

## NATIONAL SCIENCE FOUNDATION 2014 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS

		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
*1. I am given a real opportunity to improve my skills in my organization.	N		273	384	102	105	49	913	NA
	%	72.02	29.47	42.55	11.18	11.31	5.49	100.00	
2. I have enough information to do my job well.	N		227	457	91	92	39	906	NA
	%	75.68	24.95	50.73	10.12	9.98	4.22	100.00	
3. I feel encouraged to come up with new and better ways of doing things.	N		280	322	144	99	60	905	NA
	%	66.37	30.39	35.99	16.10	10.78	6.75	100.00	
*4. My work gives me a feeling of personal accomplishment.	N		345	360	96	60	50	911	NA
	%	77.43	37.62	39.81	10.45	6.58	5.54	100.00	
*5. I like the kind of work I do.	N		369	371	109	34	22	905	NA
	%	81.71	40.54	41.17	12.20	3.67	2.42	100.00	
6. I know what is expected of me on the job.	N		329	380	86	74	37	906	NA
	%	78.41	36.05	42.35	9.34	8.13	4.12	100.00	
7. When needed I am willing to put in the extra effort to get a job done.	N		646	241	17	2	5	911	NA
	%	97.22	70.51	26.71	1.95	0.22	0.61	100.00	
8. I am constantly looking for ways to do my job better.	N		503	331	66	6	1	907	NA
	%	91.89	55.11	36.79	7.38	0.60	0.13	100.00	
9. I have sufficient resources (for example, people, materials, budget) to get my job done.	N		117	357	112	215	111	912	1
	%	52.28	12.91	39.38	12.47	23.44	11.80	100.00	
*10. My workload is reasonable.	N		90	354	148	186	133	911	1
	%	48.96	9.88	39.07	16.53	20.21	14.31	100.00	
*11. My talents are used well in the workplace.	N		186	339	155	111	90	881	3
	%	59.12	20.83	38.29	17.97	12.87	10.03	100.00	
*12. I know how my work relates to the agency's goals and priorities.	N		380	410	65	28	26	909	1
	%	87.00	41.72	45.28	6.97	3.15	2.88	100.00	

Survey Administration Period: May 6, 2014 to June 13, 2014

Percentages are weighted to represent the Agency's population.

\* AES prescribed items

\*\* Unweighted count of responses excluding 'Do Not Know' and 'No Basis to Judge'

Sample or Census: Census

Number of surveys completed: 917

Number of surveys administered: 1,187

Response Rate: 77.3%

## NATIONAL SCIENCE FOUNDATION 2014 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS

		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
*13. The work I do is important.	N		472	317	61	19	13	882	3
	%	89.42	53.29	36.14	7.06	2.04	1.48	100.00	
*14. Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.	N		302	412	105	63	22	904	2
	%	78.98	33.53	45.45	11.75	6.78	2.49	100.00	
*15. My performance appraisal is a fair reflection of my performance.	N		358	323	89	72	58	900	11
	%	75.01	39.22	35.79	10.02	8.29	6.68	100.00	
16. I am held accountable for achieving results.	N		362	392	99	32	21	906	2
	%	82.86	39.75	43.11	11.25	3.53	2.36	100.00	
17. I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	N		283	250	139	79	92	843	64
	%	62.38	32.80	29.58	16.85	9.69	11.08	100.00	
*18. My training needs are assessed.	N		175	293	205	145	81	899	7
	%	52.02	19.29	32.73	22.88	16.10	9.00	100.00	
*19. In my most recent performance appraisal, I understood what I had to do to be rated at different performance levels (for example, Fully Successful, Outstanding).	N		340	295	102	82	74	893	21
	%	70.68	37.53	33.15	11.83	9.03	8.47	100.00	
*20. The people I work with cooperate to get the job done.	N		295	429	101	64	25	914	NA
	%	78.94	32.42	46.51	11.29	7.01	2.77	100.00	
*21. My work unit is able to recruit people with the right skills.	N		149	370	180	131	66	896	18
	%	57.46	16.57	40.89	20.34	14.80	7.39	100.00	
*22. Promotions in my work unit are based on merit.	N		123	241	228	101	132	825	82
	%	43.55	14.33	29.22	28.25	12.19	16.00	100.00	
*23. In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	N		75	240	206	158	153	832	75
	%	37.44	8.96	28.47	25.37	19.06	18.13	100.00	
*24. In my work unit, differences in performance are recognized in a meaningful way.	N		82	215	230	183	133	843	68
	%	34.89	9.66	25.23	27.66	21.88	15.57	100.00	

Survey Administration Period: May 6, 2014 to June 13, 2014

Percentages are weighted to represent the Agency's population.

\* AES prescribed items

\*\* Unweighted count of responses excluding 'Do Not Know' and 'No Basis to Judge'

Sample or Census: Census

Number of surveys completed: 917

Number of surveys administered: 1,187

Response Rate: 77.3%

## NATIONAL SCIENCE FOUNDATION 2014 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS

		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
25. Awards in my work unit depend on how well employees perform their jobs.	N		90	253	214	136	128	821	86
	%	41.39	10.84	30.55	26.17	16.80	15.64	100.00	
26. Employees in my work unit share job knowledge with each other.	N		249	437	106	67	48	907	4
	%	74.86	26.86	48.00	12.18	7.60	5.35	100.00	
27. The skill level in my work unit has improved in the past year.	N		175	283	259	85	69	871	42
	%	51.94	19.73	32.21	29.99	10.01	8.06	100.00	
		Percent Positive	Very Good	Good	Fair	Poor	Very Poor	Item Response Total	Do Not Know/ No Basis to Judge
28. How would you rate the overall quality of work done by your work unit?	N		532	285	80	12	6	915	NA
	%	88.89	57.78	31.11	8.97	1.42	0.72	100.00	
		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
*29. The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.	N		204	476	129	47	31	887	20
	%	76.54	22.77	53.77	14.87	5.23	3.36	100.00	
*30. Employees have a feeling of personal empowerment with respect to work processes.	N		127	313	195	160	71	866	37
	%	50.36	14.42	35.94	23.03	18.52	8.09	100.00	
31. Employees are recognized for providing high quality products and services.	N		137	341	187	135	79	879	23
	%	53.93	15.29	38.64	21.78	15.42	8.87	100.00	
*32. Creativity and innovation are rewarded.	N		129	258	260	135	93	875	30
	%	44.15	14.34	29.81	29.77	15.54	10.53	100.00	
*33. Pay raises depend on how well employees perform their jobs.	N		62	162	238	174	168	804	95
	%	27.74	7.48	20.26	29.67	21.92	20.67	100.00	

Survey Administration Period: May 6, 2014 to June 13, 2014

Percentages are weighted to represent the Agency's population.

\* AES prescribed items

\*\* Unweighted count of responses excluding 'Do Not Know' and 'No Basis to Judge'

Sample or Census: Census

Number of surveys completed: 917

Number of surveys administered: 1,187

Response Rate: 77.3%

## NATIONAL SCIENCE FOUNDATION 2014 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS

		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
34. Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).	N		180	376	187	59	70	872	34
	%	62.86	19.98	42.88	21.49	7.05	8.61	100.00	
*35. Employees are protected from health and safety hazards on the job.	N		270	486	96	19	8	879	23
	%	86.03	30.41	55.62	10.84	2.19	0.94	100.00	
*36. My organization has prepared employees for potential security threats.	N		219	420	150	64	28	881	27
	%	72.81	24.78	48.02	17.00	7.12	3.07	100.00	
37. Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.	N		194	275	161	100	108	838	60
	%	54.86	22.47	32.39	19.66	12.17	13.30	100.00	
38. Prohibited Personnel Practices (for example, illegally discriminating for or against any employee/applicant, obstructing a person's right to compete for employment, knowingly violating veterans' preference requirements) are not tolerated.	N		254	308	136	51	73	822	83
	%	67.15	29.77	37.38	17.02	6.52	9.31	100.00	
39. My agency is successful at accomplishing its mission.	N		339	424	97	22	12	894	10
	%	85.23	37.26	47.97	11.04	2.35	1.39	100.00	
40. I recommend my organization as a good place to work.	N		298	346	136	79	49	908	NA
	%	70.26	32.16	38.09	15.53	8.70	5.51	100.00	
41. I believe the results of this survey will be used to make my agency a better place to work.	N		166	255	201	125	108	855	48
	%	49.35	19.43	29.92	23.60	14.24	12.81	100.00	
*42. My supervisor supports my need to balance work and other life issues.	N		432	316	73	41	37	899	7
	%	83.10	47.90	35.20	8.05	4.67	4.18	100.00	
43. My supervisor provides me with opportunities to demonstrate my leadership skills.	N		345	308	120	59	63	895	5
	%	72.41	37.93	34.48	13.84	6.67	7.09	100.00	
*44. Discussions with my supervisor about my performance are worthwhile.	N		303	282	160	71	74	890	4
	%	65.56	33.55	32.01	17.94	8.10	8.39	100.00	

Survey Administration Period: May 6, 2014 to June 13, 2014

Percentages are weighted to represent the Agency's population.

\* AES prescribed items

\*\* Unweighted count of responses excluding 'Do Not Know' and 'No Basis to Judge'

Sample or Census: Census

Number of surveys completed: 917

Number of surveys administered: 1,187

Response Rate: 77.3%

**NATIONAL SCIENCE FOUNDATION  
2014 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**

		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
45. My supervisor is committed to a workforce representative of all segments of society.	N		334	281	145	38	46	844	56
	%	71.92	38.63	33.29	17.69	4.75	5.63	100.00	
46. My supervisor provides me with constructive suggestions to improve my job performance.	N		279	305	148	89	74	895	6
	%	65.25	30.80	34.45	16.41	9.99	8.35	100.00	
*47. Supervisors in my work unit support employee development.	N		331	330	116	61	52	890	14
	%	74.03	36.52	37.51	13.04	6.98	5.95	100.00	
48. My supervisor listens to what I have to say.	N		420	284	93	62	41	900	NA
	%	77.91	46.12	31.78	10.44	7.19	4.47	100.00	
49. My supervisor treats me with respect.	N		463	285	70	45	35	898	NA
	%	82.79	50.98	31.81	8.06	5.20	3.96	100.00	
50. In the last six months, my supervisor has talked with me about my performance.	N		434	361	51	32	25	903	NA
	%	87.67	47.05	40.62	5.91	3.63	2.79	100.00	
*51. I have trust and confidence in my supervisor.	N		369	262	123	65	79	898	NA
	%	69.39	40.24	29.15	14.20	7.29	9.12	100.00	
		Percent Positive	Very Good	Good	Fair	Poor	Very Poor	Item Response Total	Do Not Know/ No Basis to Judge
*52. Overall, how good a job do you feel is being done by your immediate supervisor?	N		455	231	111	48	55	900	NA
	%	75.47	49.93	25.55	12.82	5.53	6.18	100.00	

Survey Administration Period: May 6, 2014 to June 13, 2014

Percentages are weighted to represent the Agency's population.

\* AES prescribed items

\*\* Unweighted count of responses excluding 'Do Not Know' and 'No Basis to Judge'

Sample or Census: Census

Number of surveys completed: 917

Number of surveys administered: 1,187

Response Rate: 77.3%

## NATIONAL SCIENCE FOUNDATION 2014 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS

		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
*53. In my organization, senior leaders generate high levels of motivation and commitment in the workforce.	N		118	285	206	167	121	897	7
	%	44.88	13.00	31.88	23.23	18.50	13.39	100.00	
54. My organization's senior leaders maintain high standards of honesty and integrity.	N		207	305	182	83	91	868	32
	%	58.13	23.41	34.72	21.50	9.60	10.76	100.00	
*55. Supervisors work well with employees of different backgrounds.	N		189	351	177	67	62	846	44
	%	63.00	21.98	41.02	21.44	7.84	7.73	100.00	
*56. Managers communicate the goals and priorities of the organization.	N		164	377	174	101	73	889	7
	%	60.78	18.26	42.52	19.69	11.31	8.22	100.00	
*57. Managers review and evaluate the organization's progress toward meeting its goals and objectives.	N		152	372	181	91	56	852	46
	%	61.44	17.45	43.99	21.60	10.36	6.60	100.00	
58. Managers promote communication among different work units (for example, about projects, goals, needed resources).	N		151	343	183	132	79	888	10
	%	55.42	16.67	38.75	21.21	14.32	9.05	100.00	
59. Managers support collaboration across work units to accomplish work objectives.	N		174	376	203	77	52	882	14
	%	62.32	19.26	43.06	23.17	8.59	5.92	100.00	
		Percent Positive	Very Good	Good	Fair	Poor	Very Poor	Item Response Total**	Do Not Know/ No Basis to Judge
60. Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?	N		279	264	187	63	69	862	38
	%	62.90	31.97	30.94	21.79	7.11	8.20	100.00	
		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
*61. I have a high level of respect for my organization's senior leaders.	N		224	297	181	100	88	890	10
	%	58.43	24.88	33.54	20.42	11.07	10.08	100.00	

Survey Administration Period: May 6, 2014 to June 13, 2014

Percentages are weighted to represent the Agency's population.

\* AES prescribed items

\*\* Unweighted count of responses excluding 'Do Not Know' and 'No Basis to Judge'

Sample or Census: Census

Number of surveys completed: 917

Number of surveys administered: 1,187

Response Rate: 77.3%

## NATIONAL SCIENCE FOUNDATION 2014 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS

		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
62. Senior leaders demonstrate support for Work/Life programs.	N		258	331	157	67	37	850	50
	%	69.14	30.40	38.74	18.59	7.94	4.33	100.00	
		Percent Positive	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total	Do Not Know/ No Basis to Judge
*63. How satisfied are you with your involvement in decisions that affect your work?	N		172	346	165	150	62	895	NA
	%	57.91	19.24	38.67	18.80	16.65	6.64	100.00	
*64. How satisfied are you with the information you receive from management on what's going on in your organization?	N		154	328	180	161	70	893	NA
	%	54.20	17.16	37.04	20.69	17.63	7.48	100.00	
*65. How satisfied are you with the recognition you receive for doing a good job?	N		189	295	193	125	83	885	NA
	%	54.47	21.19	33.28	22.12	14.04	9.37	100.00	
*66. How satisfied are you with the policies and practices of your senior leaders?	N		133	295	238	143	80	889	NA
	%	48.39	14.92	33.46	26.77	15.91	8.93	100.00	
*67. How satisfied are you with your opportunity to get a better job in your organization?	N		104	199	271	172	138	884	NA
	%	34.45	11.47	22.97	30.15	19.94	15.47	100.00	
*68. How satisfied are you with the training you receive for your present job?	N		169	353	233	91	40	886	NA
	%	59.09	18.98	40.11	26.18	10.16	4.57	100.00	
*69. Considering everything, how satisfied are you with your job?	N		223	389	135	95	50	892	NA
	%	68.57	24.63	43.94	15.05	10.69	5.69	100.00	
*70. Considering everything, how satisfied are you with your pay?	N		176	346	135	150	80	887	NA
	%	58.70	19.90	38.81	15.51	16.76	9.03	100.00	
71. Considering everything, how satisfied are you with your organization?	N		205	376	145	99	68	893	NA
	%	64.64	22.71	41.93	16.55	11.14	7.67	100.00	

Survey Administration Period: May 6, 2014 to June 13, 2014

Percentages are weighted to represent the Agency's population.

\* AES prescribed items

\*\* Unweighted count of responses excluding 'Do Not Know' and 'No Basis to Judge'

Sample or Census: Census

Number of surveys completed: 917

Number of surveys administered: 1,187

Response Rate: 77.3%

**NATIONAL SCIENCE FOUNDATION  
2014 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**

<b>72. Have you been notified whether or not you are eligible to telework?</b>	N	%
Yes, I was notified that I was eligible to telework.	837	93.35
Yes, I was notified that I was not eligible to telework.	13	1.56
No, I was not notified of my telework eligibility.	24	2.64
Not sure if I was notified of my telework eligibility.	22	2.45
<b>Total</b>	<b>896</b>	<b>100.00</b>

<b>73. Please select the response below that BEST describes your current teleworking situation.</b>	N	%
I telework 3 or more days per week.	9	1.05
I telework 1 or 2 days per week.	278	31.34
I telework, but no more than 1 or 2 days per month.	163	17.53
I telework very infrequently, on an unscheduled or short-term basis.	280	30.84
I do not telework because I have to be physically present on the job (e.g., Law Enforcement Officers, Park Rangers, Security Personnel).	8	0.89
I do not telework because I have technical issues (e.g., connectivity, inadequate equipment) that prevent me from teleworking.	25	2.91
I do not telework because I did not receive approval to do so, even though I have the kind of job where I can telework.	19	2.27
I do not telework because I choose not to telework.	115	13.18
<b>Total</b>	<b>897</b>	<b>100.00</b>

<b>74. Do you participate in the following Work/Life programs? Alternative Work Schedules (AWS)</b>	N	%
Yes	130	15.00
No	637	71.67
Not available to me	120	13.33
<b>Total</b>	<b>887</b>	<b>100.00</b>

Survey Administration Period: May 6, 2014 to June 13, 2014  
Percentages are weighted to represent the Agency's population.

Sample or Census: Census  
Number of surveys completed: 917  
Number of surveys administered: 1,187  
Response Rate: 77.3%



**NATIONAL SCIENCE FOUNDATION  
2014 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**

<b>75. Do you participate in the following Work/Life programs? Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs)</b>	N	%
Yes	312	35.06
No	564	63.58
Not available to me	12	1.37
<b>Total</b>	<b>888</b>	<b>100.00</b>

<b>76. Do you participate in the following Work/Life programs? Employee Assistance Program (EAP)</b>	N	%
Yes	102	11.95
No	756	86.26
Not available to me	16	1.79
<b>Total</b>	<b>874</b>	<b>100.00</b>

<b>77. Do you participate in the following Work/Life programs? Child Care Programs (for example, daycare, parenting classes, parenting support groups)</b>	N	%
Yes	44	5.15
No	812	91.13
Not available to me	32	3.73
<b>Total</b>	<b>888</b>	<b>100.00</b>

<b>78. Do you participate in the following Work/Life programs? Elder Care Programs (for example, support groups, speakers)</b>	N	%
Yes	28	3.39
No	816	91.60
Not available to me	44	5.00
<b>Total</b>	<b>888</b>	<b>100.00</b>

Survey Administration Period: May 6, 2014 to June 13, 2014  
Percentages are weighted to represent the Agency's population.

Sample or Census: Census  
Number of surveys completed: 917  
Number of surveys administered: 1,187  
Response Rate: 77.3%

**NATIONAL SCIENCE FOUNDATION  
2014 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**

		<b>Percent Positive</b>	<b>Very Satisfied</b>	<b>Satisfied</b>	<b>Neither Satisfied nor Dissatisfied</b>	<b>Dissatisfied</b>	<b>Very Dissatisfied</b>	<b>Item Response Total**</b>	<b>Do Not Know/ No Basis to Judge</b>
79. How satisfied are you with the following Work/Life programs in your agency? Telework	N		280	320	63	43	13	719	6
	%	83.40	39.10	44.30	8.76	5.85	1.99	100.00	
80. How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules (AWS)	N		63	52	9	2	1	127	9
	%	91.00	49.12	41.87	6.76	1.45	0.79	100.00	
81. How satisfied are you with the following Work/Life programs in your agency? Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs)	N		107	155	31	10	2	305	12
	%	86.32	35.32	51.00	9.86	3.11	0.71	100.00	
82. How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program (EAP)	N		29	52	14	4	2	101	20
	%	79.80	27.21	52.59	14.83	3.52	1.84	100.00	
83. How satisfied are you with the following Work/Life programs in your agency? Child Care Programs (for example, daycare, parenting classes, parenting support groups)	N		19	15	2	1	1	38	11
	%	91.15	49.49	41.66	4.48	2.18	2.18	100.00	
84. How satisfied are you with the following Work/Life programs in your agency? Elder Care Programs (for example, support groups, speakers)	N		7	12	6	1	1	27	5
	%	71.07	23.90	47.17	21.32	2.93	4.68	100.00	

Survey Administration Period: May 6, 2014 to June 13, 2014

The work/life satisfaction results only include employees who indicated that they participated in the program.

Percentages are weighted to represent the Agency's population.

\*\* Unweighted count of responses excluding 'Do Not Know' and 'No Basis to Judge'

Sample or Census: Census

Number of surveys completed: 917

Number of surveys administered: 1,187

Response Rate: 77.3%

**NATIONAL SCIENCE FOUNDATION  
2014 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**

<b>Where do you work?</b>	N	%
Headquarters	881	98.22
Field	16	1.78
<b>Total</b>	<b>897</b>	<b>100.00</b>

<b>*What is your supervisory status?</b>	N	%
Non-Supervisor	558	62.49
Team Leader	175	19.60
Supervisor	94	10.53
Manager	29	3.25
Senior Leader	37	4.14
<b>Total</b>	<b>893</b>	<b>100.00</b>

<b>*Are you:</b>	N	%
Male	328	37.96
Female	536	62.04
<b>Total</b>	<b>864</b>	<b>100.00</b>

<b>*Are you Hispanic or Latino?</b>	N	%
Yes	41	4.82
No	810	95.18
<b>Total</b>	<b>851</b>	<b>100.00</b>

Survey Administration Period: May 6, 2014 to June 13, 2014  
 Percentages are weighted to represent the Agency's population.  
 \* AES prescribed items

Sample or Census: Census  
 Number of surveys completed: 917  
 Number of surveys administered: 1,187  
 Response Rate: 77.3%

**NATIONAL SCIENCE FOUNDATION  
2014 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**

<b>*Please select the racial category or categories with which you most closely identify.</b>	<b>N</b>	<b>%</b>
American Indian or Alaska Native	2	0.24
Asian	41	4.98
Black or African American	201	24.39
Native Hawaiian or Other Pacific Islander	3	0.36
White	554	67.23
Two or more races	23	2.79
<b>Total</b>	<b>824</b>	<b>100.00</b>

<b>What is the highest degree or level of education you have completed?</b>	<b>N</b>	<b>%</b>
Less than High School	0	0.00
High School Diploma/GED or equivalent	30	3.46
Trade or Technical Certificate	5	0.58
Some College (no degree)	97	11.20
Associate's Degree (e.g., AA, AS)	36	4.16
Bachelor's Degree (e.g., BA, BS)	213	24.60
Master's Degree (e.g., MA, MS, MBA)	205	23.67
Doctoral/Professional Degree (e.g., Ph.D., MD, JD)	280	32.33
<b>Total</b>	<b>866</b>	<b>100.00</b>

Survey Administration Period: May 6, 2014 to June 13, 2014  
 Percentages are weighted to represent the Agency's population.  
 \* AES prescribed items

Sample or Census: Census  
 Number of surveys completed: 917  
 Number of surveys administered: 1,187  
 Response Rate: 77.3%

**NATIONAL SCIENCE FOUNDATION  
2014 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**

What is your pay category/grade?	N	%
Federal Wage System	4	0.46
GS 1-6	17	1.96
GS 7-12	232	26.76
GS 13-15	339	39.10
Senior Executive Service	58	6.69
Senior Level (SL) or Scientific or Professional (ST)	49	5.65
Other	168	19.38
<b>Total</b>	<b>867</b>	<b>100.00</b>

How long have you been with the Federal Government (excluding military service)?	N	%
Less than 1 year	6	0.68
1 to 3 years	78	8.89
4 to 5 years	75	8.55
6 to 10 years	173	19.73
11 to 14 years	141	16.08
15 to 20 years	105	11.97
More than 20 years	299	34.09
<b>Total</b>	<b>877</b>	<b>100.00</b>

Survey Administration Period: May 6, 2014 to June 13, 2014  
Percentages are weighted to represent the Agency's population.

Sample or Census: Census  
Number of surveys completed: 917  
Number of surveys administered: 1,187  
Response Rate: 77.3%

**NATIONAL SCIENCE FOUNDATION  
2014 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**

<b>How long have you been with your current agency (for example, Department of Justice, Environmental Protection Agency)?</b>	<b>N</b>	<b>%</b>
Less than 1 year	20	2.29
1 to 3 years	143	16.34
4 to 5 years	90	10.29
6 to 10 years	225	25.71
11 to 20 years	217	24.80
More than 20 years	180	20.57
<b>Total</b>	<b>875</b>	<b>100.00</b>

<b>Are you considering leaving your organization within the next year, and if so, why?</b>	<b>N</b>	<b>%</b>
No	562	64.45
Yes, to retire	51	5.85
Yes, to take another job within the Federal Government	170	19.50
Yes, to take another job outside the Federal Government	39	4.47
Yes, other	50	5.73
<b>Total</b>	<b>872</b>	<b>100.00</b>

<b>I am planning to retire:</b>	<b>N</b>	<b>%</b>
Within one year	35	4.09
Between one and three years	102	11.92
Between three and five years	97	11.33
Five or more years	622	72.66
<b>Total</b>	<b>856</b>	<b>100.00</b>

Survey Administration Period: May 6, 2014 to June 13, 2014  
Percentages are weighted to represent the Agency's population.

Sample or Census: Census  
Number of surveys completed: 917  
Number of surveys administered: 1,187  
Response Rate: 77.3%

## NATIONAL SCIENCE FOUNDATION 2014 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS

Self-Identify as:	N	%
Heterosexual or Straight	659	81.46
Gay, Lesbian, Bisexual, or Transgender	27	3.34
I prefer not to say	123	15.20
<b>Total</b>	<b>809</b>	<b>100.00</b>

What is your US military service status?	N	%
No Prior Military Service	755	88.72
Currently in National Guard or Reserves	3	0.35
Retired	23	2.70
Separated or Discharged	70	8.23
<b>Total</b>	<b>851</b>	<b>100.00</b>

Are you an individual with a disability?	N	%
Yes	56	6.52
No	803	93.48
<b>Total</b>	<b>859</b>	<b>100.00</b>

What is your age group?	N	%
25 and under	11	1.20
26-29	37	4.03
30-39	121	13.20
40-49	249	27.15
50-59	293	31.95
60 or older	206	22.46
<b>Total</b>	<b>917</b>	<b>100.00</b>

Survey Administration Period: May 6, 2014 to June 13, 2014  
Percentages are weighted to represent the Agency's population.

Sample or Census: Census  
Number of surveys completed: 917  
Number of surveys administered: 1,187  
Response Rate: 77.3%