Progress and Problems:

*Government Scientists Report on Scientific Integrity at Four Agencies*

www.ucsusa.org/scientistsurvey

Appendix F: Survey Instrument

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1. Which one of the following categories best describes your science work at the CDC?

- Administrative and Office Support
- Community Outreach
- Field Work
- Grant Review
- Health Communications
- Laboratory Testing
- Medical Science
- Modeling
- Program Evaluation
- Public Health
- Risk Assessment
- Other Science (please specify)

2. Approximately what percentage of your job duties involves science? (Note: Scientific work may include, but is not limited to, basic research, laboratory testing, data collection, risk assessment, veterinary medicine, economic analysis, science policy and other topics.)

- 1 - 25%
- 26 - 50%
- 51 - 75%
- 76 - 100%
- None
### Centers for Disease Control and Prevention (CDC)

#### Agency Mission & Effectiveness

3. Compared to five years ago, the effectiveness of my division or office has:
- [ ] Increased
- [ ] Stayed the Same
- [ ] Decreased
- [ ] Don't Know

4. My direct supervisor stands behind scientists who put forth positions that may be controversial.
- [ ] Strongly Agree
- [ ] Agree
- [ ] Undecided
- [ ] Disagree
- [ ] Strongly Disagree

5. The use of government contractors for scientific work is harming the effectiveness of the CDC.
- [ ] Strongly Agree
- [ ] Agree
- [ ] Undecided
- [ ] Disagree
- [ ] Strongly Disagree

6. In your opinion, what are the greatest barriers to timely CDC decisions? (Select up to 3)
- [ ] Complexity of the issue
- [ ] Inefficient decision-making process within the Agency
- [ ] Influence of Congress
- [ ] Influence of industry stakeholders
- [ ] Influence of non-governmental interests (such as advocacy groups)
- [ ] Influence of other agencies or the Administration
- [ ] Limited staff capacity
- [ ] Potential discrepancy with existing rules or regulations
- [ ] Reluctance of leadership to make a decision
- [ ] Uncertainty of Agency jurisdiction
- [ ] Uncertainty or disagreement with the science
- [ ] Other (please specify)
7. I am provided appropriate time and resources to keep up with advances in my profession, such as attending conferences and trainings, and participation in scientific or professional societies.

- [ ] Strongly Agree  - [ ] Agree  - [ ] Undecided  - [ ] Disagree  - [ ] Strongly Disagree

8. Currently, I can openly express any concerns about the mission-driven work of my agency without fear of retaliation.

- [ ] Strongly Agree  - [ ] Agree  - [ ] Undecided  - [ ] Disagree  - [ ] Strongly Disagree

9. Currently, I am allowed to publish work in peer-reviewed scientific journals regardless of the level of controversy of the topic.

- [ ] Strongly Agree  - [ ] Agree  - [ ] Undecided  - [ ] Disagree  - [ ] Strongly Disagree

10. Currently, I am allowed to speak to the public and the news media about my scientific research findings, regardless of the level of controversy of the topic.

- [ ] Strongly Agree  - [ ] Agree  - [ ] Undecided  - [ ] Disagree  - [ ] Strongly Disagree

11. The CDC collects the scientific and monitoring information needed to effectively meet its mission.

- [ ] Always  - [ ] Frequently  - [ ] Occasionally  - [ ] Seldom  - [ ] Never  - [ ] Don't Know

12. CDC determinations and actions are consistent with the scientific findings contained in agency documents and reports.

- [ ] Always  - [ ] Frequently  - [ ] Occasionally  - [ ] Seldom  - [ ] Never  - [ ] Don't Know

13. Expert advice from scientific advisory committees is heeded and incorporated into agency decisions.

- [ ] Always  - [ ] Frequently  - [ ] Occasionally  - [ ] Seldom  - [ ] Never  - [ ] Don't Know

14. Over the past few years my personal job satisfaction at the CDC has:

- [ ] Increased  - [ ] Stayed the Same  - [ ] Decreased  - [ ] Don't Know

15. How would you rate morale within your center/office/service?

- [ ] Excellent  - [ ] Good  - [ ] Fair  - [ ] Poor  - [ ] Extremely Poor
16. In making policy or regulatory decisions that impact public health, many factors may be considered by CDC decision makers. On the scale below, please indicate how much weight you think each of the following factors has in the CDC's final decisions.

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<tr>
<th>Factor</th>
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17. In your opinion, how appropriate is the level of consideration of these factors at the CDC?

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18. The CDC has been harmed by agency practices that defer to business interests.

- Strongly Agree
- Agree
- Undecided
- Disagree
- Strongly Disagree

19. The presence of top CDC decision makers who come from regulated industry inappropriately influences the decisions made by the agency.

- Strongly Agree
- Agree
- Undecided
- Disagree
- Strongly Disagree

20. In the past five years, how often have you experienced instances where:

a. Business interests have forced the withdrawal or significant modification of a CDC policy or action designed to protect public health.

- Frequently
- Occasionally
- Seldom
- Never
- Not Applicable

b. Non-governmental interests (such as advocacy groups) have forced the withdrawal or significant modification of a CDC policy or action designed to protect public health.

- Frequently
- Occasionally
- Seldom
- Never
- Not Applicable

c. Members of Congress have forced the withdrawal or significant modification of a CDC policy or action designed to protect public health.

- Frequently
- Occasionally
- Seldom
- Never
- Not Applicable
d. The White House, including the Office of Management and Budget, has forced the withdrawal or significant modification of a CDC policy or action designed to protect public health.

- Frequently
- Occasionally
- Seldom
- Never
- Not Applicable

e. Other agencies have forced the withdrawal or significant modification of a CDC policy or action designed to protect public health.

- Frequently
- Occasionally
- Seldom
- Never
- Not Applicable

f. Requests from CDC decision makers to provide incomplete, inaccurate or misleading information to the public, regulated industry, media, or elected/senior government officials.

- Frequently
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g. CDC decision makers made requests to inappropriately exclude or alter technical information or conclusions in a CDC scientific document.

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h. Selective or incomplete use of data was used to justify a specific policy outcome.

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- Never
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i. Changes or edits were made during review that altered the meaning of scientific findings without providing a meaningful opportunity to correct them.

- Frequently
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j. Pressure to ignore impacts of a policy on sensitive sub-populations.

- Frequently
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k. Disappearance/unusual delay in the release of websites, press-releases, reports or other science-based materials.

- Frequently
- Occasionally
- Seldom
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l. New or unusual administrative requirements that impair your scientific work.

- Frequently
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m. Statements by CDC officials that misrepresent scientists' findings.

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o. Requests to consider data or use methods that are not scientifically credible.

- Frequently
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- Seldom
- Never
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21. How many activities or situations like those listed above have you personally experienced during the past year?

- None
- 1 - 5
- 6 - 10
- 11 - 20
- More than 20
- Not Applicable

22. If you compare the past five years to the five-year period before it, would you say activities or situations like those listed above are occurring:

- More often than before
- About the same as before
- Less often than before
- Unsure
- Not Applicable
23. Do you have the right to review, prior to publication, the final drafts of agency communications that are being published under your name and/or that substantially rely on your research?

- Yes
- No
- I am not aware of whether or not I have this right

24. Are you required to obtain agency pre-approval for media interviews?

- Yes
- No
- I don’t know

25. In the past five years, how has your ability to communicate your scientific work to the public and to the media changed?

- Significantly improved
- Somewhat improved
- No change
- Somewhat deteriorated
- Significantly deteriorated
- Not enough information to respond

26. Based on information provided to you by your agency, is it clear to you how you may use social media tools with respect to your scientific expertise in your official and personal capacity?

- Yes
- No
- Not enough information to respond

27. Are you aware that the CDC has a scientific integrity policy which safeguards the integrity of agency science by setting clear standards for employees and the use of scientific information, and by instituting a process for resolving disputes?

- Yes
- No
28. If yes, the CDC adheres to this policy.

- Strongly Agree
- Agree
- Undecided
- Disagree
- Strongly Disagree

29. I received adequate training regarding the contents and procedures in my agency’s scientific integrity policy.

- Strongly Agree
- Agree
- Undecided
- Disagree
- Strongly Disagree

30. I have personally been involved in a dispute or arbitration process under the scientific integrity policy.

- Yes
- No
- Not Sure

If “Yes”, is there anything you’d like to share about the effectiveness of this process?

31. Are you aware of your whistleblower rights under the Whistleblower Protection Enhancement Act of 2012?

- Yes
- No
- Not Sure

32. I have been adequately briefed on my whistleblower protections under the Whistleblower Protection Enhancement Act of 2012.

- Strongly Agree
- Agree
- Undecided
- Disagree
- Strongly Disagree
**33. What is your major field of training?**

- Chemistry
- Earth Science
- Engineering
- Environmental Science
- Life Sciences
- Math/Statistics/Economics
- Physics
- Policy
- Public Health

Other major field of training (please specify)

**34. My current position at the CDC is:**

- Management
- Non-management
35. What is your current grade level?
- GS-9 or lower
- GS-10
- GS-11
- GS-12
- GS-13
- GS-14
- GS-15
- Visiting Scientist
- SES
- Fellow
- Student
- Title 42
- Commissioned Corps

Other grade level (please specify)

36. What is the highest level of education you have completed?
- Tech college-Associates
- Some college
- Bachelor's Degree
- Master's Degree
- Ph.D.
- MD
- JD
- DVM

Other highest level of education (please specify)
37. How long have you been working at the CDC?
- Less than 2 years
- 2 - 5 years
- 6 - 10 years
- 11 - 15 years
- More than 15 years

38. Have you ever worked for regulated industry or a group representing them?
- Yes
- No
39. How do you think the mission of the CDC and the integrity of the scientific work produced by the CDC could best be improved?

40. Is there anything else you would like to share with us regarding scientific integrity at the CDC?
**1. Which one of the following categories best describes your science work at the FDA?**

- Administrative and Office Support
- Community Outreach
- Consumer Safety Inspection
- Grant Review
- Laboratory Testing
- Medical and Public Health
- Modeling
- Program Evaluation
- Risk Assessment
- Science Communication
- Science Policy
- Other Science (please specify)

**2. Approximately what percentage of your job duties involves science? (Note: Scientific work may include, but is not limited to, basic research, laboratory testing, data collection, risk assessment, veterinary medicine, economic analysis, science policy and other topics.)**

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Food and Drug Administration (FDA)

n. Situations in which scientists have actively objected to, resigned from or removed themselves from a project because of pressure to change scientific findings.

- Frequently
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o. Requests to consider data or use methods that are not scientifically credible.

- Frequently
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21. How many activities or situations like those listed above have you personally experienced during the past year?

- None
- 1 - 5
- 6 - 10
- 11 - 20
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22. If you compare the past five years to the five-year period before it, would you say activities or situations like those listed above are occurring:

- More often than before
- About the same as before
- Less often than before
- Unsure
- Not Applicable
### Media and Scientific Integrity Policies and Whistleblower Protections

**23. Do you have the right to review, prior to publication, the final drafts of agency communications that are being published under your name and/or that substantially rely on your research?**

- [ ] Yes
- [ ] No
- [ ] I am not aware of whether or not I have this right

**24. Are you required to obtain agency pre-approval for media interviews?**

- [ ] Yes
- [ ] No
- [ ] I don’t know

**25. In the past five years, how has your ability to communicate your scientific work to the public and to the media changed?**

- [ ] Significantly improved
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**26. Based on information provided to you by your agency, is it clear to you how you may use social media tools with respect to your scientific expertise in your official and personal capacity?**

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○ Strongly Agree  ○ Agree  ○ Undecided  ○ Disagree  ○ Strongly Disagree

30. I have personally been involved in a dispute or arbitration process under the scientific integrity policy.
○ Yes
○ No
○ Not Sure

If "Yes", is there anything you’d like to share about the effectiveness of this process?

31. Are you aware of your whistleblower rights under the Whistleblower Protection Enhancement Act of 2012?
○ Yes
○ No
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32. I have been adequately briefed on my whistleblower protections under the Whistleblower Protection Enhancement Act of 2012.
○ Strongly Agree  ○ Agree  ○ Undecided  ○ Disagree  ○ Strongly Disagree
33. What is your major field of training?

- Chemistry
- Earth Science
- Engineering
- Environmental Science
- Life Sciences
- Math/Statistics/Economics
- Physics
- Policy
- Public Health

Other major field of training (please specify)

34. My current position at the FDA is:

- Management
- Non-management
35. What is your current grade level?
- GS-9 or lower
- GS-10
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- GS-13
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- GS-15
- Visiting Scientist
- SES
- Fellow
- Student
- Title 42
- Commissioned Corps

Other grade level (please specify)

36. What is the highest level of education you have completed?
- Tech college-Associates
- Some college
- Bachelor’s Degree
- Master’s Degree
- Ph.D.
- MD
- JD
- DVM

Other highest level of education (please specify)
37. How long have you been working at the FDA?

- [ ] Less than 2 years
- [ ] 2 - 5 years
- [ ] 6 - 10 years
- [ ] 11 - 15 years
- [ ] More than 15 years

38. Have you ever worked for regulated industry or a group representing them?

- [ ] Yes
- [ ] No
### Food and Drug Administration (FDA)

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#### 39. How do you think the mission of the FDA and the integrity of the scientific work produced by the FDA could best be improved?

#### 40. Is there anything else you would like to share with us regarding scientific integrity at the FDA?
*1. Which one of the following categories best describes your science work at the FWS?

- Community Outreach
- Compliance
- Enforcement
- Field Work
- Grant Review
- Laboratory Testing
- Modeling
- Oversight
- Permit Writing
- Program Evaluation
- Quality Assurance
- Refuge Management
- Science Policy
- Other Science (please specify)

*2. Approximately what percentage of your job duties involves science? (Note: Scientific work may include, but is not limited to, basic research, laboratory testing, data collection, risk assessment, veterinary medicine, economic analysis, science policy and other topics.)

- 1 - 25%
- 26 - 50%
- 51 - 75%
- 76 - 100%
- None
### Agency Mission & Effectiveness

3. Compared to five years ago, the effectiveness of my division or office has:

- [ ] Increased
- [x] Stayed the Same
- [ ] Decreased
- [ ] Don’t Know

4. My direct supervisor stands behind scientists who put forth positions that may be controversial.

- [ ] Strongly Agree
- [ ] Agree
- [ ] Undecided
- [ ] Disagree
- [ ] Strongly Disagree

5. The use of government contractors for scientific work is harming the effectiveness of the FWS.

- [ ] Strongly Agree
- [ ] Agree
- [ ] Undecided
- [ ] Disagree
- [ ] Strongly Disagree

6. In your opinion, what are the greatest barriers to timely FWS decisions? (Select up to 3)

- [ ] Complexity of the issue
- [ ] Inefficient decision-making process within the Agency
- [ ] Influence of Congress
- [ ] Influence of industry stakeholders
- [ ] Influence of non-governmental interests (such as advocacy groups)
- [ ] Influence of other agencies or the Administration
- [ ] Limited staff capacity
- [ ] Potential discrepancy with existing rules or regulations
- [ ] Reluctance of leadership to make a decision
- [ ] Uncertainty of Agency jurisdiction
- [ ] Uncertainty or disagreement with the science
- [ ] Other (please specify)

```markdown
Other (please specify):
```

Page 2
7. I am provided appropriate time and resources to keep up with advances in my profession, such as attending conferences and trainings, and participation in scientific or professional societies.

- Strongly Agree
- Agree
- Undecided
- Disagree
- Strongly Disagree

8. Currently, I can openly express any concerns about the mission-driven work of my agency without fear of retaliation.

- Strongly Agree
- Agree
- Undecided
- Disagree
- Strongly Disagree

9. Currently, I am allowed to publish work in peer-reviewed scientific journals regardless of the level of controversy of the topic.

- Strongly Agree
- Agree
- Undecided
- Disagree
- Strongly Disagree

10. Currently, I am allowed to speak to the public and the news media about my scientific research findings, regardless of the level of controversy of the topic.

- Strongly Agree
- Agree
- Undecided
- Disagree
- Strongly Disagree

11. The FWS collects the scientific and monitoring information needed to effectively meet its mission.

- Always
- Frequently
- Occasionally
- Seldom
- Never
- Don’t Know

12. FWS determinations and actions are consistent with the scientific findings contained in agency documents and reports.

- Always
- Frequently
- Occasionally
- Seldom
- Never
- Don’t Know

13. Expert advice from scientific advisory committees is heeded and incorporated into agency decisions.

- Always
- Frequently
- Occasionally
- Seldom
- Never
- Don’t Know

14. Over the past few years my personal job satisfaction at the FWS has:

- Increased
- Stayed the Same
- Decreased
- Don’t Know

15. How would you rate morale within your center/office/service?

- Excellent
- Good
- Fair
- Poor
- Extremely Poor
16. In making policy or regulatory decisions that impact public health, many factors may be considered by FWS decision makers. On the scale below, please indicate how much weight you think each of the following factors has in the FWS's final decisions.

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17. In your opinion, how appropriate is the level of consideration of these factors at the FWS?

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18. The FWS has been harmed by agency practices that defer to business interests.

- [ ] Strongly Agree
- [ ] Agree
- [ ] Undecided
- [ ] Disagree
- [ ] Strongly Disagree

19. The presence of top FWS decision makers who come from regulated industry inappropriately influences the decisions made by the agency.

- [ ] Strongly Agree
- [ ] Agree
- [ ] Undecided
- [ ] Disagree
- [ ] Strongly Disagree

20. In the past five years, how often have you experienced instances where:

a. Business interests have forced the withdrawal or significant modification of a policy or action designed to conserve species.

- [ ] Frequently
- [ ] Occasionally
- [ ] Seldom
- [ ] Never
- [ ] Not Applicable

b. Non-governmental interests (such as advocacy groups) have forced the withdrawal or significant modification of a FWS policy or action designed to conserve species.

- [ ] Frequently
- [ ] Occasionally
- [ ] Seldom
- [ ] Never
- [ ] Not Applicable

c. Members of Congress have forced the withdrawal or significant modification of a FWS policy or action designed to conserve species.

- [ ] Frequently
- [ ] Occasionally
- [ ] Seldom
- [ ] Never
- [ ] Not Applicable
d. The White House, including the Office of Management and Budget, has forced the withdrawal or significant modification of a FWS policy or action designed to conserve species.

- Frequently
- Occasionally
- Seldom
- Never
- Not Applicable

e. Other agencies have forced the withdrawal or significant modification of a FWS policy or action designed to conserve species.

- Frequently
- Occasionally
- Seldom
- Never
- Not Applicable

f. Requests from FWS decision makers to provide incomplete, inaccurate or misleading information to the public, regulated industry, media, or elected/senior government officials.

- Frequently
- Occasionally
- Seldom
- Never
- Not Applicable

g. FWS decision makers made requests to inappropriately exclude or alter technical information or conclusions in a FWS scientific document.

- Frequently
- Occasionally
- Seldom
- Never
- Not Applicable

h. Selective or incomplete use of data was used to justify a specific regulatory outcome.

- Frequently
- Occasionally
- Seldom
- Never
- Not Applicable

i. Changes or edits were made during review that altered the meaning of scientific findings without providing a meaningful opportunity to correct them.

- Frequently
- Occasionally
- Seldom
- Never
- Not Applicable

j. Pressure to ignore impacts of a regulation on sensitive sub-populations.

- Frequently
- Occasionally
- Seldom
- Never
- Not Applicable

k. Disappearance/unusual delay in the release of websites, press-releases, reports or other science-based materials.

- Frequently
- Occasionally
- Seldom
- Never
- Not Applicable

l. New or unusual administrative requirements that impair your scientific work.

- Frequently
- Occasionally
- Seldom
- Never
- Not Applicable

m. Statements by FWS officials that misrepresent scientists' findings.

- Frequently
- Occasionally
- Seldom
- Never
- Not Applicable
Fish and Wildlife Service (FWS)

n. Situations in which scientists have actively objected to, resigned from or removed themselves from a project because of pressure to change scientific findings.

- Frequently
- Occasionally
- Seldom
- Never
- Not Applicable

o. Requests to consider data or use methods that are not scientifically credible.

- Frequently
- Occasionally
- Seldom
- Never
- Not Applicable

21. How many activities or situations like those listed above have you personally experienced during the past year?

- None
- 1 - 5
- 6 - 10
- 11 - 20
- More than 20
- Not Applicable

22. If you compare the past five years to the five-year period before it, would you say activities or situations like those listed above are occurring:

- More often than before
- About the same as before
- Less often than before
- Unsure
- Not Applicable
### Media and Scientific Integrity Policies and Whistleblower Protections

23. Do you have the right to review, prior to publication, the final drafts of agency communications that are being published under your name and/or that substantially rely on your research?

- [ ] Yes
- [ ] No
- [ ] I am not aware of whether or not I have this right

24. Are you required to obtain agency pre-approval for media interviews?

- [ ] Yes
- [ ] No
- [ ] I don’t know

25. In the past five years, how has your ability to communicate your scientific work to the public and to the media changed?

- [ ] Significantly improved
- [ ] Somewhat improved
- [ ] No change
- [ ] Somewhat deteriorated
- [ ] Significantly deteriorated
- [ ] Not enough information to respond

26. Based on information provided to you by your agency, is it clear to you how you may use social media tools with respect to your scientific expertise in your official and personal capacity?

- [ ] Yes
- [ ] No
- [ ] Not enough information to respond

27. Are you aware that the FWS has a scientific integrity policy which safeguards the integrity of agency science by setting clear standards for employees and the use of scientific information, and by instituting a process for resolving disputes?

- [ ] Yes
- [ ] No
28. If yes, the FWS adheres to this policy.
   - [ ] Strongly Agree  [ ] Agree  [ ] Undecided  [ ] Disagree  [ ] Strongly Disagree

29. I received adequate training regarding the contents and procedures in my agency’s scientific integrity policy.
   - [ ] Strongly Agree  [ ] Agree  [ ] Undecided  [ ] Disagree  [ ] Strongly Disagree

30. I have personally been involved in a dispute or arbitration process under the scientific integrity policy.
   - [ ] Yes  
   - [ ] No  
   - [ ] Not Sure

If “Yes”, is there anything you’d like to share about the effectiveness of this process?

31. Are you aware of your whistleblower rights under the Whistleblower Protection Enhancement Act of 2012?
   - [ ] Yes  
   - [ ] No  
   - [ ] Not Sure

32. I have been adequately briefed on my whistleblower protections under the Whistleblower Protection Enhancement Act of 2012.
   - [ ] Strongly Agree  [ ] Agree  [ ] Undecided  [ ] Disagree  [ ] Strongly Disagree
33. **What is your major field of training?**

- Chemistry
- Earth Science
- Engineering
- Environmental Science
- Life Sciences
- Math/ Statistics / Economics
- Physics
- Policy
- Public Health

Other major field of training (please specify)

34. **My current position at the FWS is:**

- Management
- Non-management
35. What is your current grade level?

- GS-9 or lower
- GS-10
- GS-11
- GS-12
- GS-13
- GS-14
- GS-15
- Visiting Scientist
- SES
- Fellow
- Student
- Title 42
- Commissioned Corps

Other grade level (please specify)

36. What is the highest level of education you have completed?

- Tech college-Associates
- Some college
- Bachelor’s Degree
- Master’s Degree
- Ph.D.
- MD
- JD
- DVM

Other highest level of education (please specify)
37. How long have you been working at the FWS?

- Less than 2 years
- 2 - 5 years
- 6 - 10 years
- 11 - 15 years
- More than 15 years

38. Have you ever worked for regulated industry or a group representing them?

- Yes
- No

39. In what FWS office do you work?

- Budget, Planning, and Human Capital
- Business Management and Operations
- Ecological Services
- External Affairs
- Fish and Aquatic Conservation
- Information Resources and Technology Management (CIO)
- International Affairs
- Law Enforcement
- Migratory Birds
- National Conservation Training Center
- National Wildlife Refuge System
- Office of the Director
- Science Applications
- Wildlife and Sport Fish Restoration

Other (please specify):
40. How do you think the mission of the FWS and the integrity of the scientific work produced by the FWS could best be improved?

41. Is there anything else you would like to share with us regarding scientific integrity at the FWS?
**1. Which one of the following categories best describes your science work at NOAA?**

- Community Outreach
- Compliance
- Data Management
- Enforcement
- Field Work
- Grant Review
- Laboratory Testing
- Modeling
- Oversight
- Permit Writing
- Program Evaluation
- Quality Assurance
- Other Science (please specify)

**2. Approximately what percentage of your job duties involves science?** (Note: Scientific work may include, but is not limited to, basic research, laboratory testing, data collection, risk assessment, veterinary medicine, economic analysis, science policy and other topics.)

- 1 - 25%
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- None
3. Compared to five years ago, the effectiveness of my division or office has:

- [ ] Increased
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- [ ] Decreased
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4. My direct supervisor stands behind scientists who put forth positions that may be controversial.

- [ ] Strongly Agree
- [ ] Agree
- [ ] Undecided
- [ ] Disagree
- [ ] Strongly Disagree

5. The use of government contractors for scientific work is harming the effectiveness of NOAA.

- [ ] Strongly Agree
- [ ] Agree
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- [ ] Disagree
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6. In your opinion, what are the greatest barriers to timely NOAA decisions? (Select up to 3)

- [ ] Complexity of the issue
- [ ] Inefficient decision-making process within the Agency
- [ ] Influence of Congress
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- [ ] Reluctance of leadership to make a decision
- [ ] Uncertainty of Agency jurisdiction
- [ ] Uncertainty or disagreement with the science
- [ ] Other (please specify)
### Professionalism, Job Satisfaction, and Morale

7. I am provided appropriate time and resources to keep up with advances in my profession, such as attending conferences and trainings, and participation in scientific or professional societies.

- [ ] Strongly Agree  
- [ ] Agree  
- [ ] Undecided  
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8. Currently, I can openly express any concerns about the mission-driven work of my agency without fear of retaliation.

- [ ] Strongly Agree  
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- [ ] Always  
- [ ] Frequently  
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13. Expert advice from scientific advisory committees is heeded and incorporated into agency decisions.

- [ ] Always  
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14. Over the past few years my personal job satisfaction at NOAA has:

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15. How would you rate morale within your center/office/service?

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17. In your opinion, how appropriate is the level of consideration of these factors at NOAA?

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19. The presence of top NOAA decision makers who come from regulated industry inappropriately influences the decisions made by the agency.

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b. Non-governmental interests (such as advocacy groups) have forced the withdrawal or significant modification of a NOAA policy or action designed to communicate science or conserve marine ecosystems.

- [ ] Frequently  - [ ] Occasionally  - [ ] Seldom  - [ ] Never  - [ ] Not Applicable

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Frequently  Occasionally  Seldom  Never  Not Applicable

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- None
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30. I have personally been involved in a dispute or arbitration process under the scientific integrity policy.

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- [ ] No
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If “Yes”, is there anything you’d like to share about the effectiveness of this process?

31. Are you aware of your whistleblower rights under the Whistleblower Protection Enhancement Act of 2012?

- [ ] Yes
- [ ] No
- [ ] Not Sure

32. I have been adequately briefed on my whistleblower protections under the Whistleblower Protection Enhancement Act of 2012.

- [ ] Strongly Agree
- [ ] Agree
- [ ] Undecided
- [ ] Disagree
- [ ] Strongly Disagree
### Demographics

33. **What is your major field of training?**

- [ ] Chemistry
- [ ] Earth Science
- [ ] Engineering
- [ ] Environmental Science
- [ ] Life Sciences
- [ ] Math/Statistics/Economics
- [ ] Physics
- [ ] Policy
- [ ] Public Health

Other major field of training (please specify)

34. **My current position at NOAA is:**

- [ ] Management
- [ ] Non-management
35. **What is your current grade level?**

- GS-9 or lower
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- GS-13
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- Visiting Scientist
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- Fellow
- Student
- Title 42
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Other grade level (please specify)

36. **What is the highest level of education you have completed?**

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