



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%.

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%	3.6%	12.5%
National	0.8%	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%	35.7%	8.9%
National	0%	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%	44.6%	3.6%
National	0%	42.7%	7.3%

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					

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

	<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%	30.4%	5.4%	39.3%	21.4%
National	2.4%	30.6%	11.3%	36.3%	16.1%

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	1.8%	10.7%	78.6%	7.1%	0%
National	1.6%	19.4%	56.5%	15.3%	4%

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%	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

	<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%	17.9%	3.6%	46.4%	28.6%
National	1.6%	20.2%	11.3%	43.5%	20.2%

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	1.8%	5.4%	69.6%	17.9%	3.6%
National	1.6%	14.5%	47.6%	25%	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%	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

	<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%	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%	

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%

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%

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%