Progress and Problems:

Government Scientists Report on Scientific Integrity at Four Agencies www.ucsusa.org/scientistsurvey

Appendix F: Survey Instrument

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Job Duties

*1	. Which one of the following categories best describes your science work at the CDC?
0	Administrative and Office Support
0	Community Outreach
0	Field Work
0	Grant Review
0	Health Communications
0	Laboratory Testing
0	Medical Science
0	Modeling
0	Program Evaluation
0	Public Health
0	Risk Assessment
	Other Science (please specify)
*2	2. Approximately what percentage of your job duties involves science? (Note: Scientific
*2	2. Approximately what percentage of your job duties involves science? (Note: Scientific rk may include, but is not limited to, basic research, laboratory testing, data collection, assessment, veterinary medicine, economic analysis, science policy and other topics.)
*2	
*2 wo	rk may include, but is not limited to, basic research, laboratory testing, data collection, cassessment, veterinary medicine, economic analysis, science policy and other topics.)
*2 wo risl	rk may include, but is not limited to, basic research, laboratory testing, data collection, c assessment, veterinary medicine, economic analysis, science policy and other topics.)
*2 wo risl	rk may include, but is not limited to, basic research, laboratory testing, data collection, c assessment, veterinary medicine, economic analysis, science policy and other topics.) 1 - 25% 26 - 50%
*2 wo	rk may include, but is not limited to, basic research, laboratory testing, data collection, c assessment, veterinary medicine, economic analysis, science policy and other topics.) 1 - 25% 26 - 50% 51 - 75%
*2 wo	rk may include, but is not limited to, basic research, laboratory testing, data collection, c assessment, veterinary medicine, economic analysis, science policy and other topics.) 1 - 25% 26 - 50% 51 - 75% 76 - 100%
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*2 wo	rk may include, but is not limited to, basic research, laboratory testing, data collection, c assessment, veterinary medicine, economic analysis, science policy and other topics.) 1 - 25% 26 - 50% 51 - 75% 76 - 100%

Agency Mission & Effectiveness

3. C	compared to fi	ive years ago, t	he effectiveness o	f my division or of	fice has:
0	Increased	○ Stayed t	he Same	ecreased	O Don't Know
4. N	ly direct supe	ervisor stands b	ehind scientists w	ho put forth positi	ons that may be
con	troversial.				
0	Strongly Agree	C Agree	C Undecided	C Disagree	C Strongly Disagree
5. T	he use of gov	ernment contra	ctors for scientific	work is harming t	he effectiveness of
	CDC.			J	
0	Strongly Agree	C Agree	C Undecided	O Disagree	C Strongly Disagree
6. lı	n vour opinion	. what are the o	reatest barriers to	timely CDC decis	ions? (Select up to 3)
	Complexity of the iss		,	,	(
	Inefficient decision-m	naking process within the	Agency		
	Influence of Congress	S			
	Influence of industry	stakeholders			
	Influence of non-gove	ernmental interests (such	as advocacy groups)		
	Influence of other ag	encies or the Administra	tion		
	Limited staff capacity	1			
	Potential discrepancy	with existing rules or re	gulations		
	Reluctance of leaders	ship to make a decision			
	Uncertainty of Agenc	y jurisdiction			
	Uncertainty or disagre	eement with the science			
	Other (please specify)			

Professionalism, Job Satisfaction, and Morale

profe	m provided a ssion, such ssional soci	as att	tending c				-					-	ic or
C Str	rongly Agree	0	Agree		C Undec	ided		0	Disagree		0	Strongly Disa	agree
agend	rrently, I car by without fe	ear of	retaliatio		_		about t					-	
	rongly Agree rrently, I am		Agree ved to pul	blish	O Undec		-reviev		Disagree I scien		ournal	Strongly Disa	
the le	vel of contr	overs	y of the t	opic	•							_	
C Str	rongly Agree	0	Agree		C Undec	ided		0	Disagree		0	Strongly Disa	agree
	urrently, I ar		-	•	-						about	my scien	tific
C Str	rongly Agree	0	Agree		C Undec	ided		0	Disagree		0	Strongly Disa	agree
its mi	ne CDC colle ssion.	ects t			and monit		g inform	nat	tion ne		to effe	ectively n	
12. CI	DC determin	nation	s and act	tions	•			th		. 10 10.	finding	20	
O Alv	ways (े Frequ	uently	0 0	ccasionally	0	Seldom		0	Never		O Don't Kr	now
	cpert advice cy decisions		scientifi	c ad	visory co	mmit	ttees is	s ho	eeded	and i	ncorpo	orated int	0
O Alv	ways	ີ Frequ	uently	O 0	ccasionally	0	Seldom		0	Never		O Don't Kr	now
14. O	ver the past	few y	ears my	pers	sonal job	satis	factio	n a	t the C	CDC h	as:		
O Inc	creased		C Stayed	the Sa	ame	0	Decrease	d			O Don't	Know	
15. H	ow would yo	ou rat	e morale	with	in your c	ente	r/office	e/se	ervice	?			
○ Ex	cellent	0	Good		⊙ Fair			0	Poor		O	Extremely Po	oor

Outside Influence & Political Interference

Frequently

Occasionally

	A Lot of Weight	Some Weight	Little Weight	No Weight	Don't Know
Political Interests	O	O	O	0	0
Business Interests	0	O	O	0	0
Public Health	О	O	0	0	0
17. In vour opinio	on, how appropri	ate is the level o	f consideratio	n of these fa	ctors at the
CDC?	,				
	Too High	About Right	То	o Low	Don't Know
Political Interests	O	0		0	0
Business Interests	O	O		0	O
Public Health	0	O		O	0
io. The CDC has				• 	
O Strongly Agree	C Agree	© Undecided	O Disago	ee C	Strongly Disagre
Strongly Agree 19. The presence inappropriately in	C Agree e of top CDC dec nfluences the de	© Undecided	O Disago no come from the agency.	ee C	Strongly Disagre
Strongly Agree 19. The presence inappropriately in Strongly Agree	C Agree e of top CDC dec nfluences the de C Agree	C Undecided ision makers where cisions made by C Undecided	O Disagno come from the agency. O Disagn	regulated inc	Strongly Disagre dustry Strongly Disagre
C Strongly Agree 19. The presence nappropriately in C Strongly Agree	C Agree e of top CDC dec nfluences the de C Agree	C Undecided ision makers where cisions made by C Undecided	O Disagno come from the agency. O Disagn	regulated inc	Strongly Disagre dustry Strongly Disagre
19. The presence	Agree e of top CDC dec nfluences the de Agree five years, how ests have forced	Undecided ision makers whereisions made by Undecided w often have y the withdrawal	O Disagno come from the agency. O Disagno cou experience or significant	regulated inc	Strongly Disagre dustry Strongly Disagre ces where

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

Never

Seldom

0	Frequently	0	Occasionally	0	Seldom	0	Never	0	Not Applicable

O Not Applicable

Centers for Disease Control and Prevention (CDC) d. The White House, including the Office of Management and Budget, has forced the withdrawal or significant modification of a CDC policy or action designed to protect public health. O Never Frequently Occasionally Seldom Not Applicable e. Other agencies have forced the withdrawal or significant modification of a CDC policy or action designed to protect public health. Frequently Occasionally Seldom O Never O Not Applicable f. Requests from CDC decision makers to provide incomplete, inaccurate or misleading information to the public, regulated industry, media, or elected/senior government officials. Frequently Occasionally Seldom g. CDC decision makers made requests to inappropriately exclude or alter technical information or conclusions in a CDC scientific document. Frequently Occasionally Seldom O Never O Not Applicable h. Selective or incomplete use of data was used to justify a specific policy outcome. Occasionally ○ Seldom O Never Frequently O Not Applicable i. Changes or edits were made during review that altered the meaning of scientific findings without providing a meaningful opportunity to correct them. Frequently Occasionally C Seldom Never Not Applicable j. Pressure to ignore impacts of a policy on sensitive sub-populations. Frequently Occasionally Seldom O Never O Not Applicable k. Disappearance/unusual delay in the release of websites, press-releases, reports or other science-based materials. Frequently Occasionally Seldom O Never O Not Applicable I. New or unusual administrative requirements that impair your scientific work. Occasionally C Seldom O Never Frequently O Not Applicable m. Statements by CDC officials that misrepresent scientists' findings. Frequently Occasionally Seldom O Never O Not Applicable

n. 9	Situations in w	hich scientists ha	ave actively obje	cted to, resigned	from or removed
the	mselves from	a project because	e of pressure to d	change scientific	findings.
0	Frequently	Occasionally	C Seldom	C Never	C Not Applicable
o. I	Requests to co	onsider data or us	e methods that a	re not scientifical	lly credible.
0	Frequently	Occasionally	C Seldom	C Never	C Not Applicable
21.	How many ac	tivities or situation	ons like those list	ted above have yo	ou personally
ex	perienced duri	ing the past year?			
0	None				
0	1 - 5				
0	6 - 10				
0	11 - 20				
0	More than 20				
0	Not Applicable				
	_	e the past five year	_	_	e, mount you only
0	More often than befo		isted above are o	ccurring:	
		ore	isted above are o	ccurring:	
0	More often than befo	ore efore	isted above are o	ccurring:	
0	More often than befo	ore efore	isted above are o	ccurring:	
0	More often than before About the same as be Less often than before	ore efore	isted above are o	ccurring:	
0 0 0	More often than before About the same as be Less often than before Unsure	ore efore	isted above are o	ccurring:	
0 0 0	More often than before About the same as be Less often than before Unsure	ore efore	isted above are o	ccurring:	
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0 0 0	More often than before About the same as be Less often than before Unsure	ore efore	isted above are o	ccurring:	
0 0 0	More often than before About the same as be Less often than before Unsure	ore efore	isted above are o	ccurring:	

Media and Scientific Integrity Policies and Whistleblower Protections

	Do you have the right to review, prior to publication, the final drafts of agency nmunications that are being published under your name and/or that substantially rely
on	your research?
0	Yes
0	No
0	I am not aware of whether or not I have this right
24.	Are you required to obtain agency pre-approval for media interviews?
0	Yes
0	No
0	I don't know
	In the past five years, how has your ability to communicate your scientific work to the
puk	olic and to the media changed?
0	Significantly improved
0	Somewhat improved
0	No change
0	Somewhat deteriorated
0	Significantly deteriorated
0	Not enough information to respond
	Based on information provided to you by your agency, is it clear to you how you may
	e social media tools with respect to your scientific expertise in your official and personal
-	pacity?
	Yes
0	No .
0	Not enough information to respond
inte	Are you aware that the CDC has a scientific integrity policy which safeguards the egrity of agency science by setting clear standards for employees and the use of entific information, and by instituting a process for resolving disputes?
0	Yes
0	No

Strongly Agree	policy. C Agree	C Undecided regarding the conte		C Strongly Disagree
C Strongly Agree 60. I have persona	policy. C Agree			es in my agency's
0. I have persona	-	C Undecided	C -:	
_	lly heen involv		C Disagree	C Strongly Disagree
	ny nee n mivor	ed in a dispute or a	rbitration process	under the scientifi
○ Yes				
C No				
O Not Sure				
f "Yes", is there anything you	ı'd like to share about t	he effectiveness of this process?	?	
				_
				~
C Not Sure				
	eguately brief	ed on my whistleblo	wer protections u	ınder the
		cement Act of 2012	-	
C Strongly Agree	C Agree	C Undecided	O Disagree	Strongly Disagree

Demographics

33.	What is your major field of training?
0	Chemistry
0	Earth Science
0	Engineering
0	Environmental Science
0	Life Sciences
0	Math/ Statistics / Economics
0	Physics
0	Policy
0	Public Health
Othe	er major field of training (please specify)
34.	My current position at the CDC is:
0	Management
0	Non-management

	What is your current grade level?
0	GS-9 or lower
0	GS-10
0	GS-11
0	GS-12
0	GS-13
0	GS-14
0	GS-15
0	Visiting Scientist
0	SES
0	Fellow
0	Student
0	Title 42
0	Title 42
0	Title 42 Commissioned Corps
O O Othe	Title 42 Commissioned Corps
© Dthe	Title 42 Commissioned Corps r grade level (please specify)
O Othe	Title 42 Commissioned Corps r grade level (please specify) What is the highest level of education you have completed?
© Other	Title 42 Commissioned Corps r grade level (please specify) What is the highest level of education you have completed? Tech college-Associates
O O O O O O O O O O O O O O O O O O O	Title 42 Commissioned Corps r grade level (please specify) What is the highest level of education you have completed? Tech college-Associates Some college
O O O O O O O O O O O O O O O O O O O	Title 42 Commissioned Corps r grade level (please specify) What is the highest level of education you have completed? Tech college-Associates Some college Bachelor's Degree
© © Other © © © © © © © © © © © © © © © © © © ©	Title 42 Commissioned Corps r grade level (please specify) What is the highest level of education you have completed? Tech college-Associates Some college Bachelor's Degree Master's Degree
O Other	Title 42 Commissioned Corps regrade level (please specify) What is the highest level of education you have completed? Tech college-Associates Some college Bachelor's Degree Master's Degree Ph.D.
6 C C C C C C C	Title 42 Commissioned Corps r grade level (please specify) What is the highest level of education you have completed? Tech college-Associates Some college Bachelor's Degree Master's Degree Ph.D. MD
6 C C C C C C C C C C C C C C C C C C C	Title 42 Commissioned Corps r grade level (please specify) What is the highest level of education you have completed? Tech college-Associates Some college Bachelor's Degree Master's Degree Ph.D. MD JD

Centers for Disease Control and Prevention (CDC) 37. How long have you been working at the CDC? C Less than 2 years C 2 - 5 years 6 - 10 years O 11 - 15 years More than 15 years 38. Have you ever worked for regulated industry or a group representing them? O No

Centers for Disease Control and Prevention (CDC)	
Open-Ended	
39. How do you think the mission of the CDC and the integrity of the scientification produced by the CDC could best be improved?	ic work
	_
	$\overline{\mathbf{v}}$
40. Is there anything else you would like to share with us regarding scientific the CDC?	integrity at
	_
	V

Job Duties

*1	. Which one of the following categories best describes your science work at the FDA?
0	Administrative and Office Support
0	Community Outreach
0	Consumer Safety Inspection
0	Grant Review
0	Laboratory Testing
0	Medical and Public Health
0	Modeling
0	Program Evaluation
0	Risk Assessment
0	Science Communication
0	Science Policy
0	
	Other Science (please specify)
_ ملد	
wo	Other Science (please specify) . Approximately what percentage of your job duties involves science? (Note: Scientific k may include, but is not limited to, basic research, laboratory testing, data collection, assessment, veterinary medicine, economic analysis, science policy and other topics.)
wo	. Approximately what percentage of your job duties involves science? (Note: Scientific k may include, but is not limited to, basic research, laboratory testing, data collection,
wo risk	Approximately what percentage of your job duties involves science? (Note: Scientific k may include, but is not limited to, basic research, laboratory testing, data collection, assessment, veterinary medicine, economic analysis, science policy and other topics.)
worisk	. Approximately what percentage of your job duties involves science? (Note: Scientific k may include, but is not limited to, basic research, laboratory testing, data collection, assessment, veterinary medicine, economic analysis, science policy and other topics.)
wor	Approximately what percentage of your job duties involves science? (Note: Scientific k may include, but is not limited to, basic research, laboratory testing, data collection, assessment, veterinary medicine, economic analysis, science policy and other topics.) 1-25% 26-50%
wol risk o o o	Approximately what percentage of your job duties involves science? (Note: Scientific k may include, but is not limited to, basic research, laboratory testing, data collection, assessment, veterinary medicine, economic analysis, science policy and other topics.) 1-25% 26-50% 51-75%
wol risk o o o	Approximately what percentage of your job duties involves science? (Note: Scientific k may include, but is not limited to, basic research, laboratory testing, data collection, assessment, veterinary medicine, economic analysis, science policy and other topics.) 1 - 25% 26 - 50% 51 - 75% 76 - 100%
wol risk o o o	Approximately what percentage of your job duties involves science? (Note: Scientific k may include, but is not limited to, basic research, laboratory testing, data collection, assessment, veterinary medicine, economic analysis, science policy and other topics.) 1 - 25% 26 - 50% 51 - 75% 76 - 100%
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Agency Mission & Effectiveness

3. Compared to five years ago, the effectiveness of my division or office has: Increased				41 44	4.				
4. My direct supervisor stands behind scientists who put forth positions that may be controversial. Strongly Agree		_				_	ision or c		
Controversial. Strongly Agree	○ In	ncreased	○ St	ayed the Same	O	Decreased		O Don't	Know
5. The use of government contractors for scientific work is harming the effectiveness of the FDA. C Strongly Agree C Agree C Undecided C Disagree Strongly Disagree 6. In your opinion, what are the greatest barriers to timely FDA decisions? (Select up to 3) Complexity of the issue Inefficient decision-making process within the Agency Influence of industry stakeholders Influence of industry stakeholders Influence of other agencies or the Administration Limited staff capacity Potential discrepancy with existing rules or regulations Reluctance of leadership to make a decision Uncertainty or disagreement with the science	4. My	direct supe	rvisor stand	ds behind s	cientists v	vho put fo	orth posi	tions that	may be
5. The use of government contractors for scientific work is harming the effectiveness of the FDA. Strongly Agree Agree Jundecided Disagree Strongly Disagree 6. In your opinion, what are the greatest barriers to timely FDA decisions? (Select up to 3) Complexity of the issue Inefficient decision-making process within the Agency Influence of Congress Influence of industry stakeholders Influence of one-governmental interests (such as advocacy groups) Influence of other agencies or the Administration Limited staff capacity Potential discrepancy with existing rules or regulations Reluctance of leadership to make a decision Uncertainty or disagreement with the science	contr	roversial.							
the FDA. C Strongly Agree C Agree C Undecided C Disagree C Strongly Disagree 6. In your opinion, what are the greatest barriers to timely FDA decisions? (Select up to 3) Complexity of the issue Inefficient decision-making process within the Agency Influence of Congress Influence of industry stakeholders Influence of industry stakeholders Influence of other agencies or the Administration Limited staff capacity Potential discrepancy with existing rules or regulations Reluctance of leadership to make a decision Uncertainty of Agency jurisdiction Uncertainty or disagreement with the science	O S	trongly Agree	C Agree	0	Undecided	0	Disagree	0	Strongly Disagree
6. In your opinion, what are the greatest barriers to timely FDA decisions? (Select up to 3) Complexity of the issue Inefficient decision-making process within the Agency Influence of Congress Influence of industry stakeholders Influence of other agencies or the Administration Limited staff capacity Potential discrepancy with existing rules or regulations Reluctance of leadership to make a decision Uncertainty of Agency jurisdiction Uncertainty or disagreement with the science	5. Th	e use of gove	ernment co	ntractors fo	r scientifi	c work is	harming	the effec	tiveness of
6. In your opinion, what are the greatest barriers to timely FDA decisions? (Select up to 3) Complexity of the issue Inefficient decision-making process within the Agency Influence of Congress Influence of industry stakeholders Influence of non-governmental interests (such as advocacy groups) Influence of other agencies or the Administration Limited staff capacity Potential discrepancy with existing rules or regulations Reluctance of leadership to make a decision Uncertainty of Agency jurisdiction Uncertainty or disagreement with the science	the F	DA.							
Complexity of the issue Inefficient decision-making process within the Agency Influence of Congress Influence of industry stakeholders Influence of non-governmental interests (such as advocacy groups) Influence of other agencies or the Administration Limited staff capacity Potential discrepancy with existing rules or regulations Reluctance of leadership to make a decision Uncertainty of Agency jurisdiction Uncertainty or disagreement with the science	O S	trongly Agree	C Agree	0	Undecided	0	Disagree	0	Strongly Disagree
Complexity of the issue Inefficient decision-making process within the Agency Influence of Congress Influence of industry stakeholders Influence of non-governmental interests (such as advocacy groups) Influence of other agencies or the Administration Limited staff capacity Potential discrepancy with existing rules or regulations Reluctance of leadership to make a decision Uncertainty of Agency jurisdiction Uncertainty or disagreement with the science	6. In :	your opinion	, what are t	he greatest	barriers t	o timely	FDA deci	isions? (S	elect up to 3)
□ Influence of Congress □ Influence of industry stakeholders □ Influence of non-governmental interests (such as advocacy groups) □ Influence of other agencies or the Administration □ Limited staff capacity □ Potential discrepancy with existing rules or regulations □ Reluctance of leadership to make a decision □ Uncertainty of Agency jurisdiction □ Uncertainty or disagreement with the science	`	-	•	•		-		•	•
 □ Influence of industry stakeholders □ Influence of non-governmental interests (such as advocacy groups) □ Influence of other agencies or the Administration □ Limited staff capacity □ Potential discrepancy with existing rules or regulations □ Reluctance of leadership to make a decision □ Uncertainty of Agency jurisdiction □ Uncertainty or disagreement with the science 	□ In	nefficient decision-m	aking process with	nin the Agency					
 □ Influence of non-governmental interests (such as advocacy groups) □ Influence of other agencies or the Administration □ Limited staff capacity □ Potential discrepancy with existing rules or regulations □ Reluctance of leadership to make a decision □ Uncertainty of Agency jurisdiction □ Uncertainty or disagreement with the science 	□ In	nfluence of Congress	3						
 □ Influence of other agencies or the Administration □ Limited staff capacity □ Potential discrepancy with existing rules or regulations □ Reluctance of leadership to make a decision □ Uncertainty of Agency jurisdiction □ Uncertainty or disagreement with the science 	□ In	nfluence of industry s	stakeholders						
 □ Limited staff capacity □ Potential discrepancy with existing rules or regulations □ Reluctance of leadership to make a decision □ Uncertainty of Agency jurisdiction □ Uncertainty or disagreement with the science 	□ In	nfluence of non-gove	ernmental interests	(such as advocac	y groups)				
 □ Potential discrepancy with existing rules or regulations □ Reluctance of leadership to make a decision □ Uncertainty of Agency jurisdiction □ Uncertainty or disagreement with the science 	□ In	ofluence of other age	encies or the Adm	nistration					
Reluctance of leadership to make a decision Uncertainty of Agency jurisdiction Uncertainty or disagreement with the science	☐ Li	imited staff capacity							
 ☐ Uncertainty of Agency jurisdiction ☐ Uncertainty or disagreement with the science 	□ P	otential discrepancy	with existing rules	or regulations					
Uncertainty or disagreement with the science	□ R	eluctance of leaders	ship to make a ded	cision					
	□ U	ncertainty of Agency	y jurisdiction						
Other (please specify)	□ U	ncertainty or disagre	eement with the so	ience					
	□ о	other (please specify))						

Professionalism, Job Satisfaction, and Morale

7. I am provi profession, s professional	such a	s attendiı				-		-			my n scientific or
C Strongly Agre	ee	C Agree		C Unde	cided		0	Disagree		0	Strongly Disagree
8. Currently, agency with	out fea	ar of retali	-	-		about t					-
Strongly Agre		C Agree	. nuhli	O Under		-review	0	Disagree		O Ournald	Strongly Disagree s regardless of
the level of			_		peer	-I CVICV	v C U	a Scici	itilio j	ouiliais	o regardiess or
Strongly Agre	ee	C Agree		C Unde	cided		0	Disagree		0	Strongly Disagree
10. Currently research fin	• •		-	-						about r	my scientific
Strongly Agre	ee	Agree		○ Unde	cided		0	Disagree		0	Strongly Disagree
11. The FDA its mission.	collec	ts the sci	entific	and monit	oring	j inforn	nat	tion ne	eded	to effe	ctively meet
C Always	0	Frequently	0	Occasionally	0	Seldom		0	Never		C Don't Know
12. FDA dete agency doc				ns are cons	sister	nt with	th	e scie	ntific	finding	s contained in
Always	0	Frequently	0	Occasionally	0	Seldom		0	Never		O Don't Know
13. Expert a agency deci			ntific a	advisory co	mmit	ttees is	s h	eeded	and i	ncorpo	rated into
C Always	0	Frequently	0	Occasionally	0	Seldom		0	Never		C Don't Know
14. Over the	past f	ew years	my pe	rsonal job	satis	factio	n a	t the F	DA ha	ıs:	
C Increased		O s	tayed the	Same	\odot	Decrease	d		(O Don't P	Know
15. How wor	uld you	ı rate mor	ale wi	thin your c	ente	r/office	e/se	ervice	?		
C Excellent		C Good		C Fair			0	Poor		0	Extremely Poor

Outside Influence & Political Interference

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

veight you think	each of the follo	owing factors has	s in the FDA's	final decisio	ns.
	A Lot of Weight	Some Weight	Little Weight	No Weight	Don't Know
olitical Interests	0	0	O	0	0
usiness Interests	0	0	O	0	0
Public Health	0	O	0	0	0
Consumer Interests	O	\circ	0	0	O
7. In your opinio	n, how appropri	ate is the level of	consideratio	on of these fa	ctors at the
DA?					
	Too High	About Right	To	oo Low	Don't Know
olitical Interests	O	O		0	0
Business Interests	\circ	0		\circ	0
Public Health	O	0		0	0
Consumer Interests	0	0		0	0
C Strongly Agree	C Agree	agency practice C Undecided	C Disag		Strongly Disagre
9. The presence	of top FDA deci	ision makers who	come from	regulated ind	ustry
nappropriately ir	nfluences the de	cisions made by	the agency.		-
Strongly Agree	C Agree	C Undecided	C Disag	ree C	Strongly Disagre
0. In the past	five vears. ho	w often have y	ou experie:	nced instan	ces where
-		_	-		
		the withdrawal ect consumer into	•	modification	of an FDA
Frequently	C Occasionally	○ Seldom	○ Never	0	Not Applicable

significant modification of an FDA policy or action designed to protect consumer interests.

© Frequently © Occasionally © Seldom © Never © Not Applicable

c. Members of Congress have	e forced the withdrawal	l or significant mod	dification of an	FDA
policy or action designed to p	protect consumer intere	ests.		

0	Frequently	0	Occasionally	0	Seldom	0	Never	0	Not Applicable
---	------------	---	--------------	---	--------	---	-------	---	----------------

Food and Drug Administration (FDA) d. The White House, including the Office of Management and Budget, has forced the withdrawal or significant modification of an FDA policy or action designed to protect consumer interests. Frequently Occasionally Seldom O Never Not Applicable e. Other agencies have forced the withdrawal or significant modification of an FDA policy or action designed to protect consumer interests. Frequently O Never O Not Applicable f. Requests from FDA decision makers to provide incomplete, inaccurate or misleading information to the public, regulated industry, media, or elected/senior government officials. Frequently Occasionally Seldom O Never O Not Applicable g. FDA decision makers made requests to inappropriately exclude or alter technical information or conclusions in an FDA scientific document. Frequently Occasionally C Seldom O Never O Not Applicable h. Selective or incomplete use of data was used to justify a specific regulatory outcome. Frequently Occasionally Seldom O Never O Not Applicable i. Changes or edits were made during review that altered the meaning of scientific findings without providing a meaningful opportunity to correct them. Frequently Occasionally C Seldom O Never O Not Applicable j. Pressure to ignore impacts of a regulation on sensitive sub-populations. Frequently Occasionally Seldom O Never O Not Applicable k. Disappearance/unusual delay in the release of websites, press-releases, reports or other science-based materials. Occasionally O Never Frequently Seldom O Not Applicable I. New or unusual administrative requirements that impair your scientific work. C Seldom O Never Frequently Occasionally Not Applicable m. Statements by FDA officials that misrepresent scientists' findings. Frequently Occasionally Seldom O Never Not Applicable

		hich scientists ha		eted to, resigned f	rom or removed
the	mselves from	a project because	of pressure to c	hange scientific f	indings.
0	Frequently	C Occasionally	○ Seldom	C Never	○ Not Applicable
o. F	Requests to co	nsider data or use	methods that ar	e not scientificall	ly credible.
0	Frequently	C Occasionally	C Seldom	C Never	○ Not Applicable
	_	tivities or situationing the past year?	ns like those listo	ed above have yo	u personally
OA _F	None	ing the past year.			
0	1 - 5				
0	6 - 10				
0	11 - 20				
0	More than 20				
0	Not Applicable				
	-	e the past five yea tions like those lis	_	-	, would you say
0	About the same as be				
0	Less often than before				
0	Unsure				
0	Not Applicable				

Media and Scientific Integrity Policies and Whistleblower Protections

23.	Do you have the right to review, prior to publication, the final drafts of agency
cor	nmunications that are being published under your name and/or that substantially rely
on	your research?
0	Yes
0	No
0	I am not aware of whether or not I have this right
24.	Are you required to obtain agency pre-approval for media interviews?
0	Yes
0	No
0	I don't know
25.	In the past five years, how has your ability to communicate your scientific work to the
puk	olic and to the media changed?
0	Significantly improved
0	Somewhat improved
0	No change
0	Somewhat deteriorated
0	Significantly deteriorated
0	Not enough information to respond
26.	Based on information provided to you by your agency, is it clear to you how you may
use	social media tools with respect to your scientific expertise in your official and personal
cap	pacity?
0	Yes
0	No
0	Not enough information to respond
27.	Are you aware that the FDA has a scientific integrity policy which safeguards the
inte	egrity of agency science by setting clear standards for employees and the use of
sci	entific information, and by instituting a process for resolving disputes?
0	Yes
0	No

	A adheres to th	_		
Strongly Agree	C Agree	O Undecided	Disagree	C Strongly Disagree
9. I received accientific integri		regarding the conto	ents and procedur	es in my agency's
C Strongly Agree	C Agree	O Undecided	C Disagree	Strongly Disagree
0. I have persontegrity policy.	nally been invol	ved in a dispute or a	rbitration process	under the scientifi
C Yes				
⊙ No				
O Not Sure				
f "Yes", is there anything	you'd like to share about	the effectiveness of this process	?	
nhancement A	=	eblower rights unde	er the Whistleblow	ver Protection
inhancement A	=	eblower rights unde	er the Whistleblow	ver Protection
Enhancement A	=	eblower rights unde	er the Whistleblow	ver Protection
C YesC NoNot Sure	ct of 2012?	eblower rights unde		
Enhancement A O Yes O No Not Sure B2. I have been	ct of 2012? adequately brief		ower protections ι	
inhancement A Yes No Not Sure I have been a	ct of 2012? adequately brief	ed on my whistleblo	ower protections ι	
inhancement A Yes No Not Sure Language Been a Whistleblower P	ct of 2012? adequately brief Protection Enhan	ed on my whistleblo	ower protections u	ınder the
inhancement A Yes No Not Sure I have been a Whistleblower P	ct of 2012? adequately brief Protection Enhan	ed on my whistleblo	ower protections u	ınder the
inhancement A Yes No Not Sure I have been a Whistleblower P	ct of 2012? adequately brief Protection Enhan	ed on my whistleblo	ower protections u	ınder the
inhancement A Yes No Not Sure I have been a Whistleblower P	ct of 2012? adequately brief Protection Enhan	ed on my whistleblo	ower protections u	ınder the
inhancement A Yes No Not Sure Language Been a Whistleblower P	ct of 2012? adequately brief Protection Enhan	ed on my whistleblo	ower protections u	ınder the
inhancement A Yes No Not Sure Language Been a Whistleblower P	ct of 2012? adequately brief Protection Enhan	ed on my whistleblo	ower protections u	ınder the
Enhancement A Yes No Not Sure S2. I have been a	ct of 2012? adequately brief Protection Enhan	ed on my whistleblo	ower protections u	ınder the
Enhancement A Yes No Not Sure 32. I have been a	ct of 2012? adequately brief Protection Enhan	ed on my whistleblo	ower protections u	ınder the

Food and Drug Administration (FDA) **Demographics** 33. What is your major field of training? Chemistry C Earth Science C Engineering C Environmental Science C Life Sciences Math/ Statistics / Economics Physics Policy Public Health Other major field of training (please specify) 34. My current position at the FDA is: Management Non-management

1	GS-9 or lower	
0	GS-10	
0	9S-11	
0	GS-12	
0	GS-13	
0	GS-14	
0	GS-15	
0	/isiting Scientist	
0	SES CONTRACTOR OF THE PROPERTY	
0	Fellow	
O	Student	
0	Student Fitle 42	
o othe	Commissioned Corps grade level (please specify)	
C O Othe	Commissioned Corps	
© Othe	Commissioned Corps grade level (please specify) What is the highest level of education you have completed?	
© Dthe	Commissioned Corps grade level (please specify) What is the highest level of education you have completed? Tech college-Associates	
© Dthe	Commissioned Corps grade level (please specify) What is the highest level of education you have completed? Tech college-Associates Some college	
© © O O O O O	Commissioned Corps grade level (please specify) What is the highest level of education you have completed? Tech college-Associates Some college Bachelor's Degree	
© © O O O O O	Commissioned Corps grade level (please specify) What is the highest level of education you have completed? Tech college-Associates Some college Bachelor's Degree Master's Degree	
66. C	Commissioned Corps grade level (please specify) What is the highest level of education you have completed? Tech college-Associates Some college Bachelor's Degree Master's Degree Ph.D.	
66. 6 C	Commissioned Corps grade level (please specify) What is the highest level of education you have completed? Tech college-Associates Some college Bachelor's Degree Master's Degree Ph.D.	
66. 6 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	Commissioned Corps grade level (please specify) What is the highest level of education you have completed? Tech college-Associates Some college Bachelor's Degree Ph.D. MD	

Food and Drug Administration (FDA) 37. How long have you been working at the FDA? C Less than 2 years C 2 - 5 years 6 - 10 years 11 - 15 years More than 15 years 38. Have you ever worked for regulated industry or a group representing them? O No

Food and Drug Administration (FDA)	
Open-Ended	
39. How do you think the mission of the FDA and the integrity of the scienti produced by the FDA could best be improved?	fic work
40. Is there anything else you would like to share with us regarding scientifithe FDA?	c integrity at
	_
	v

Job Duties

*1	. Which one of the following categories best describes your science work at the FWS?
0	Community Outreach
0	Compliance
0	Enforcement
0	Field Work
0	Grant Review
0	Laboratory Testing
0	Modeling
0	Oversight
0	Permit Writing
0	Program Evaluation
0	Quality Assurance
0	Refuge Management
0	Science Policy
0	Other Science (please specify)
*2	2. Approximately what percentage of your job duties involves science? (Note: Scientific
	rk may include, but is not limited to, basic research, laboratory testing, data collection,
risk	assessment, veterinary medicine, economic analysis, science policy and other topics.)
0	1 - 25%
0	26 - 50%
0	51 - 75%
0	
	76 - 100%
0	76 - 100% None
0	
0	
O	
О	

Agency Mission & Effectiveness

5. The use of government contractors for scientific work is harming the effectiveness of the FWS.			-		u	e- 1
4. My direct supervisor stands behind scientists who put forth positions that may be controversial. Strongly Agree Agree Agree Dundecided Disagree Strongly Disagree 5. The use of government contractors for scientific work is harming the effectiveness of the FWS. Strongly Agree Agree Dundecided Disagree Strongly Disagree 6. In your opinion, what are the greatest barriers to timely FWS decisions? (Select up to 3 linefficient decision-making process within the Agency Influence of Congress Influence of industry stakeholders Influence of other agencies or the Administration Limited staff capacity Potential discrepancy with existing rules or regulations Reluctance of leadership to make a decision Uncertainty or disagreement with the science		_			_	
controversial. Strongly Agree Agree Dundecided Disagree Strongly Disagree 5. The use of government contractors for scientific work is harming the effectiveness of the FWS. Strongly Agree Agree Dundecided Disagree Strongly Disagree 6. In your opinion, what are the greatest barriers to timely FWS decisions? (Select up to 3 Complexity of the Issue Influence of Congress Influence of industry stakeholders Influence of industry stakeholders Influence of other agencies or the Administration Limited staff capacity Potential discrepancy with existing rules or regulations Reluctance of leadership to make a decision Uncertainty or disagreement with the science	(·)	Increased	○ Stayed t	he Same C De	creased	O Don't Know
Strongly Agree	4. I	My direct sup	ervisor stands b	ehind scientists wh	o put forth positi	ons that may be
5. The use of government contractors for scientific work is harming the effectiveness of the FWS. Strongly Agree Agree Undecided Disagree Strongly Disagree 6. In your opinion, what are the greatest barriers to timely FWS decisions? (Select up to 3 complexity of the issue Inefficient decision-making process within the Agency Influence of Congress Influence of industry stakeholders Influence of industry stakeholders Influence of other agencies or the Administration Limited staff capacity Potential discrepancy with existing rules or regulations Reluctance of leadership to make a decision Uncertainty or disagreement with the science	COI	ntroversial.				
the FWS. Strongly Agree	0	Strongly Agree	C Agree	C Undecided	O Disagree	C Strongly Disagree
Strongly Agree Agree Undecided Disagree Strongly Disagree 6. In your opinion, what are the greatest barriers to timely FWS decisions? (Select up to 3) Complexity of the issue Inefficient decision-making process within the Agency Influence of Congress Influence of industry stakeholders Influence of non-governmental interests (such as advocacy groups) Influence of other agencies or the Administration Limited staff capacity Potential discrepancy with existing rules or regulations Reluctance of leadership to make a decision Uncertainty or Agency jurisdiction Uncertainty or disagreement with the science	5. 1	The use of gov	ernment contra	ctors for scientific	work is harming t	the effectiveness of
6. In your opinion, what are the greatest barriers to timely FWS decisions? (Select up to 3 Complexity of the issue Inefficient decision-making process within the Agency Influence of Congress Influence of industry stakeholders Influence of non-governmental interests (such as advocacy groups) Influence of other agencies or the Administration Limited staff capacity Potential discrepancy with existing rules or regulations Reluctance of leadership to make a decision Uncertainty of Agency jurisdiction Uncertainty or disagreement with the science	the	FWS.				
Complexity of the issue Inefficient decision-making process within the Agency Influence of Congress Influence of industry stakeholders Influence of non-governmental interests (such as advocacy groups) Influence of other agencies or the Administration Limited staff capacity Potential discrepancy with existing rules or regulations Reluctance of leadership to make a decision Uncertainty of Agency jurisdiction Uncertainty or disagreement with the science	0	Strongly Agree	C Agree	C Undecided	O Disagree	C Strongly Disagree
Complexity of the issue Inefficient decision-making process within the Agency Influence of Congress Influence of industry stakeholders Influence of non-governmental interests (such as advocacy groups) Influence of other agencies or the Administration Limited staff capacity Potential discrepancy with existing rules or regulations Reluctance of leadership to make a decision Uncertainty of Agency jurisdiction Uncertainty or disagreement with the science	6. I	n your opinio	n, what are the g	greatest barriers to	timely FWS decis	sions? (Select up to 3)
Influence of Congress Influence of industry stakeholders Influence of non-governmental interests (such as advocacy groups) Influence of other agencies or the Administration Limited staff capacity Potential discrepancy with existing rules or regulations Reluctance of leadership to make a decision Uncertainty of Agency jurisdiction Uncertainty or disagreement with the science		_			_	
Influence of industry stakeholders Influence of non-governmental interests (such as advocacy groups) Influence of other agencies or the Administration Limited staff capacity Potential discrepancy with existing rules or regulations Reluctance of leadership to make a decision Uncertainty of Agency jurisdiction Uncertainty or disagreement with the science		Inefficient decision-	making process within the	: Agency		
☐ Influence of non-governmental interests (such as advocacy groups) ☐ Influence of other agencies or the Administration ☐ Limited staff capacity ☐ Potential discrepancy with existing rules or regulations ☐ Reluctance of leadership to make a decision ☐ Uncertainty of Agency jurisdiction ☐ Uncertainty or disagreement with the science		Influence of Congres	ss			
☐ Influence of other agencies or the Administration ☐ Limited staff capacity ☐ Potential discrepancy with existing rules or regulations ☐ Reluctance of leadership to make a decision ☐ Uncertainty of Agency jurisdiction ☐ Uncertainty or disagreement with the science		Influence of industry	stakeholders			
 □ Limited staff capacity □ Potential discrepancy with existing rules or regulations □ Reluctance of leadership to make a decision □ Uncertainty of Agency jurisdiction □ Uncertainty or disagreement with the science 		Influence of non-go	vernmental interests (such	as advocacy groups)		
Potential discrepancy with existing rules or regulations Reluctance of leadership to make a decision Uncertainty of Agency jurisdiction Uncertainty or disagreement with the science		Influence of other ag	gencies or the Administra	tion		
Reluctance of leadership to make a decision Uncertainty of Agency jurisdiction Uncertainty or disagreement with the science		Limited staff capacit	ty			
☐ Uncertainty of Agency jurisdiction ☐ Uncertainty or disagreement with the science		Potential discrepand	cy with existing rules or re	gulations		
Uncertainty or disagreement with the science		Reluctance of leade	rship to make a decision			
		Uncertainty of Agen	cy jurisdiction			
Other (please specify)		Uncertainty or disag	reement with the science			
		Other (please specif	y)			

Professionalism, Job Satisfaction, and Morale

7. I am provio profession, s professional	such a	s attendir						-			n my n scientific or	
Strongly Agree	e	C Agree		O Unde	cided		0	Disagree	:	0	Strongly Disagree	
8. Currently, agency witho	out fea	r of retali	•	any conce	erns a	about 1	he	missi	on-dr	iven wo	-	
C Strongly Agree	e	C Agree		C Unde	cided		0	Disagree	:	0	Strongly Disagree	
Currently,the level of c			-		peer	-reviev	ved	d scier	ntific j	journal	s regardless of	
C Strongly Agree	е	C Agree		O Unde	cided		0	Disagree	:	0	Strongly Disagree	
10. Currently research find	•		-	-						about i	my scientific	
C Strongly Agree	e	C Agree		O Unde	cided		0	Disagree	:	0	Strongly Disagree	
11. The FWS its mission.	collec	ts the sci	ientifi	c and moni	torin	g infor	ma	tion ne	eeded	l to effe	ectively meet	
C Always	0	Frequently	0	Occasionally	0	Seldom		0	Never		O Don't Know	
12. FWS dete				ns are con	siste	nt with	th	e scie	ntific	finding	s contained in	
C Always	0	Frequently	0	Occasionally	0	Seldom		0	Never		O Don't Know	
13. Expert ac		rom sciei	ntific a	advisory co	ommi	ttees is	s h	eeded	and i	ncorpo	rated into	
C Always	0	Frequently	0	Occasionally	0	Seldom		0	Never		O Don't Know	
14. Over the	past f	ew years	ту ре	ersonal job	satis	factio	n a	t the F	WS h	as:		
C Increased		© s	tayed the	Same	0	Decrease	ed			O Don't	Know	
15. How wou	ıld you	ı rate mor	ale wi	thin your c	ente	r/office	e/se	ervice	?			
C Excellent	-	C Good		C Fair				Poor		0	Extremely Poor	

Outside Influence & Political Interference

16. In making po	licy or regulatory	decisions tha	t impact public	health, many	factors may
be considered by	y FWS decision n	nakers. On the	scale below, p	lease indicate	how much
weight you think	each of the follo	owing factors h	as in the FWS's	s final decision	ns.
	A Lot of Weight	Some Weight	Little Weight	No Weight	Don't Know

weight you think	each of the follo	owing factors ha	s in the FWS's	s final decisio	ns.
	A Lot of Weight	Some Weight	Little Weight	No Weight	Don't Know
Political Interests	O	0	0	0	0
Business Interests	0	\circ	0	\circ	\circ
Wildlife Conservation	O	0	0	O	0
17. In your opinio	n, how appropri	ate is the level o	f consideration	on of these fac	ctors at the
FWS?					
	Too High	About Right	t To	oo Low	Don't Know
Political Interests	O	O		0	0
Business Interests	O	O		0	\circ
Wildlife Conservation	0	0		0	0
18. The FWS has	heen harmed by	, agency practic	es that defer	to husinass in	tarasts
io. The Two has	been narmed by	agency practice	es that delen	io busiliess ili	iterests.
Strongly Agree	Agree	O Undecided	O Disag	ree O	Strongly Disagree
inappropriately in	O Agree	C Undecided	tne agency. O Disag	ree C	Strongly Disagree
20. In the past	five years, ho	w often have y	ou experie	nced instan	ces where:
a. Business interdaction designed			or significant	modification	of a policy o
C Frequently	Occasionally	○ Seldom	O Never	•	Not Applicable
o. Non-governme significant modif	•		/		
C Frequently	C Occasionally	C Seldom	Never	. 0	Not Applicable
c. Members of Co	_		wal or signific	ant modificat	tion of a FWS

C Frequently C Occasionally C Seldom C Never C Not Applicable

Fish and Wildlife Service (FWS) d. The White House, including the Office of Management and Budget, has forced the withdrawal or significant modification of a FWS policy or action designed to conserve species. C Frequently O Never Occasionally Seldom O Not Applicable e. Other agencies have forced the withdrawal or significant modification of a FWS policy or action designed to conserve species. ○ Seldom O Never Frequently Occasionally O Not Applicable f. Requests from FWS decision makers to provide incomplete, inaccurate or misleading information to the public, regulated industry, media, or elected/senior government officials. Frequently Occasionally C Seldom O Never g. FWS decision makers made requests to inappropriately exclude or alter technical information or conclusions in a FWS scientific document. Frequently Occasionally Seldom O Never O Not Applicable h. Selective or incomplete use of data was used to justify a specific regulatory outcome. Frequently Occasionally ○ Seldom O Never O Not Applicable i. Changes or edits were made during review that altered the meaning of scientific findings without providing a meaningful opportunity to correct them. Occasionally Frequently C Seldom O Never O Not Applicable j. Pressure to ignore impacts of a regulation on sensitive sub-populations. ○ Seldom O Never Frequently Occasionally O Not Applicable k. Disappearance/unusual delay in the release of websites, press-releases, reports or other science-based materials. Frequently Occasionally Seldom O Never O Not Applicable I. New or unusual administrative requirements that impair your scientific work. Occasionally C Seldom O Never O Not Applicable Frequently m. Statements by FWS officials that misrepresent scientists' findings. Frequently Occasionally Seldom O Never O Not Applicable

		which scientists has a project because			
				change scientific	
0	Frequently	Occasionally	C Seldom	Never	Not Applicable
o. F	Requests to co	onsider data or us	e methods that a	re not scientifical	ly credible.
0	Frequently	C Occasionally	C Seldom	C Never	O Not Applicable
21.	How many ac	ctivities or situation	ons like those lis	ted above have yo	ou personally
exp	erienced dur	ing the past year?	?		
0	None				
0	1 - 5				
0	6 - 10				
0	11 - 20				
0	More than 20				
0	Not Applicable				
ct	If you compai	ations like those l	_	ar period before i	t, would you say
	If you compai		_	_	t, would you say
o o	If you compai	ations like those li	_	_	t, would you say
o o	If you compaind ivities or situation. More often than before About the same as beginning.	ations like those li	_	_	t, would you say
o o o	If you compai ivities or situa More often than befo	ations like those li	_	_	t, would you say
	If you compartivities or situal More often than before About the same as b Less often than before Unsure	ations like those li	_	_	t, would you say
o o o	If you comparitivities or situal More often than before About the same as b	ations like those li	_	_	t, would you say
o o	If you compartivities or situal More often than before About the same as b Less often than before Unsure	ations like those li	_	_	t, would you say
o o o	If you compartivities or situal More often than before About the same as b Less often than before Unsure	ations like those li	_	_	t, would you say
o o o	If you compartivities or situal More often than before About the same as b Less often than before Unsure	ations like those li	_	_	t, would you say
o o o	If you compartivities or situal More often than before About the same as b Less often than before Unsure	ations like those li	_	_	t, would you say
o o o	If you compartivities or situal More often than before About the same as b Less often than before Unsure	ations like those li	_	_	t, would you say
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o o o	If you compartivities or situal More often than before About the same as b Less often than before Unsure	ations like those li	_	_	t, would you say
o o o	If you compartivities or situal More often than before About the same as b Less often than before Unsure	ations like those li	_	_	t, would you say
o o o	If you compartivities or situal More often than before About the same as b Less often than before Unsure	ations like those li	_	_	t, would you say

Media and Scientific Integrity Policies and Whistleblower Protections

23.	Do you have the right to review, prior to publication, the final drafts of agency
cor	mmunications that are being published under your name and/or that substantially rely
on	your research?
0	Yes
0	No
0	I am not aware of whether or not I have this right
24.	Are you required to obtain agency pre-approval for media interviews?
0	Yes
0	No
0	I don't know
25.	In the past five years, how has your ability to communicate your scientific work to the
pul	olic and to the media changed?
0	Significantly improved
0	Somewhat improved
0	No change
0	Somewhat deteriorated
0	Significantly deteriorated
0	Not enough information to respond
26.	Based on information provided to you by your agency, is it clear to you how you may
use	e social media tools with respect to your scientific expertise in your official and personal
cap	pacity?
0	Yes
0	No
0	Not enough information to respond
27.	Are you aware that the FWS has a scientific integrity policy which safeguards the
int	egrity of agency science by setting clear standards for employees and the use of
sci	entific information, and by instituting a process for resolving disputes?
0	Yes
0	No

 Strongly Agree 		is policy.		
Strongly Agree	C Agree	C Undecided	Disagree	Strongly Disagree
9. I received ad cientific integri	_	regarding the conto	ents and procedur	es in my agency's
C Strongly Agree	C Agree	C Undecided	O Disagree	C Strongly Disagree
0. I have persor ntegrity policy.	nally been involv	/ed in a dispute or a	rbitration process	under the scientifi
C Yes				
O No				
C Not Sure				
f "Yes", is there anything	you'd like to share about	the effectiveness of this process	?	
				_
				~
O No				
C Not Sure				
C Not Sure	ndequately brief	ed on my whistleblo	ower protections u	ınder the
O Not Sure		ed on my whistleblo cement Act of 2012	-	ınder the
O Not Sure 2. I have been a /histleblower Pi		-	-	under the © Strongly Disagree
Not Sure2. I have been aWhistleblower Properties	rotection Enhan	cement Act of 2012	•	
O Not Sure 2. I have been a //histleblower Property	rotection Enhan	cement Act of 2012	•	
O Not Sure 2. I have been a /histleblower P	rotection Enhan	cement Act of 2012	•	
Not Sure2. I have been aWhistleblower Properties	rotection Enhan	cement Act of 2012	•	
O Not Sure 2. I have been a Whistleblower P	rotection Enhan	cement Act of 2012	•	
O Not Sure 2. I have been a //histleblower Property	rotection Enhan	cement Act of 2012	•	
O Not Sure 32. I have been a Whistleblower P	rotection Enhan	cement Act of 2012	•	
Not Sure 32. I have been a Whistleblower P	rotection Enhan	cement Act of 2012	•	

Fish and Wildlife Service (FWS) **Demographics** 33. What is your major field of training? Chemistry C Earth Science C Engineering C Environmental Science C Life Sciences Math/ Statistics / Economics Physics Policy O Public Health Other major field of training (please specify) 34. My current position at the FWS is: Management Non-management

-)	SS-9 or lower	
	SS-10	
	SS-11	
	SS-12	
	SS-13	
0	SS-14	
0	SS-15	
0	risiting Scientist	
0	DES CONTRACTOR OF THE PROPERTY	
0	fellow	
0	Student	
0	itle 42	
© Othe	Commissioned Corps grade level (please specify)	
© Othe	Commissioned Corps grade level (please specify) What is the highest level of education you have completed?	
© Dthe	Commissioned Corps grade level (please specify) What is the highest level of education you have completed? Tech college-Associates	
© Othe	Commissioned Corps grade level (please specify) What is the highest level of education you have completed?	
© Dthe	Commissioned Corps grade level (please specify) What is the highest level of education you have completed? Fech college-Associates Forme college	
6. C	commissioned Corps grade level (please specify) What is the highest level of education you have completed? ech college-Associates some college achelor's Degree	
6. C	Commissioned Corps grade level (please specify) What is the highest level of education you have completed? Sech college-Associates Some college Sachelor's Degree Master's Degree	
6. C	commissioned Corps grade level (please specify) What is the highest level of education you have completed? ech college-Associates some college dachelor's Degree Master's Degree Ph.D.	
6. C	commissioned Corps grade level (please specify) What is the highest level of education you have completed? Yech college-Associates Some college Bachelor's Degree Ph.D. MD	
6. C C C C C C C	commissioned Corps grade level (please specify) What is the highest level of education you have completed? Each college-Associates Some college Bachelor's Degree Ch.D. MD D	

Fish and Wildlife Service (FWS) 37. How long have you been working at the FWS? C Less than 2 years 2 - 5 years 6 - 10 years 11 - 15 years More than 15 years 38. Have you ever worked for regulated industry or a group representing them? Yes No 39. In what FWS office do you work? O Budget, Planning, and Human Capital Business Management and Operations C Ecological Services External Affairs Fish and Aquatic Conservation Information Resources and Technology Management (CIO) International Affairs Law Enforcement Migratory Birds National Conservation Training Center National Wildlife Refuge System

Office of the Director

Science Applications

Other (please specify)

Wildlife and Sport Fish Restoration

Fish and Wildlife Service (FWS)				
Open-Ended				
40. How do you think the mission of the FWS and the integrity of the scientific produced by the FWS could best be improved?	work			
	V			
41. Is there anything else you would like to share with us regarding scientific in the FWS?	tegrity at			
	A			
	V			

Job Duties

*	I. Which one of the following categories best describes your science work at NOAA?
0	Community Outreach
0	Compliance
0	Data Management
0	Enforcement
0	Field Work
0	Grant Review
0	Laboratory Testing
0	Modeling
0	Oversight
0	Permit Writing
0	Program Evaluation
0	Quality Assurance
0	Other Science (please specify)
wo	2. Approximately what percentage of your job duties involves science? (Note: Scientific rk may include, but is not limited to, basic research, laboratory testing, data collection, assessment, veterinary medicine, economic analysis, science policy and other topics.)
0	1 - 25%
0	26 - 50%
0	51 - 75%
0	76 - 100%
0	None

Agency Mission & Effectiveness

3. C	ompared to f	five years ago, t	he effectivenes	s of my div	vision or of	ffice has:
	Increased			© Decreased		O Don't Know
	ly direct supo troversial.	ervisor stands b	ehind scientist	s who put f	forth posit	ions that may be
0	Strongly Agree	C Agree	C Undecided	0	Disagree	C Strongly Disagree
5. T NO/	_	ernment contra	ctors for scien	tific work is	s harming	the effectiveness of
0	Strongly Agree	C Agree	C Undecided	0	Disagree	C Strongly Disagree
6. lı	ı your opinioı	n, what are the ເ	reatest barrier	s to timely	NOAA ded	cisions? (Select up to 3)
	Complexity of the is:	sue				
	Inefficient decision-	making process within the	Agency			
	Influence of Congres	ss				
	Influence of industry	stakeholders				
	Influence of non-gov	vernmental interests (such	as advocacy groups)			
	Influence of other ag	gencies or the Administra	tion			
	Limited staff capacit	ty				
	Potential discrepand	cy with existing rules or re	gulations			
	Reluctance of leade	ership to make a decision				
	Uncertainty of Agen	cy jurisdiction				
	Uncertainty or disag	reement with the science				
	Other (please specify	y)				

Professionalism, Job Satisfaction, and Morale

-	-				-	ıp with advar	_
-			g conference	es and tra	ainings,	and participa	ation in scientific or
profession	al socie	ties.					
C Strongly Ag	jree	C Agree	© (Undecided	0	Disagree	C Strongly Disagree
8. Currently	y, I can	openly ex	press any co	ncerns a	bout the	mission-dri	ven work of my
agency wit	hout fea	ar of retalia	ation.				
Strongly Ag	jree	C Agree	Ο ι	Undecided	0	Disagree	Strongly Disagree
9. Currently	y, I am a	allowed to	publish work	k in peer-	reviewe	d scientific j	ournals regardless of
the level of	contro	versy of th	e topic.				
C Strongly Ag	jree	C Agree	0 (Undecided	0	Disagree	C Strongly Disagree
10. Current	ly, I am	allowed to	o speak to th	e public	and the	news media a	about my scientific
research fi	ndings,	regardles	s of the level	of contr	oversy o	f the topic.	
C Strongly Ag	jree	C Agree	0 (Undecided	0	Disagree	C Strongly Disagree
11. NOAA c	ollects	the scient	ific and moni	itoring in	formatio	n needed to	effectively meet its
mission.							
C Always	0	Frequently	Occasiona	ally O	Seldom	C Never	O Don't Know
12. NOAA d	letermir	nations an	d actions are	consiste	ent with	the scientific	c findings contained
in agency o	docume	nts and re	ports.				
C Always	0	Frequently	Occasiona	ally ©	Seldom	O Never	O Don't Know
13. Expert	advice f	from scien	tific advisory	, commit	tees is h	needed and ir	corporated into
agency dec	cisions.						
C Always	0	Frequently	C Occasiona	ally ©	Seldom	C Never	O Don't Know
14. Over th	e past f	ew years ı	my personal j	job satis	faction a	nt NOAA has:	
O Increased		C Sta	ayed the Same	0	Decreased	(Don't Know
15. How wo	ould you	ı rate mora	ale within yo	ur centei	/office/s	ervice?	
© Excellent		○ Good	0 1	Fair	0	Poor	C Extremely Poor

Outside Influence & Political Interference

16. In making poli	cy or regulatory	decisions that i	mpact public	health, many	/ factors may
be considered by	NOAA decision	makers. On the	scale below,	please indica	ate how much
weight you think e	each of the follo	owing factors has	s in NOAA's fi	nal decision	S.
	A Lot of Weight	Some Weight	Little Weight	No Weight	Don't Know
Political Interests	О	O	0	0	0
Business Interests	O	\circ	O	\circ	\circ
Scientific Accuracy	0	O	0	O	0
7. In your opinior					
	Too High	About Right		o Low	Don't Know
Political Interests	0	0		0	0
Business Interests	O	0		0	0
Scientific Accuracy	0	0		0	0
8. NOAA has bee	n harmed by ag	ency practices t	hat defer to b	usiness inte	rests.
Strongly Agree	○ Agree	C Undecided	O Disagr	ee C	Strongly Disagree
9. The presence	of top NOAA de	ecision makers w	ho come fron	n regulated i	ndustry
nappropriately in	fluences the de	cisions made by	the agency.		
C Strongly Agree	C Agree	O Undecided	C Disagr	ee C	Strongly Disagree
0. In the past f	ive years, ho	w often have y	ou experier	nced instan	ces where:
. Business intere	sts have forced	l the withdrawal	or significant	modification	n of a NOAA
olicy or action de	esigned to com	municate scienc	e or conserve	marine eco	systems.
C Frequently	Occasionally	C Seldom	© Never	C	Not Applicable
. Non-governmeı	ntal interests (s	such as advocacy	/ groups) have	e forced the	withdrawal o
ignificant modific	cation of a NOA	A policy or actio	n designed to	communica	te science or
onserve marine e		- -	-		
C Frequently	Occasionally	○ Seldom	C Never	C	Not Applicable
. Members of Cor	ngress have for	ced the withdray	val or signific	ant modifica	tion of a NOA

policy or action designed to communicate science or conserve marine ecosystems.

O Never

C Occasionally C Seldom

C Frequently

O Not Applicable

National Oceanographic and Atmospheric Administration (NOAA) d. The White House, including the Office of Management and Budget, has forced the withdrawal or significant modification of a NOAA policy or action designed to communicate science or conserve marine ecosystems. Seldom O Never Frequently Occasionally O Not Applicable e. Other agencies have forced the withdrawal or significant modification of a NOAA policy or action designed to communicate science or conserve marine ecosystems. C Seldom O Never Frequently Occasionally O Not Applicable f. Requests from NOAA decision makers to provide incomplete, inaccurate or misleading information to the public, regulated industry, media, or elected/senior government officials. Frequently Occasionally C Seldom O Never g. NOAA decision makers made requests to inappropriately exclude or alter technical information or conclusions in a NOAA scientific document. Frequently Occasionally O Never O Not Applicable h. Selective or incomplete use of data was used to justify a specific policy outcome. Occasionally Seldom O Never O Not Applicable Frequently i. Changes or edits were made during review that altered the meaning of scientific findings without providing a meaningful opportunity to correct them. Occasionally Frequently C Seldom O Never O Not Applicable j. Pressure to ignore impacts of a policy on sensitive sub-populations. O Never Frequently Occasionally Seldom O Not Applicable k. Disappearance/unusual delay in the release of websites, press-releases, reports or other science-based materials. O Never Frequently Occasionally Seldom O Not Applicable I. New or unusual administrative requirements that impair your scientific work. Occasionally C Seldom O Never O Not Applicable Frequently m. Statements by NOAA officials that misrepresent scientists' findings. Frequently Occasionally Seldom O Never O Not Applicable

National Oceanographic and Atmospheric Administration (NOAA) n. Situations in which scientists have actively objected to, resigned from or removed themselves from a project because of pressure to change scientific findings. Occasionally Seldom O Never Frequently O Not Applicable o. Requests to consider data or use methods that are not scientifically credible. Frequently Occasionally Seldom O Never O Not Applicable 21. How many activities or situations like those listed above have you personally experienced during the past year? O None 0 1-5 O 6 - 10 O 11 - 20 More than 20 O Not Applicable 22. If you compare the past five years to the five-year period before it, would you say activities or situations like those listed above are occurring: O More often than before About the same as before C Less often than before Unsure O Not Applicable

Media and Scientific Integrity Policies and Whistleblower Protections

	Do you have the right to review, prior to publication, the final drafts of agency
	nmunications that are being published under your name and/or that substantially rely
	your research?
	Yes
	No
0	I am not aware of whether or not I have this right
24.	Are you required to obtain agency pre-approval for media interviews?
0	Yes
0	No
0	I don't know
25.	In the past five years, how has your ability to communicate your scientific work to the
pul	olic and to the media changed?
0	Significantly improved
0	Somewhat improved
0	No change
0	Somewhat deteriorated
0	Significantly deteriorated
0	Not enough information to respond
26.	Based on information provided to you by your agency, is it clear to you how you may
use	social media tools with respect to your scientific expertise in your official and personal
cap	pacity?
0	Yes
0	No
0	Not enough information to respond
27.	Are you aware that NOAA has a scientific integrity policy which safeguards the integrity
	agency science by setting clear standards for employees and the use of scientific
info	ormation, and by instituting a process for resolving disputes?
0	Yes
0	No

28. If yes, NOAA				
C Strongly Agree	C Agree	C Undecided	O Disagree	Strongly Disagree
9. I received ac cientific integri		regarding the conto	ents and procedui	es in my agency's
C Strongly Agree	C Agree	C Undecided	C Disagree	Strongly Disagree
0. I have perso ntegrity policy.	nally been invol	ved in a dispute or a	rbitration process	s under the scientifi
C Yes				
O No				
O Not Sure				
f "Yes", is there anything	you'd like to share about	the effectiveness of this process	?	
				_
				▼
inhancement A	_	leblower rights unde	er the Whistleblow	ver Protection
inhancement A	_	leblower rights unde	er the Whistleblow	ver Protection
inhancement A Yes No Not Sure	ct of 2012?	fed on my whistleblo	wer protections i	
inhancement A Yes No Not Sure I have been a	adequately brief	fed on my whistleblo ncement Act of 2012	wer protections (under the
Inhancement A Yes No Not Sure I have been a	ct of 2012?	fed on my whistleblo	wer protections i	
inhancement A Yes No Not Sure Language Been a Whistleblower P	adequately brief	fed on my whistleblo ncement Act of 2012	wer protections (under the
Inhancement A Yes No Not Sure I have been a Yhistleblower F	adequately brief	fed on my whistleblo ncement Act of 2012	wer protections (under the
inhancement A Yes No Not Sure I have been a	adequately brief	fed on my whistleblo ncement Act of 2012	wer protections (under the
inhancement A Yes No Not Sure Language Been a Whistleblower P	adequately brief	fed on my whistleblo ncement Act of 2012	wer protections (under the
inhancement A Yes No Not Sure I have been a Yhistleblower P	adequately brief	fed on my whistleblo ncement Act of 2012	wer protections (under the
inhancement A Yes No Not Sure Li have been a Whistleblower P	adequately brief	fed on my whistleblo ncement Act of 2012	wer protections (under the
inhancement A Yes No Not Sure Li have been a Whistleblower P	adequately brief	fed on my whistleblo ncement Act of 2012	wer protections (under the

Demographics

33.	What is your major field of training?
0	Chemistry
0	Earth Science
0	Engineering
0	Environmental Science
0	Life Sciences
0	Math/ Statistics / Economics
0	Physics
0	Policy
0	Public Health
Oth	er major field of training (please specify)
34.	My current position at NOAA is:
0	Management
0	Non-management

National Oceanographic and Atmospheric Administration (NOAA) 35. What is your current grade level? C GS-9 or lower GS-10 GS-11 O GS-12 GS-13 O GS-14 GS-15 Visiting Scientist SES Fellow Student C Title 42 Commissioned Corps Other grade level (please specify) 36. What is the highest level of education you have completed? Tech college-Associates Some college O Bachelor's Degree Master's Degree C Ph.D. MD JD O DVM Other highest level of education (please specify)

National Oceanographic and Atmospheric Administration (NOAA) 37. How long have you been working at NOAA? C Less than 2 years O 2 - 5 years O 6 - 10 years O 11 - 15 years More than 15 years 38. Have you ever worked for regulated industry or a group representing them? O No

National Oceanographic and Atmospheric Administration (NOAA)				
Open-Ended				
39. How do you think the mission of NOAA and the integrity of the scien produced by NOAA could best be improved?	ntific work			
	<u> </u>			
40. Is there anything else you would like to share with us regarding scie	entific integrity at			
NOAA?	<u>A</u>			
	Y			