

2012

Federal Employee Viewpoint Survey Results

EMPLOYEES INFLUENCING CHANGE

NATIONAL SCIENCE FOUNDATION
AGENCY RESULTS

UNITED STATES
OFFICE OF PERSONNEL MANAGEMENT



Over
687,000
Federal
Employees'
Opinions

NATIONAL SCIENCE FOUNDATION 2012 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS

		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
*1. I am given a real opportunity to improve my skills in my organization.	N		204	342	90	110	43	789	NA
	%	69.0	25.9	43.1	11.8	13.8	5.4	100.0	
2. I have enough information to do my job well.	N		181	376	102	99	26	784	NA
	%	71.4	23.4	48.0	13.0	12.2	3.4	100.0	
3. I feel encouraged to come up with new and better ways of doing things.	N		215	297	116	97	56	781	NA
	%	65.6	27.3	38.3	15.1	12.2	7.1	100.0	
*4. My work gives me a feeling of personal accomplishment.	N		268	313	101	69	36	787	NA
	%	73.3	33.7	39.6	13.4	8.9	4.4	100.0	
*5. I like the kind of work I do.	N		305	324	102	37	16	784	NA
	%	79.4	38.4	41.0	13.5	5.0	2.0	100.0	
6. I know what is expected of me on the job.	N		242	336	94	81	30	783	NA
	%	73.7	30.9	42.8	12.2	10.3	3.8	100.0	
7. When needed I am willing to put in the extra effort to get a job done.	N		574	191	16	4	2	787	NA
	%	97.0	72.9	24.1	2.2	0.5	0.3	100.0	
8. I am constantly looking for ways to do my job better.	N		422	304	49	9	2	786	NA
	%	92.5	53.7	38.8	6.2	1.1	0.3	100.0	
9. I have sufficient resources (for example, people, materials, budget) to get my job done.	N		84	284	111	192	116	787	1
	%	47.5	11.5	36.0	14.2	23.7	14.6	100.0	
*10. My workload is reasonable.	N		53	294	136	179	124	786	1
	%	44.1	7.0	37.1	17.5	22.5	15.9	100.0	
*11. My talents are used well in the workplace.	N		139	299	115	124	96	773	2
	%	56.4	18.1	38.3	14.8	16.2	12.6	100.0	
*12. I know how my work relates to the agency's goals and priorities.	N		289	381	71	33	12	786	1
	%	85.1	37.1	48.0	9.1	4.3	1.5	100.0	
*13. The work I do is important.	N		392	307	53	19	6	777	3
	%	90.0	50.7	39.3	6.9	2.4	0.7	100.0	
*14. Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.	N		226	383	87	60	29	785	1
	%	77.1	28.9	48.2	11.3	7.9	3.8	100.0	
*15. My performance appraisal is a fair reflection of my performance.	N		223	287	115	74	57	756	27
	%	67.2	29.6	37.6	15.2	10.2	7.4	100.0	
16. I am held accountable for achieving results.	N		257	388	96	22	15	778	4
	%	83.2	33.4	49.8	12.3	2.7	1.8	100.0	

Survey Administration Period: April 9, 2012 to May 21, 2012

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* AES prescribed items

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

Sample or Census: Census

Number of surveys completed: 789

Number of surveys administered: 1,152

Response Rate: 68.5%

**NATIONAL SCIENCE FOUNDATION
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17. I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	N		201	237	151	75	70	734	49
	%	59.3	27.2	32.1	20.7	10.3	9.7	100.0	
*18. My training needs are assessed.	N		98	237	189	172	81	777	7
	%	43.5	13.0	30.5	24.4	21.8	10.3	100.0	
*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		202	269	117	99	71	758	29
	%	62.4	26.8	35.6	15.4	12.9	9.3	100.0	
*20. The people I work with cooperate to get the job done.	N		220	377	99	64	24	784	NA
	%	75.9	27.8	48.1	12.6	8.5	3.0	100.0	
*21. My work unit is able to recruit people with the right skills.	N		95	317	157	147	50	766	21
	%	53.3	12.6	40.7	20.8	19.2	6.7	100.0	
*22. Promotions in my work unit are based on merit.	N		66	226	194	126	105	717	70
	%	40.9	9.0	32.0	26.6	18.0	14.5	100.0	
*23. In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	N		43	190	167	188	139	727	58
	%	32.6	5.9	26.8	22.9	25.8	18.6	100.0	
*24. In my work unit, differences in performance are recognized in a meaningful way.	N		42	208	191	172	104	717	67
	%	34.9	5.9	29.0	26.6	24.2	14.3	100.0	
25. Awards in my work unit depend on how well employees perform their jobs.	N		66	234	184	136	97	717	68
	%	41.9	9.1	32.9	25.6	18.9	13.5	100.0	
26. Employees in my work unit share job knowledge with each other.	N		180	381	95	80	46	782	5
	%	71.5	22.8	48.8	12.2	10.2	6.1	100.0	
27. The skill level in my work unit has improved in the past year.	N		125	268	230	82	51	756	29
	%	52.1	16.2	35.9	30.5	10.8	6.6	100.0	
		Percent Positive	Very Good	Good	Fair	Poor	Very Poor	Item Response Total	Do Not Know/ No Basis to Judge
28. How would you rate the overall quality of work done by your work unit?	N		420	274	76	17	0	787	NA
	%	87.8	52.8	35.0	10.0	2.3	0.0	100.0	
		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
*29. The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.	N		131	441	108	59	14	753	17
	%	75.4	17.2	58.2	14.7	8.1	1.8	100.0	

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*30. Employees have a feeling of personal empowerment with respect to work processes.	N		70	277	173	162	67	749	24
	%	45.8	9.1	36.7	23.8	21.5	8.9	100.0	
31. Employees are recognized for providing high quality products and services.	N		94	282	171	146	56	749	18
	%	50.0	12.2	37.7	22.8	19.7	7.5	100.0	
*32. Creativity and innovation are rewarded.	N		94	228	198	148	64	732	28
	%	43.8	12.8	31.0	27.3	20.2	8.7	100.0	
*33. Pay raises depend on how well employees perform their jobs.	N		39	141	197	172	126	675	94
	%	26.9	6.0	20.8	29.1	25.4	18.6	100.0	
34. Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).	N		125	306	167	83	57	738	30
	%	57.2	16.5	40.7	22.8	11.9	8.1	100.0	
*35. Employees are protected from health and safety hazards on the job.	N		223	395	91	26	13	748	21
	%	82.2	29.5	52.7	12.6	3.4	1.8	100.0	
*36. My organization has prepared employees for potential security threats.	N		170	391	123	50	14	748	20
	%	75.0	22.5	52.5	16.5	6.6	1.8	100.0	
37. Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.	N		137	235	152	91	95	710	54
	%	51.6	18.9	32.7	21.7	13.2	13.5	100.0	
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		186	261	146	51	57	701	64
	%	63.0	26.0	37.0	21.5	7.3	8.1	100.0	
39. My agency is successful at accomplishing its mission.	N		272	367	95	17	6	757	10
	%	83.8	35.9	47.9	13.1	2.3	0.8	100.0	
40. I recommend my organization as a good place to work.	N		223	298	134	76	34	765	NA
	%	67.8	28.8	39.0	17.5	10.1	4.6	100.0	
41. I believe the results of this survey will be used to make my agency a better place to work.	N		127	196	190	102	75	690	75
	%	46.9	18.3	28.7	27.7	14.2	11.2	100.0	
*42. My supervisor supports my need to balance work and other life issues.	N		313	305	63	28	45	754	11
	%	81.0	40.4	40.6	8.5	4.1	6.3	100.0	
43. My supervisor/team leader provides me with opportunities to demonstrate my leadership skills.	N		256	257	123	66	63	765	0
	%	66.9	32.7	34.2	16.3	8.6	8.3	100.0	
*44. Discussions with my supervisor/team leader about my performance are worthwhile.	N		204	245	153	86	63	751	13
	%	59.1	26.7	32.3	20.9	11.6	8.5	100.0	

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45. My supervisor/team leader is committed to a workforce representative of all segments of society.	N		207	276	147	45	39	714	48
	%	66.9	28.1	38.8	20.9	6.4	5.8	100.0	
46. My supervisor/team leader provides me with constructive suggestions to improve my job performance.	N		172	260	174	100	53	759	5
	%	56.8	22.3	34.5	22.8	13.3	7.2	100.0	
*47. Supervisors/team leaders in my work unit support employee development.	N		227	289	123	70	47	756	7
	%	68.3	29.9	38.4	16.3	9.2	6.2	100.0	
48. My supervisor/team leader listens to what I have to say.	N		312	262	104	57	29	764	NA
	%	74.7	39.9	34.8	14.0	7.5	3.7	100.0	
49. My supervisor/team leader treats me with respect.	N		344	262	75	45	34	760	NA
	%	79.8	44.4	35.4	9.9	6.0	4.3	100.0	
50. In the last six months, my supervisor/team leader has talked with me about my performance.	N		271	351	55	59	26	762	NA
	%	81.6	35.3	46.4	7.2	7.8	3.3	100.0	
*51. I have trust and confidence in my supervisor.	N		273	222	123	73	69	760	NA
	%	64.5	35.2	29.2	16.3	10.0	9.2	100.0	
		Percent Positive	Very Good	Good	Fair	Poor	Very Poor	Item Response Total	Do Not Know/ No Basis to Judge
*52. Overall, how good a job do you feel is being done by your immediate supervisor/team leader?	N		338	208	117	59	37	759	NA
	%	71.3	43.8	27.4	15.7	8.1	4.9	100.0	
		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
*53. In my organization, leaders generate high levels of motivation and commitment in the workforce.	N		70	228	180	174	99	751	6
	%	39.9	9.1	30.9	24.3	22.8	13.0	100.0	
54. My organization's leaders maintain high standards of honesty and integrity.	N		149	259	165	84	73	730	29
	%	55.7	20.2	35.5	22.8	11.5	10.0	100.0	
*55. Managers/supervisors/team leaders work well with employees of different backgrounds.	N		119	304	170	84	54	731	26
	%	57.5	16.0	41.5	23.5	11.7	7.3	100.0	
*56. Managers communicate the goals and priorities of the organization.	N		117	303	158	112	64	754	3
	%	55.9	15.5	40.4	21.1	14.5	8.4	100.0	
*57. Managers review and evaluate the organization's progress toward meeting its goals and objectives.	N		90	300	170	87	51	698	56
	%	55.9	12.7	43.2	24.9	12.0	7.2	100.0	

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		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
58. Managers promote communication among different work units (for example, about projects, goals, needed resources).	N		107	275	172	128	64	746	12
	%	51.9	14.2	37.6	23.3	16.5	8.4	100.0	
59. Managers support collaboration across work units to accomplish work objectives.	N		131	328	154	90	41	744	10
	%	62.4	17.7	44.8	20.5	11.7	5.3	100.0	
		Percent Positive	Very Good	Good	Fair	Poor	Very Poor	Item Response Total**	Do Not Know/ No Basis to Judge
60. Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor/team leader?	N		180	236	168	67	71	722	28
	%	57.4	25.2	32.3	23.5	9.4	9.7	100.0	
		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
*61. I have a high level of respect for my organization's senior leaders.	N		142	235	189	113	75	754	1
	%	50.6	19.1	31.4	25.1	14.6	9.7	100.0	
62. Senior leaders demonstrate support for Work/Life programs.	N		178	279	146	66	48	717	33
	%	63.3	24.5	38.7	20.5	9.3	6.9	100.0	
		Percent Positive	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total	Do Not Know/ No Basis to Judge
*63. How satisfied are you with your involvement in decisions that affect your work?	N		128	263	150	158	54	753	NA
	%	52.0	16.9	35.1	19.8	21.3	6.9	100.0	
*64. How satisfied are you with the information you receive from management on what's going on in your organization?	N		91	254	149	183	74	751	NA
	%	46.2	12.2	33.9	20.2	24.1	9.5	100.0	
*65. How satisfied are you with the recognition you receive for doing a good job?	N		136	256	162	129	65	748	NA
	%	52.3	17.8	34.5	21.7	17.3	8.6	100.0	
*66. How satisfied are you with the policies and practices of your senior leaders?	N		87	213	198	165	85	748	NA
	%	40.1	11.6	28.5	26.7	22.1	11.1	100.0	
*67. How satisfied are you with your opportunity to get a better job in your organization?	N		69	153	252	155	120	749	NA
	%	29.5	9.0	20.5	33.7	20.8	16.0	100.0	
*68. How satisfied are you with the training you receive for your present job?	N		122	283	187	109	50	751	NA
	%	54.2	16.8	37.4	24.5	14.6	6.7	100.0	

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		Percent Positive	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total	Do Not Know/ No Basis to Judge
*69. Considering everything, how satisfied are you with your job?	N		166	331	121	87	45	750	NA
	%	66.0	22.2	43.8	16.4	11.8	5.8	100.0	
*70. Considering everything, how satisfied are you with your pay?	N		141	308	130	117	56	752	NA
	%	58.8	18.3	40.5	17.7	15.7	7.8	100.0	
71. Considering everything, how satisfied are you with your organization?	N		151	300	147	112	40	750	NA
	%	60.1	20.2	39.8	19.5	15.2	5.2	100.0	

72. Have you been notified that you are eligible to telework? Telework means working at a location other than your normal work site during your regular work hours (excludes travel).

	N	%
Yes	717	95.7
No	23	3.0
Not sure	10	1.3
Total	750	100.0

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

	N	%
I telework 3 or more days per week.	10	1.3
I telework 1 or 2 days per week.	182	24.8
I telework, but no more than 1 or 2 days per month.	127	17.3
I telework very infrequently, on an unscheduled or short-term basis.	274	35.9
I do not telework because I have to be physically present on the job (e.g., Law Enforcement Officers, Park Rangers, Security Personnel).	7	0.9
I do not telework because I have technical issues (e.g., connectivity, inadequate equipment) that prevent me from teleworking.	17	2.2
I do not telework because I did not receive approval to do so, even though I have the kind of job where I can telework.	30	4.2
I do not telework because I choose not to telework.	105	13.4
Total	752	100.0

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

	N	%
Yes	146	19.2
No	500	66.5
Not available to me	97	14.3
Total	743	100.0

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

	N	%
Yes	288	37.8
No	450	60.8
Not available to me	10	1.5
Total	748	100.0

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

	N	%
Yes	86	11.9
No	648	86.3
Not available to me	12	1.8
Total	746	100.0

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

	N	%
Yes	38	5.2
No	694	92.3
Not available to me	17	2.5
Total	749	100.0

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

	N	%
Yes	31	4.2
No	685	91.0
Not available to me	33	4.8
Total	749	100.0

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		Percent Positive	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total**	Do Not Know/ No Basis to Judge
79. How satisfied are you with the following Work/Life programs in your agency? Telework	N %	79.0	209 35.5	255 43.5	62 10.5	40 7.0	20 3.5	586 100.0	4
80. How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules (AWS)	N %	90.8	60 42.4	71 48.4	7 4.9	5 4.3	0 0.0	143 100.0	10
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 %	88.9	103 37.8	143 51.1	23 8.9	5 1.8	1 0.3	275 100.0	13
82. How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program (EAP)	N %	85.7	28 31.2	45 54.5	9 11.6	2 2.7	0 0.0	84 100.0	8
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 %	69.1	13 40.0	9 29.1	8 27.9	1 3.0	0 0.0	31 100.0	10
84. How satisfied are you with the following Work/Life programs in your agency? Elder Care Programs (for example, support groups, speakers)	N %	66.0	10 35.3	9 30.6	8 34.0	0 0.0	0 0.0	27 100.0	7

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

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85. Where do you work?	N	%
Headquarters	733	98.4
Field	12	1.6
Total	745	100.0

*86. What is your supervisory status?	N	%
Non-Supervisor	448	60.2
Team Leader	149	20.0
Supervisor	81	10.9
Manager	18	2.4
Executive	48	6.5
Total	744	100.0

*87. Are you:	N	%
Male	262	35.4
Female	479	64.6
Total	741	100.0

*88. Are you Hispanic or Latino?	N	%
Yes	36	4.9
No	694	95.1
Total	730	100.0

*89. Please select the racial category or categories with which you most closely identify.	N	%
American Indian or Alaska Native	2	0.3
Asian	41	5.8
Black or African American	168	23.7
Native Hawaiian or Other Pacific Islander	1	0.1
White	479	67.7
Two or more races	17	2.4
Total	708	100.0

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90. What is your age group?

	N	%
25 and under	11	1.5
26-29	19	2.6
30-39	90	12.3
40-49	206	28.2
50-59	253	34.6
60 or older	152	20.8
Total	731	100.0

91. What is your pay category/grade?

	N	%
Federal Wage System	4	0.5
GS 1-6	6	0.8
GS 7-12	202	27.3
GS 13-15	286	38.6
Senior Executive Service	53	7.2
Senior Level (SL) or Scientific or Professional (ST)	47	6.4
Other	142	19.2
Total	740	100.0

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

	N	%
Less than 1 year	8	1.1
1 to 3 years	65	8.8
4 to 5 years	48	6.5
6 to 10 years	140	18.9
11 to 14 years	91	12.3
15 to 20 years	97	13.1
More than 20 years	291	39.3
Total	740	100.0

NATIONAL SCIENCE FOUNDATION 2012 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS

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

	N	%
Less than 1 year	26	3.5
1 to 3 years	105	14.2
4 to 5 years	94	12.7
6 to 10 years	169	22.8
11 to 20 years	174	23.5
More than 20 years	172	23.2
Total	740	100.0

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

	N	%
No	470	63.9
Yes, to retire	34	4.6
Yes, to take another job within the Federal Government	155	21.1
Yes, to take another job outside the Federal Government	33	4.5
Yes, other	44	6.0
Total	736	100.0

95. I am planning to retire:

	N	%
Within one year	21	2.9
Between one and three years	92	12.6
Between three and five years	80	10.9
Five or more years	538	73.6
Total	731	100.0

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96. Self-Identify as:	N	%
Heterosexual or Straight	578	84.6
Gay, Lesbian, Bisexual, or Transgender	24	3.5
I prefer not to say	81	11.9
Total	683	100.0

97. Have you ever served on Active Duty in the US Armed Forces (Air Force, Army, Coast Guard, Marine Corps or Navy)?	N	%
Yes	58	7.9
No	674	92.1
Total	732	100.0

98. Are you an individual with a disability?	N	%
Yes	45	6.1
No	693	93.9
Total	738	100.0



United States
Office of Personnel Management
Planning and Policy Analysis

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