

Colorado Division of Wildlife (DOW) Employee Survey

PEER surveyed Colorado Division of Wildlife, Wildlife Managers Series 2, 3, 4 and 5. Below is the breakdown of your responses to the multiple-choice portion of the survey.

EFFECTIVENESS

1. DOW has an effective program for managing and conserving the state's wildlife.

◁ 26% strongly agree ▷ 53% agree ▷ 4% no opinion ▷ 16% disagree
▷ 1% strongly disagree

79% Agree/Strongly Agree & 17% Disagree/Strongly Disagree

2. Non-game and endangered species management receives adequate emphasis from DOW administration.

◁ 14% strongly agree ▷ 50% agree ▷ 7% no opinion ▷ 27% disagree
▷ 2% strongly disagree

64% Agree/Strongly Agree & 30% Disagree/Strongly Disagree

3. Colorado's wildlife resources are better protected today than five years ago.

◁ 6% strongly agree ▷ 19% agree ▷ 8% no opinion ▷ 47% disagree
▷ 20% strongly disagree

25% Agree/Strongly Agree & 67% Disagree/Strongly Disagree

EFFICIENCY

4. In my opinion, DOW is a well-managed agency.

◁ 7% strongly agree ▷ 39% agree ▷ 8% no opinion ▷ 33% disagree
▷ 13% strongly disagree

46% Agree/Strongly Agree & 46% Disagree/Strongly Disagree

5. DOW leadership provides clear and consistent directions to staff on how to address controversial issues.

◁ 4% strongly agree ▷ 27% agree ▷ 10% no opinion ▷ 35% disagree
▷ 24% strongly disagree

31% Agree/Strongly Agree & 58% Disagree/Strongly Disagree

6. I am hesitant to perform certain aspects of my job for fear of retaliation.

◁ 27% strongly agree ▷ 33% agree ▷ 9% no opinion ▷ 19% disagree
▷ 12% strongly disagree

60% Agree/Strongly Agree & 31% Disagree/Strongly Disagree

CREDIBILITY

7. DOW administration generally provides complete and accurate information to the public on controversial issues.

◁ 7% strongly agree ▷ 46% agree ▷ 6% no opinion ▷ 25% disagree

◁17% strongly disagree

53% Agree/Strongly Agree & 42% Disagree/Strongly Disagree

8. DOW administration recommendations to the Game Commission on controversial issues generally reflect the scientific findings developed by staff.

◁3% strongly agree ▷53% agree ▷14% no opinion ▷23% disagree

◁7% strongly disagree

57% Agree/Strongly Agree & 30% Disagree/Strongly Disagree

9. In my experience, many decisions of DOW ignore sound wildlife or fishery biology.

◁16% strongly agree ▷34% agree ▷13% no opinion ▷32% disagree

◁6% strongly disagree

50% Agree/Strongly Agree & 38% Disagree/Strongly Disagree

PROFESSIONALISM

10. Selection to supervisory positions within DOW is based primarily on education and experience.

◁5% strongly agree ▷30% agree ▷13% no opinion ▷24% disagree

◁30% strongly disagree

34% Agree/Strongly Agree & 53% Disagree/Strongly Disagree

11. Staff is encouraged to grow professionally at DOW through in-service training, short courses, professional conferences, and membership.

◁8% strongly agree ▷44% agree ▷12% no opinion ▷24% disagree

◁12% strongly disagree

52% Agree/Strongly Agree & 36% Disagree/Strongly Disagree

12. Professionalism is recognized and rewarded by DOW administrators.

◁1% strongly agree ▷21% agree ▷16% no opinion ▷43% disagree

◁19% strongly disagree

22% Agree/Strongly Agree & 62% Disagree/Strongly Disagree

POLITICS

13. I trust DOW top administrators to defend the state's wildlife resources against political pressure from special interests.

◁2% strongly agree ▷17% agree ▷7% no opinion ▷36% disagree

◁38% strongly disagree

19% Agree/Strongly Agree & 74% Disagree/Strongly Disagree

14. The scientific integrity of the Division of Wildlife is compromised because the Executive Director of the Colorado Department of Natural Resources is a political appointee.

◁70% strongly agree ▷18% agree ▷6% no opinion ▷6% disagree

◊1% strongly disagree

88% Agree/Strongly Agree & 7% Disagree/Strongly Disagree

15. I know of instances where management has reassigned or changed the responsibility of a person as a result of their work on a controversial project.

◊23% strongly agree ◊40% agree ◊20% no opinion ◊15% disagree

◊2% strongly disagree

63% Agree/Strongly Agree & 17% Disagree/Strongly Disagree

LEADERSHIP

16. I feel DOW is moving in the right direction.

◊2% strongly agree ◊30% agree ◊9% no opinion ◊40% disagree

◊18% strongly disagree

33% Agree/Strongly Agree & 58% Disagree/Strongly Disagree

17. Russell George is doing a good job as Director of the Colorado DOW.

◊39% strongly agree ◊44% agree ◊7% no opinion ◊8% disagree

◊2% strongly disagree

83% Agree/Strongly Agree & 10% Disagree/Strongly Disagree

18. Greg Walcher is doing a good job as Executive Director of the Colorado Department of Natural Resources.

◊1% strongly agree ◊6% agree ◊7% no opinion ◊11% disagree

◊75% strongly disagree

7% Agree/Strongly Agree & 87% Disagree/Strongly Disagree

VALUES

19. I believe that the leadership of the DOW is committed to upholding environmental laws and regulations.

◊1% strongly agree ◊55% agree ◊9% no opinion ◊24% disagree

◊11% strongly disagree

56% Agree/Strongly Agree & 35% Disagree/Strongly Disagree

20. I have been directed or encouraged by a supervisor to ignore a specific threat or remain silent regarding a specific threat to a wildlife resource.

◊11% strongly agree ◊30% agree ◊13% no opinion ◊27% disagree

◊18% strongly disagree **42% Agree/Strongly Agree & 45%**

Disagree/Strongly Disagree

21. I would expect to experience job-related retaliation for openly advocating protection of the state's wildlife resources.

◊24% strongly agree ◊33% agree ◊10% no opinion ◊25% disagree

◊8% strongly disagree

57% Agree/Strongly Agree & 33% Disagree/Strongly Disagree

COMMUNICATION

22. DOW administration clearly explains the basis of its decisions to staff.

◁1% strongly agree ▷17% agree ▷11% no opinion ▷40% disagree
▷30% strongly disagree

18% Agree/Strongly Agree & 70% Disagree/Strongly Disagree

23. Managers encourage employee input.

◁1% strongly agree ▷52% agree ▷8% no opinion ▷24% disagree
▷15% strongly disagree

53% Agree/Strongly Agree & 39% Disagree/Strongly Disagree

24. My supervisor trusts my work, and does not second-guess my efforts and decisions.

◁27% strongly agree ▷39% agree ▷6% no opinion ▷12% disagree
▷16% strongly disagree

66% Agree/Strongly Agree & 28% Disagree/Strongly Disagree

MORALE

25. Morale among DOW employees is good.

◁1% strongly agree ▷19% agree ▷6% no opinion ▷35% disagree
▷39% strongly disagree

20% Agree/Strongly Agree & 74% Disagree/Strongly Disagree

26. I feel proud of the job DOW is doing protecting Colorado's wildlife.

◁11% strongly agree ▷42% agree ▷9% no opinion ▷27% disagree
▷10% strongly disagree

53% Agree/Strongly Agree & 38% Disagree/Strongly Disagree

27. DOW is a better place to work today than it was five years ago.

◁3% strongly agree ▷9% agree ▷4% no opinion ▷39% disagree
▷44% strongly disagree

12% Agree/Strongly Agree & 83% Disagree/Strongly Disagree

- *All percentages were rounded to the nearest whole number; reason why some percentages may add up to 99% or 101%*