



## *Survey of NOAA Fisheries Service Employees*

National Response Rate: 27% (124 returned surveys from 464 recipients)

Pacific Coast (CA, OR, WA, ID) Response Rate: 23% (56 returned surveys from 241)

**Note: A certain percentage of responses for most questions were left blank. These figures are not included below causing, in many cases, the percentages listed to equal less than 100%.**

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### RESOURCES

1. NOAA Fisheries has sufficient resources to adequately perform its environmental mission of “stewardship of living marine resources through science-based conservation and management and the promotion of healthy ecosystems.”

| <input type="checkbox"/> <i>strongly agree</i> | <input type="checkbox"/> <i>agree</i> | <input type="checkbox"/> <i>don't know</i> | <input type="checkbox"/> <i>disagree</i> | <input type="checkbox"/> <i>strongly disagree</i> |
|--|---------------------------------------|--|--|---|
| Pacific Coast                                  |                                       |  |  |   |
| 1.8%   | 12.5%                                 | 10.7%                                      | 37.5%                                    | 35.7%   |
| National                                       |                                       |  |  |   |
| .8%  | 11.3%                                 | 5.6%                                       | 38.7%                                    | 41.9%   |

2. Based on the division’s role in fulfilling the mission of NOAA Fisheries, indicate whether the resource allocation for your division is: *excessive*, *adequate*, *inadequate* or *don't know*. **Please answer only for the division in which you work.**

a. Sustainable Fisheries Division

| <input type="checkbox"/> <i>excessive</i> | <input type="checkbox"/> <i>adequate</i> | <input type="checkbox"/> <i>inadequate</i> | <input type="checkbox"/> <i>don't know</i> |
|---|--|--|--|
| Pacific Coast                             |  |  |  |
| 0%  | 0%                                       | 3.6%                                       | 12.5%                                      |
| National                                  |  |  |  |
| 0.8%                                      | 1.6%                                     | 12.9%                                      | 11.3%                                      |

b. Protected Resources Division

| <input type="checkbox"/> <i>excessive</i> | <input type="checkbox"/> <i>adequate</i> | <input type="checkbox"/> <i>inadequate</i> | <input type="checkbox"/> <i>don't know</i> |
|---|--|--|--|
| Pacific Coast                             |  |  |  |
| 0%  | 0%                                       | 35.7%                                      | 8.9%                                       |
| National                                  |  |  |  |
| 0%  | 4%                                       | 37.1%                                      | 7.3%                                       |

c. Habitat Conservation Division

| <input type="checkbox"/> <i>excessive</i> | <input type="checkbox"/> <i>adequate</i> | <input type="checkbox"/> <i>inadequate</i> | <input type="checkbox"/> <i>don't know</i> |
|---|--|--|--|
| Pacific Coast                             |  |  |  |
| 0%  | 14.3%                                    | 44.6%                                      | 3.6%                                       |
| National                                  |  |  |  |
| 0%  | 8.1%                                     | 42.7%                                      | 7.3%                                       |

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3. I am afforded appropriate resources to keep up with advances in my profession.

|  |                                       |  |  |   |
|--|---------------------------------------|--|--|---|
| <input type="checkbox"/> <i>strongly agree</i> | <input type="checkbox"/> <i>agree</i> | <input type="checkbox"/> <i>don't know</i> | <input type="checkbox"/> <i>disagree</i> | <input type="checkbox"/> <i>strongly disagree</i> |
| Pacific Coast                                  |                                       |  |  |   |
| 0%   | 32.1%                                 | 5.4%                                       | 39.3%                                    | 19.6%   |
| National                                       |                                       |  |  |   |
| 4.8%   | 33.9%                                 | 2.4%                                       | 34.7%                                    | 20.2%   |

**PROFESSIONALISM**

4. I feel free to openly collaborate with my scientific colleagues employed in academia or other public agencies on issues relevant to my work assignments at NOAA Fisheries.

|  |                                       |  |  |   |
|--|---------------------------------------|--|--|---|
| <input type="checkbox"/> <i>strongly agree</i> | <input type="checkbox"/> <i>agree</i> | <input type="checkbox"/> <i>don't know</i> | <input type="checkbox"/> <i>disagree</i> | <input type="checkbox"/> <i>strongly disagree</i> |
| Pacific Coast                                  |                                       |  |  |   |
| 14.3%  | 66.1%                                 | 1.8%                                       | 14.3%                                    | 3.6%  |
| National                                       |                                       |  |  |   |
| 21.8%  | 60.5%                                 | 2.4%                                       | 10.5%                                    | 4%  |

5. I am encouraged to actively participate in scientific professional societies and organizations.

|  |                                       |  |  |   |
|--|---------------------------------------|--|--|---|
| <input type="checkbox"/> <i>strongly agree</i> | <input type="checkbox"/> <i>agree</i> | <input type="checkbox"/> <i>don't know</i> | <input type="checkbox"/> <i>disagree</i> | <input type="checkbox"/> <i>strongly disagree</i> |
| Pacific Coast                                  |                                       |  |  |   |
| 0%   | 33.9%                                 | 5.4%                                       | 51.8%                                    | 8.9%  |
| National                                       |                                       |  |  |   |
| 6.5%   | 40.3%                                 | 5.6%                                       | 37.1%                                    | 9.7%  |

6. I am allowed to publish work in peer-reviewed scientific journals regardless of whether it adheres to agency policies and positions.

|  |                                       |  |  |   |
|--|---------------------------------------|--|--|---|
| <input type="checkbox"/> <i>strongly agree</i> | <input type="checkbox"/> <i>agree</i> | <input type="checkbox"/> <i>don't know</i> | <input type="checkbox"/> <i>disagree</i> | <input type="checkbox"/> <i>strongly disagree</i> |
| Pacific Coast                                  |                                       |  |  |   |
| 1.8%   | 10.7%                                 | 57.1%                                      | 21.4%                                    | 7.1%  |
| National                                       |                                       |  |  |   |
| 0.8%   | 21.8%                                 | 52.4%                                      | 16.1%                                    | 7.3%  |

7. Within the agency I can openly express my professional opinion about the conservation requirements of species and habitats without fear of retaliation.

|  |                                       |  |  |   |
|--|---------------------------------------|--|--|---|
| <input type="checkbox"/> <i>strongly agree</i> | <input type="checkbox"/> <i>agree</i> | <input type="checkbox"/> <i>don't know</i> | <input type="checkbox"/> <i>disagree</i> | <input type="checkbox"/> <i>strongly disagree</i> |
| Pacific Coast                                  |                                       |  |  |   |
| 8.9%   | 44.6%                                 | 10.7%                                      | 23.2%                                    | 12.5%   |
| National                                       |                                       |  |  |   |
| 12.9%  | 50%                                   | 6.5%                                       | 21%                                      | 8.1%  |

8. Outside the agency I can openly express my professional opinion about the conservation requirements of species and habitats without fear of retaliation.

|  |                                       |  |  |   |
|--|---------------------------------------|--|--|---|
| <input type="checkbox"/> <i>strongly agree</i> | <input type="checkbox"/> <i>agree</i> | <input type="checkbox"/> <i>don't know</i> | <input type="checkbox"/> <i>disagree</i> | <input type="checkbox"/> <i>strongly disagree</i> |
| Pacific Coast                                  |                                       |  |  |   |
| 5.4%   | 32.1%                                 | 19.6%                                      | 25%                                      | 17.9%   |
| National                                       |                                       |  |  |   |
| 6.5%   | 38.7%                                 | 12.9%                                      | 21.8%                                    | 17.7%   |

9. I feel that I am allowed to do my job as a scientist.

|  |                                       |  |  |   |
|--|---------------------------------------|--|--|---|
| <input type="checkbox"/> <i>strongly agree</i> | <input type="checkbox"/> <i>agree</i> | <input type="checkbox"/> <i>don't know</i> | <input type="checkbox"/> <i>disagree</i> | <input type="checkbox"/> <i>strongly disagree</i> |
| Pacific Coast                                  |                                       |  |  |   |
| 1.8%   | 51.8%                                 | 5.4%                                       | 33.9%                                    | 3.6%  |
| National                                       |                                       |  |  |   |

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6.5%                      54%                      4%                      27.4%                      4%

**MISSION**

10. NOAA Fisheries is acting effectively to identify populations and habitats that need protection, such as

a. Species considered for ESA-listing

*strongly agree*     *agree*    *don't know*     *disagree*     *strongly disagree*

Pacific Coast

1.8%                      30.4%                      5.4%                      39.3%                      21.4%

National

2.4%                      30.6%                      11.3%                      36.3%                      16.1%

b. Marine mammals

*strongly agree*     *agree*    *don't know*     *disagree*     *strongly disagree*

Pacific Coast

1.8%                      10.7%                      78.6%                      7.1%                      0%

National

1.6%                      19.4%                      56.5%                      15.3%                      4%

c. Depleted fish stocks

*strongly agree*     *agree*    *don't know*     *disagree*     *strongly disagree*

Pacific Coast

0%                      25%                      37.5%                      25%                      10.7%

National

2.4%                      24.2%                      29%                      27.4%                      14.5%

11. NOAA Fisheries effectively protects those populations and habitats it has identified as at risk, such as

a. ESA-listed species

*strongly agree*     *agree*    *don't know*     *disagree*     *strongly disagree*

Pacific Coast

1.8%                      17.9%                      3.6%                      46.4%                      28.6%

National

1.6%                      20.2%                      11.3%                      43.5%                      20.2%

b. Marine mammals

*strongly agree*     *agree*    *don't know*     *disagree*     *strongly disagree*

Pacific Coast

1.8%                      5.4%                      69.6%                      17.9%                      3.6%

National

1.6%                      14.5%                      47.6%                      25%                      7.3%

c. Depleted fish stocks

*strongly agree*     *agree*    *don't know*     *disagree*     *strongly disagree*

Pacific Coast

0%                      10.7%                      33.9%                      44.6%                      7.1%

National

2.4%                      15.3%                      25%                      42.7%                      11.3%

12. NOAA Fisheries effectively addresses recovery of populations and habitats that are at risk, such as

a. ESA-listed species

*strongly agree*     *agree*    *don't know*     *disagree*     *strongly disagree*

Pacific Coast

0%                      5.4%                      8.9%                      48.2%                      35.7%

National

1.6%                      11.3%                      15.3%                      41.9%                      26.6%

b. Marine mammals

|  |                                       |  |  |   |
|--|---------------------------------------|--|--|---|
| <input type="checkbox"/> <i>strongly agree</i> | <input type="checkbox"/> <i>agree</i> | <input type="checkbox"/> <i>don't know</i> | <input type="checkbox"/> <i>disagree</i> | <input type="checkbox"/> <i>strongly disagree</i> |
| Pacific Coast                                  |                                       |  |  |   |
| 0%   | 7.1%                                  | 75%  | 10.7%                                    | 3.6%  |
| National                                       |                                       |  |  |   |
| 0.8%   | 12.1%                                 | 54%  | 21%                                      | 7.3%  |

c. Depleted fish stocks

|  |                                       |  |  |   |
|--|---------------------------------------|--|--|---|
| <input type="checkbox"/> <i>strongly agree</i> | <input type="checkbox"/> <i>agree</i> | <input type="checkbox"/> <i>don't know</i> | <input type="checkbox"/> <i>disagree</i> | <input type="checkbox"/> <i>strongly disagree</i> |
| Pacific Coast                                  |                                       |  |  |   |
| 0%   | 8.9%                                  | 39.3%                                      | 35.7%                                    | 10.7%   |
| National                                       |                                       |  |  |   |
| 1.6%   | 16.1%                                 | 29%  | 33.9%                                    | 13.7%   |

13. I trust NOAA Fisheries decision makers to make decisions that will protect marine resources and ecosystems.

|  |                                       |  |  |   |
|--|---------------------------------------|--|--|---|
| <input type="checkbox"/> <i>strongly agree</i> | <input type="checkbox"/> <i>agree</i> | <input type="checkbox"/> <i>don't know</i> | <input type="checkbox"/> <i>disagree</i> | <input type="checkbox"/> <i>strongly disagree</i> |
| Pacific Coast                                  |                                       |  |  |   |
| 0%   | 14.3%                                 | 7.1%                                       | 39.3%                                    | 37.5%   |
| National                                       |                                       |  |  |   |
| 0.8%   | 24.2%                                 | 4%   | 40.3%                                    | 28.2%   |

14. NOAA Fisheries is moving in the right direction.

|  |                                       |  |  |   |
|--|---------------------------------------|--|--|---|
| <input type="checkbox"/> <i>strongly agree</i> | <input type="checkbox"/> <i>agree</i> | <input type="checkbox"/> <i>don't know</i> | <input type="checkbox"/> <i>disagree</i> | <input type="checkbox"/> <i>strongly disagree</i> |
| Pacific Coast                                  |                                       |  |  |   |
| 0%   | 10.7%                                 | 17.9%                                      | 42.9%                                    | 26.8%   |
| National                                       |                                       |  |  |   |
| 1.6%   | 25.8%                                 | 10.5%                                      | 40.3%                                    | 19.4%   |

**POLITICS**

15. I know of cases where high-level U.S. Department of Commerce administrators or appointees have inappropriately altered NOAA Fisheries determinations.

|  |                                       |  |  |   |
|--|---------------------------------------|--|--|---|
| <input type="checkbox"/> <i>strongly agree</i> | <input type="checkbox"/> <i>agree</i> | <input type="checkbox"/> <i>don't know</i> | <input type="checkbox"/> <i>disagree</i> | <input type="checkbox"/> <i>strongly disagree</i> |
| Pacific Coast                                  |                                       |  |  |   |
| 33.9%  | 28.6%                                 | 30.4%                                      | 3.6%                                     | 0%  |
| National                                       |                                       |  |  |   |
| 27.4%  | 30.6%                                 | 29%  | 9.7%                                     | 0%  |

16. I know of cases where high-level administrators or appointees from other federal departments or agencies (e.g. OMB, CEQ, USDA, DOD, DOI, ACE) have inappropriately influenced NOAA Fisheries determinations.

|  |                                       |  |  |   |
|--|---------------------------------------|--|--|---|
| <input type="checkbox"/> <i>strongly agree</i> | <input type="checkbox"/> <i>agree</i> | <input type="checkbox"/> <i>don't know</i> | <input type="checkbox"/> <i>disagree</i> | <input type="checkbox"/> <i>strongly disagree</i> |
| Pacific Coast                                  |                                       |  |  |   |
| 25%  | 35.7%                                 | 35.7%                                      | 0%                                       | 0%  |
| National                                       |                                       |  |  |   |
| 20.2%  | 34.7%                                 | 41.1%                                      | 0%                                       | 0.8%  |

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17. I know of cases where members of Congress have inappropriately influenced NOAA Fisheries determinations.

|               | <input type="checkbox"/> <i>strongly agree</i> | <input type="checkbox"/> <i>agree</i> | <input type="checkbox"/> <i>don't know</i> | <input type="checkbox"/> <i>disagree</i> | <input type="checkbox"/> <i>strongly disagree</i> |
|---------------|--|---------------------------------------|--|--|---|
| Pacific Coast | 5.4%   | 23.2%                                 | 60.7%                                      | 8.9%                                     | 0%  |
| National      | 12.9%  | 29%                                   | 46%  | 8.9%                                     | 0%  |

18. I know of cases where state, tribal or local governments/elected officials have inappropriately influenced NOAA Fisheries determinations.

|               | <input type="checkbox"/> <i>strongly agree</i> | <input type="checkbox"/> <i>agree</i> | <input type="checkbox"/> <i>don't know</i> | <input type="checkbox"/> <i>disagree</i> | <input type="checkbox"/> <i>strongly disagree</i> |
|---------------|--|---------------------------------------|--|--|---|
| Pacific Coast | 8.9%   | 32.1%                                 | 53.6%                                      | 0%                                       | 0%  |
| National      | 11.3%  | 27.4%                                 | 57.3%                                      | 0%                                       | 0%  |

19. I know of cases where commercial interests have inappropriately induced the reversal or withdrawal of NOAA Fisheries scientific conclusions or decisions through political intervention.

|               | <input type="checkbox"/> <i>strongly agree</i> | <input type="checkbox"/> <i>agree</i> | <input type="checkbox"/> <i>don't know</i> | <input type="checkbox"/> <i>disagree</i> | <input type="checkbox"/> <i>strongly disagree</i> |
|---------------|--|---------------------------------------|--|--|---|
| Pacific Coast | 14.3%  | 28.6%                                 | 53.6%                                      | 0%                                       | 0%  |
| National      | 18.5%  | 34.7%                                 | 43.5%                                      | 0%                                       | 0%  |

20. I know of cases where non-governmental environmental interests have inappropriately induced the reversal or withdrawal of NOAA Fisheries scientific conclusions or decisions through political intervention.

|               | <input type="checkbox"/> <i>strongly agree</i> | <input type="checkbox"/> <i>agree</i> | <input type="checkbox"/> <i>don't know</i> | <input type="checkbox"/> <i>disagree</i> | <input type="checkbox"/> <i>strongly disagree</i> |
|---------------|--|---------------------------------------|--|--|---|
| Pacific Coast | 3.6%   | 5.4%                                  | 46.4%                                      | 28.6%                                    | 12.5%   |
| National      | 4%   | 8.9%                                  | 40.3%                                      | 32.3%                                    | 11.3%   |

#### **SCIENTIFIC INTEGRITY.**

21. NOAA Fisheries strives to incorporate balanced independent peer review in validating scientific findings.

|               | <input type="checkbox"/> <i>strongly agree</i> | <input type="checkbox"/> <i>agree</i> | <input type="checkbox"/> <i>don't know</i> | <input type="checkbox"/> <i>disagree</i> | <input type="checkbox"/> <i>strongly disagree</i> |
|---------------|--|---------------------------------------|--|--|---|
| Pacific Coast | 8.9%   | 46.4%                                 | 10.7%                                      | 28.6%                                    | 3.6%  |
| National      | 9.7%   | 53.2%                                 | 12.1%                                      | 20.2%                                    | 2.4%  |

22. I believe NOAA Fisheries routinely makes determinations using its best scientific judgment, even when political pressure is applied.

|               | <input type="checkbox"/> <i>strongly agree</i> | <input type="checkbox"/> <i>agree</i> | <input type="checkbox"/> <i>don't know</i> | <input type="checkbox"/> <i>disagree</i> | <input type="checkbox"/> <i>strongly disagree</i> |
|---------------|--|---------------------------------------|--|--|---|
| Pacific Coast | 3.6%   | 30.4%                                 | 8.9%                                       | 35.7%                                    | 17.9%   |
| National      | 4.8%   | 38.7%                                 | 6.5%                                       | 33.9%                                    | 12.9%   |

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23. I have been directed to inappropriately exclude or alter technical information from a NOAA Fisheries scientific document.

|               | <input type="checkbox"/> <i>frequently</i> | <input type="checkbox"/> <i>occasionally</i> | <input type="checkbox"/> <i>seldom</i> | <input type="checkbox"/> <i>never</i> | <input type="checkbox"/> <i>not applicable</i> |
|---------------|--|--|--|---------------------------------------|--|
| Pacific Coast | 1.8%                                       | 12.5%  | 16.1%                                  | 62.5%                                 | 3.6%   |
| National      | 0.8%                                       | 8.9%   | 12.1%                                  | 67.7%                                 | 7.3%   |

24. I have been directed, for non-scientific reasons, to refrain from making findings that are protective of species.

|               | <input type="checkbox"/> <i>frequently</i> | <input type="checkbox"/> <i>occasionally</i> | <input type="checkbox"/> <i>seldom</i> | <input type="checkbox"/> <i>never</i> | <input type="checkbox"/> <i>not applicable</i> |
|---------------|--|--|--|---------------------------------------|--|
| Pacific Coast | 5.4%                                       | 14.3%  | 19.6%                                  | 57.1%                                 | 1.8%   |
| National      | 2.4%                                       | 18.0%  | 12.1%                                  | 56.5%                                 | 8.1%   |

25. I have been directed by NOAA Fisheries decision makers to provide incomplete, inaccurate or misleading information to the public, media or elected officials.

|               | <input type="checkbox"/> <i>frequently</i> | <input type="checkbox"/> <i>occasionally</i> | <input type="checkbox"/> <i>seldom</i> | <input type="checkbox"/> <i>never</i> | <input type="checkbox"/> <i>not applicable</i> |
|---------------|--|--|--|---------------------------------------|--|
| Pacific Coast | 0%   | 8.9%   | 7.1%                                   | 75%                                   | 7.1%   |
| National      | 0%   | 6.5%   | 9.7%                                   | 74.2%                                 | 7.3%   |

**CAREER SATISFACTION**

26. I believe that scientists would find a career at NOAA Fisheries rewarding.

|               | <input type="checkbox"/> <i>strongly agree</i> | <input type="checkbox"/> <i>agree</i> | <input type="checkbox"/> <i>don't know</i> | <input type="checkbox"/> <i>disagree</i> | <input type="checkbox"/> <i>strongly disagree</i> |
|---------------|--|---------------------------------------|--|--|---|
| Pacific Coast | 7.1%   | 35.7%                                 | 14.3%                                      | 30.4%                                    | 8.9%  |
| National      | 7.3%   | 43.5%                                 | 17.7%                                      | 22.6%                                    | 6.5%  |

27. Over the past few years my personal job satisfaction at NOAA Fisheries has

|               | <input type="checkbox"/> <i>increased</i> | <input type="checkbox"/> <i>decreased</i> | <input type="checkbox"/> <i>stayed the same</i> | <input type="checkbox"/> <i>no opinion</i> |
|---------------|---|---|---|--|
| Pacific Coast | 12.5%                                     | 53.6%                                     | 30.4%   | 3.6%                                       |
| National      | 22.6%                                     | 46%                                       | 26.6%   | 4%   |

28. I feel that NOAA Fisheries values my professional expertise and applies it to achieve the greatest scientific benefit to agency decisions.

|               | <input type="checkbox"/> <i>strongly agree</i> | <input type="checkbox"/> <i>agree</i> | <input type="checkbox"/> <i>don't know</i> | <input type="checkbox"/> <i>disagree</i> | <input type="checkbox"/> <i>strongly disagree</i> |
|---------------|--|---------------------------------------|--|--|---|
| Pacific Coast | 5.4%   | 37.5%                                 | 16.1%                                      | 32.1%                                    | 8.9%  |
| National      | 6.5%   | 41.9%                                 | 9.7%                                       | 29.8%                                    | 11.3%   |

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29. My office supervisor will stand behind staff who put forth scientifically defensible positions that may be politically controversial.

|               | <input type="checkbox"/> <i>strongly agree</i> | <input type="checkbox"/> <i>agree</i> | <input type="checkbox"/> <i>don't know</i> | <input type="checkbox"/> <i>disagree</i> | <input type="checkbox"/> <i>strongly disagree</i> |
|---------------|--|---------------------------------------|--|--|---|
| Pacific Coast | 17.9%  | 30.4%                                 | 12.5%                                      | 19.6%                                    | 17.9%   |
| National      | 16.9%  | 39.5%                                 | 10.5%                                      | 16.1%                                    | 14.5%   |

30. NOAA Fisheries upper-management will stand behind staff who put forth scientifically defensible positions that may be politically controversial.

|               | <input type="checkbox"/> <i>strongly agree</i> | <input type="checkbox"/> <i>agree</i> | <input type="checkbox"/> <i>don't know</i> | <input type="checkbox"/> <i>disagree</i> | <input type="checkbox"/> <i>strongly disagree</i> |
|---------------|--|---------------------------------------|--|--|---|
| Pacific Coast | 0%   | 19.6%                                 | 19.6%                                      | 39.3%                                    | 21.4%   |
| National      | 2.4%   | 25%                                   | 15.3%                                      | 39.5%                                    | 16.1%   |

31. Morale within NOAA Fisheries is:

|               | <input type="checkbox"/> <i>excellent</i> | <input type="checkbox"/> <i>good</i> | <input type="checkbox"/> <i>fair</i> | <input type="checkbox"/> <i>poor</i> | <input type="checkbox"/> <i>extremely poor</i> | <input type="checkbox"/> <i>don't know</i> |
|---------------|---|--------------------------------------|--------------------------------------|--------------------------------------|--|--|
| Pacific Coast | 0%  | 12.5%                                | 35.7%                                | 30.4%                                | 17.9%  | 1.8%                                       |
| National      | 2.4%                                      | 24.2%                                | 28.2%                                | 28.2%                                | 13.7%  | 1.6%                                       |

32. My current position at NOAA Fisheries is:

|               | <input type="checkbox"/> <i>Management/Supervisory</i> | <input type="checkbox"/> <i>Non-Supervisory/Staff</i> |
|---------------|--|---|
| Pacific Coast | 8.9%   | 87.5%   |
| National      | 12.1%  | 84.7%   |

33. My current grade level is:

|               | <input type="checkbox"/> 7 | <input type="checkbox"/> 9-12 | <input type="checkbox"/> 13-15 |
|---------------|----------------------------|-------------------------------|--------------------------------|
| Pacific Coast | 3.6%                       | 69.6%                         | 21.4%                          |
| National      | 3.2%                       | 61.3%                         | 32.3%                          |

34. The integrity of the scientific work produced by NOAA Fisheries could best be improved by:

|               | Essay Response: 60.5% | No Response: 39.5% |
|---------------|-----------------------|--------------------|
| Pacific Coast | 62.5%                 | 37.5%              |
| National      | 60.5%                 | 39.5%              |