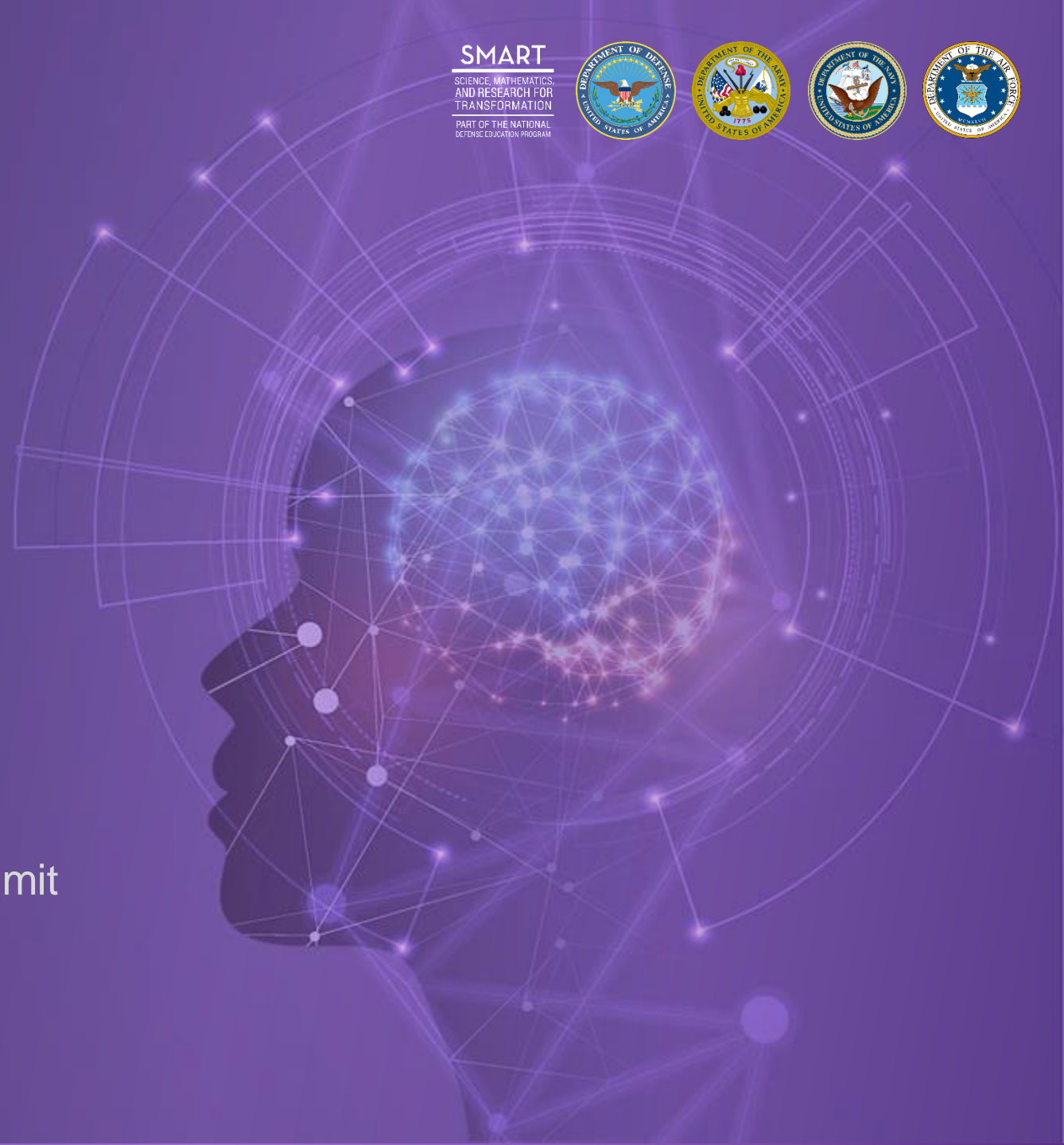
Welcome to the

Science, Mathematics, and Research for Transformation

(SMART) Scholarship-for-Service
Program

Sponsoring Facility Annual Summit

SMART
SCIENCE, MATHEMATICS,
AND RESEARCH FOR
TRANSFORMATION
PART OF THE NATIONAL
DEFENSE EDUCATION PROGRAM



Welcome

SMART Program Office

- Dr. Brandon Cochenour, Program Manager
- Ms. Corinne Beach, Deputy Program Manager
- Dr. Coit Hendley, Deputy Program Manager

SMART Component Execution Lead

- Dr. James Sheehy, ST

SMART Component Liaison

- Monica Soriano-Mitchell
- Smartcl@smartscholarship.org

SMART

SCIENCE, MATHEMATICS,
AND RESEARCH FOR
TRANSFORMATION

PART OF THE NATIONAL
DEFENSE EDUCATION PROGRAM

Eligibility



U.S. Citizen



18 Years or Older



3.0 Minimum GPA



Degree in STEM



1 Year Minimum Award
5 Year Maximum Award



Obtain/Maintain Security
Clearance

Eligibility Requirements & Scholar Benefits

Benefits



Full Tuition



Annual Stipend



Book and Health
Allowance



Experienced Mentor



Summer Internships*



Employment at a DoD
lab or agency*

SMART Scholarship

21 STEM Disciplines

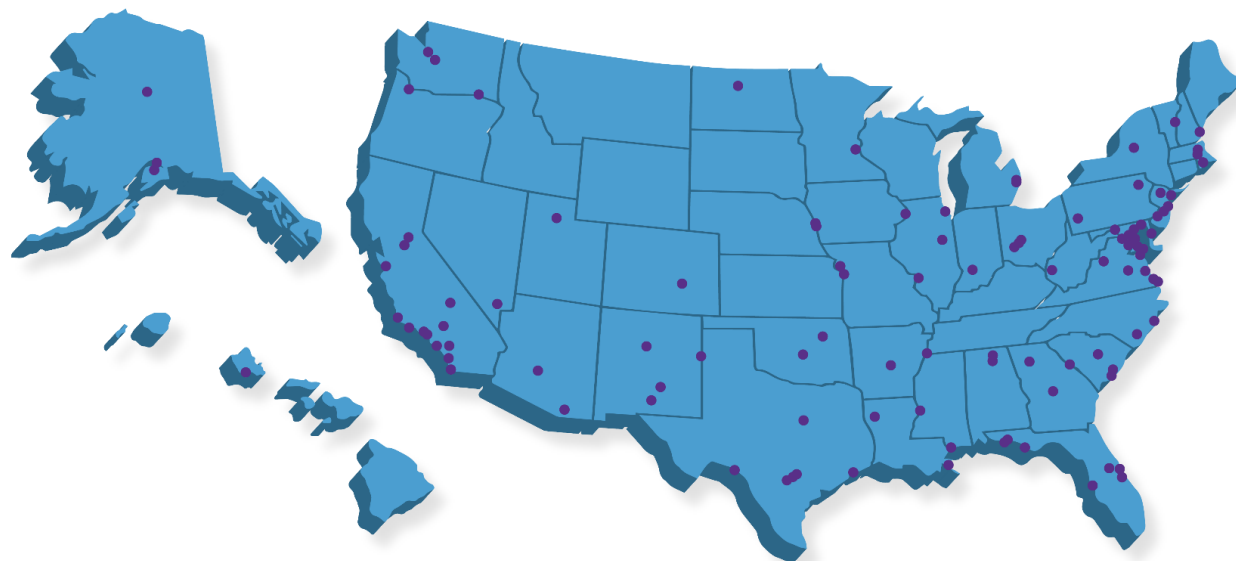
- Aeronautical and Astronautical Engineering
- Biomedical Engineering
- Biosciences
- Chemical Engineering
- Chemistry
- Civil Engineering
- Cognitive, Neural, and Behavioral Sciences
- Computer and Computational Sciences/Engineering
- Electrical Engineering
- Environmental Sciences
- Geosciences
- Industrial and Systems Engineering
- Information Sciences
- Materials Science and Engineering
- Mathematics
- Mechanical Engineering
- Naval Architecture and Ocean Engineering
- Nuclear Engineering
- Oceanography
- Operations Research
- Physics

Emerging disciplines are added regularly!

DoD SMART Scholarship Facilities

Historically, SMART scholars have been placed at 200+ DoD sponsoring facilities, laboratories, and agencies.

100+ DoD sponsoring facilities actively select SMART Scholars each year



Laboratory Sites

68

Medical Facilities

4

Army Corps of
Engineer Sites

49

Test & Evaluation
Center Sites

58

Intelligence
Community Sites

15

Other Mission
Support Sites

33

Sponsoring Facility (SF) Benefits

Selections

SFs hand-pick students and current employees to fill anticipated personnel needs

No Cost

SMART provides funds, there is no cost to the SF during academic pursuit (including recruitment internships periods)

Positive Transition

Internships allow SFs to orient awardees with the SF and facilitate positive transitions into full-time employees.

Sponsoring Facility (SF) Responsibilities

- Designate SMART SF POC and any additional internal personnel – including financial, HR, and security POCs
- Select awardees based on SF requirements and applicant qualifications/fit to SF
- Organize site visit for awardees prior to new award
- Maintain correspondence/support to awardee through academic pursuit
- Process security clearances
- Provide valuable summer internship(s)
- Expedite offer letters and hiring of awardees upon graduation (Direct Hiring Authority Available!)

***Selecting a SMART Scholar is a
HIRING DECISION!***

Codifying SMART



Statute

10 U.S. Code § 4093

- Officially authorized by Congress (2006)



Policy & Oversight

USD R&E

- Deputy Chief Technology Officer (Science and Technology) (DCTO(S&T))
- Defense Laboratories and Personnel Office
 - Funded via the National Defense Education Program (NDEP) Program Element
- SMART Program Office – Policy and Execution with Components



Delegation

SecDef Delegation to USD R&E

- DoDD 5137.02, “Under Secretary of Defense for Research and Engineering (USD(R&E))” July 15, 2020



Execution

DoDI 1025.09

- DoD Components
- DoDI published 27 Oct 2016
- Updated 09NOV22

Authority



SMART Program Office

- SMART Program Manager/Deputy Program Manager rotated between Components
- SMART Program Management Lead with concurrence and consistency between services
- Manage SMART Support Contracts/Agreements



Component Administering Offices (CAO)

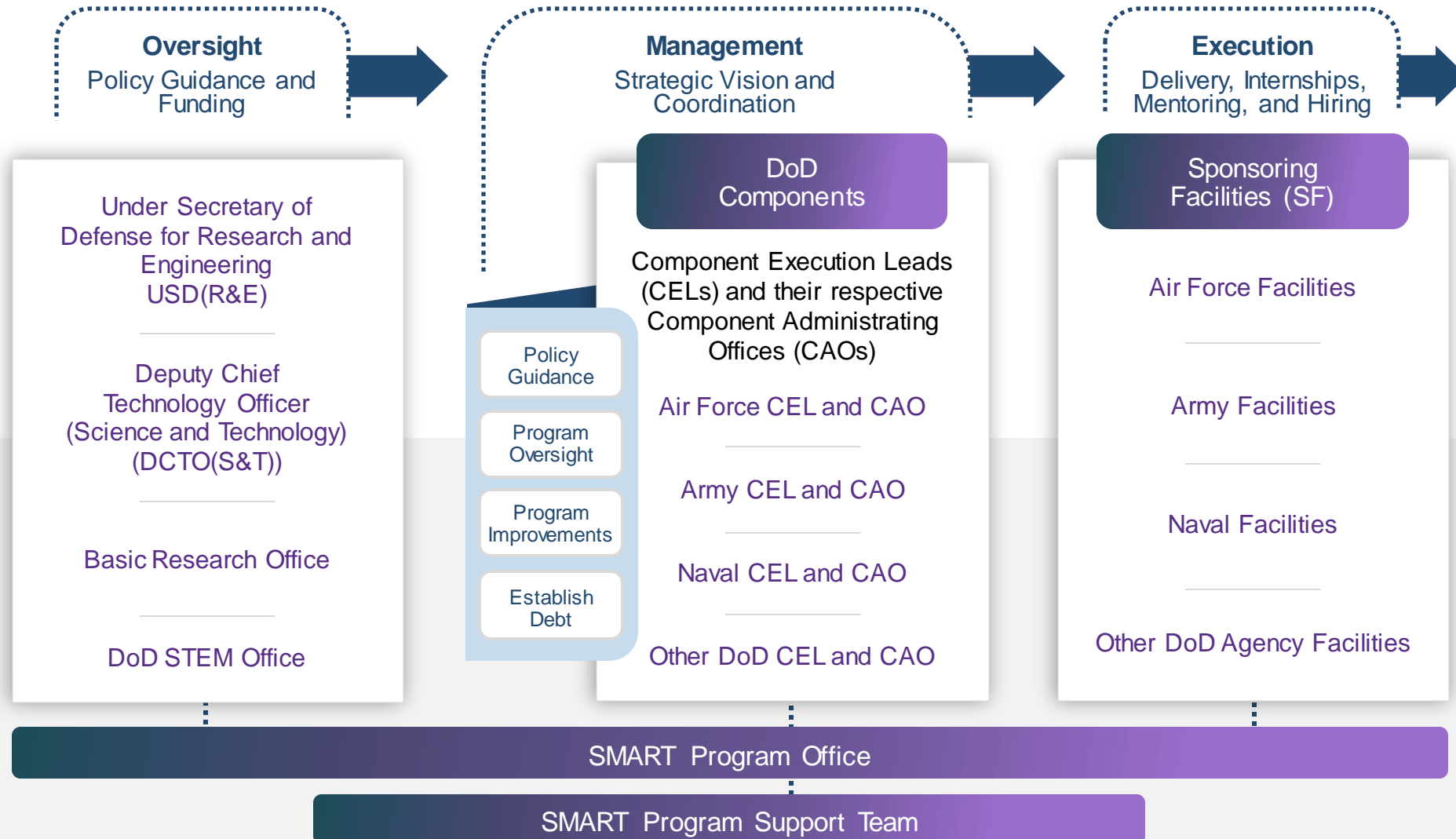
- Offices at DASX level to support Execution of SMART
- Signature on Service Agreements
- Approval of Service Agreement Amendment Requests
- Support Lead Service with Execution of SMART
- Declare Debt for Dismissals/Withdrawals
- Oversee and support SFs



Sponsoring Facility (SF)

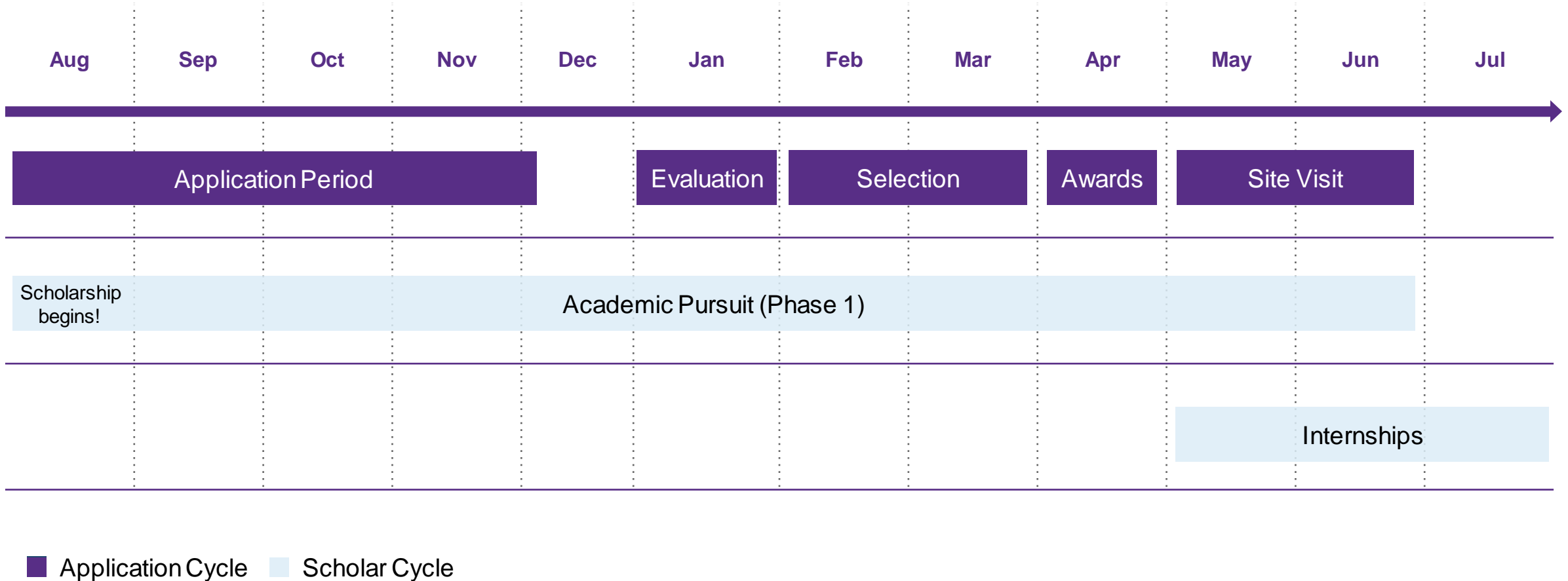
- Do **NOT** have authority to make a promise of an award; may request selections via the final ranked selection list – CEL determines final selections for component
- Do **NOT** have authority to make changes to SMART Scholar Facility, Service Commitment, etc. That authority comes from the CAO
- Check with Component Liaisons (CL) prior to indicating change options to SMART Scholar

Organizational Infographic Chart

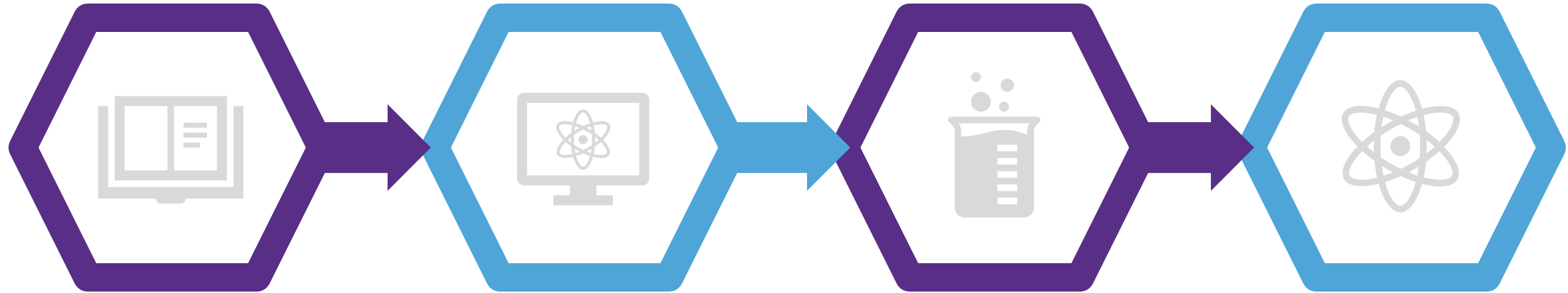


SMART Timeline

Application and Scholar Cycle



SMART Scholarship Lifecycle



Phase 0

Awards

- ✓ Orientation
- ✓ Site Visits
- ✓ Background Checks

2022 Cohort data
on next slide

Phase 1

Academic Pursuit

- ✓ Full time coursework
- ✓ Summer Internships
- ✓ Clearance initiated

1,119*
Scholars in Phase 1

Phase 2

Service Commitment

- ✓ Graduation
- ✓ Transition to full-time employment

644*
Scholars in Phase 2

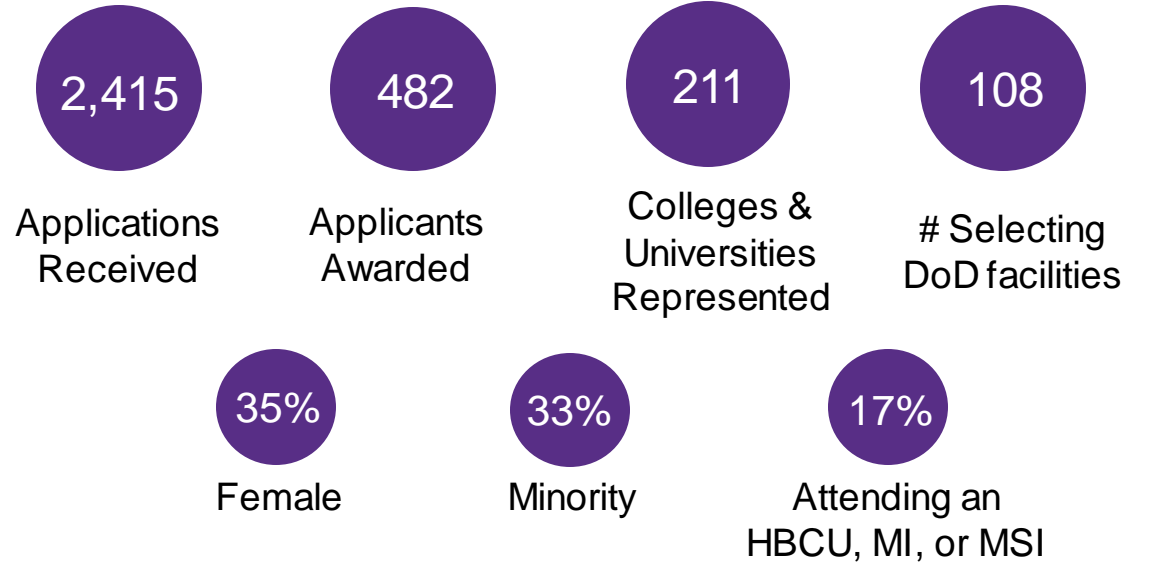
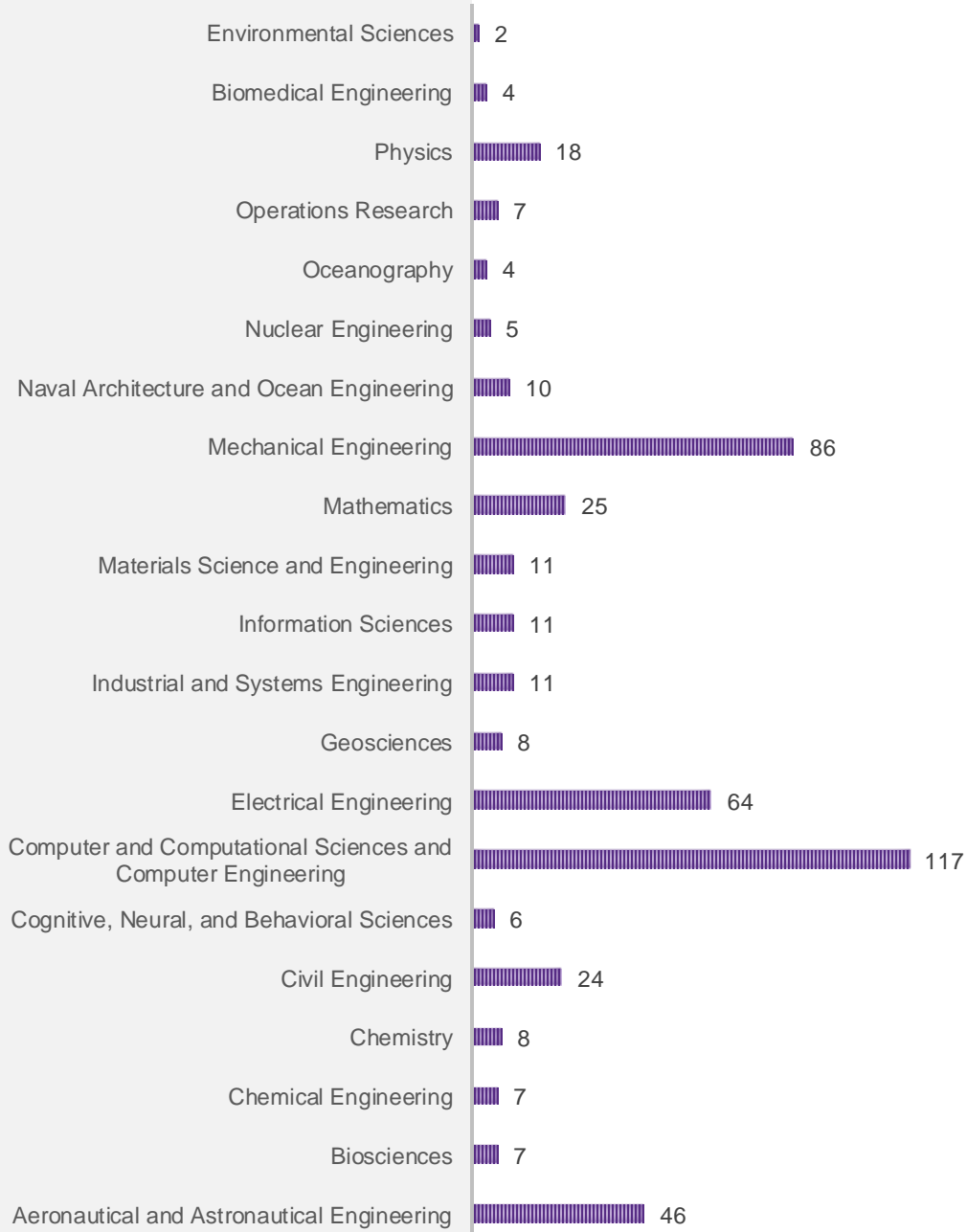
Phase 3

Retained

- ✓ Service commitment complete
- ✓ Option to stay with the DoD

1,970*
Scholars in Phase 3

SMART 2022 Award Data



Service	BS	BS/MS	MS	PhD	Total
Air Force	46	11	17	23	97
Army	66	18	25	31	140
Navy	67	23	17	54	161
Other DoD	47	9	8	20	84
Total	226	60	67	128	481

SMART Impact



4,266

Scholarships awarded since 2006



1,119

Scholars currently in Phase 1 degree pursuit



300

Universities with a scholar currently in Phase 1 degree pursuit



19%

Phase 1 scholars currently attending an HBCU, MI, MSI, TCU, or WC



30%

Phase 1 scholars identifying as a minority race or ethnicity



33%

Phase 1 scholars are female



+90%

Scholars have completed, or are on track to complete, the SMART service commitment



2,726

Scholars transitioned into DoD employment since 2006



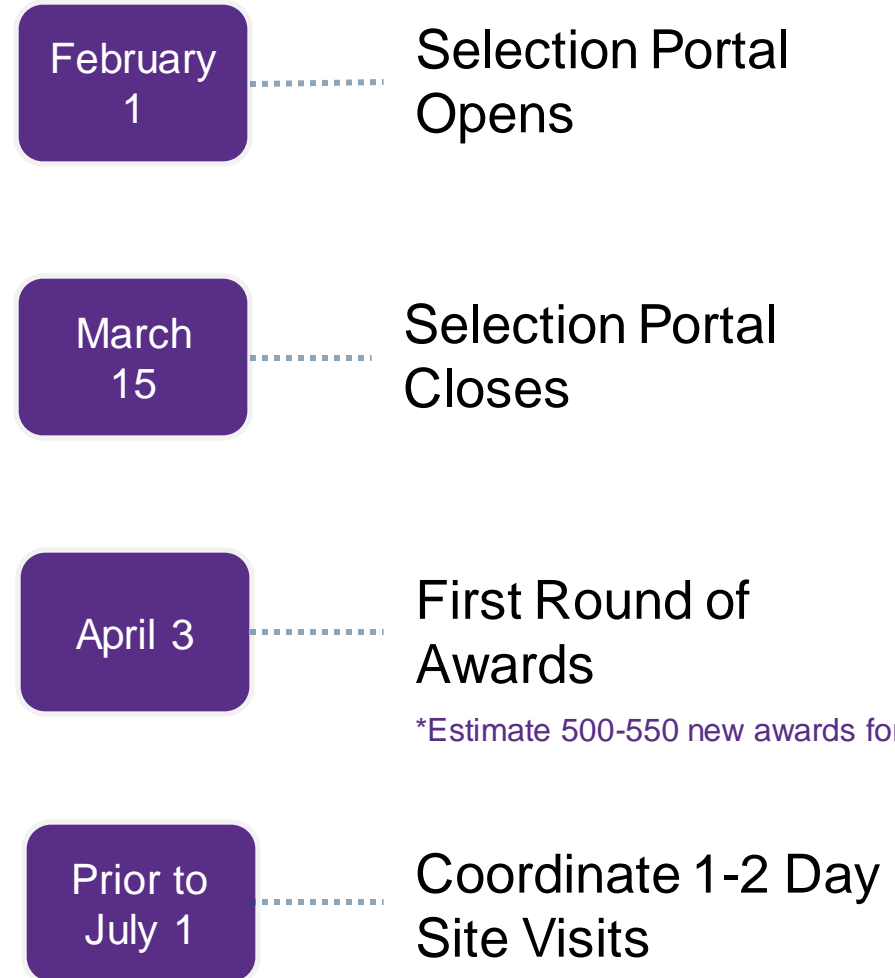
~70%

Scholars remain with DoD after service commitment ends

Selection Dates and Criteria

- ✓ Fully utilize portal search functionality
- ✓ Applicant qualifications and minimum 3.0 GPA
- ✓ Best fit for projected needs
- ✓ Applicant interviews

Awardee will contact SF POC upon receipt of award



Interviewing SMART Applicants

"Do..."

- ✓ Send out an email in advance to schedule interview
- ✓ Avoid cold calling
- ✓ Provide notes to SF Selection Manager including date of interview
- ✓ Discuss potential work or working group scope/mission
- ✓ Keep in mind applicants may be interviewing with other agencies – this is your time to make a great impression
- ✓ Interview your alternates!
- ✓ Solicit questions from the applicant
- ✓ Avoid calling applicants on last day of selections
- ✓ Wish them luck with the rest of the process and if they don't get selected this year encourage to apply next year

"Do NOT..."

- ✗ Do NOT assume a great interview with an applicant means they have committed to you
- ✗ Do NOT make a promise of an award
- ✗ Do NOT indicate ranking preference (aka- you are my number one choice)

PARTNER with minority institutions & other public/private organizations

Sec 242 (3)
Sec 250 (2)

FUND scholarships at HBCUs, MIs, MSIs, etc.

Sec 250 (1)

ESTABLISH organizational incentives

Sec 250 (3)

INCREASE awareness

Sec 250 (4)

EVALUATE potential of new programs

Sec 250 (5)

IDENTIFY changes to existing efforts

Sec 250 (6)

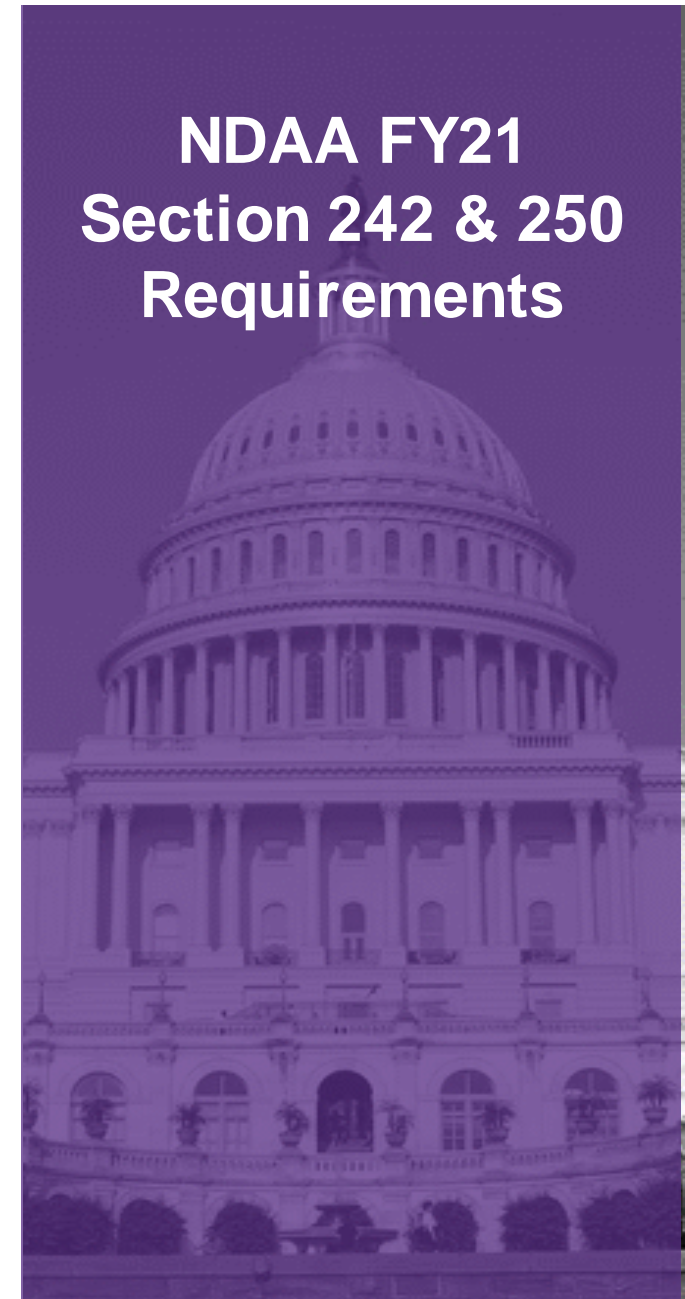
EVALUATE success through metrics

Sec 250 (7)

* Initial Report to Congress due December 30, 2022

* Final Report to Congress due September 30, 2024

NDAA FY21 Section 242 & 250 Requirements



SMART Diversity Initiative

Responding to FY21 NDAA Sec 242 & 250



University Engagement

- Build relationships and establish partnerships with administration, faculty, and staff at HBCUs, MIs, & other MSIs.
- Leverage DoD HBCU/MI Centers of Excellence.

Sec 242 (3)
Sec 250 (2)
Sec 250 (3)
Sec 250 (4)



Raise Awareness

- Expand awareness of the SMART opportunity and DoD STEM careers among institutions, faculty, students, parents, and other stakeholders.

Sec 250 (2)
Sec 250 (4)

Support SMART Applicants and Sponsoring Facilities

- Provide resources & processes necessary to diversify both completed applications and award selections.

Sec 250 (1)
Sec 250 (3)
Sec 250 (5)
Sec 250 (6)

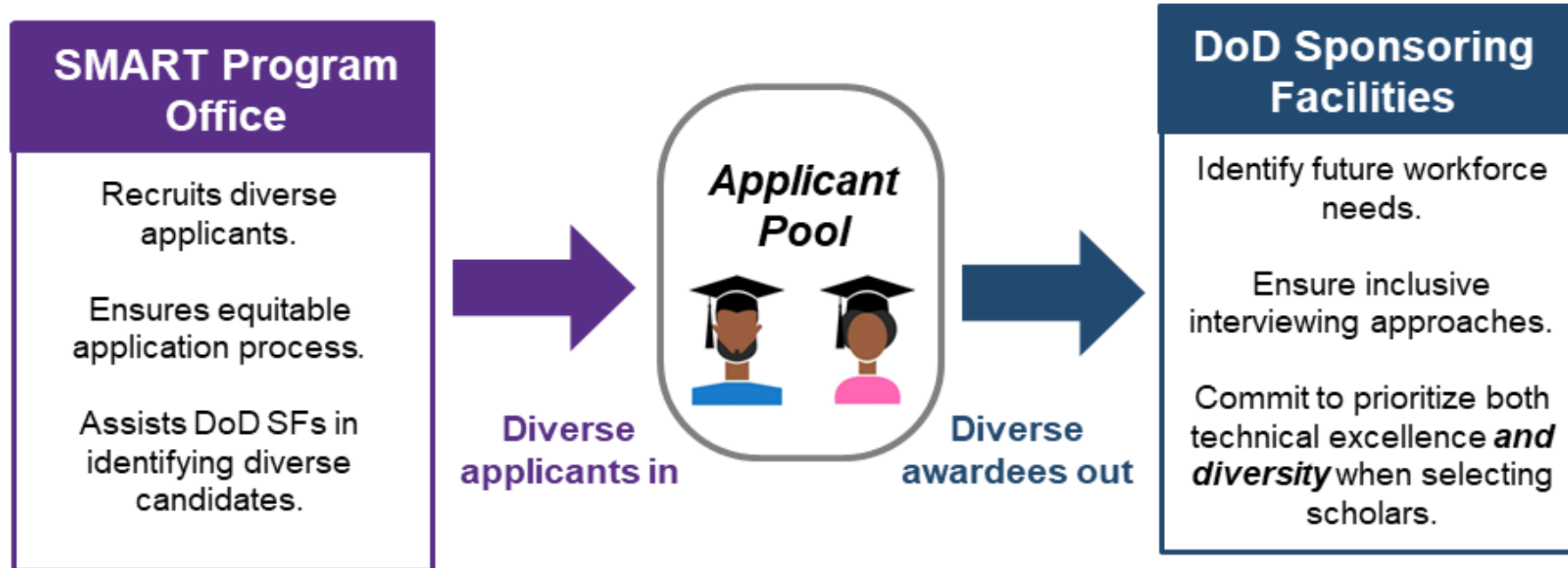


Strategic Recruiting Partnerships

- Create and fund opportunities to collaborate with affinity groups, consortiums, & non-profits.

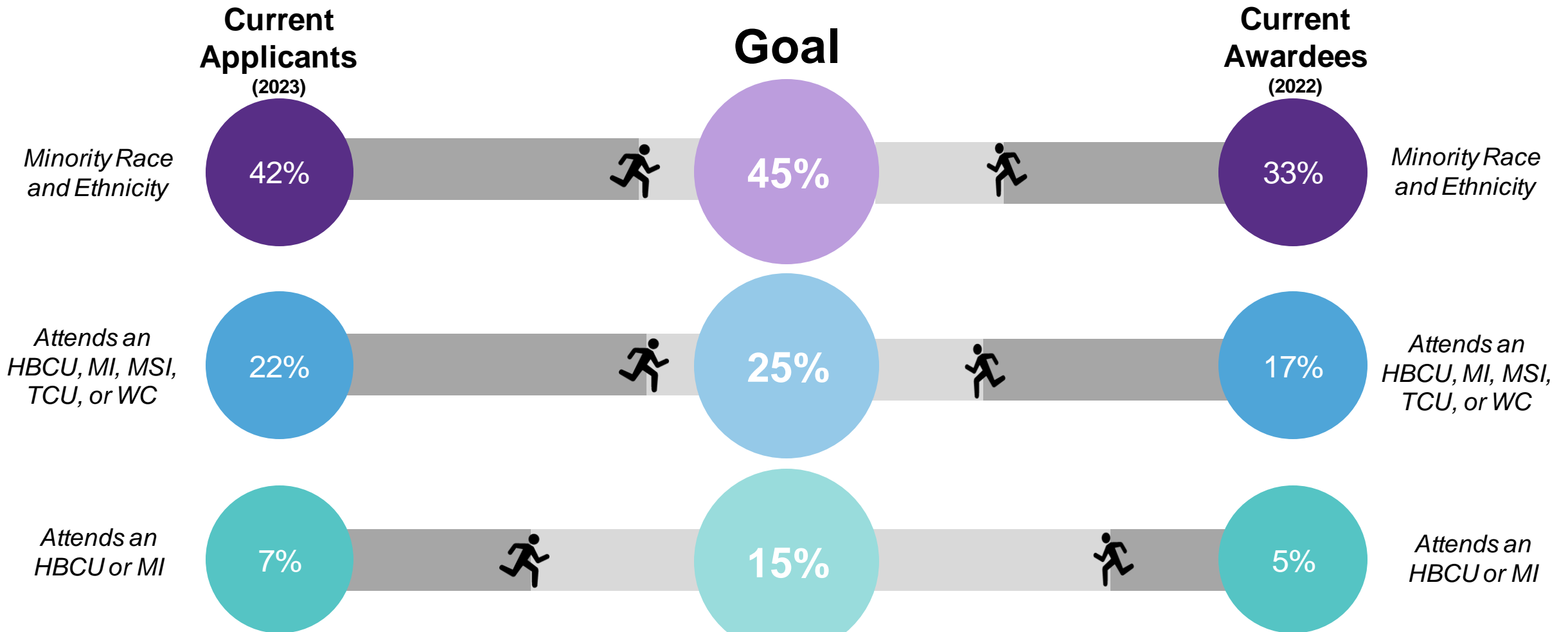
Sec 242 (3)
Sec 250 (2)
Sec 250 (4)
Sec 250 (5)
Sec 250 (6)





Opportunities and Goals

While both the applicant pools and awarded SMART scholar cohorts have become more diverse, ***scholar cohorts selected by the SFs are consistently less diverse than the applicant pool they are selected from.***



Site Visit

SMART Program to support site visit (1-2 Day) by July 1

SF Responsibilities

- Plan for a 1-2 day Site Visit
 - In person if awardee requests/SF able to accommodate
- Awardee will contact SF POC for site visit dates upon receipt of award
- Establish communication with new awardees
- Provide CL list of dates for awardee site visit(s)
- Complete Site Visit Report within 5 days of site visit
- Maintain correspondence with awardee during academic year for smooth transition to internship

Site Visit Itinerary

- High level (SES or Technical Director) introduction
- Prospective mentors and supervisors
- Other SMART Scholars
- Hiring Personnel (discuss typical hiring process, security managers, clearance factors, etc.)
- Listening to awardee goals and interests
- Ensuring best fit for all



Security Clearance Processing

New Memo Guidance coming in 2023!

- SFs begin processing clearance PRIOR to 1 August (where possible)
- Forthcoming memo will provide guidance when derogatory information is reported in the pre-screening phase
- **Dual Citizenship alone does not deny a security clearance**

2023 Recruitment Internship Requirement



- Requirement to Host Internship for all RC scholars
 - Prepare and host an 8-12 week in person internship
 - Hybrid virtual/in person only optional if SF Manpower issues arise – highly discouraged
 - Scholars are NOT permitted to request hybrid in-person/virtual internships
 - Dates and plan for internship must be determined by 1 March
 - Identify a Mentor and focus on building the relationship with the scholar not just during internship periods
- Waivers to the requirement are rare – typically only reserved for PhDs in final year and if internship has been completed before
- Communicate any concerns to your CL *immediately*

SMART Hiring Procedure



SF POC in conjunction with HR is to maintain **CONSTANT CONTACT** with the scholar during the time between graduation and hiring. **REACH OUT TO KEEP SCHOLAR UPDATED...** do not let weeks go by without reaching out directly to the scholar

- SMART Hiring Authority (P&R Memo 4APR 2010)
- Allows bypass of hiring freezes
- LACZLM authority for excepted and competitive service
- SMART provides hiring memo 6 months in advance of graduation
- SMART monitors tentative and firm work start dates – keep us informed!
- May use other authorities if it facilitates the hiring process faster/better for the scholar
- May appoint to term position as long as the term position is **RENEWABLE** and covers the length of the service commitment
- Facilities must extend a tentative job offer to the scholar and obtain written confirmation from the scholar of acceptance/declination.

- By nature, RT employees remain employed with their SF during degree pursuit (full- or part-time)
- RTs are **not** paid their stipends directly from the program. Rather, SMART/OSD provides funding to the SF through a MIPR (+30%)
 - The SF uses these funds to offset their normal annual cost of employing the RT employee
 - This assists the SF in keeping the RT employee 'on the books'
- SFs are highly-encouraged to **'bridge the gap'**
- *New For 2023-* SMART directly deposits travel funds and miscellaneous allowance to the scholar
- **Support scholar with a work/school balance plan**

Retention (RT) Funding



SMART Scholarship SEED Grant

Empowering Early Career Researchers

SEED Grant Benefits



Research grants of \$100k/yr. for up to 3 yrs.



Opportunity to extend academic research at DoD lab



Fosters collaboration (MURIs, SBIRs, LUCI, NISE)



Promotes mentorship. SEED mentors receive up to \$25k/yr. for their effort.



Attend training & conferences



Materials & Equipment to establish new research capabilities

MISSION The SMART SEED Grant develops a cadre of future S&T talent within the DoD by supporting SMART scholars as they transition from completing their PhD to becoming active DoD professionals. SEED Grants allow young investigators to establish a foundational research and engineering effort in their area of expertise and aligned with a DoD mission or modernization effort, supporting their development into subject matter experts across the DoD.

Total Number of Awards by Component

Army

24

Navy

34

Air Force

17

Other DoD

1

76 grants - \$18M

Total committed investment since FY 21

https://www.smartscholarship.org/smart?id=seed_grant

On the Horizon Reminders



SMART Coffee Talks

- Monthly calls with Component Liaison to review upcoming events in the SMART lifecycle
- Polls and Feedback are welcomed!



Selection Portal Opens

- 01 February
- 6 weeks to interview
- Enter Selections in the portal by 15 March
- Awards early April

Interview Prep Webinar

- SMART PM and CLs are hosting a Webinar for interested Semi-Finalists in early February to help prep for interviews!



Internship Planning

- Plan internships by 1 March
- Communicate often with scholars in advance



Connect with us!
SMART Scholarship

Thank you for your support of the program!



Follow us on social media!

Reach out to your
CL smartcl@smartscholarship.org

The SMART Selection is open
February 1 – March 15

www.smartscholarship.org



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SMART.DoD.Scholarship



Twitter
SMART_DoD



LinkedIn
SMART Scholarship



Instagram
smart_dod



YouTube
DoD SMART Scholarship