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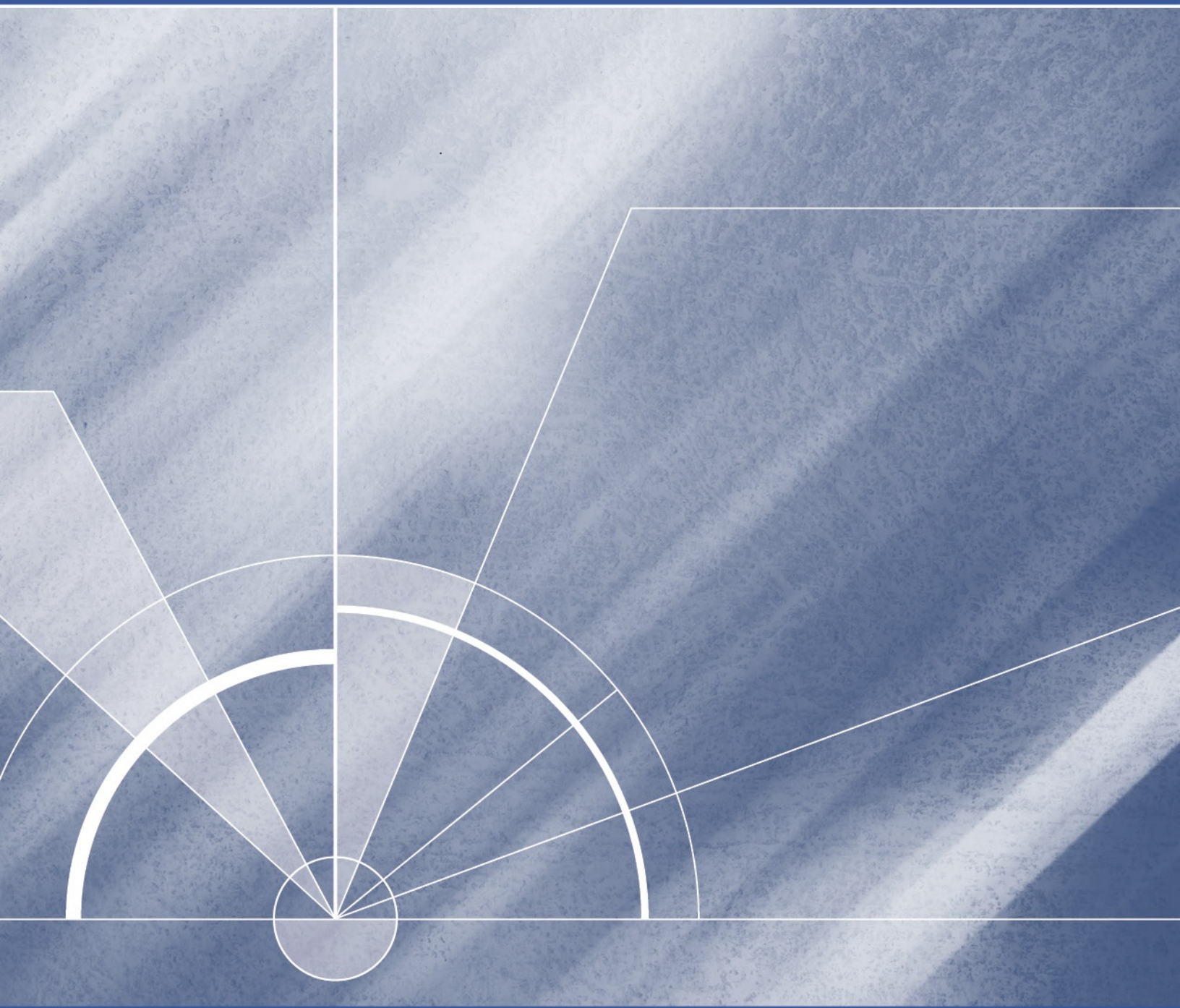
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2017


Federal Employee Viewpoint Survey
Empowering Employees. Inspiring Change.

1st Level
Subagency
Comparison
Report

National Science Foundation





National Science Foundation

1st Level Subagency Comparison Report

This 2017 Federal Employee Viewpoint Survey Report provides summary results for your subagencies, including comparisons to your department or agency.

Response Summary

	Surveys Completed	Response Rate
Governmentwide	486,105	45.5%
National Science Foundation	910	76.3%
Directorate for Biological Sciences	57	80.3%
DIR FOR COMPUTER AND INFO SCI AND ENGINEERING	60	85.7%
Directorate for Education and Human Resources	69	69.7%
Directorate for Engineering	55	64.0%
Directorate for Geosciences	99	76.2%
Directorate for Mathematical and Physical Sciences	75	70.1%
DIR FOR SOCIAL, BEHAVIORAL, AND ECONOMIC SCIENCES	63	75.9%
Office of Budget, Finance and Award Management	119	81.0%
Office of the Director	80	72.7%
Office of the Inspector General	52	82.5%
Office of Information and Resource Management	143	84.6%
National Science Board Office	13	86.7%

Your Data

An embedded Microsoft® Excel® file containing your results. To access the workbook from Adobe® Reader®, double click on the 'pin' in the upper left corner of this page. Alternatively, you may access the workbook through the vertical navigation pane on the left side of the Adobe® Reader® window by clicking on the image of the paper clip.

Main Report Results

The results include response percentages for each survey item. The definitions for the Positive, Neutral, and Negative response percentages vary in the following ways across the three primary response scales used in the survey:

Positive: *"Strongly Agree and Agree"* or *"Very Satisfied and Satisfied"* or *"Very Good and Good"*

Neutral: *"Neither Agree nor Disagree"* or *"Neither Satisfied nor Dissatisfied"* or *"Fair"*

Negative: *"Disagree and Strongly Disagree"* or *"Dissatisfied and Very Dissatisfied"* or *"Poor and Very Poor"*

Positive, Neutral, and Negative percentages are based on the total number of responses (N) that are in these three categories. The number of *Do Not Know (DNK)* or *No Basis to Judge (NBJ)* responses, where applicable, is listed separately.

Note: Response rates are not displayed in the Response Summary table when there are fewer than 10 completed surveys. The report tables that follow do not include results for any subagency that had fewer than 10 completed surveys.

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My Work Experience

1. I am given a real opportunity to improve my skills in my organization.

	N	Positive	Neutral	Negative
Governmentwide	485,193	64.1%	16.0%	19.9%
National Science Foundation	904	76.4%	11.4%	12.2%
Directorate for Biological Sciences	57	77.0%	15.9%	7.1%
DIR FOR COMPUTER AND INFO SCI AND ENGINEERING	59	75.8%	17.1%	7.1%
Directorate for Education and Human Resources	69	82.5%	10.5%	7.0%
Directorate for Engineering	55	68.2%	8.4%	23.4%
Directorate for Geosciences	98	62.0%	15.1%	22.9%
Directorate for Mathematical and Physical Sciences	74	76.1%	15.7%	8.2%
DIR FOR SOCIAL, BEHAVIORAL, AND ECONOMIC SCIENCES	63	78.1%	10.1%	11.8%
Office of Budget, Finance and Award Management	119	83.8%	10.4%	5.8%
Office of the Director	79	66.9%	11.6%	21.5%
Office of the Inspector General	51	82.4%	5.9%	11.7%
Office of Information and Resource Management	142	82.5%	7.0%	10.5%
National Science Board Office	13	75.0%	16.8%	8.2%

2. I have enough information to do my job well.

	N	Positive	Neutral	Negative
Governmentwide	483,786	71.1%	14.4%	14.5%
National Science Foundation	908	76.9%	11.2%	12.0%
Directorate for Biological Sciences	57	66.6%	17.7%	15.7%
DIR FOR COMPUTER AND INFO SCI AND ENGINEERING	60	78.5%	12.7%	8.7%
Directorate for Education and Human Resources	69	78.7%	9.5%	11.8%
Directorate for Engineering	55	73.8%	15.2%	11.0%
Directorate for Geosciences	98	69.1%	8.9%	21.9%
Directorate for Mathematical and Physical Sciences	75	82.6%	12.7%	4.7%
DIR FOR SOCIAL, BEHAVIORAL, AND ECONOMIC SCIENCES	63	72.1%	12.3%	15.6%
Office of Budget, Finance and Award Management	119	85.3%	6.1%	8.6%
Office of the Director	80	72.4%	11.4%	16.2%
Office of the Inspector General	52	87.8%	8.4%	3.8%
Office of Information and Resource Management	143	72.8%	13.3%	13.9%
National Science Board Office	13	91.4%	0.0%	8.6%

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My Work Experience (continued)

3. I feel encouraged to come up with new and better ways of doing things.

	N	Positive	Neutral	Negative
Governmentwide	481,568	59.5%	17.7%	22.8%
National Science Foundation	905	73.6%	13.1%	13.2%
Directorate for Biological Sciences	57	75.8%	15.7%	8.6%
DIR FOR COMPUTER AND INFO SCI AND ENGINEERING	59	76.0%	15.1%	8.9%
Directorate for Education and Human Resources	69	74.9%	9.3%	15.8%
Directorate for Engineering	54	75.7%	8.2%	16.2%
Directorate for Geosciences	98	64.8%	14.2%	21.1%
Directorate for Mathematical and Physical Sciences	74	76.5%	13.5%	10.0%
DIR FOR SOCIAL, BEHAVIORAL, AND ECONOMIC SCIENCES	63	62.4%	20.9%	16.7%
Office of Budget, Finance and Award Management	119	78.2%	11.0%	10.8%
Office of the Director	80	72.0%	10.6%	17.5%
Office of the Inspector General	52	80.2%	5.8%	14.0%
Office of Information and Resource Management	142	72.1%	17.4%	10.4%
National Science Board Office	13	83.2%	0.0%	16.8%

4. My work gives me a feeling of personal accomplishment.

	N	Positive	Neutral	Negative
Governmentwide	483,323	71.9%	14.4%	13.7%
National Science Foundation	907	79.0%	10.5%	10.5%
Directorate for Biological Sciences	57	79.3%	12.2%	8.6%
DIR FOR COMPUTER AND INFO SCI AND ENGINEERING	60	80.0%	11.6%	8.3%
Directorate for Education and Human Resources	68	90.7%	1.3%	8.0%
Directorate for Engineering	55	85.6%	7.3%	7.1%
Directorate for Geosciences	99	76.3%	14.3%	9.4%
Directorate for Mathematical and Physical Sciences	75	77.2%	15.0%	7.8%
DIR FOR SOCIAL, BEHAVIORAL, AND ECONOMIC SCIENCES	63	72.5%	12.4%	15.1%
Office of Budget, Finance and Award Management	117	79.7%	11.8%	8.6%
Office of the Director	80	75.7%	12.8%	11.5%
Office of the Inspector General	52	85.5%	6.3%	8.2%
Office of Information and Resource Management	143	76.9%	7.0%	16.1%
National Science Board Office	13	68.3%	14.9%	16.8%

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My Work Experience (continued)

5. I like the kind of work I do.

	N	Positive	Neutral	Negative
Governmentwide	481,878	83.4%	10.7%	5.8%
National Science Foundation	905	84.0%	10.8%	5.2%
Directorate for Biological Sciences	57	76.0%	15.3%	8.7%
DIR FOR COMPUTER AND INFO SCI AND ENGINEERING	59	85.8%	10.9%	3.3%
Directorate for Education and Human Resources	69	88.0%	5.8%	6.2%
Directorate for Engineering	55	92.1%	4.2%	3.6%
Directorate for Geosciences	99	83.4%	11.6%	5.1%
Directorate for Mathematical and Physical Sciences	75	83.3%	13.5%	3.2%
DIR FOR SOCIAL, BEHAVIORAL, AND ECONOMIC SCIENCES	62	78.4%	16.3%	5.3%
Office of Budget, Finance and Award Management	119	85.9%	8.5%	5.6%
Office of the Director	77	84.0%	10.7%	5.2%
Office of the Inspector General	52	92.2%	7.8%	0.0%
Office of Information and Resource Management	143	80.0%	13.2%	6.8%
National Science Board Office	13	83.2%	8.2%	8.6%

6. I know what is expected of me on the job.

	N	Positive	Neutral	Negative
Governmentwide	481,399	80.4%	10.6%	9.0%
National Science Foundation	899	82.5%	9.0%	8.5%
Directorate for Biological Sciences	54	79.4%	13.4%	7.3%
DIR FOR COMPUTER AND INFO SCI AND ENGINEERING	59	82.9%	12.0%	5.0%
Directorate for Education and Human Resources	68	84.4%	9.8%	5.9%
Directorate for Engineering	55	90.1%	1.4%	8.4%
Directorate for Geosciences	99	82.7%	7.1%	10.2%
Directorate for Mathematical and Physical Sciences	74	89.1%	6.5%	4.4%
DIR FOR SOCIAL, BEHAVIORAL, AND ECONOMIC SCIENCES	62	81.0%	7.9%	11.1%
Office of Budget, Finance and Award Management	119	82.3%	10.5%	7.2%
Office of the Director	78	69.1%	16.7%	14.1%
Office of the Inspector General	51	77.9%	12.0%	10.1%
Office of Information and Resource Management	142	81.1%	7.2%	11.7%
National Science Board Office	13	91.4%	8.6%	0.0%

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My Work Experience (continued)

7. When needed I am willing to put in the extra effort to get a job done.

	N	Positive	Neutral	Negative
Governmentwide	483,257	95.8%	2.7%	1.5%
National Science Foundation	905	97.5%	1.8%	0.7%
Directorate for Biological Sciences	57	100.0%	0.0%	0.0%
DIR FOR COMPUTER AND INFO SCI AND ENGINEERING	59	96.3%	3.7%	0.0%
Directorate for Education and Human Resources	69	96.7%	1.7%	1.7%
Directorate for Engineering	55	98.6%	1.4%	0.0%
Directorate for Geosciences	97	95.8%	3.2%	1.0%
Directorate for Mathematical and Physical Sciences	74	97.3%	2.7%	0.0%
DIR FOR SOCIAL, BEHAVIORAL, AND ECONOMIC SCIENCES	63	98.0%	2.0%	0.0%
Office of Budget, Finance and Award Management	118	98.3%	1.0%	0.7%
Office of the Director	80	100.0%	0.0%	0.0%
Office of the Inspector General	52	100.0%	0.0%	0.0%
Office of Information and Resource Management	143	94.6%	2.7%	2.7%
National Science Board Office	13	100.0%	0.0%	0.0%

8. I am constantly looking for ways to do my job better.

	N	Positive	Neutral	Negative
Governmentwide	483,445	91.0%	7.3%	1.7%
National Science Foundation	903	92.8%	6.0%	1.2%
Directorate for Biological Sciences	57	93.2%	6.8%	0.0%
DIR FOR COMPUTER AND INFO SCI AND ENGINEERING	59	91.2%	8.8%	0.0%
Directorate for Education and Human Resources	69	95.0%	1.7%	3.3%
Directorate for Engineering	54	98.5%	1.5%	0.0%
Directorate for Geosciences	99	88.8%	8.2%	3.0%
Directorate for Mathematical and Physical Sciences	75	94.8%	5.2%	0.0%
DIR FOR SOCIAL, BEHAVIORAL, AND ECONOMIC SCIENCES	63	90.3%	8.4%	1.4%
Office of Budget, Finance and Award Management	117	93.0%	6.4%	0.7%
Office of the Director	79	93.4%	5.2%	1.4%
Office of the Inspector General	52	92.2%	7.8%	0.0%
Office of Information and Resource Management	141	91.8%	6.1%	2.1%
National Science Board Office	13	100.0%	0.0%	0.0%

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My Work Experience (continued)

9. I have sufficient resources (for example, people, materials, budget) to get my job done.

	N	Positive	Neutral	Negative	DNK
Governmentwide	483,755	47.4%	16.1%	36.6%	973
National Science Foundation	908	57.0%	13.5%	29.5%	0
Directorate for Biological Sciences	56	48.6%	21.6%	29.8%	0
DIR FOR COMPUTER AND INFO SCI AND ENGINEERING	60	62.3%	8.2%	29.5%	0
Directorate for Education and Human Resources	68	61.8%	5.7%	32.5%	0
Directorate for Engineering	55	50.6%	14.8%	34.6%	0
Directorate for Geosciences	99	50.3%	14.6%	35.1%	0
Directorate for Mathematical and Physical Sciences	75	33.3%	20.3%	46.4%	0
DIR FOR SOCIAL, BEHAVIORAL, AND ECONOMIC SCIENCES	63	55.2%	19.2%	25.6%	0
Office of Budget, Finance and Award Management	119	65.2%	8.5%	26.3%	0
Office of the Director	80	52.5%	16.7%	30.9%	0
Office of the Inspector General	52	67.3%	10.0%	22.8%	0
Office of Information and Resource Management	143	66.6%	9.7%	23.7%	0
National Science Board Office	13	75.0%	8.2%	16.8%	0

10. My workload is reasonable.

	N	Positive	Neutral	Negative	DNK
Governmentwide	482,533	58.9%	16.0%	25.0%	776
National Science Foundation	904	53.3%	13.6%	33.1%	0
Directorate for Biological Sciences	57	51.0%	18.1%	30.9%	0
DIR FOR COMPUTER AND INFO SCI AND ENGINEERING	59	39.5%	11.4%	49.0%	0
Directorate for Education and Human Resources	68	52.9%	5.9%	41.3%	0
Directorate for Engineering	55	36.0%	12.1%	51.9%	0
Directorate for Geosciences	99	58.7%	14.2%	27.1%	0
Directorate for Mathematical and Physical Sciences	73	30.0%	23.9%	46.1%	0
DIR FOR SOCIAL, BEHAVIORAL, AND ECONOMIC SCIENCES	63	61.7%	7.9%	30.4%	0
Office of Budget, Finance and Award Management	119	59.7%	13.4%	26.9%	0
Office of the Director	80	58.1%	14.3%	27.7%	0
Office of the Inspector General	52	46.4%	14.1%	39.5%	0
Office of Information and Resource Management	141	62.4%	15.6%	22.0%	0
National Science Board Office	13	76.0%	8.2%	15.8%	0

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My Work Experience (continued)

11. My talents are used well in the workplace.

	N	Positive	Neutral	Negative	DNK
Governmentwide	475,916	59.7%	16.5%	23.8%	1,928
National Science Foundation	893	65.1%	13.4%	21.5%	3
Directorate for Biological Sciences	57	48.2%	22.0%	29.8%	0
DIR FOR COMPUTER AND INFO SCI AND ENGINEERING	59	70.9%	15.5%	13.7%	0
Directorate for Education and Human Resources	68	72.0%	5.6%	22.4%	0
Directorate for Engineering	55	62.4%	13.3%	24.3%	0
Directorate for Geosciences	96	58.5%	15.2%	26.3%	2
Directorate for Mathematical and Physical Sciences	71	64.8%	11.9%	23.3%	0
DIR FOR SOCIAL, BEHAVIORAL, AND ECONOMIC SCIENCES	61	53.4%	20.1%	26.5%	0
Office of Budget, Finance and Award Management	117	72.1%	15.7%	12.2%	1
Office of the Director	79	65.6%	11.7%	22.7%	0
Office of the Inspector General	52	63.4%	16.7%	19.9%	0
Office of Information and Resource Management	140	65.9%	12.0%	22.1%	0
National Science Board Office	13	75.0%	0.0%	25.0%	0

12. I know how my work relates to the agency's goals and priorities.

	N	Positive	Neutral	Negative	DNK
Governmentwide	481,130	84.2%	9.5%	6.4%	1,459
National Science Foundation	908	90.2%	6.6%	3.3%	0
Directorate for Biological Sciences	57	92.9%	3.4%	3.7%	0
DIR FOR COMPUTER AND INFO SCI AND ENGINEERING	60	95.2%	3.2%	1.6%	0
Directorate for Education and Human Resources	68	87.1%	6.6%	6.3%	0
Directorate for Engineering	55	96.4%	2.2%	1.4%	0
Directorate for Geosciences	99	85.9%	9.3%	4.9%	0
Directorate for Mathematical and Physical Sciences	74	87.6%	10.7%	1.6%	0
DIR FOR SOCIAL, BEHAVIORAL, AND ECONOMIC SCIENCES	63	92.5%	4.8%	2.7%	0
Office of Budget, Finance and Award Management	119	95.8%	2.7%	1.6%	0
Office of the Director	80	87.2%	8.8%	3.9%	0
Office of the Inspector General	52	91.6%	8.4%	0.0%	0
Office of Information and Resource Management	143	86.9%	7.7%	5.4%	0
National Science Board Office	13	91.8%	8.2%	0.0%	0

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My Work Experience (continued)

13. The work I do is important.

	N	Positive	Neutral	Negative	DNK
Governmentwide	479,280	90.7%	6.4%	2.8%	1,120
National Science Foundation	900	90.3%	6.2%	3.5%	0
Directorate for Biological Sciences	57	86.6%	8.4%	5.0%	0
DIR FOR COMPUTER AND INFO SCI AND ENGINEERING	59	91.1%	7.0%	2.0%	0
Directorate for Education and Human Resources	68	90.3%	1.7%	8.0%	0
Directorate for Engineering	55	91.9%	5.9%	2.2%	0
Directorate for Geosciences	97	90.4%	6.3%	3.3%	0
Directorate for Mathematical and Physical Sciences	75	92.9%	5.5%	1.6%	0
DIR FOR SOCIAL, BEHAVIORAL, AND ECONOMIC SCIENCES	63	97.2%	1.4%	1.4%	0
Office of Budget, Finance and Award Management	116	92.2%	5.1%	2.6%	0
Office of the Director	80	91.1%	6.2%	2.6%	0
Office of the Inspector General	51	85.9%	10.0%	4.1%	0
Office of Information and Resource Management	142	87.5%	7.7%	4.9%	0
National Science Board Office	13	84.7%	6.7%	8.6%	0

14. Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.

	N	Positive	Neutral	Negative	DNK
Governmentwide	481,674	66.3%	14.0%	19.7%	2,014
National Science Foundation	905	77.0%	12.0%	11.0%	0
Directorate for Biological Sciences	57	61.6%	20.7%	17.7%	0
DIR FOR COMPUTER AND INFO SCI AND ENGINEERING	60	78.5%	11.8%	9.7%	0
Directorate for Education and Human Resources	68	79.9%	9.6%	10.5%	0
Directorate for Engineering	55	75.5%	7.9%	16.6%	0
Directorate for Geosciences	98	66.3%	17.5%	16.2%	0
Directorate for Mathematical and Physical Sciences	73	66.9%	21.8%	11.3%	0
DIR FOR SOCIAL, BEHAVIORAL, AND ECONOMIC SCIENCES	62	76.2%	10.0%	13.8%	0
Office of Budget, Finance and Award Management	119	82.9%	8.6%	8.5%	0
Office of the Director	80	80.9%	11.8%	7.3%	0
Office of the Inspector General	52	86.5%	7.7%	5.8%	0
Office of Information and Resource Management	143	84.2%	7.4%	8.5%	0
National Science Board Office	13	85.2%	7.5%	7.2%	0

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My Work Experience (continued)

15. My performance appraisal is a fair reflection of my performance.

	N	Positive	Neutral	Negative	DNK
Governmentwide	477,285	71.3%	14.1%	14.6%	6,699
National Science Foundation	897	83.3%	7.2%	9.6%	10
Directorate for Biological Sciences	57	79.4%	16.9%	3.7%	0
DIR FOR COMPUTER AND INFO SCI AND ENGINEERING	60	78.6%	12.8%	8.6%	0
Directorate for Education and Human Resources	67	84.3%	6.2%	9.4%	1
Directorate for Engineering	54	87.9%	2.1%	10.0%	1
Directorate for Geosciences	99	82.5%	5.2%	12.2%	0
Directorate for Mathematical and Physical Sciences	75	87.2%	8.3%	4.4%	0
DIR FOR SOCIAL, BEHAVIORAL, AND ECONOMIC SCIENCES	63	89.6%	5.4%	5.0%	0
Office of Budget, Finance and Award Management	116	83.9%	9.0%	7.1%	2
Office of the Director	75	73.2%	6.6%	20.2%	5
Office of the Inspector General	51	77.3%	6.1%	16.6%	1
Office of Information and Resource Management	143	81.7%	7.0%	11.3%	0
National Science Board Office	12	90.8%	0.0%	9.2%	0

16. I am held accountable for achieving results.

	N	Positive	Neutral	Negative	DNK
Governmentwide	480,241	82.7%	11.5%	5.8%	2,029
National Science Foundation	900	87.6%	8.2%	4.2%	5
Directorate for Biological Sciences	57	87.7%	10.7%	1.6%	0
DIR FOR COMPUTER AND INFO SCI AND ENGINEERING	60	90.1%	8.3%	1.5%	0
Directorate for Education and Human Resources	68	87.1%	2.4%	10.5%	0
Directorate for Engineering	55	82.0%	12.2%	5.9%	0
Directorate for Geosciences	97	79.8%	10.7%	9.5%	1
Directorate for Mathematical and Physical Sciences	74	91.5%	8.5%	0.0%	1
DIR FOR SOCIAL, BEHAVIORAL, AND ECONOMIC SCIENCES	63	86.6%	7.5%	5.9%	0
Office of Budget, Finance and Award Management	117	93.5%	4.0%	2.5%	1
Office of the Director	79	82.7%	13.6%	3.6%	1
Office of the Inspector General	50	87.0%	13.0%	0.0%	0
Office of Information and Resource Management	142	88.7%	7.0%	4.3%	1
National Science Board Office	13	100.0%	0.0%	0.0%	0

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My Work Experience (continued)

17. I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.

	N	Positive	Neutral	Negative	DNK
Governmentwide	462,879	64.5%	17.3%	18.2%	19,717
National Science Foundation	855	67.4%	17.6%	15.0%	54
Directorate for Biological Sciences	53	68.1%	18.9%	13.0%	4
DIR FOR COMPUTER AND INFO SCI AND ENGINEERING	56	58.5%	32.0%	9.6%	4
Directorate for Education and Human Resources	65	70.9%	14.1%	15.0%	3
Directorate for Engineering	54	69.1%	17.1%	13.8%	1
Directorate for Geosciences	91	50.9%	19.5%	29.6%	8
Directorate for Mathematical and Physical Sciences	66	69.8%	17.4%	12.8%	9
DIR FOR SOCIAL, BEHAVIORAL, AND ECONOMIC SCIENCES	59	65.1%	17.6%	17.3%	4
Office of Budget, Finance and Award Management	113	73.5%	14.6%	11.8%	6
Office of the Director	75	66.3%	21.4%	12.2%	5
Office of the Inspector General	48	66.6%	11.8%	21.6%	4
Office of Information and Resource Management	140	72.4%	15.0%	12.7%	3
National Science Board Office	12	72.0%	0.0%	28.0%	1

18. My training needs are assessed.

	N	Positive	Neutral	Negative	DNK
Governmentwide	478,928	55.2%	22.4%	22.5%	4,395
National Science Foundation	893	59.5%	21.7%	18.8%	10
Directorate for Biological Sciences	56	47.5%	33.4%	19.1%	1
DIR FOR COMPUTER AND INFO SCI AND ENGINEERING	58	61.2%	30.1%	8.7%	1
Directorate for Education and Human Resources	66	58.0%	20.5%	21.5%	1
Directorate for Engineering	55	51.4%	18.2%	30.4%	0
Directorate for Geosciences	98	50.6%	19.4%	30.0%	1
Directorate for Mathematical and Physical Sciences	72	50.5%	29.9%	19.6%	2
DIR FOR SOCIAL, BEHAVIORAL, AND ECONOMIC SCIENCES	63	56.1%	26.3%	17.5%	0
Office of Budget, Finance and Award Management	118	66.4%	18.5%	15.2%	0
Office of the Director	77	55.7%	24.8%	19.5%	2
Office of the Inspector General	52	80.2%	7.6%	12.2%	0
Office of Information and Resource Management	142	68.4%	15.6%	16.0%	0
National Science Board Office	13	62.6%	37.4%	0.0%	0

National Science Foundation

1st Level Subagency Comparison Report

My Work Experience (continued)

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	Positive	Neutral	Negative	NBJ
Governmentwide	473,585	71.0%	13.4%	15.6%	11,653
National Science Foundation	882	78.5%	7.9%	13.6%	27
Directorate for Biological Sciences	56	81.1%	6.3%	12.5%	1
DIR FOR COMPUTER AND INFO SCI AND ENGINEERING	60	76.7%	16.5%	6.8%	0
Directorate for Education and Human Resources	67	80.0%	3.1%	16.9%	1
Directorate for Engineering	54	85.7%	3.7%	10.6%	1
Directorate for Geosciences	96	74.7%	7.3%	18.0%	3
Directorate for Mathematical and Physical Sciences	72	85.6%	7.8%	6.6%	3
DIR FOR SOCIAL, BEHAVIORAL, AND ECONOMIC SCIENCES	63	82.2%	9.8%	8.0%	0
Office of Budget, Finance and Award Management	117	79.2%	8.9%	11.9%	2
Office of the Director	71	70.4%	8.6%	21.0%	9
Office of the Inspector General	50	62.9%	10.2%	26.9%	2
Office of Information and Resource Management	138	80.5%	6.4%	13.1%	5
National Science Board Office	13	66.5%	8.2%	25.3%	0

My Work Unit

20. The people I work with cooperate to get the job done.

	N	Positive	Neutral	Negative
Governmentwide	484,728	74.6%	12.9%	12.5%
National Science Foundation	908	84.4%	7.7%	7.8%
Directorate for Biological Sciences	57	94.7%	3.6%	1.7%
DIR FOR COMPUTER AND INFO SCI AND ENGINEERING	60	86.2%	8.4%	5.4%
Directorate for Education and Human Resources	68	82.3%	9.9%	7.8%
Directorate for Engineering	55	84.8%	2.0%	13.1%
Directorate for Geosciences	99	78.4%	4.8%	16.8%
Directorate for Mathematical and Physical Sciences	75	87.6%	7.9%	4.4%
DIR FOR SOCIAL, BEHAVIORAL, AND ECONOMIC SCIENCES	63	82.6%	7.3%	10.1%
Office of Budget, Finance and Award Management	118	83.4%	10.1%	6.5%
Office of the Director	80	87.2%	7.7%	5.1%
Office of the Inspector General	52	84.5%	3.8%	11.7%
Office of Information and Resource Management	143	79.7%	13.4%	6.9%
National Science Board Office	13	100.0%	0.0%	0.0%

National Science Foundation

1st Level Subagency Comparison Report

My Work Unit (continued)

21. My work unit is able to recruit people with the right skills.

	N	Positive	Neutral	Negative	DNK
Governmentwide	468,542	42.3%	25.4%	32.3%	16,412
National Science Foundation	894	61.4%	18.7%	19.9%	15
Directorate for Biological Sciences	56	61.6%	20.9%	17.6%	1
DIR FOR COMPUTER AND INFO SCI AND ENGINEERING	59	54.0%	23.9%	22.1%	1
Directorate for Education and Human Resources	69	56.1%	11.6%	32.3%	0
Directorate for Engineering	55	61.9%	13.9%	24.3%	0
Directorate for Geosciences	94	53.7%	18.5%	27.8%	4
Directorate for Mathematical and Physical Sciences	75	60.7%	25.0%	14.3%	0
DIR FOR SOCIAL, BEHAVIORAL, AND ECONOMIC SCIENCES	61	66.7%	19.0%	14.4%	2
Office of Budget, Finance and Award Management	119	65.3%	15.0%	19.7%	0
Office of the Director	79	56.7%	25.7%	17.6%	1
Office of the Inspector General	51	74.0%	8.1%	17.9%	1
Office of Information and Resource Management	140	62.9%	20.5%	16.6%	3
National Science Board Office	13	67.5%	15.7%	16.8%	0

22. Promotions in my work unit are based on merit.

	N	Positive	Neutral	Negative	DNK
Governmentwide	449,801	35.8%	28.4%	35.9%	33,402
National Science Foundation	822	49.6%	25.3%	25.2%	84
Directorate for Biological Sciences	50	42.7%	32.0%	25.3%	7
DIR FOR COMPUTER AND INFO SCI AND ENGINEERING	56	55.8%	30.1%	14.1%	4
Directorate for Education and Human Resources	62	50.6%	22.3%	27.1%	7
Directorate for Engineering	52	46.2%	13.7%	40.1%	3
Directorate for Geosciences	91	32.1%	26.4%	41.5%	8
Directorate for Mathematical and Physical Sciences	64	40.8%	36.5%	22.7%	11
DIR FOR SOCIAL, BEHAVIORAL, AND ECONOMIC SCIENCES	56	55.9%	27.1%	16.9%	7
Office of Budget, Finance and Award Management	109	52.1%	25.0%	22.9%	7
Office of the Director	64	46.1%	25.2%	28.7%	15
Office of the Inspector General	51	56.5%	19.8%	23.7%	1
Office of Information and Resource Management	133	57.7%	22.6%	19.7%	10
National Science Board Office	12	46.7%	25.0%	28.3%	1

National Science Foundation

1st Level Subagency Comparison Report

My Work Unit (continued)

23. In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.

	N	Positive	Neutral	Negative	DNK
Governmentwide	435,831	30.9%	27.5%	41.5%	47,551
National Science Foundation	793	38.1%	27.4%	34.5%	109
Directorate for Biological Sciences	50	46.5%	34.7%	18.8%	7
DIR FOR COMPUTER AND INFO SCI AND ENGINEERING	57	49.5%	29.7%	20.8%	3
Directorate for Education and Human Resources	61	39.7%	18.0%	42.3%	8
Directorate for Engineering	47	31.0%	19.3%	49.7%	7
Directorate for Geosciences	91	16.8%	24.2%	59.1%	8
Directorate for Mathematical and Physical Sciences	65	38.5%	36.7%	24.8%	9
DIR FOR SOCIAL, BEHAVIORAL, AND ECONOMIC SCIENCES	52	36.9%	25.8%	37.2%	10
Office of Budget, Finance and Award Management	101	45.4%	29.4%	25.2%	17
Office of the Director	69	42.5%	23.7%	33.7%	9
Office of the Inspector General	47	40.4%	19.2%	40.4%	5
Office of Information and Resource Management	123	37.6%	31.7%	30.7%	18
National Science Board Office	11	44.0%	17.7%	38.3%	2

24. In my work unit, differences in performance are recognized in a meaningful way.

	N	Positive	Neutral	Negative	DNK
Governmentwide	454,415	36.1%	28.2%	35.7%	29,143
National Science Foundation	829	40.0%	29.3%	30.7%	74
Directorate for Biological Sciences	55	34.9%	33.7%	31.4%	2
DIR FOR COMPUTER AND INFO SCI AND ENGINEERING	56	46.7%	32.0%	21.3%	4
Directorate for Education and Human Resources	63	45.4%	22.4%	32.2%	5
Directorate for Engineering	47	29.8%	16.9%	53.3%	8
Directorate for Geosciences	92	23.4%	31.5%	45.1%	5
Directorate for Mathematical and Physical Sciences	65	30.3%	38.6%	31.1%	8
DIR FOR SOCIAL, BEHAVIORAL, AND ECONOMIC SCIENCES	54	39.3%	38.3%	22.5%	8
Office of Budget, Finance and Award Management	115	50.8%	27.2%	21.9%	4
Office of the Director	64	38.6%	31.5%	29.9%	15
Office of the Inspector General	50	49.8%	16.7%	33.5%	2
Office of Information and Resource Management	135	43.1%	29.0%	27.9%	8
National Science Board Office	12	48.3%	23.4%	28.3%	1

National Science Foundation

1st Level Subagency Comparison Report

My Work Unit (continued)

25. Awards in my work unit depend on how well employees perform their jobs.

	N	Positive	Neutral	Negative	DNK
Governmentwide	449,570	43.7%	25.0%	31.3%	32,923
National Science Foundation	814	48.8%	25.5%	25.7%	90
Directorate for Biological Sciences	47	33.0%	40.9%	26.1%	8
DIR FOR COMPUTER AND INFO SCI AND ENGINEERING	58	53.8%	30.8%	15.3%	2
Directorate for Education and Human Resources	60	49.7%	24.2%	26.1%	8
Directorate for Engineering	47	44.3%	13.6%	42.1%	8
Directorate for Geosciences	88	36.9%	24.1%	39.1%	10
Directorate for Mathematical and Physical Sciences	69	44.3%	36.6%	19.1%	6
DIR FOR SOCIAL, BEHAVIORAL, AND ECONOMIC SCIENCES	56	50.9%	24.8%	24.3%	7
Office of Budget, Finance and Award Management	108	58.1%	17.5%	24.4%	11
Office of the Director	65	40.6%	34.4%	25.0%	13
Office of the Inspector General	49	51.2%	27.8%	21.0%	3
Office of Information and Resource Management	134	53.0%	22.3%	24.7%	9
National Science Board Office	12	46.9%	25.0%	28.1%	1

26. Employees in my work unit share job knowledge with each other.

	N	Positive	Neutral	Negative	DNK
Governmentwide	481,370	74.5%	13.4%	12.1%	1,941
National Science Foundation	899	78.5%	11.9%	9.5%	3
Directorate for Biological Sciences	57	82.0%	12.9%	5.1%	0
DIR FOR COMPUTER AND INFO SCI AND ENGINEERING	60	84.8%	8.2%	7.0%	0
Directorate for Education and Human Resources	69	79.0%	11.8%	9.2%	0
Directorate for Engineering	55	74.6%	5.7%	19.8%	0
Directorate for Geosciences	99	76.3%	10.1%	13.6%	0
Directorate for Mathematical and Physical Sciences	75	82.6%	11.4%	6.1%	0
DIR FOR SOCIAL, BEHAVIORAL, AND ECONOMIC SCIENCES	62	80.3%	12.5%	7.2%	0
Office of Budget, Finance and Award Management	116	81.4%	11.6%	6.9%	1
Office of the Director	78	76.3%	18.5%	5.2%	0
Office of the Inspector General	52	82.1%	9.9%	8.0%	0
Office of Information and Resource Management	139	70.6%	15.0%	14.4%	2
National Science Board Office	13	82.2%	9.2%	8.6%	0

National Science Foundation

1st Level Subagency Comparison Report

My Work Unit (continued)

27. The skill level in my work unit has improved in the past year.

	N	Positive	Neutral	Negative	DNK
Governmentwide	465,631	56.1%	27.6%	16.3%	18,337
National Science Foundation	867	58.4%	28.9%	12.7%	40
Directorate for Biological Sciences	57	70.0%	28.0%	2.0%	0
DIR FOR COMPUTER AND INFO SCI AND ENGINEERING	58	65.6%	23.6%	10.8%	2
Directorate for Education and Human Resources	66	52.3%	31.8%	15.9%	3
Directorate for Engineering	52	44.5%	35.7%	19.8%	3
Directorate for Geosciences	95	49.0%	29.4%	21.6%	3
Directorate for Mathematical and Physical Sciences	73	43.0%	42.9%	14.1%	1
DIR FOR SOCIAL, BEHAVIORAL, AND ECONOMIC SCIENCES	54	54.6%	32.8%	12.6%	9
Office of Budget, Finance and Award Management	111	68.6%	21.5%	9.9%	8
Office of the Director	75	57.8%	28.9%	13.3%	4
Office of the Inspector General	52	65.1%	19.5%	15.5%	0
Office of Information and Resource Management	138	64.4%	26.9%	8.8%	5
National Science Board Office	13	75.0%	25.0%	0.0%	0

28. How would you rate the overall quality of work done by your work unit?

	N	Positive	Neutral	Negative
Governmentwide	484,120	83.4%	13.4%	3.2%
National Science Foundation	905	92.5%	6.0%	1.5%
Directorate for Biological Sciences	57	96.3%	3.7%	0.0%
DIR FOR COMPUTER AND INFO SCI AND ENGINEERING	59	88.1%	11.9%	0.0%
Directorate for Education and Human Resources	69	90.4%	6.7%	2.9%
Directorate for Engineering	55	84.8%	10.8%	4.4%
Directorate for Geosciences	99	91.5%	5.4%	3.1%
Directorate for Mathematical and Physical Sciences	75	95.7%	4.3%	0.0%
DIR FOR SOCIAL, BEHAVIORAL, AND ECONOMIC SCIENCES	63	97.0%	3.0%	0.0%
Office of Budget, Finance and Award Management	118	95.8%	3.3%	0.9%
Office of the Director	78	92.0%	6.6%	1.4%
Office of the Inspector General	52	94.0%	3.8%	2.3%
Office of Information and Resource Management	142	89.6%	9.0%	1.3%
National Science Board Office	13	91.4%	8.6%	0.0%

National Science Foundation

1st Level Subagency Comparison Report

My Agency

29. The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.

	N	Positive	Neutral	Negative	DNK
Governmentwide	469,308	70.9%	16.8%	12.4%	7,233
National Science Foundation	886	82.2%	10.5%	7.4%	9
Directorate for Biological Sciences	57	78.9%	13.9%	7.2%	0
DIR FOR COMPUTER AND INFO SCI AND ENGINEERING	58	88.2%	10.3%	1.5%	0
Directorate for Education and Human Resources	68	73.2%	12.3%	14.5%	0
Directorate for Engineering	55	77.9%	10.4%	11.7%	0
Directorate for Geosciences	95	75.3%	13.9%	10.8%	2
Directorate for Mathematical and Physical Sciences	74	79.9%	11.8%	8.3%	0
DIR FOR SOCIAL, BEHAVIORAL, AND ECONOMIC SCIENCES	60	82.6%	7.0%	10.4%	1
Office of Budget, Finance and Award Management	115	88.5%	7.5%	4.0%	2
Office of the Director	76	85.0%	10.9%	4.1%	1
Office of the Inspector General	52	87.6%	10.2%	2.3%	0
Office of Information and Resource Management	138	80.5%	11.5%	7.9%	3
National Science Board Office	13	90.8%	9.2%	0.0%	0

30. Employees have a feeling of personal empowerment with respect to work processes.

	N	Positive	Neutral	Negative	DNK
Governmentwide	465,394	47.4%	24.4%	28.2%	10,900
National Science Foundation	877	60.3%	21.4%	18.2%	24
Directorate for Biological Sciences	57	59.9%	21.1%	19.0%	0
DIR FOR COMPUTER AND INFO SCI AND ENGINEERING	59	62.9%	25.1%	12.0%	1
Directorate for Education and Human Resources	66	56.1%	24.4%	19.5%	3
Directorate for Engineering	54	59.6%	19.6%	20.8%	1
Directorate for Geosciences	94	50.2%	22.3%	27.5%	3
Directorate for Mathematical and Physical Sciences	73	58.2%	22.8%	18.9%	1
DIR FOR SOCIAL, BEHAVIORAL, AND ECONOMIC SCIENCES	60	50.3%	24.1%	25.6%	2
Office of Budget, Finance and Award Management	116	69.1%	15.6%	15.2%	2
Office of the Director	71	59.0%	27.1%	13.9%	6
Office of the Inspector General	51	58.9%	21.0%	20.1%	1
Office of Information and Resource Management	138	62.2%	19.6%	18.2%	4
National Science Board Office	13	59.7%	40.3%	0.0%	0

National Science Foundation

1st Level Subagency Comparison Report

My Agency (continued)

31. Employees are recognized for providing high quality products and services.

	N	Positive	Neutral	Negative	DNK
Governmentwide	465,997	50.8%	22.5%	26.7%	9,657
National Science Foundation	872	62.0%	20.5%	17.5%	25
Directorate for Biological Sciences	56	64.7%	26.6%	8.7%	1
DIR FOR COMPUTER AND INFO SCI AND ENGINEERING	59	71.6%	18.4%	10.0%	1
Directorate for Education and Human Resources	67	55.9%	23.6%	20.5%	1
Directorate for Engineering	53	52.9%	19.3%	27.8%	2
Directorate for Geosciences	92	48.6%	17.1%	34.4%	5
Directorate for Mathematical and Physical Sciences	73	54.3%	30.4%	15.2%	0
DIR FOR SOCIAL, BEHAVIORAL, AND ECONOMIC SCIENCES	57	60.1%	24.8%	15.0%	5
Office of Budget, Finance and Award Management	116	70.7%	17.7%	11.6%	1
Office of the Director	71	65.8%	14.5%	19.7%	6
Office of the Inspector General	51	65.6%	19.9%	14.5%	1
Office of Information and Resource Management	140	63.0%	19.9%	17.0%	2
National Science Board Office	12	72.7%	27.3%	0.0%	0

32. Creativity and innovation are rewarded.

	N	Positive	Neutral	Negative	DNK
Governmentwide	459,635	40.9%	28.2%	30.9%	15,232
National Science Foundation	862	54.9%	25.2%	20.0%	35
Directorate for Biological Sciences	55	46.6%	35.3%	18.2%	2
DIR FOR COMPUTER AND INFO SCI AND ENGINEERING	59	64.5%	21.6%	14.0%	1
Directorate for Education and Human Resources	64	51.4%	25.3%	23.3%	4
Directorate for Engineering	52	48.6%	25.6%	25.9%	2
Directorate for Geosciences	90	40.9%	25.6%	33.6%	5
Directorate for Mathematical and Physical Sciences	73	51.1%	27.1%	21.8%	1
DIR FOR SOCIAL, BEHAVIORAL, AND ECONOMIC SCIENCES	57	51.3%	36.0%	12.7%	5
Office of Budget, Finance and Award Management	115	63.4%	20.6%	16.0%	3
Office of the Director	72	58.2%	26.7%	15.1%	5
Office of the Inspector General	50	64.4%	17.5%	18.1%	2
Office of Information and Resource Management	137	52.8%	26.2%	21.1%	5
National Science Board Office	13	59.3%	25.0%	15.7%	0

National Science Foundation

1st Level Subagency Comparison Report

My Agency (continued)

33. Pay raises depend on how well employees perform their jobs.

	N	Positive	Neutral	Negative	DNK
Governmentwide	440,033	24.7%	27.8%	47.5%	34,307
National Science Foundation	785	36.0%	31.1%	32.9%	111
Directorate for Biological Sciences	48	33.8%	34.9%	31.3%	9
DIR FOR COMPUTER AND INFO SCI AND ENGINEERING	54	32.1%	36.5%	31.4%	5
Directorate for Education and Human Resources	59	39.4%	31.4%	29.3%	10
Directorate for Engineering	47	25.2%	23.7%	51.1%	8
Directorate for Geosciences	83	31.4%	23.6%	45.0%	14
Directorate for Mathematical and Physical Sciences	61	39.1%	35.9%	25.0%	12
DIR FOR SOCIAL, BEHAVIORAL, AND ECONOMIC SCIENCES	54	35.9%	32.3%	31.9%	8
Office of Budget, Finance and Award Management	112	44.6%	29.1%	26.3%	7
Office of the Director	58	36.5%	33.3%	30.2%	19
Office of the Inspector General	48	41.6%	28.8%	29.6%	4
Office of Information and Resource Management	129	28.0%	37.5%	34.4%	9
National Science Board Office	11	33.4%	30.1%	36.5%	2

34. Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).

	N	Positive	Neutral	Negative	DNK
Governmentwide	442,361	58.7%	27.1%	14.2%	33,267
National Science Foundation	862	66.1%	18.6%	15.2%	34
Directorate for Biological Sciences	56	69.7%	21.0%	9.3%	1
DIR FOR COMPUTER AND INFO SCI AND ENGINEERING	55	71.1%	23.5%	5.4%	3
Directorate for Education and Human Resources	65	68.1%	12.0%	19.9%	4
Directorate for Engineering	55	66.3%	13.5%	20.3%	0
Directorate for Geosciences	96	53.7%	24.0%	22.3%	1
Directorate for Mathematical and Physical Sciences	72	64.3%	22.0%	13.7%	1
DIR FOR SOCIAL, BEHAVIORAL, AND ECONOMIC SCIENCES	59	59.9%	23.3%	16.9%	3
Office of Budget, Finance and Award Management	112	73.9%	15.9%	10.2%	7
Office of the Director	70	72.7%	11.5%	15.8%	7
Office of the Inspector General	52	61.4%	20.9%	17.8%	0
Office of Information and Resource Management	135	65.7%	18.9%	15.4%	5
National Science Board Office	13	42.8%	41.7%	15.4%	0

National Science Foundation

1st Level Subagency Comparison Report

My Agency (continued)

35. Employees are protected from health and safety hazards on the job.

	N	Positive	Neutral	Negative	DNK
Governmentwide	469,234	76.9%	13.0%	10.1%	6,752
National Science Foundation	877	86.8%	8.7%	4.5%	21
Directorate for Biological Sciences	56	82.2%	10.4%	7.4%	1
DIR FOR COMPUTER AND INFO SCI AND ENGINEERING	57	82.7%	13.7%	3.6%	2
Directorate for Education and Human Resources	63	82.6%	8.8%	8.6%	5
Directorate for Engineering	55	89.1%	6.5%	4.4%	0
Directorate for Geosciences	94	78.9%	10.7%	10.5%	3
Directorate for Mathematical and Physical Sciences	73	84.1%	12.5%	3.4%	0
DIR FOR SOCIAL, BEHAVIORAL, AND ECONOMIC SCIENCES	62	94.1%	4.6%	1.3%	0
Office of Budget, Finance and Award Management	117	88.6%	9.3%	2.1%	1
Office of the Director	74	88.9%	5.5%	5.6%	3
Office of the Inspector General	51	93.8%	6.2%	0.0%	1
Office of Information and Resource Management	139	87.3%	9.1%	3.6%	3
National Science Board Office	13	84.6%	15.4%	0.0%	0

36. My organization has prepared employees for potential security threats.

	N	Positive	Neutral	Negative	DNK
Governmentwide	468,960	78.3%	13.0%	8.7%	5,276
National Science Foundation	874	80.5%	13.4%	6.1%	15
Directorate for Biological Sciences	56	87.6%	8.9%	3.5%	0
DIR FOR COMPUTER AND INFO SCI AND ENGINEERING	59	77.7%	15.5%	6.8%	0
Directorate for Education and Human Resources	63	78.9%	16.2%	4.9%	6
Directorate for Engineering	54	73.5%	17.6%	8.9%	1
Directorate for Geosciences	96	73.3%	15.5%	11.3%	0
Directorate for Mathematical and Physical Sciences	72	78.2%	18.5%	3.3%	1
DIR FOR SOCIAL, BEHAVIORAL, AND ECONOMIC SCIENCES	61	88.0%	10.7%	1.3%	0
Office of Budget, Finance and Award Management	116	86.1%	9.1%	4.8%	3
Office of the Director	73	79.1%	14.5%	6.4%	2
Office of the Inspector General	49	71.7%	18.1%	10.2%	1
Office of Information and Resource Management	139	85.1%	7.8%	7.1%	1
National Science Board Office	13	75.3%	24.7%	0.0%	0

National Science Foundation 1st Level Subagency Comparison Report

My Agency (continued)

37. Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.

	N	Positive	Neutral	Negative	DNK
Governmentwide	448,936	54.9%	21.6%	23.5%	25,809
National Science Foundation	838	62.4%	17.8%	19.8%	57
Directorate for Biological Sciences	54	71.9%	17.1%	11.0%	3
DIR FOR COMPUTER AND INFO SCI AND ENGINEERING	57	66.6%	24.7%	8.7%	2
Directorate for Education and Human Resources	63	67.4%	13.2%	19.5%	6
Directorate for Engineering	52	64.7%	8.9%	26.4%	2
Directorate for Geosciences	93	52.3%	15.8%	31.9%	4
Directorate for Mathematical and Physical Sciences	69	69.2%	14.3%	16.5%	4
DIR FOR SOCIAL, BEHAVIORAL, AND ECONOMIC SCIENCES	59	59.4%	24.1%	16.5%	3
Office of Budget, Finance and Award Management	110	55.5%	22.1%	22.4%	7
Office of the Director	68	60.2%	24.6%	15.2%	9
Office of the Inspector General	49	61.3%	9.9%	28.8%	3
Office of Information and Resource Management	130	60.0%	19.9%	20.1%	10
National Science Board Office	10	49.2%	29.5%	21.4%	3

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	Positive	Neutral	Negative	DNK
Governmentwide	435,144	68.7%	18.2%	13.1%	38,233
National Science Foundation	816	70.7%	16.4%	12.9%	79
Directorate for Biological Sciences	53	70.0%	28.0%	2.0%	4
DIR FOR COMPUTER AND INFO SCI AND ENGINEERING	57	75.8%	17.4%	6.8%	2
Directorate for Education and Human Resources	60	75.6%	8.3%	16.1%	8
Directorate for Engineering	51	66.8%	9.3%	23.8%	3
Directorate for Geosciences	88	64.2%	16.0%	19.8%	9
Directorate for Mathematical and Physical Sciences	67	77.9%	15.4%	6.7%	6
DIR FOR SOCIAL, BEHAVIORAL, AND ECONOMIC SCIENCES	56	65.5%	22.4%	12.1%	6
Office of Budget, Finance and Award Management	108	66.4%	23.0%	10.6%	11
Office of the Director	63	73.4%	17.0%	9.5%	13
Office of the Inspector General	47	65.6%	19.1%	15.3%	5
Office of Information and Resource Management	132	72.0%	11.4%	16.6%	9
National Science Board Office	11	42.0%	38.5%	19.5%	1

National Science Foundation

1st Level Subagency Comparison Report

My Agency (continued)

39. My agency is successful at accomplishing its mission.

	N	Positive	Neutral	Negative	DNK
Governmentwide	467,844	76.3%	16.3%	7.5%	7,610
National Science Foundation	886	90.1%	7.2%	2.7%	6
Directorate for Biological Sciences	57	89.7%	8.6%	1.7%	0
DIR FOR COMPUTER AND INFO SCI AND ENGINEERING	57	89.9%	8.5%	1.6%	0
Directorate for Education and Human Resources	68	88.2%	5.7%	6.2%	1
Directorate for Engineering	55	91.2%	6.6%	2.2%	0
Directorate for Geosciences	96	87.0%	4.4%	8.6%	0
Directorate for Mathematical and Physical Sciences	71	87.8%	12.2%	0.0%	1
DIR FOR SOCIAL, BEHAVIORAL, AND ECONOMIC SCIENCES	61	93.0%	5.0%	2.0%	1
Office of Budget, Finance and Award Management	117	95.1%	4.0%	0.9%	1
Office of the Director	77	87.7%	9.5%	2.7%	0
Office of the Inspector General	52	88.0%	9.7%	2.3%	0
Office of Information and Resource Management	137	88.5%	10.1%	1.4%	2
National Science Board Office	13	91.8%	8.2%	0.0%	0

40. I recommend my organization as a good place to work.

	N	Positive	Neutral	Negative
Governmentwide	475,463	66.3%	19.4%	14.3%
National Science Foundation	894	79.6%	13.8%	6.6%
Directorate for Biological Sciences	56	86.0%	8.5%	5.6%
DIR FOR COMPUTER AND INFO SCI AND ENGINEERING	59	81.4%	16.6%	2.0%
Directorate for Education and Human Resources	68	80.1%	14.1%	5.7%
Directorate for Engineering	54	76.6%	13.2%	10.2%
Directorate for Geosciences	97	76.8%	13.7%	9.5%
Directorate for Mathematical and Physical Sciences	73	80.8%	13.1%	6.0%
DIR FOR SOCIAL, BEHAVIORAL, AND ECONOMIC SCIENCES	60	84.2%	9.1%	6.7%
Office of Budget, Finance and Award Management	119	81.0%	14.9%	4.1%
Office of the Director	77	77.4%	10.8%	11.9%
Office of the Inspector General	52	78.7%	15.2%	6.0%
Office of Information and Resource Management	141	74.2%	19.2%	6.6%
National Science Board Office	13	75.0%	16.8%	8.2%

National Science Foundation

1st Level Subagency Comparison Report

My Agency (continued)

41. I believe the results of this survey will be used to make my agency a better place to work.

	N	Positive	Neutral	Negative	DNK
Governmentwide	440,039	41.8%	27.0%	31.2%	36,315
National Science Foundation	847	57.9%	21.7%	20.4%	50
Directorate for Biological Sciences	55	55.3%	19.3%	25.4%	2
DIR FOR COMPUTER AND INFO SCI AND ENGINEERING	55	56.4%	32.6%	10.9%	4
Directorate for Education and Human Resources	69	58.4%	19.8%	21.8%	0
Directorate for Engineering	52	51.9%	23.9%	24.1%	3
Directorate for Geosciences	91	43.6%	18.0%	38.4%	6
Directorate for Mathematical and Physical Sciences	66	43.2%	33.1%	23.6%	7
DIR FOR SOCIAL, BEHAVIORAL, AND ECONOMIC SCIENCES	58	39.7%	32.9%	27.4%	3
Office of Budget, Finance and Award Management	112	65.9%	18.6%	15.5%	6
Office of the Director	69	58.5%	23.5%	18.0%	8
Office of the Inspector General	51	64.2%	18.2%	17.6%	1
Office of Information and Resource Management	132	73.4%	14.6%	12.1%	9
National Science Board Office	13	60.8%	31.0%	8.2%	0

My Supervisor

42. My supervisor supports my need to balance work and other life issues.

	N	Positive	Neutral	Negative	DNK
Governmentwide	472,921	79.9%	10.0%	10.1%	2,324
National Science Foundation	898	85.6%	6.4%	8.0%	1
Directorate for Biological Sciences	56	86.4%	6.3%	7.2%	0
DIR FOR COMPUTER AND INFO SCI AND ENGINEERING	59	84.3%	10.2%	5.5%	0
Directorate for Education and Human Resources	69	83.4%	5.9%	10.7%	0
Directorate for Engineering	55	78.0%	5.9%	16.1%	0
Directorate for Geosciences	98	82.7%	3.9%	13.4%	0
Directorate for Mathematical and Physical Sciences	73	87.5%	7.7%	4.8%	0
DIR FOR SOCIAL, BEHAVIORAL, AND ECONOMIC SCIENCES	62	85.9%	9.2%	4.8%	0
Office of Budget, Finance and Award Management	119	86.2%	5.7%	8.1%	0
Office of the Director	77	82.0%	9.7%	8.3%	0
Office of the Inspector General	52	94.2%	0.0%	5.8%	0
Office of Information and Resource Management	140	87.2%	7.8%	5.0%	1
National Science Board Office	13	92.8%	7.2%	0.0%	0

National Science Foundation

1st Level Subagency Comparison Report

My Supervisor (continued)

43. My supervisor provides me with opportunities to demonstrate my leadership skills.

	N	Positive	Neutral	Negative	DNK
Governmentwide	472,151	67.5%	16.5%	16.0%	2,221
National Science Foundation	898	77.2%	11.1%	11.8%	1
Directorate for Biological Sciences	57	85.9%	10.7%	3.5%	0
DIR FOR COMPUTER AND INFO SCI AND ENGINEERING	59	76.2%	15.0%	8.8%	0
Directorate for Education and Human Resources	69	75.3%	8.4%	16.3%	0
Directorate for Engineering	55	67.6%	14.0%	18.4%	0
Directorate for Geosciences	97	66.6%	11.3%	22.1%	0
Directorate for Mathematical and Physical Sciences	73	77.6%	13.7%	8.6%	0
DIR FOR SOCIAL, BEHAVIORAL, AND ECONOMIC SCIENCES	62	78.2%	8.5%	13.3%	0
Office of Budget, Finance and Award Management	119	83.6%	9.9%	6.5%	0
Office of the Director	76	69.1%	13.5%	17.4%	1
Office of the Inspector General	52	78.2%	9.6%	12.1%	0
Office of Information and Resource Management	141	80.8%	11.4%	7.7%	0
National Science Board Office	13	91.4%	8.6%	0.0%	0

44. Discussions with my supervisor about my performance are worthwhile.

	N	Positive	Neutral	Negative	DNK
Governmentwide	468,047	65.5%	17.4%	17.1%	4,670
National Science Foundation	889	73.5%	13.5%	12.9%	7
Directorate for Biological Sciences	57	79.2%	12.3%	8.6%	0
DIR FOR COMPUTER AND INFO SCI AND ENGINEERING	58	81.0%	10.1%	8.9%	1
Directorate for Education and Human Resources	68	68.6%	17.6%	13.7%	1
Directorate for Engineering	54	68.9%	16.0%	15.0%	0
Directorate for Geosciences	97	68.5%	12.6%	18.9%	1
Directorate for Mathematical and Physical Sciences	72	71.8%	20.8%	7.4%	1
DIR FOR SOCIAL, BEHAVIORAL, AND ECONOMIC SCIENCES	61	70.2%	19.7%	10.1%	1
Office of Budget, Finance and Award Management	117	79.2%	10.2%	10.6%	1
Office of the Director	75	64.5%	13.8%	21.7%	1
Office of the Inspector General	52	70.0%	8.6%	21.4%	0
Office of Information and Resource Management	140	77.1%	13.5%	9.4%	0
National Science Board Office	13	82.2%	9.2%	8.6%	0

National Science Foundation

1st Level Subagency Comparison Report

My Supervisor (continued)

45. My supervisor is committed to a workforce representative of all segments of society.

	N	Positive	Neutral	Negative	DNK
Governmentwide	438,339	69.6%	20.7%	9.8%	34,846
National Science Foundation	841	77.5%	14.8%	7.7%	54
Directorate for Biological Sciences	57	86.0%	12.5%	1.5%	0
DIR FOR COMPUTER AND INFO SCI AND ENGINEERING	54	79.6%	16.6%	3.8%	5
Directorate for Education and Human Resources	65	75.4%	13.2%	11.4%	3
Directorate for Engineering	53	78.1%	15.9%	6.1%	2
Directorate for Geosciences	92	69.2%	16.1%	14.7%	5
Directorate for Mathematical and Physical Sciences	69	79.4%	9.0%	11.6%	4
DIR FOR SOCIAL, BEHAVIORAL, AND ECONOMIC SCIENCES	57	70.1%	21.3%	8.6%	4
Office of Budget, Finance and Award Management	106	85.0%	10.7%	4.3%	13
Office of the Director	69	72.7%	19.8%	7.5%	8
Office of the Inspector General	51	74.0%	14.0%	12.0%	1
Office of Information and Resource Management	132	81.7%	12.9%	5.4%	7
National Science Board Office	12	72.7%	27.3%	0.0%	1

46. My supervisor provides me with constructive suggestions to improve my job performance.

	N	Positive	Neutral	Negative	DNK
Governmentwide	470,605	64.3%	18.5%	17.2%	2,367
National Science Foundation	895	71.2%	14.7%	14.2%	4
Directorate for Biological Sciences	57	75.8%	17.5%	6.7%	0
DIR FOR COMPUTER AND INFO SCI AND ENGINEERING	58	81.0%	13.5%	5.6%	1
Directorate for Education and Human Resources	69	69.2%	14.1%	16.8%	0
Directorate for Engineering	54	67.9%	15.7%	16.4%	1
Directorate for Geosciences	96	64.9%	14.8%	20.3%	1
Directorate for Mathematical and Physical Sciences	73	58.4%	28.9%	12.7%	0
DIR FOR SOCIAL, BEHAVIORAL, AND ECONOMIC SCIENCES	61	68.4%	18.9%	12.7%	1
Office of Budget, Finance and Award Management	119	79.0%	10.6%	10.4%	0
Office of the Director	77	60.6%	17.0%	22.4%	0
Office of the Inspector General	52	70.5%	8.1%	21.4%	0
Office of Information and Resource Management	141	77.4%	10.5%	12.1%	0
National Science Board Office	13	82.2%	0.0%	17.8%	0

National Science Foundation

1st Level Subagency Comparison Report

My Supervisor (continued)

47. Supervisors in my work unit support employee development.

	N	Positive	Neutral	Negative	DNK
Governmentwide	467,336	67.7%	16.9%	15.4%	6,537
National Science Foundation	885	79.1%	12.5%	8.4%	13
Directorate for Biological Sciences	57	83.7%	14.5%	1.7%	0
DIR FOR COMPUTER AND INFO SCI AND ENGINEERING	58	77.4%	15.2%	7.3%	1
Directorate for Education and Human Resources	68	80.2%	9.0%	10.8%	0
Directorate for Engineering	55	71.4%	12.4%	16.2%	0
Directorate for Geosciences	96	70.3%	14.8%	14.9%	1
Directorate for Mathematical and Physical Sciences	71	75.4%	20.1%	4.6%	2
DIR FOR SOCIAL, BEHAVIORAL, AND ECONOMIC SCIENCES	61	77.4%	12.6%	10.0%	1
Office of Budget, Finance and Award Management	117	84.5%	11.9%	3.6%	2
Office of the Director	75	74.1%	14.9%	11.0%	2
Office of the Inspector General	52	84.5%	5.7%	9.8%	0
Office of Information and Resource Management	137	81.9%	11.7%	6.5%	4
National Science Board Office	13	91.4%	8.6%	0.0%	0

48. My supervisor listens to what I have to say.

	N	Positive	Neutral	Negative
Governmentwide	474,257	77.6%	11.4%	11.1%
National Science Foundation	899	83.1%	9.2%	7.8%
Directorate for Biological Sciences	57	86.9%	9.6%	3.6%
DIR FOR COMPUTER AND INFO SCI AND ENGINEERING	59	79.3%	17.0%	3.7%
Directorate for Education and Human Resources	69	77.8%	10.3%	12.0%
Directorate for Engineering	55	74.0%	13.2%	12.7%
Directorate for Geosciences	98	80.3%	8.3%	11.4%
Directorate for Mathematical and Physical Sciences	73	81.7%	10.5%	7.8%
DIR FOR SOCIAL, BEHAVIORAL, AND ECONOMIC SCIENCES	62	90.0%	6.8%	3.2%
Office of Budget, Finance and Award Management	119	84.8%	6.0%	9.2%
Office of the Director	76	78.4%	12.2%	9.4%
Office of the Inspector General	52	90.3%	3.9%	5.8%
Office of Information and Resource Management	141	85.9%	9.2%	5.0%
National Science Board Office	13	82.2%	8.6%	9.2%

National Science Foundation

1st Level Subagency Comparison Report

My Supervisor (continued)

49. My supervisor treats me with respect.

	N	Positive	Neutral	Negative
Governmentwide	472,973	82.5%	9.3%	8.2%
National Science Foundation	897	85.6%	6.4%	8.0%
Directorate for Biological Sciences	57	91.6%	5.3%	3.1%
DIR FOR COMPUTER AND INFO SCI AND ENGINEERING	59	87.9%	8.4%	3.7%
Directorate for Education and Human Resources	69	84.8%	4.4%	10.8%
Directorate for Engineering	55	76.3%	12.4%	11.3%
Directorate for Geosciences	97	82.4%	5.1%	12.6%
Directorate for Mathematical and Physical Sciences	73	88.5%	5.4%	6.1%
DIR FOR SOCIAL, BEHAVIORAL, AND ECONOMIC SCIENCES	61	89.8%	7.0%	3.3%
Office of Budget, Finance and Award Management	119	84.2%	4.3%	11.5%
Office of the Director	77	80.4%	8.8%	10.8%
Office of the Inspector General	52	86.1%	8.1%	5.8%
Office of Information and Resource Management	140	88.0%	6.3%	5.7%
National Science Board Office	13	82.2%	8.6%	9.2%

50. In the last six months, my supervisor has talked with me about my performance.

	N	Positive	Neutral	Negative
Governmentwide	472,997	79.4%	9.3%	11.3%
National Science Foundation	899	92.0%	3.3%	4.7%
Directorate for Biological Sciences	57	98.0%	2.0%	0.0%
DIR FOR COMPUTER AND INFO SCI AND ENGINEERING	59	88.0%	10.2%	1.7%
Directorate for Education and Human Resources	69	90.4%	2.9%	6.7%
Directorate for Engineering	55	89.2%	3.5%	7.3%
Directorate for Geosciences	98	89.3%	2.1%	8.6%
Directorate for Mathematical and Physical Sciences	73	97.5%	1.2%	1.2%
DIR FOR SOCIAL, BEHAVIORAL, AND ECONOMIC SCIENCES	62	94.7%	1.3%	4.0%
Office of Budget, Finance and Award Management	118	92.4%	3.7%	4.0%
Office of the Director	77	85.6%	5.0%	9.4%
Office of the Inspector General	52	94.3%	3.9%	1.7%
Office of Information and Resource Management	141	91.7%	4.1%	4.3%
National Science Board Office	13	90.8%	0.0%	9.2%

National Science Foundation

1st Level Subagency Comparison Report

My Supervisor (continued)

51. I have trust and confidence in my supervisor.

	N	Positive	Neutral	Negative
Governmentwide	473,365	69.4%	15.3%	15.4%
National Science Foundation	894	74.8%	11.5%	13.8%
Directorate for Biological Sciences	57	84.7%	6.7%	8.6%
DIR FOR COMPUTER AND INFO SCI AND ENGINEERING	59	77.7%	13.5%	8.8%
Directorate for Education and Human Resources	68	69.9%	12.3%	17.8%
Directorate for Engineering	55	65.9%	11.5%	22.6%
Directorate for Geosciences	97	69.7%	10.5%	19.8%
Directorate for Mathematical and Physical Sciences	72	72.2%	17.9%	10.0%
DIR FOR SOCIAL, BEHAVIORAL, AND ECONOMIC SCIENCES	62	77.3%	10.2%	12.6%
Office of Budget, Finance and Award Management	117	74.4%	12.5%	13.1%
Office of the Director	77	70.7%	12.4%	17.0%
Office of the Inspector General	52	76.1%	6.0%	17.9%
Office of Information and Resource Management	140	79.2%	12.1%	8.7%
National Science Board Office	13	82.2%	0.0%	17.8%

52. Overall, how good a job do you feel is being done by your immediate supervisor?

	N	Positive	Neutral	Negative
Governmentwide	473,735	71.9%	16.8%	11.3%
National Science Foundation	896	80.9%	10.4%	8.7%
Directorate for Biological Sciences	57	88.5%	6.3%	5.2%
DIR FOR COMPUTER AND INFO SCI AND ENGINEERING	59	82.5%	10.4%	7.0%
Directorate for Education and Human Resources	68	77.2%	11.3%	11.5%
Directorate for Engineering	55	74.0%	12.5%	13.5%
Directorate for Geosciences	98	77.2%	9.3%	13.5%
Directorate for Mathematical and Physical Sciences	72	81.8%	11.7%	6.5%
DIR FOR SOCIAL, BEHAVIORAL, AND ECONOMIC SCIENCES	62	84.1%	9.3%	6.5%
Office of Budget, Finance and Award Management	119	80.5%	11.1%	8.4%
Office of the Director	76	80.1%	6.5%	13.5%
Office of the Inspector General	51	78.1%	12.2%	9.7%
Office of Information and Resource Management	141	83.6%	12.9%	3.5%
National Science Board Office	13	82.2%	8.6%	9.2%

National Science Foundation

1st Level Subagency Comparison Report

Leadership

53. In my organization, senior leaders generate high levels of motivation and commitment in the workforce.

	N	Positive	Neutral	Negative	DNK
Governmentwide	458,664	43.1%	24.5%	32.3%	12,542
National Science Foundation	890	54.4%	20.2%	25.4%	9
Directorate for Biological Sciences	56	41.3%	24.7%	34.0%	1
DIR FOR COMPUTER AND INFO SCI AND ENGINEERING	59	66.2%	18.5%	15.3%	0
Directorate for Education and Human Resources	67	51.9%	21.1%	27.0%	2
Directorate for Engineering	55	61.2%	16.5%	22.3%	0
Directorate for Geosciences	97	37.0%	21.2%	41.8%	1
Directorate for Mathematical and Physical Sciences	72	48.6%	23.1%	28.3%	1
DIR FOR SOCIAL, BEHAVIORAL, AND ECONOMIC SCIENCES	61	51.8%	14.0%	34.1%	1
Office of Budget, Finance and Award Management	118	55.3%	26.0%	18.6%	1
Office of the Director	76	55.2%	20.1%	24.7%	0
Office of the Inspector General	52	62.1%	13.4%	24.6%	0
Office of Information and Resource Management	139	60.5%	17.4%	22.2%	2
National Science Board Office	13	67.4%	32.6%	0.0%	0

54. My organization's senior leaders maintain high standards of honesty and integrity.

	N	Positive	Neutral	Negative	DNK
Governmentwide	438,606	54.4%	24.1%	21.5%	31,681
National Science Foundation	843	67.2%	17.6%	15.2%	51
Directorate for Biological Sciences	53	50.8%	24.3%	24.9%	4
DIR FOR COMPUTER AND INFO SCI AND ENGINEERING	54	81.3%	18.7%	0.0%	5
Directorate for Education and Human Resources	62	63.1%	28.2%	8.7%	7
Directorate for Engineering	51	72.8%	12.3%	14.9%	3
Directorate for Geosciences	90	50.9%	20.9%	28.2%	6
Directorate for Mathematical and Physical Sciences	68	65.8%	19.9%	14.3%	5
DIR FOR SOCIAL, BEHAVIORAL, AND ECONOMIC SCIENCES	55	77.9%	9.6%	12.5%	6
Office of Budget, Finance and Award Management	114	65.9%	16.4%	17.7%	5
Office of the Director	72	74.8%	12.3%	12.9%	3
Office of the Inspector General	51	71.9%	16.0%	12.1%	1
Office of Information and Resource Management	137	63.6%	20.5%	16.0%	4
National Science Board Office	13	91.8%	0.0%	8.2%	0

National Science Foundation

1st Level Subagency Comparison Report

Leadership (continued)

55. Supervisors work well with employees of different backgrounds.

	N	Positive	Neutral	Negative	DNK
Governmentwide	445,624	68.5%	19.4%	12.1%	22,578
National Science Foundation	857	72.6%	15.2%	12.2%	39
Directorate for Biological Sciences	52	75.0%	15.6%	9.4%	5
DIR FOR COMPUTER AND INFO SCI AND ENGINEERING	56	82.3%	16.0%	1.7%	3
Directorate for Education and Human Resources	66	65.1%	22.4%	12.5%	3
Directorate for Engineering	53	68.1%	6.8%	25.1%	2
Directorate for Geosciences	95	56.9%	20.3%	22.9%	2
Directorate for Mathematical and Physical Sciences	70	75.4%	15.6%	9.0%	3
DIR FOR SOCIAL, BEHAVIORAL, AND ECONOMIC SCIENCES	58	64.3%	21.5%	14.2%	4
Office of Budget, Finance and Award Management	115	75.7%	16.2%	8.1%	4
Office of the Director	71	74.5%	14.1%	11.3%	5
Office of the Inspector General	49	74.9%	12.6%	12.5%	2
Office of Information and Resource Management	134	79.2%	12.1%	8.7%	6
National Science Board Office	13	75.0%	16.8%	8.2%	0

56. Managers communicate the goals and priorities of the organization.

	N	Positive	Neutral	Negative	DNK
Governmentwide	461,098	62.4%	19.4%	18.2%	7,338
National Science Foundation	885	70.5%	15.7%	13.8%	10
Directorate for Biological Sciences	57	63.6%	22.3%	14.0%	0
DIR FOR COMPUTER AND INFO SCI AND ENGINEERING	57	82.6%	13.8%	3.6%	2
Directorate for Education and Human Resources	69	70.5%	14.4%	15.2%	0
Directorate for Engineering	55	73.6%	4.4%	22.0%	0
Directorate for Geosciences	95	57.4%	17.7%	24.9%	2
Directorate for Mathematical and Physical Sciences	73	67.3%	28.5%	4.2%	0
DIR FOR SOCIAL, BEHAVIORAL, AND ECONOMIC SCIENCES	61	67.3%	15.3%	17.4%	1
Office of Budget, Finance and Award Management	117	74.1%	15.4%	10.4%	1
Office of the Director	73	70.8%	15.2%	14.0%	1
Office of the Inspector General	52	67.4%	15.1%	17.5%	0
Office of Information and Resource Management	138	70.4%	16.6%	13.0%	3
National Science Board Office	13	74.0%	9.2%	16.8%	0

National Science Foundation

1st Level Subagency Comparison Report

Leadership (continued)

57. Managers review and evaluate the organization's progress toward meeting its goals and objectives.

	N	Positive	Neutral	Negative	DNK
Governmentwide	437,863	62.5%	22.4%	15.1%	30,108
National Science Foundation	836	71.5%	17.5%	11.0%	54
Directorate for Biological Sciences	51	73.2%	17.1%	9.7%	5
DIR FOR COMPUTER AND INFO SCI AND ENGINEERING	55	85.9%	14.1%	0.0%	4
Directorate for Education and Human Resources	62	75.3%	14.7%	10.0%	7
Directorate for Engineering	52	75.0%	11.3%	13.6%	2
Directorate for Geosciences	88	49.8%	26.6%	23.6%	8
Directorate for Mathematical and Physical Sciences	69	68.2%	25.8%	6.0%	3
DIR FOR SOCIAL, BEHAVIORAL, AND ECONOMIC SCIENCES	59	66.6%	16.2%	17.2%	2
Office of Budget, Finance and Award Management	111	76.3%	15.2%	8.4%	7
Office of the Director	66	71.2%	18.0%	10.8%	8
Office of the Inspector General	49	71.3%	16.6%	12.1%	3
Office of Information and Resource Management	137	70.8%	18.3%	10.8%	4
National Science Board Office	13	65.8%	26.0%	8.2%	0

58. Managers promote communication among different work units (for example, about projects, goals, needed resources).

	N	Positive	Neutral	Negative	DNK
Governmentwide	452,145	55.3%	21.4%	23.2%	16,506
National Science Foundation	882	65.4%	16.2%	18.4%	10
Directorate for Biological Sciences	56	61.8%	18.9%	19.3%	1
DIR FOR COMPUTER AND INFO SCI AND ENGINEERING	57	77.5%	20.6%	1.9%	1
Directorate for Education and Human Resources	67	67.3%	16.3%	16.4%	2
Directorate for Engineering	55	68.7%	9.4%	21.9%	0
Directorate for Geosciences	92	46.7%	23.6%	29.7%	3
Directorate for Mathematical and Physical Sciences	73	64.5%	24.9%	10.6%	0
DIR FOR SOCIAL, BEHAVIORAL, AND ECONOMIC SCIENCES	61	59.2%	14.0%	26.8%	0
Office of Budget, Finance and Award Management	118	66.7%	17.3%	16.0%	1
Office of the Director	74	71.5%	11.9%	16.6%	1
Office of the Inspector General	52	60.1%	16.7%	23.2%	0
Office of Information and Resource Management	139	65.5%	13.0%	21.4%	1
National Science Board Office	13	74.0%	0.0%	26.0%	0

National Science Foundation

1st Level Subagency Comparison Report

Leadership (continued)

59. Managers support collaboration across work units to accomplish work objectives.

	N	Positive	Neutral	Negative	DNK
Governmentwide	452,092	58.6%	21.4%	19.9%	17,020
National Science Foundation	875	73.0%	15.1%	12.0%	18
Directorate for Biological Sciences	55	64.8%	24.5%	10.6%	2
DIR FOR COMPUTER AND INFO SCI AND ENGINEERING	56	81.1%	17.1%	1.8%	3
Directorate for Education and Human Resources	65	75.5%	16.3%	8.2%	3
Directorate for Engineering	54	78.1%	7.2%	14.7%	1
Directorate for Geosciences	93	58.9%	23.2%	17.9%	2
Directorate for Mathematical and Physical Sciences	71	76.4%	19.6%	3.9%	2
DIR FOR SOCIAL, BEHAVIORAL, AND ECONOMIC SCIENCES	62	65.1%	15.7%	19.2%	0
Office of Budget, Finance and Award Management	118	76.7%	12.8%	10.6%	1
Office of the Director	74	79.1%	11.3%	9.6%	1
Office of the Inspector General	52	61.8%	21.0%	17.2%	0
Office of Information and Resource Management	137	70.9%	11.7%	17.3%	3
National Science Board Office	13	91.8%	0.0%	8.2%	0

60. Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?

	N	Positive	Neutral	Negative	DNK
Governmentwide	442,275	60.2%	22.5%	17.4%	27,324
National Science Foundation	869	71.0%	18.8%	10.1%	26
Directorate for Biological Sciences	56	70.5%	19.2%	10.3%	1
DIR FOR COMPUTER AND INFO SCI AND ENGINEERING	58	78.8%	17.3%	3.8%	1
Directorate for Education and Human Resources	65	67.5%	26.0%	6.4%	3
Directorate for Engineering	53	69.8%	22.1%	8.1%	2
Directorate for Geosciences	93	59.8%	21.8%	18.4%	4
Directorate for Mathematical and Physical Sciences	70	79.6%	17.9%	2.5%	2
DIR FOR SOCIAL, BEHAVIORAL, AND ECONOMIC SCIENCES	60	64.2%	25.7%	10.2%	2
Office of Budget, Finance and Award Management	116	69.5%	17.1%	13.4%	3
Office of the Director	74	75.5%	11.8%	12.7%	1
Office of the Inspector General	51	59.3%	28.9%	11.9%	1
Office of Information and Resource Management	137	75.9%	11.8%	12.2%	4
National Science Board Office	12	74.1%	25.9%	0.0%	1

National Science Foundation

1st Level Subagency Comparison Report

Leadership (continued)

61. I have a high level of respect for my organization's senior leaders.

	N	Positive	Neutral	Negative	DNK
Governmentwide	460,935	55.6%	23.4%	21.0%	8,657
National Science Foundation	885	65.2%	18.4%	16.4%	10
Directorate for Biological Sciences	56	54.3%	18.8%	26.9%	1
DIR FOR COMPUTER AND INFO SCI AND ENGINEERING	57	73.4%	23.0%	3.6%	2
Directorate for Education and Human Resources	67	67.7%	19.5%	12.8%	1
Directorate for Engineering	55	68.9%	16.0%	15.1%	0
Directorate for Geosciences	97	48.7%	23.2%	28.1%	0
Directorate for Mathematical and Physical Sciences	71	63.4%	16.4%	20.2%	1
DIR FOR SOCIAL, BEHAVIORAL, AND ECONOMIC SCIENCES	61	59.0%	24.3%	16.7%	1
Office of Budget, Finance and Award Management	119	66.7%	20.4%	12.9%	0
Office of the Director	75	65.4%	18.2%	16.4%	0
Office of the Inspector General	51	66.4%	11.5%	22.1%	1
Office of Information and Resource Management	138	71.2%	14.4%	14.4%	3
National Science Board Office	13	84.6%	7.2%	8.2%	0

62. Senior leaders demonstrate support for Work/Life programs.

	N	Positive	Neutral	Negative	DNK
Governmentwide	425,880	56.8%	25.3%	17.9%	43,909
National Science Foundation	846	72.1%	15.4%	12.5%	45
Directorate for Biological Sciences	52	62.2%	24.6%	13.2%	4
DIR FOR COMPUTER AND INFO SCI AND ENGINEERING	56	67.7%	25.2%	7.0%	3
Directorate for Education and Human Resources	60	71.2%	15.6%	13.1%	8
Directorate for Engineering	54	69.3%	12.9%	17.7%	1
Directorate for Geosciences	88	62.4%	20.6%	17.0%	9
Directorate for Mathematical and Physical Sciences	65	69.4%	19.6%	11.0%	8
DIR FOR SOCIAL, BEHAVIORAL, AND ECONOMIC SCIENCES	61	55.0%	24.1%	20.9%	1
Office of Budget, Finance and Award Management	116	79.9%	11.1%	9.0%	3
Office of the Director	69	68.0%	19.9%	12.1%	3
Office of the Inspector General	51	89.9%	4.4%	5.7%	1
Office of Information and Resource Management	136	81.3%	7.2%	11.6%	4
National Science Board Office	13	86.0%	14.0%	0.0%	0

National Science Foundation

1st Level Subagency Comparison Report

My Satisfaction

63. How satisfied are you with your involvement in decisions that affect your work?

	N	Positive	Neutral	Negative
Governmentwide	468,305	52.7%	22.3%	24.9%
National Science Foundation	892	65.8%	16.0%	18.2%
Directorate for Biological Sciences	57	49.8%	30.7%	19.5%
DIR FOR COMPUTER AND INFO SCI AND ENGINEERING	59	69.7%	16.6%	13.8%
Directorate for Education and Human Resources	68	62.8%	19.3%	17.9%
Directorate for Engineering	55	69.0%	10.8%	20.2%
Directorate for Geosciences	95	55.1%	16.1%	28.8%
Directorate for Mathematical and Physical Sciences	73	65.4%	17.3%	17.4%
DIR FOR SOCIAL, BEHAVIORAL, AND ECONOMIC SCIENCES	62	73.2%	7.2%	19.6%
Office of Budget, Finance and Award Management	117	67.8%	15.8%	16.4%
Office of the Director	75	62.1%	16.4%	21.5%
Office of the Inspector General	52	74.8%	9.4%	15.7%
Office of Information and Resource Management	141	68.2%	17.1%	14.7%
National Science Board Office	13	74.7%	16.8%	8.6%

64. How satisfied are you with the information you receive from management on what's going on in your organization?

	N	Positive	Neutral	Negative
Governmentwide	467,501	50.3%	23.0%	26.8%
National Science Foundation	892	61.3%	17.9%	20.8%
Directorate for Biological Sciences	57	48.7%	18.0%	33.3%
DIR FOR COMPUTER AND INFO SCI AND ENGINEERING	59	59.7%	28.3%	12.0%
Directorate for Education and Human Resources	68	63.5%	17.1%	19.4%
Directorate for Engineering	55	59.8%	18.4%	21.8%
Directorate for Geosciences	94	47.5%	16.0%	36.5%
Directorate for Mathematical and Physical Sciences	73	57.2%	21.2%	21.6%
DIR FOR SOCIAL, BEHAVIORAL, AND ECONOMIC SCIENCES	62	61.4%	18.7%	19.9%
Office of Budget, Finance and Award Management	118	64.8%	19.1%	16.1%
Office of the Director	75	62.4%	13.6%	24.0%
Office of the Inspector General	52	67.0%	15.8%	17.2%
Office of Information and Resource Management	141	65.3%	18.2%	16.5%
National Science Board Office	13	74.7%	16.8%	8.6%

National Science Foundation

1st Level Subagency Comparison Report

My Satisfaction (continued)

65. How satisfied are you with the recognition you receive for doing a good job?

	N	Positive	Neutral	Negative
Governmentwide	466,707	50.1%	23.5%	26.4%
National Science Foundation	885	64.6%	17.6%	17.8%
Directorate for Biological Sciences	57	62.6%	24.8%	12.7%
DIR FOR COMPUTER AND INFO SCI AND ENGINEERING	57	70.3%	22.7%	6.9%
Directorate for Education and Human Resources	68	61.8%	21.5%	16.7%
Directorate for Engineering	55	61.2%	11.0%	27.9%
Directorate for Geosciences	93	50.9%	18.9%	30.3%
Directorate for Mathematical and Physical Sciences	73	61.1%	20.7%	18.2%
DIR FOR SOCIAL, BEHAVIORAL, AND ECONOMIC SCIENCES	62	63.6%	24.8%	11.6%
Office of Budget, Finance and Award Management	117	73.0%	10.7%	16.4%
Office of the Director	74	58.9%	19.1%	22.0%
Office of the Inspector General	52	68.1%	12.1%	19.9%
Office of Information and Resource Management	139	69.1%	15.7%	15.2%
National Science Board Office	13	74.7%	16.8%	8.6%

66. How satisfied are you with the policies and practices of your senior leaders?

	N	Positive	Neutral	Negative
Governmentwide	466,287	44.9%	29.5%	25.6%
National Science Foundation	889	57.5%	22.1%	20.4%
Directorate for Biological Sciences	57	40.9%	21.9%	37.1%
DIR FOR COMPUTER AND INFO SCI AND ENGINEERING	59	69.7%	19.9%	10.4%
Directorate for Education and Human Resources	68	55.0%	25.5%	19.4%
Directorate for Engineering	55	64.7%	17.1%	18.2%
Directorate for Geosciences	94	41.3%	26.2%	32.5%
Directorate for Mathematical and Physical Sciences	73	52.0%	35.0%	13.0%
DIR FOR SOCIAL, BEHAVIORAL, AND ECONOMIC SCIENCES	62	47.0%	28.7%	24.3%
Office of Budget, Finance and Award Management	117	64.4%	15.4%	20.1%
Office of the Director	74	57.9%	23.2%	18.9%
Office of the Inspector General	52	67.7%	13.4%	18.9%
Office of Information and Resource Management	140	61.6%	18.5%	19.9%
National Science Board Office	13	75.7%	16.1%	8.2%

National Science Foundation

1st Level Subagency Comparison Report

My Satisfaction (continued)

67. How satisfied are you with your opportunity to get a better job in your organization?

	N	Positive	Neutral	Negative
Governmentwide	466,843	37.1%	27.7%	35.3%
National Science Foundation	890	44.0%	26.8%	29.2%
Directorate for Biological Sciences	56	37.3%	26.9%	35.8%
DIR FOR COMPUTER AND INFO SCI AND ENGINEERING	59	45.8%	30.2%	24.0%
Directorate for Education and Human Resources	68	47.0%	27.3%	25.7%
Directorate for Engineering	55	35.8%	22.4%	41.8%
Directorate for Geosciences	94	34.9%	28.8%	36.3%
Directorate for Mathematical and Physical Sciences	73	39.4%	27.3%	33.3%
DIR FOR SOCIAL, BEHAVIORAL, AND ECONOMIC SCIENCES	62	47.5%	31.9%	20.6%
Office of Budget, Finance and Award Management	118	48.9%	26.5%	24.6%
Office of the Director	74	37.3%	32.5%	30.2%
Office of the Inspector General	52	47.7%	15.3%	37.0%
Office of Information and Resource Management	141	51.0%	25.6%	23.4%
National Science Board Office	13	37.6%	28.9%	33.5%

68. How satisfied are you with the training you receive for your present job?

	N	Positive	Neutral	Negative
Governmentwide	466,512	54.5%	22.8%	22.7%
National Science Foundation	885	65.6%	23.4%	11.0%
Directorate for Biological Sciences	57	69.2%	21.6%	9.2%
DIR FOR COMPUTER AND INFO SCI AND ENGINEERING	59	64.9%	30.3%	4.8%
Directorate for Education and Human Resources	68	69.2%	21.1%	9.7%
Directorate for Engineering	55	62.3%	22.6%	15.2%
Directorate for Geosciences	95	52.0%	24.8%	23.2%
Directorate for Mathematical and Physical Sciences	73	56.2%	30.1%	13.7%
DIR FOR SOCIAL, BEHAVIORAL, AND ECONOMIC SCIENCES	61	66.8%	24.4%	8.8%
Office of Budget, Finance and Award Management	117	68.0%	22.6%	9.4%
Office of the Director	73	58.5%	27.7%	13.8%
Office of the Inspector General	51	82.5%	15.7%	1.8%
Office of Information and Resource Management	138	74.9%	17.3%	7.8%
National Science Board Office	13	76.5%	23.5%	0.0%

National Science Foundation

1st Level Subagency Comparison Report

My Satisfaction (continued)

69. Considering everything, how satisfied are you with your job?

	N	Positive	Neutral	Negative
Governmentwide	466,948	68.1%	16.7%	15.2%
National Science Foundation	890	74.4%	13.3%	12.3%
Directorate for Biological Sciences	57	82.9%	6.5%	10.7%
DIR FOR COMPUTER AND INFO SCI AND ENGINEERING	59	78.0%	15.0%	7.0%
Directorate for Education and Human Resources	67	82.8%	9.5%	7.7%
Directorate for Engineering	55	76.8%	11.9%	11.3%
Directorate for Geosciences	94	65.4%	17.9%	16.7%
Directorate for Mathematical and Physical Sciences	73	71.2%	18.2%	10.6%
DIR FOR SOCIAL, BEHAVIORAL, AND ECONOMIC SCIENCES	62	75.8%	10.8%	13.4%
Office of Budget, Finance and Award Management	118	74.8%	12.4%	12.8%
Office of the Director	74	67.0%	15.1%	18.0%
Office of the Inspector General	52	80.3%	9.9%	9.8%
Office of Information and Resource Management	141	72.5%	14.2%	13.4%
National Science Board Office	13	75.0%	8.2%	16.8%

70. Considering everything, how satisfied are you with your pay?

	N	Positive	Neutral	Negative
Governmentwide	467,270	60.6%	16.7%	22.7%
National Science Foundation	891	68.9%	13.4%	17.7%
Directorate for Biological Sciences	57	63.4%	15.3%	21.3%
DIR FOR COMPUTER AND INFO SCI AND ENGINEERING	57	65.2%	11.8%	23.0%
Directorate for Education and Human Resources	68	76.3%	7.1%	16.6%
Directorate for Engineering	55	70.1%	16.8%	13.1%
Directorate for Geosciences	95	63.8%	17.8%	18.4%
Directorate for Mathematical and Physical Sciences	73	54.8%	19.6%	25.6%
DIR FOR SOCIAL, BEHAVIORAL, AND ECONOMIC SCIENCES	62	69.2%	9.9%	20.8%
Office of Budget, Finance and Award Management	118	75.8%	15.7%	8.5%
Office of the Director	75	71.0%	13.6%	15.4%
Office of the Inspector General	52	84.5%	9.6%	5.9%
Office of Information and Resource Management	141	69.5%	12.0%	18.5%
National Science Board Office	13	60.3%	8.2%	31.5%

National Science Foundation

1st Level Subagency Comparison Report

My Satisfaction (continued)

71. Considering everything, how satisfied are you with your organization?

	N	Positive	Neutral	Negative
Governmentwide	467,295	59.9%	20.7%	19.4%
National Science Foundation	892	74.7%	13.1%	12.1%
Directorate for Biological Sciences	57	79.2%	11.9%	8.9%
DIR FOR COMPUTER AND INFO SCI AND ENGINEERING	59	83.0%	11.6%	5.4%
Directorate for Education and Human Resources	68	84.9%	5.5%	9.6%
Directorate for Engineering	55	67.8%	19.1%	13.1%
Directorate for Geosciences	95	63.7%	15.8%	20.5%
Directorate for Mathematical and Physical Sciences	73	72.7%	17.2%	10.2%
DIR FOR SOCIAL, BEHAVIORAL, AND ECONOMIC SCIENCES	62	78.9%	9.1%	12.0%
Office of Budget, Finance and Award Management	118	72.5%	17.5%	10.0%
Office of the Director	75	75.6%	13.6%	10.8%
Office of the Inspector General	52	76.7%	9.6%	13.7%
Office of Information and Resource Management	140	72.0%	12.2%	15.9%
National Science Board Office	13	83.2%	0.0%	16.8%

Work/Life

72. Have you been notified whether or not you are eligible to telework?

	N	Notified eligible	Notified not eligible	Not notified	Not sure notified
Governmentwide	465,495	42.6%	21.9%	26.7%	8.7%
National Science Foundation	887	94.0%	1.5%	2.2%	2.2%
Directorate for Biological Sciences	57	98.0%	0.0%	0.0%	2.0%
DIR FOR COMPUTER AND INFO SCI AND ENGINEERING	57	100.0%	0.0%	0.0%	0.0%
Directorate for Education and Human Resources	68	92.4%	1.4%	1.7%	4.5%
Directorate for Engineering	54	98.5%	0.0%	1.5%	0.0%
Directorate for Geosciences	94	92.3%	0.0%	6.6%	1.1%
Directorate for Mathematical and Physical Sciences	71	97.0%	0.0%	1.3%	1.7%
DIR FOR SOCIAL, BEHAVIORAL, AND ECONOMIC SCIENCES	62	94.0%	0.0%	1.3%	4.7%
Office of Budget, Finance and Award Management	118	94.8%	2.6%	1.0%	1.6%
Office of the Director	75	86.8%	3.8%	4.2%	5.2%
Office of the Inspector General	52	98.0%	0.0%	0.0%	2.0%
Office of Information and Resource Management	141	93.7%	2.1%	2.8%	1.4%
National Science Board Office	13	100.0%	0.0%	0.0%	0.0%

National Science Foundation 1st Level Subagency Comparison Report

Work/Life (continued)

73. Please select the response below that BEST describes your current teleworking situation.

	Telework				
	N	3+ Days Per Week	1-2 Days Per Week	No More Than 1-2 Days Per Month	Infrequently
Governmentwide	463,482	6.5%	13.2%	4.7%	11.7%
National Science Foundation	891	4.3%	44.6%	15.5%	25.3%
Directorate for Biological Sciences	57	1.7%	26.8%	30.1%	34.6%
DIR FOR COMPUTER AND INFO SCI AND ENGINEERING	60	0.0%	70.3%	11.0%	13.2%
Directorate for Education and Human Resources	68	3.3%	41.9%	18.8%	21.8%
Directorate for Engineering	55	6.4%	46.6%	13.6%	30.4%
Directorate for Geosciences	95	3.0%	47.8%	16.9%	22.9%
Directorate for Mathematical and Physical Sciences	72	4.0%	32.0%	21.9%	34.4%
DIR FOR SOCIAL, BEHAVIORAL, AND ECONOMIC SCIENCES	62	0.0%	40.2%	7.8%	27.4%
Office of Budget, Finance and Award Management	118	5.5%	45.4%	14.6%	23.6%
Office of the Director	75	2.6%	36.5%	16.3%	29.0%
Office of the Inspector General	51	11.5%	46.1%	13.5%	17.6%
Office of Information and Resource Management	141	8.8%	53.1%	9.9%	20.5%
National Science Board Office	13	0.0%	14.9%	14.0%	71.1%

(continued)

National Science Foundation

1st Level Subagency Comparison Report

Work/Life (continued)

73. Please select the response below that BEST describes your current teleworking situation. (continued)

	N	Must Be Physically Present	Technical Issues	Do Not Telework	
				Not Allowed To Telework	Choose Not To Telework
Governmentwide	463,482	30.1%	3.8%	17.9%	12.2%
National Science Foundation	891	1.0%	0.7%	0.7%	7.9%
Directorate for Biological Sciences	57	0.0%	1.5%	0.0%	5.2%
DIR FOR COMPUTER AND INFO SCI AND ENGINEERING	60	0.0%	1.7%	0.0%	3.7%
Directorate for Education and Human Resources	68	0.0%	0.0%	0.0%	14.2%
Directorate for Engineering	55	0.0%	0.0%	0.0%	3.0%
Directorate for Geosciences	95	1.2%	0.0%	1.0%	7.1%
Directorate for Mathematical and Physical Sciences	72	0.0%	0.0%	0.0%	7.6%
DIR FOR SOCIAL, BEHAVIORAL, AND ECONOMIC SCIENCES	62	3.8%	0.0%	1.2%	19.5%
Office of Budget, Finance and Award Management	118	0.0%	1.0%	0.9%	8.9%
Office of the Director	75	2.3%	2.8%	1.3%	9.2%
Office of the Inspector General	51	1.9%	1.8%	0.0%	7.6%
Office of Information and Resource Management	141	1.5%	0.0%	0.7%	5.6%
National Science Board Office	13	0.0%	0.0%	0.0%	0.0%

74. Do you participate in the following Work/Life programs? Alternative Work Schedules (AWS)

	N	Yes	No	Not Available To Me
Governmentwide	465,405	33.7%	47.0%	19.3%
National Science Foundation	889	14.3%	72.6%	13.1%
Directorate for Biological Sciences	56	10.6%	70.9%	18.5%
DIR FOR COMPUTER AND INFO SCI AND ENGINEERING	59	6.5%	71.1%	22.4%
Directorate for Education and Human Resources	68	5.4%	76.2%	18.4%
Directorate for Engineering	55	14.9%	75.9%	9.3%
Directorate for Geosciences	95	18.0%	72.4%	9.7%
Directorate for Mathematical and Physical Sciences	73	10.8%	84.3%	4.9%
DIR FOR SOCIAL, BEHAVIORAL, AND ECONOMIC SCIENCES	62	16.5%	72.7%	10.8%
Office of Budget, Finance and Award Management	116	11.4%	68.0%	20.7%
Office of the Director	75	16.1%	67.5%	16.4%
Office of the Inspector General	52	23.6%	61.2%	15.2%
Office of Information and Resource Management	140	18.3%	73.8%	7.9%
National Science Board Office	13	23.5%	76.5%	0.0%

National Science Foundation

1st Level Subagency Comparison Report

Work/Life (continued)

75. Do you participate in the following Work/Life programs? Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs)

	N	Yes	No	Not Available To Me
Governmentwide	464,589	26.4%	61.9%	11.7%
National Science Foundation	888	34.7%	63.7%	1.6%
Directorate for Biological Sciences	57	39.1%	58.9%	2.0%
DIR FOR COMPUTER AND INFO SCI AND ENGINEERING	59	32.2%	62.6%	5.2%
Directorate for Education and Human Resources	68	33.4%	66.6%	0.0%
Directorate for Engineering	55	36.0%	62.6%	1.4%
Directorate for Geosciences	95	26.8%	71.1%	2.1%
Directorate for Mathematical and Physical Sciences	71	23.5%	74.8%	1.7%
DIR FOR SOCIAL, BEHAVIORAL, AND ECONOMIC SCIENCES	61	28.6%	71.4%	0.0%
Office of Budget, Finance and Award Management	117	46.9%	53.1%	0.0%
Office of the Director	75	36.0%	61.2%	2.8%
Office of the Inspector General	51	51.2%	48.8%	0.0%
Office of Information and Resource Management	141	34.5%	62.8%	2.8%
National Science Board Office	13	54.2%	45.8%	0.0%

76. Do you participate in the following Work/Life programs? Employee Assistance Program (EAP)

	N	Yes	No	Not Available To Me
Governmentwide	462,760	13.4%	81.5%	5.1%
National Science Foundation	887	16.6%	82.6%	0.8%
Directorate for Biological Sciences	57	12.2%	86.0%	1.7%
DIR FOR COMPUTER AND INFO SCI AND ENGINEERING	59	16.9%	81.4%	1.7%
Directorate for Education and Human Resources	68	22.5%	77.5%	0.0%
Directorate for Engineering	55	17.0%	81.6%	1.4%
Directorate for Geosciences	94	13.0%	85.9%	1.0%
Directorate for Mathematical and Physical Sciences	73	13.0%	87.0%	0.0%
DIR FOR SOCIAL, BEHAVIORAL, AND ECONOMIC SCIENCES	61	16.4%	82.2%	1.3%
Office of Budget, Finance and Award Management	118	15.5%	84.5%	0.0%
Office of the Director	73	12.8%	87.2%	0.0%
Office of the Inspector General	51	29.0%	71.0%	0.0%
Office of Information and Resource Management	140	19.0%	78.9%	2.2%
National Science Board Office	13	31.4%	68.6%	0.0%

National Science Foundation

1st Level Subagency Comparison Report

Work/Life (continued)

77. Do you participate in the following Work/Life programs? Child Care Programs (for example, daycare, parenting classes, parenting support groups)

	N	Yes	No	Not Available To Me
Governmentwide	464,201	3.4%	79.8%	16.8%
National Science Foundation	887	4.1%	92.1%	3.9%
Directorate for Biological Sciences	57	3.6%	85.7%	10.7%
DIR FOR COMPUTER AND INFO SCI AND ENGINEERING	59	6.8%	89.7%	3.5%
Directorate for Education and Human Resources	67	4.7%	93.6%	1.7%
Directorate for Engineering	54	5.3%	91.2%	3.5%
Directorate for Geosciences	95	5.4%	91.4%	3.2%
Directorate for Mathematical and Physical Sciences	72	0.0%	98.3%	1.7%
DIR FOR SOCIAL, BEHAVIORAL, AND ECONOMIC SCIENCES	61	5.4%	92.5%	2.1%
Office of Budget, Finance and Award Management	118	1.9%	94.9%	3.2%
Office of the Director	75	5.4%	89.0%	5.6%
Office of the Inspector General	51	5.6%	90.2%	4.2%
Office of Information and Resource Management	141	3.4%	91.7%	4.9%
National Science Board Office	13	17.4%	82.6%	0.0%

78. Do you participate in the following Work/Life programs? Elder Care Programs (for example, support groups, speakers)

	N	Yes	No	Not Available To Me
Governmentwide	464,386	2.2%	81.1%	16.7%
National Science Foundation	888	2.3%	94.5%	3.2%
Directorate for Biological Sciences	57	2.0%	90.7%	7.3%
DIR FOR COMPUTER AND INFO SCI AND ENGINEERING	59	3.5%	87.7%	8.8%
Directorate for Education and Human Resources	67	0.0%	98.3%	1.7%
Directorate for Engineering	55	4.4%	92.1%	3.5%
Directorate for Geosciences	95	3.4%	92.3%	4.3%
Directorate for Mathematical and Physical Sciences	72	1.7%	95.1%	3.2%
DIR FOR SOCIAL, BEHAVIORAL, AND ECONOMIC SCIENCES	60	4.2%	95.8%	0.0%
Office of Budget, Finance and Award Management	118	3.9%	94.8%	1.3%
Office of the Director	75	2.7%	95.9%	1.4%
Office of the Inspector General	52	1.8%	94.0%	4.1%
Office of Information and Resource Management	140	0.0%	95.8%	4.2%
National Science Board Office	13	0.0%	100.0%	0.0%

National Science Foundation

1st Level Subagency Comparison Report

Work/Life (continued)

79. How satisfied are you with the following Work/Life programs in your agency? Telework

	N	Positive	Neutral	Negative	NBJ
Governmentwide	236,481	80.8%	10.9%	8.3%	6,455
National Science Foundation	791	82.9%	8.4%	8.7%	9
Directorate for Biological Sciences	53	92.5%	1.9%	5.6%	0
DIR FOR COMPUTER AND INFO SCI AND ENGINEERING	57	80.5%	8.6%	10.9%	0
Directorate for Education and Human Resources	57	78.8%	12.3%	8.9%	1
Directorate for Engineering	53	80.1%	7.0%	12.8%	0
Directorate for Geosciences	85	76.2%	8.4%	15.4%	1
Directorate for Mathematical and Physical Sciences	67	86.1%	8.9%	5.0%	0
DIR FOR SOCIAL, BEHAVIORAL, AND ECONOMIC SCIENCES	46	66.7%	11.5%	21.8%	1
Office of Budget, Finance and Award Management	105	83.8%	6.9%	9.3%	0
Office of the Director	62	86.6%	8.1%	5.3%	1
Office of the Inspector General	45	89.4%	6.1%	4.4%	1
Office of Information and Resource Management	128	90.8%	5.4%	3.8%	1
National Science Board Office	12	73.5%	26.5%	0.0%	1

*The results for this item only include employees who indicated that they participated in this program.

80. How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules (AWS)

	N	Positive	Neutral	Negative	NBJ
Governmentwide	172,594	90.3%	6.7%	3.0%	3,366
National Science Foundation	129	90.8%	6.7%	2.6%	4
Directorate for Biological Sciences	6	100.0%	0.0%	0.0%	1
DIR FOR COMPUTER AND INFO SCI AND ENGINEERING	3	100.0%	0.0%	0.0%	2
Directorate for Education and Human Resources	4	100.0%	0.0%	0.0%	0
Directorate for Engineering	9	65.8%	34.2%	0.0%	0
Directorate for Geosciences	17	94.1%	0.0%	5.9%	0
Directorate for Mathematical and Physical Sciences	8	84.4%	0.0%	15.6%	0
DIR FOR SOCIAL, BEHAVIORAL, AND ECONOMIC SCIENCES	9	86.8%	13.2%	0.0%	0
Office of Budget, Finance and Award Management	16	92.5%	7.5%	0.0%	0
Office of the Director	12	92.4%	7.6%	0.0%	0
Office of the Inspector General	12	91.5%	8.5%	0.0%	0
Office of Information and Resource Management	25	92.0%	3.9%	4.1%	1
National Science Board Office	3	100.0%	0.0%	0.0%	0

*The results for this item only include employees who indicated that they participated in this program.

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Work/Life (continued)

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	Positive	Neutral	Negative	NBJ
Governmentwide	119,164	81.3%	15.1%	3.7%	7,694
National Science Foundation	300	89.7%	8.6%	1.8%	5
Directorate for Biological Sciences	21	95.4%	4.6%	0.0%	1
DIR FOR COMPUTER AND INFO SCI AND ENGINEERING	19	84.6%	15.4%	0.0%	1
Directorate for Education and Human Resources	22	91.1%	3.8%	5.1%	0
Directorate for Engineering	19	77.6%	16.3%	6.1%	0
Directorate for Geosciences	23	86.9%	13.1%	0.0%	0
Directorate for Mathematical and Physical Sciences	16	92.6%	7.4%	0.0%	1
DIR FOR SOCIAL, BEHAVIORAL, AND ECONOMIC SCIENCES	15	78.8%	15.8%	5.4%	1
Office of Budget, Finance and Award Management	54	92.7%	7.3%	0.0%	0
Office of the Director	26	95.8%	4.2%	0.0%	0
Office of the Inspector General	26	95.8%	4.2%	0.0%	0
Office of Information and Resource Management	47	91.6%	4.2%	4.2%	1
National Science Board Office	7	70.9%	29.1%	0.0%	0

**The results for this item only include employees who indicated that they participated in this program.*

82. How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program (EAP)

	N	Positive	Neutral	Negative	NBJ
Governmentwide	60,783	77.6%	18.3%	4.2%	7,854
National Science Foundation	142	87.9%	9.4%	2.7%	5
Directorate for Biological Sciences	7	70.6%	16.1%	13.2%	0
DIR FOR COMPUTER AND INFO SCI AND ENGINEERING	10	80.4%	10.3%	9.3%	1
Directorate for Education and Human Resources	14	92.5%	0.0%	7.5%	0
Directorate for Engineering	9	91.5%	8.5%	0.0%	0
Directorate for Geosciences	10	89.9%	10.1%	0.0%	3
Directorate for Mathematical and Physical Sciences	8	85.3%	14.7%	0.0%	0
DIR FOR SOCIAL, BEHAVIORAL, AND ECONOMIC SCIENCES	8	75.7%	14.3%	10.0%	1
Office of Budget, Finance and Award Management	18	95.7%	4.3%	0.0%	0
Office of the Director	11	72.8%	27.2%	0.0%	0
Office of the Inspector General	15	100.0%	0.0%	0.0%	0
Office of Information and Resource Management	26	92.2%	7.8%	0.0%	0
National Science Board Office	4	100.0%	0.0%	0.0%	0

**The results for this item only include employees who indicated that they participated in this program.*

National Science Foundation 1st Level Subagency Comparison Report

Work/Life (continued)

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	Positive	Neutral	Negative	NBJ
Governmentwide	12,057	73.0%	22.2%	4.7%	4,915
National Science Foundation	36	80.2%	17.1%	2.7%	5
Directorate for Biological Sciences	1	0.0%	100.0%	0.0%	1
DIR FOR COMPUTER AND INFO SCI AND ENGINEERING	4	100.0%	0.0%	0.0%	1
Directorate for Education and Human Resources	3	65.1%	34.9%	0.0%	1
Directorate for Engineering	4	78.3%	21.7%	0.0%	0
Directorate for Geosciences	4	50.9%	25.9%	23.2%	1
Directorate for Mathematical and Physical Sciences	0	--	--	--	1
DIR FOR SOCIAL, BEHAVIORAL, AND ECONOMIC SCIENCES	3	100.0%	0.0%	0.0%	0
Office of Budget, Finance and Award Management	2	100.0%	0.0%	0.0%	0
Office of the Director	4	100.0%	0.0%	0.0%	0
Office of the Inspector General	3	100.0%	0.0%	0.0%	0
Office of Information and Resource Management	5	81.0%	19.0%	0.0%	0
National Science Board Office	2	100.0%	0.0%	0.0%	0

**The results for this item only include employees who indicated that they participated in this program.*

84. How satisfied are you with the following Work/Life programs in your agency? Elder Care Programs (for example, support groups, speakers)

	N	Positive	Neutral	Negative	NBJ
Governmentwide	8,738	67.9%	29.3%	2.7%	4,560
National Science Foundation	17	89.5%	10.5%	0.0%	6
Directorate for Biological Sciences	0	--	--	--	1
DIR FOR COMPUTER AND INFO SCI AND ENGINEERING	2	100.0%	0.0%	0.0%	1
Directorate for Education and Human Resources	0	--	--	--	1
Directorate for Engineering	2	100.0%	0.0%	0.0%	0
Directorate for Geosciences	1	100.0%	0.0%	0.0%	2
Directorate for Mathematical and Physical Sciences	2	56.5%	43.5%	0.0%	0
DIR FOR SOCIAL, BEHAVIORAL, AND ECONOMIC SCIENCES	3	100.0%	0.0%	0.0%	0
Office of Budget, Finance and Award Management	4	100.0%	0.0%	0.0%	0
Office of the Director	2	50.9%	49.1%	0.0%	0
Office of the Inspector General	1	100.0%	0.0%	0.0%	0
Office of Information and Resource Management	0	--	--	--	1
National Science Board Office	0	--	--	--	0

**The results for this item only include employees who indicated that they participated in this program.*

National Science Foundation

1st Level Subagency Comparison Report

Demographic Questions

Where do you work?

	N	%
Headquarters	875	98.4%
Field	14	1.6%

What is your supervisory status?

	N	%
Non-Supervisor	587	66.6%
Team Leader	134	15.2%
Supervisor	100	11.3%
Manager	31	3.5%
Senior Leader	30	3.4%

Are you:

	N	%
Male	326	38.3%
Female	525	61.7%

Are you Hispanic or Latino?

	N	%
Yes	45	5.3%
No	807	94.7%

Race

	N	%
American Indian or Alaska Native	2	0.2%
Asian	49	6.1%
Black or African American	203	25.3%
Native Hawaiian or Other Pacific Islander	1	0.1%
White	515	64.3%
Two or more races	31	3.9%

Note: Percentages for demographic questions are unweighted.

National Science Foundation

1st Level Subagency Comparison Report

Demographic Questions (continued)

What is the highest degree or level of education you have completed?

	N	%
Less than High School	0	0.0%
High School Diploma/GED or equivalent	24	2.8%
Trade or Technical Certificate	5	0.6%
Some College (no degree)	88	10.3%
Associate's Degree (e.g., AA, AS)	36	4.2%
Bachelor's Degree (e.g., BA, BS)	187	21.8%
Master's Degree (e.g., MA, MS, MBA)	223	26.1%
Doctoral/Professional Degree (e.g., Ph.D., MD, JD)	293	34.2%

What is your pay category/grade?

	N	%
Federal Wage System	3	0.3%
GS 1-6	9	1.0%
GS 7-12	202	23.5%
GS 13-15	381	44.4%
Senior Executive Service	55	6.4%
Senior Level (SL) or Scientific or Professional (ST)	36	4.2%
Other	173	20.1%

How long have you been with the Federal Government (excluding military service)?

	N	%
Less than 1 year	12	1.4%
1 to 3 years	79	9.1%
4 to 5 years	76	8.8%
6 to 10 years	174	20.1%
11 to 14 years	133	15.4%
15 to 20 years	128	14.8%
More than 20 years	264	30.5%

Note: Percentages for demographic questions are unweighted.

National Science Foundation

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Demographic Questions (continued)

How long have you been with your current agency (for example, Department of Justice, Environmental Protection Agency)?

	N	%
Less than 1 year	32	3.7%
1 to 3 years	149	17.3%
4 to 5 years	100	11.6%
6 to 10 years	188	21.8%
11 to 20 years	225	26.1%
More than 20 years	169	19.6%

Are you considering leaving your organization within the next year, and if so, why?

	N	%
No	589	68.2%
Yes, to retire	63	7.3%
Yes, to take another job within the Federal Government	127	14.7%
Yes, to take another job outside the Federal Government	44	5.1%
Yes, other	41	4.7%

I am planning to retire:

	N	%
Within one year	43	5.1%
Between one and three years	93	10.9%
Between three and five years	84	9.9%
Five or more years	630	74.1%

Self-Identify as:

	N	%
Heterosexual or Straight	659	81.9%
Gay, Lesbian, Bisexual, or Transgender	38	4.7%
I prefer not to say	108	13.4%

What is your US military service status?

	N	%
No Prior Military Service	742	88.0%
Currently in National Guard or Reserves	6	0.7%
Retired	31	3.7%
Separated or Discharged	64	7.6%

Note: Percentages for demographic questions are unweighted.

National Science Foundation

1st Level Subagency Comparison Report

Demographic Questions (continued)

Are you an individual with a disability?

	N	%
Yes	67	7.9%
No	783	92.1%

What is your age group?

	N	%
25 and under	10	1.1%
26-29	45	4.9%
30-39	137	15.1%
40-49	217	23.8%
50-59	292	32.1%
60 or older	209	23.0%

Note: Percentages for demographic questions are unweighted.