

Table 2
2010 Smithsonian Employee Perspective Survey: Survey Responses by Smithsonian Workforce Component

2010 SEPS Question	Smithsonian Workforce Component	2010 Favorable Score (% Strongly Agree plus % Agree)	2009 Favorable Score (% Strongly Agree plus % Agree)	2010 Federal Employee Viewpoint Survey Favorable Score (% Strongly Agree plus % Agree)	2010 Net Favorable Score (Favorable Score minus % Disagree an % Strongly Disagree)	Number of employees answering question	Question Response Rate (# Valid Responses/# Asked Question)	Statistic	Strongly agree	Agree	Uncertain whether to agree or disagree	Disagree	Strongly disagree	Do not know	Not answered/ Not applicable
Overall, I am satisfied with my job.	All Smithsonian Employees	84%			76%	2900	98%	Valid %	38%	46%	8%	6%	2%		
								Weighted #	1097	1339	226	170	69	9	37
	All Federal & Trust Employees (NFC)	84%	80%		75%	2488	98%	Valid %	39%	45%	8%	6%	3%		
								Weighted #	965	1115	197	145	65	9	30
	All Federal, Full-time, Permanent Employees	82%	79%		72%	1789	98%	Valid %	37%	45%	9%	6%	3%		
								Weighted #	667	797	158	111	56	8	28
	All Federal Employees	82%	79%		73%	1826	98%	Valid %	37%	44%	9%	6%	3%		
							Weighted #	682	812	162	112	57	8	29	
All Trust Employees	88%	86%		82%	662	100%	Valid %	43%	46%	5%	5%	1%			
							Weighted #	282	303	35	34	8	1	2	
All Smithsonian Enterprise Employees	82%	78%		71%	228	99%	Valid %	31%	51%	7%	9%	2%			
							Weighted #	71	116	17	21	4	1	1	
All STRI Panama Employees *	91%	89%		89%	185	97%	Valid %	33%	58%	6%	2%	0%			
							Weighted #	61	108	12	4	0	0	6	
My work gives me a feeling of personal accomplishment.	All Smithsonian Employees	85%			77%	2904	99%	Valid %	39%	46%	7%	6%	2%		
								Weighted #	1140	1326	197	171	70	5	37
	All Federal & Trust Employees (NFC)	85%	81%		77%	2499	99%	Valid %	40%	45%	7%	6%	3%		
								Weighted #	1003	1121	164	147	65	2	25
	All Federal, Full-time, Permanent Employees	83%	80%		74%	1804	99%	Valid %	40%	44%	7%	7%	3%		
								Weighted #	713	785	133	118	55	1	20
	All Federal Employees	83%	80%		74%	1841	99%	Valid %	40%	44%	7%	6%	3%		
							Weighted #	729	804	133	119	57	1	20	
All Trust Employees	90%	85%		84%	658	99%	Valid %	42%	48%	5%	4%	1%			
							Weighted #	274	317	30	28	8	1	6	
All Smithsonian Enterprise Employees	84%	72%		76%	224	98%	Valid %	31%	53%	9%	6%	1%			
							Weighted #	70	118	20	14	3	2	2	
All STRI Panama Employees	86%	86%		78%	180	94%	Valid %	37%	48%	7%	6%	1%			
							Weighted #	67	87	13	11	2	1	10	
I like the kind of work I do.	All Smithsonian Employees	90%			87%	2905	99%	Valid %	50%	40%	6%	3%	1%		
								Weighted #	1465	1160	179	74	26	3	39
	All Federal & Trust Employees (NFC)	90%	91%		87%	2497	99%	Valid %	52%	39%	6%	3%	1%		
								Weighted #	1286	970	151	66	24	2	28
	All Federal, Full-time, Permanent Employees	90%	91%		86%	1798	99%	Valid %	51%	39%	6%	3%	1%		
								Weighted #	915	696	116	53	19	2	25
	All Federal Employees	90%	91%		86%	1835	99%	Valid %	51%	39%	6%	3%	1%		
							Weighted #	937	712	116	53	19	2	25	
All Trust Employees	92%	91%		89%	662	100%	Valid %	53%	39%	5%	2%	1%			
							Weighted #	349	258	36	13	5	0	3	
All Smithsonian Enterprise Employees	89%	85%		85%	227	99%	Valid %	42%	47%	8%	3%	1%			
							Weighted #	95	106	18	6	2	1	1	
All STRI Panama Employees	89%	93%		85%	181	95%	Valid %	42%	47%	8%	3%	1%			
							Weighted #	84	84	10	3	0	0	10	

* Note: The 2009 results for STRI include Federal and Trust STRI employees as well as Panamanian employees.

Table 2
2010 Smithsonian Employee Perspective Survey: Survey Responses by Smithsonian Workforce Component
 (continued)

2010 SEPS Question	Smithsonian Workforce Component	2010 Favorable Score (% Strongly Agree plus % Agree)	2009 Favorable Score (% Strongly Agree plus % Agree)	2010 Federal Employee Viewpoint Survey Favorable Score (% Strongly Agree plus % Agree)	2010 Net Favorable Score (Favorable Score minus % Disagree an % Strongly Disagree)	Number of employees answering question	Question Response Rate (# Valid Responses/# Asked Question)	Statistic	Strongly agree	Agree	Uncertain whether to agree or disagree	Disagree	Strongly disagree	Do not know	Not answered/ Not applicable
The work I do is important to the Smithsonian.	All Smithsonian Employees	92%			90%	2889	98%	Valid %	58%	35%	6%	1%	1%		
								Weighted #	1669	999	162	32	27	19	39
	All Federal & Trust Employees (NFC)	92%	92%		90%	2484	98%	Valid %	58%	34%	6%	1%	1%		
								Weighted #	1445	845	142	28	23	13	30
	All Federal, Full-time, Permanent Employees	92%	93%		90%	1791	98%	Valid %	58%	34%	5%	1%	1%		
								Weighted #	1043	609	98	21	19	10	24
	All Federal Employees	92%	93%		90%	1828	98%	Valid %	58%	34%	5%	1%	1%		
							Weighted #	1069	617	100	22	19	10	25	
All Trust Employees	92%	90%		91%	656	99%	Valid %	57%	35%	6%	1%	1%			
							Weighted #	376	228	42	6	4	3	6	
All Smithsonian Enterprise Employees	91%	91%		88%	226	98%	Valid %	48%	43%	5%	2%	2%			
							Weighted #	108	98	12	4	4	2	2	
All STRI Panama Employees	96%	94%		96%	180	94%	Valid %	64%	31%	4%	0%	0%			
							Weighted #	116	56	8	0	0	4	7	
Overall, I am satisfied with my compensation.	All Smithsonian Employees	60%			33%	2902	98%	Valid %	17%	43%	13%	18%	10%		
								Weighted #	488	1254	365	519	276	12	33
	All Federal & Trust Employees (NFC)	62%	60%		37%	2492	99%	Valid %	18%	44%	12%	16%	9%		
								Weighted #	454	1102	307	407	222	10	24
	All Federal, Full-time, Permanent Employees	63%	59%		37%	1795	98%	Valid %	19%	44%	12%	16%	9%		
								Weighted #	337	790	214	285	169	9	20
	All Federal Employees	63%	59%		37%	1831	98%	Valid %	19%	44%	12%	16%	9%		
							Weighted #	346	799	220	292	174	10	21	
All Trust Employees	62%	61%		37%	661	99%	Valid %	16%	46%	13%	17%	7%			
							Weighted #	108	303	86	115	48	0	4	
All Smithsonian Enterprise Employees	52%	47%		21%	226	98%	Valid %	12%	40%	16%	20%	11%			
							Weighted #	27	91	36	46	26	1	3	
All STRI Panama Employees	36%	34%		-15%	184	96%	Valid %	3%	33%	13%	36%	15%			
							Weighted #	6	61	23	66	28	1	6	
My job makes good use of my knowledge and abilities.	All Smithsonian Employees	78%			63%	2916	99%	Valid %	35%	42%	8%	9%	5%		
								Weighted #	1024	1237	240	276	140	6	26
	All Federal & Trust Employees (NFC)	77%	75%		63%	2504	99%	Valid %	36%	41%	8%	9%	5%		
								Weighted #	902	1038	204	235	125	4	19
	All Federal, Full-time, Permanent Employees	76%	73%		60%	1805	99%	Valid %	36%	40%	9%	10%	6%		
								Weighted #	646	720	159	175	104	3	17
	All Federal Employees	76%	74%		60%	1842	99%	Valid %	36%	40%	9%	10%	6%		
							Weighted #	660	739	159	178	107	3	17	
All Trust Employees	82%	80%		70%	662	100%	Valid %	37%	45%	7%	9%	3%			
							Weighted #	242	299	46	57	18	1	2	
All Smithsonian Enterprise Employees	78%	65%		62%	226	98%	Valid %	28%	50%	6%	11%	5%			
							Weighted #	63	113	14	25	11	1	3	
All STRI Panama Employees	78%	82%		67%	186	97%	Valid %	32%	46%	11%	9%	2%			
							Weighted #	59	86	21	16	4	1	4	

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 (continued)

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								Valid %	Weighted #	Valid %	Weighted #	Valid %	Weighted #	Valid %	Weighted #
I am satisfied with my opportunity to get a better job in the Smithsonian.	All Smithsonian Employees	42%			8%	2730	93%	Valid %	14%	28%	24%	21%	13%		
								Weighted #	390	766	642	575	358	78	139
	All Federal & Trust Employees (NFC)	41%	41%		7%	2342	93%	Valid %	14%	27%	24%	22%	13%		
								Weighted #	337	633	559	507	306	66	119
	All Federal, Full-time, Permanent Employees	45%	43%		12%	1702	93%	Valid %	16%	28%	22%	20%	13%		
								Weighted #	281	485	375	342	219	38	84
	All Federal Employees	45%	44%		12%	1736	93%	Valid %	17%	29%	22%	20%	13%		
							Weighted #	287	495	382	347	224	38	87	
All Trust Employees	31%	33%		-9%	606	91%	Valid %	8%	23%	29%	26%	14%			
							Weighted #	50	138	176	159	82	27	32	
All Smithsonian Enterprise Employees	45%	43%		15%	218	95%	Valid %	14%	31%	24%	16%	14%			
							Weighted #	31	68	53	36	31	4	8	
All STRI Panama Employees	51%	49%		19%	170	89%	Valid %	12%	38%	18%	19%	12%			
							Weighted #	21	65	30	33	21	9	12	
I would recommend the Smithsonian as a good place to work.	All Smithsonian Employees	79%			72%	2895	98%	Valid %	30%	50%	14%	5%	3%		
								Weighted #	862	1434	394	133	72	21	31
	All Federal & Trust Employees (NFC)	79%	74%		72%	2489	99%	Valid %	30%	49%	14%	4%	3%		
								Weighted #	741	1231	341	110	66	15	22
	All Federal, Full-time, Permanent Employees	77%	72%		69%	1791	98%	Valid %	29%	48%	15%	5%	3%		
								Weighted #	518	867	262	85	59	13	20
	All Federal Employees	77%	73%		70%	1829	98%	Valid %	29%	48%	15%	5%	3%		
							Weighted #	533	884	267	86	59	13	20	
All Trust Employees	84%	79%		79%	660	99%	Valid %	32%	53%	11%	4%	1%			
							Weighted #	208	347	74	24	7	2	2	
All Smithsonian Enterprise Employees	81%	75%		73%	222	97%	Valid %	31%	50%	11%	6%	2%			
							Weighted #	68	112	25	13	4	1	6	
All STRI Panama Employees	78%	74%		72%	183	96%	Valid %	28%	50%	16%	5%	1%			
							Weighted #	52	91	29	9	2	5	3	
Considering everything, I am satisfied with the Smithsonian.	All Smithsonian Employees	77%			68%	2910	99%	Valid %	26%	52%	14%	7%	2%		
								Weighted #	745	1505	399	196	65	9	28
	All Federal & Trust Employees (NFC)	77%	82%		67%	2501	99%	Valid %	26%	51%	14%	7%	2%		
								Weighted #	643	1277	348	173	60	7	19
	All Federal, Full-time, Permanent Employees	74%	80%		64%	1804	99%	Valid %	25%	49%	15%	7%	3%		
								Weighted #	449	892	278	134	50	7	14
	All Federal Employees	74%	81%		64%	1841	99%	Valid %	25%	49%	16%	7%	3%		
							Weighted #	462	907	285	136	51	7	14	
All Trust Employees	84%	84%		77%	660	99%	Valid %	27%	56%	10%	6%	1%			
							Weighted #	181	371	63	37	8	0	5	
All Smithsonian Enterprise Employees	78%	79%		69%	223	97%	Valid %	25%	53%	12%	8%	2%			
							Weighted #	56	119	27	17	5	2	4	
All STRI Panama Employees	83%	87%		80%	186	97%	Valid %	25%	59%	13%	3%	1%			
							Weighted #	46	109	24	6	1	0	5	

** Note: The 2009 SEPS question was, "Considering everything, I am satisfied with working for the Smithsonian."

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 (continued)

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								Valid %	Weighted #	Valid %	Weighted #	Valid %	Weighted #	Valid %	Weighted #
I have a high level of respect for the Smithsonian's Secretary.	All Smithsonian Employees	81%			79%	2672	91%	Valid %	40%	41%	16%	1%	1%		
								Weighted #	1068	1107	436	39	21	241	35
	All Federal & Trust Employees (NFC)	80%	78%		78%	2289	91%	Valid %	40%	40%	17%	2%	1%		
								Weighted #	920	923	392	37	17	216	21
	All Federal, Full-time, Permanent Employees	79%	77%		76%	1662	91%	Valid %	38%	41%	18%	2%	1%		
								Weighted #	626	683	304	33	16	147	16
	All Federal Employees	79%	76%		76%	1696	91%	Valid %	38%	41%	18%	2%	1%		
							Weighted #	636	703	308	33	16	150	16	
All Trust Employees	85%	83%		84%	593	89%	Valid %	48%	37%	14%	1%	0%			
							Weighted #	283	220	85	4	1	66	5	
All Smithsonian Enterprise Employees	83%	79%		81%	209	91%	Valid %	42%	41%	14%	1%	2%			
							Weighted #	88	86	30	1	4	12	8	
All STRI Panama Employees	92%	90%		92%	173	91%	Valid %	35%	57%	8%	0%	0%			
							Weighted #	61	98	14	0	0	12	6	
The Smithsonian's Secretary generates high levels of motivation and commitment in the workforce.	All Smithsonian Employees	67%			60%	2565	87%	Valid %	23%	44%	26%	6%	1%		
								Weighted #	586	1132	675	141	30	330	51
	All Federal & Trust Employees (NFC)	66%	62%		59%	2219	88%	Valid %	23%	43%	27%	6%	1%		
								Weighted #	509	959	592	133	26	279	28
	All Federal, Full-time, Permanent Employees	65%	62%		57%	1617	89%	Valid %	21%	43%	27%	6%	2%		
								Weighted #	347	702	438	104	26	185	23
	All Federal Employees	65%	61%		57%	1643	88%	Valid %	21%	44%	27%	6%	2%		
							Weighted #	352	715	446	105	26	196	23	
All Trust Employees	70%	65%		65%	576	87%	Valid %	27%	42%	25%	5%	0%			
							Weighted #	156	244	146	28	1	83	5	
All Smithsonian Enterprise Employees	72%	67%		67%	197	86%	Valid %	28%	44%	23%	3%	2%			
							Weighted #	55	87	45	6	4	23	10	
All STRI Panama Employees	73%	69%		71%	150	79%	Valid %	15%	57%	25%	2%	0%			
							Weighted #	23	86	38	3	0	28	13	
The Smithsonian's Secretary maintains high standards of honesty and integrity.	All Smithsonian Employees	76%			74%	2500	85%	Valid %	33%	43%	22%	1%	1%		
								Weighted #	832	1076	542	26	24	405	42
	All Federal & Trust Employees (NFC)	73%			70%	2158	85%	Valid %	31%	42%	24%	1%	1%		
								Weighted #	731	905	479	22	20	347	22
	All Federal, Full-time, Permanent Employees	73%			70%	1574	86%	Valid %	31%	42%	24%	1%	1%		
								Weighted #	492	656	385	21	19	235	15
	All Federal Employees	73%			70%	1602	86%	Valid %	31%	42%	24%	1%	1%		
							Weighted #	502	667	392	21	19	245	15	
All Trust Employees	73%			70%	556	84%	Valid %	31%	42%	24%	1%	1%			
							Weighted #	229	238	87	1	1	101	7	
All Smithsonian Enterprise Employees	73%			70%	195	85%	Valid %	31%	42%	24%	1%	1%			
							Weighted #	73	79	36	4	4	25	9	
All STRI Panama Employees	73%			70%	147	77%	Valid %	31%	42%	24%	1%	1%			
							Weighted #	28	92	27	0	0	33	11	

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								Valid %	Weighted #	Valid %	Weighted #	Valid %	Weighted #	Valid %	Weighted #
I have a high level of respect for the Under Secretary for History, Art, and Culture.	All Smithsonian Employees	75%			69%	541	88%	Valid %	32%	43%	20%	4%	2%		
								Weighted #	174	231	108	20	9	68	7
	All Federal & Trust Employees (NFC)	75%	70%		69%	541	88%	Valid %	32%	43%	20%	4%	2%		
								Weighted #	174	231	108	20	9	68	7
	All Federal, Full-time, Permanent Employees	72%	66%		67%	338	86%	Valid %	29%	43%	23%	3%	2%		
								Weighted #	99	144	76	11	7	49	4
	All Federal Employees	72%	66%		66%	345	86%	Valid %	29%	43%	23%	3%	2%		
							Weighted #	100	147	79	11	7	49	5	
All Trust Employees	80%	79%		75%	196	90%	Valid %	37%	43%	14%	5%	1%			
							Weighted #	73	84	28	9	2	19	2	
All Smithsonian Enterprise Employees							Valid %	na	na	na	na	na	na	na	na
							Weighted #	na	na	na	na	na	na	na	na
All STRI Panama Employees							Valid %	na	na	na	na	na	na	na	na
							Weighted #	na	na	na	na	na	na	na	na
The Under Secretary for History, Art, and Culture generates high levels of motivation and commitment in the workforce.	All Smithsonian Employees	60%			50%	520	84%	Valid %	25%	35%	29%	8%	2%		
								Weighted #	129	184	152	42	13	88	8
	All Federal & Trust Employees (NFC)	60%	54%		50%	520	84%	Valid %	25%	35%	29%	8%	2%		
								Weighted #	129	184	152	42	13	88	8
	All Federal, Full-time, Permanent Employees	57%	51%		47%	325	83%	Valid %	23%	34%	32%	8%	3%		
								Weighted #	76	110	105	26	8	61	5
	All Federal Employees	57%	51%		47%	331	83%	Valid %	23%	34%	33%	8%	3%		
							Weighted #	77	113	108	26	8	63	6	
All Trust Employees	66%	63%		55%	189	87%	Valid %	28%	38%	23%	9%	2%			
							Weighted #	53	71	44	16	4	26	2	
All Smithsonian Enterprise Employees							Valid %	na	na	na	na	na	na	na	na
							Weighted #	na	na	na	na	na	na	na	na
All STRI Panama Employees							Valid %	na	na	na	na	na	na	na	na
							Weighted #	na	na	na	na	na	na	na	na
The Under Secretary for History, Art, and Culture maintains high standards of honesty and integrity.	All Smithsonian Employees	71%			68%	503	82%	Valid %	31%	40%	26%	2%	1%		
								Weighted #	158	200	129	11	4	105	9
	All Federal & Trust Employees (NFC)	71%			68%	503	82%	Valid %	31%	40%	26%	2%	1%		
								Weighted #	158	200	129	11	4	105	9
	All Federal, Full-time, Permanent Employees	68%			64%	310	79%	Valid %	29%	39%	29%	3%	1%		
								Weighted #	90	120	88	9	2	74	6
	All Federal Employees	68%			64%	317	79%	Valid %	29%	39%	29%	3%	1%		
							Weighted #	92	122	91	9	2	76	7	
All Trust Employees	78%			75%	186	86%	Valid %	36%	42%	20%	1%	1%			
							Weighted #	67	78	38	2	2	28	2	
All Smithsonian Enterprise Employees							Valid %	na	na	na	na	na	na	na	na
							Weighted #	na	na	na	na	na	na	na	na
All STRI Panama Employees							Valid %	na	na	na	na	na	na	na	na
							Weighted #	na	na	na	na	na	na	na	na

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I have a high level of respect for the Under Secretary for Science.	All Smithsonian Employees	59%			58%	607	62%	Valid %	17%	42%	40%	1%	0%		
								Weighted #	104	253	244	5	2	349	31
	All Federal & Trust Employees (NFC)	49%	56%		48%	446	56%	Valid %	15%	34%	50%	1%	0%		
								Weighted #	67	152	223	3	2	330	20
	All Federal, Full-time, Permanent Employees	51%	47%		49%	266	57%	Valid %	15%	36%	47%	1%	1%		
								Weighted #	39	97	126	3	2	188	14
	All Federal Employees	51%	48%		50%	274	57%	Valid %	15%	36%	47%	1%	1%		
							Weighted #	41	99	128	3	2	195	14	
All Trust Employees	45%	65%		45%	172	55%	Valid %	15%	30%	55%	0%	0%			
							Weighted #	26	52	95	0	0	135	6	
All Smithsonian Enterprise Employees							Valid %	na	na	na	na	na	na	na	na
							Weighted #	na	na	na	na	na	na	na	na
All STRI Panama Employees	86%	77%		84%	161	84%	Valid %	23%	63%	13%	1%	0%			
							Weighted #	37	101	21	2	0	19	11	
The Under Secretary for Science generates high levels of motivation and commitment in the workforce.	All Smithsonian Employees	43%			38%	565	57%	Valid %	11%	32%	53%	4%	1%		
								Weighted #	61	180	299	21	4	385	37
	All Federal & Trust Employees (NFC)	34%	36%		29%	428	54%	Valid %	9%	25%	61%	4%	1%		
								Weighted #	38	108	261	17	4	349	19
	All Federal, Full-time, Permanent Employees	37%	28%		31%	246	53%	Valid %	10%	26%	58%	4%	1%		
								Weighted #	25	65	143	10	3	207	15
	All Federal Employees	37%	28%		32%	254	53%	Valid %	10%	27%	58%	4%	1%		
							Weighted #	26	67	147	11	3	215	15	
All Trust Employees	30%	47%		26%	175	56%	Valid %	7%	23%	65%	4%	1%			
							Weighted #	13	41	114	7	1	134	4	
All Smithsonian Enterprise Employees							Valid %	na	na	na	na	na	na	na	na
							Weighted #	na	na	na	na	na	na	na	na
All STRI Panama Employees	69%	46%		66%	137	72%	Valid %	17%	53%	28%	3%	0%			
							Weighted #	23	72	38	4	0	36	18	
The Under Secretary for Science maintains high standards of honesty and integrity.	All Smithsonian Employees	53%			52%	556	56%	Valid %	16%	38%	46%	1%	0%		
								Weighted #	88	209	255	4	1	403	27
	All Federal & Trust Employees (NFC)	46%			45%	418	53%	Valid %	14%	31%	54%	0%	0%		
								Weighted #	61	131	224	2	1	360	17
	All Federal, Full-time, Permanent Employees	48%			47%	247	53%	Valid %	13%	35%	51%	1%	0%		
								Weighted #	33	86	126	2	1	208	13
	All Federal Employees	48%			47%	255	53%	Valid %	14%	34%	51%	1%	0%		
							Weighted #	35	87	130	2	1	215	13	
All Trust Employees	42%			42%	164	52%	Valid %	15%	27%	58%	0%	0%			
							Weighted #	25	44	94	0	0	145	4	
All Smithsonian Enterprise Employees							Valid %	na	na	na	na	na	na	na	na
							Weighted #	na	na	na	na	na	na	na	na
All STRI Panama Employees	76%			75%	138	72%	Valid %	20%	57%	22%	1%	0%			
							Weighted #	27	78	31	2	0	43	10	

Table 2
2010 Smithsonian Employee Perspective Survey: Survey Responses by Smithsonian Workforce Component
 (continued)

2010 SEPS Question	Smithsonian Workforce Component	2010 Favorable Score (% Strongly Agree plus % Agree)	2009 Favorable Score (% Strongly Agree plus % Agree)	2010 Federal Employee Viewpoint Survey Favorable Score (% Strongly Agree plus % Agree)	2010 Net Favorable Score (Favorable Score minus % Disagree an % Strongly Disagree)	Number of employees answering question	Question Response Rate (# Valid Responses/# Asked Question)	Statistic	Strongly agree	Agree	Uncertain whether to agree or disagree	Disagree	Strongly disagree	Do not know	Not answered/ Not applicable
I have a high level of respect for the Under Secretary for Finance and Administration.	All Smithsonian Employees	58%			53%	829	81%	Valid %	18%	39%	37%	3%	2%		
								Weighted #	153	326	308	23	20	148	41
	All Federal & Trust Employees (NFC)	58%	59%		53%	829	81%	Valid %	18%	39%	37%	3%	2%		
								Weighted #	153	326	308	23	20	148	41
	All Federal, Full-time, Permanent Employees	57%	58%		52%	751	81%	Valid %	18%	39%	39%	3%	2%		
								Weighted #	136	290	291	19	15	140	41
	All Federal Employees	57%	58%		52%	763	81%	Valid %	18%	38%	39%	3%	2%		
							Weighted #	139	293	297	19	15	141	41	
All Trust Employees	72%	68%		59%	66	91%	Valid %	21%	50%	16%	6%	7%			
							Weighted #	14	33	10	4	5	7	0	
All Smithsonian Enterprise Employees							Valid %	na	na	na	na	na	na	na	na
							Weighted #	na	na	na	na	na	na	na	na
All STRI Panama Employees							Valid %	na	na	na	na	na	na	na	na
							Weighted #	na	na	na	na	na	na	na	na
The Under Secretary for Finance and Administration generates high levels of motivation and commitment in the workforce.	All Smithsonian Employees	50%			42%	814	80%	Valid %	15%	35%	42%	5%	3%		
								Weighted #	120	284	345	42	23	155	43
	All Federal & Trust Employees (NFC)	50%	51%		42%	814	80%	Valid %	15%	35%	42%	5%	3%		
								Weighted #	120	284	345	42	23	155	43
	All Federal, Full-time, Permanent Employees	50%	49%		42%	740	80%	Valid %	15%	35%	43%	5%	3%		
								Weighted #	108	260	320	34	19	147	43
	All Federal Employees	50%	51%		43%	752	80%	Valid %	15%	35%	43%	5%	3%		
							Weighted #	110	265	324	35	19	148	43	
All Trust Employees	49%	50%		31%	62	90%	Valid %	17%	31%	33%	12%	6%			
							Weighted #	11	19	20	8	4	7	0	
All Smithsonian Enterprise Employees							Valid %	na	na	na	na	na	na	na	na
							Weighted #	na	na	na	na	na	na	na	na
All STRI Panama Employees							Valid %	na	na	na	na	na	na	na	na
							Weighted #	na	na	na	na	na	na	na	na
The Under Secretary for Finance and Administration maintains high standards of honesty and integrity.	All Smithsonian Employees	57%			54%	795	79%	Valid %	19%	38%	39%	2%	1%		
								Weighted #	154	302	309	18	11	168	39
	All Federal & Trust Employees (NFC)	57%			54%	795	79%	Valid %	19%	38%	39%	2%	1%		
								Weighted #	154	302	309	18	11	168	39
	All Federal, Full-time, Permanent Employees	56%			53%	726	79%	Valid %	18%	38%	41%	2%	1%		
								Weighted #	134	273	296	14	9	158	39
	All Federal Employees	56%			53%	738	79%	Valid %	19%	38%	40%	2%	1%		
							Weighted #	137	280	298	14	9	159	39	
All Trust Employees	71%			61%	57	86%	Valid %	31%	40%	19%	7%	3%			
							Weighted #	18	23	11	4	2	10	0	
All Smithsonian Enterprise Employees							Valid %	na	na	na	na	na	na	na	na
							Weighted #	na	na	na	na	na	na	na	na
All STRI Panama Employees							Valid %	na	na	na	na	na	na	na	na
							Weighted #	na	na	na	na	na	na	na	na

Table 2
2010 Smithsonian Employee Perspective Survey: Survey Responses by Smithsonian Workforce Component
 (continued)

2010 SEPS Question	Smithsonian Workforce Component	2010 Favorable Score (% Strongly Agree plus % Agree)	2009 Favorable Score (% Strongly Agree plus % Agree)	2010 Federal Employee Viewpoint Survey Favorable Score (% Strongly Agree plus % Agree)	2010 Net Favorable Score (Favorable Score minus % Disagree an % Strongly Disagree)	Number of employees answering question	Question Response Rate (# Valid Responses/# Asked Question)	Statistic	Strongly agree	Agree	Uncertain whether to agree or disagree	Disagree	Strongly disagree	Do not know	Not answered/ Not applicable
								Valid %	Weighted #	Valid %	Weighted #	Valid %	Weighted #	Valid %	Weighted #
I have a high level of respect for the President of Smithsonian Enterprises.	All Smithsonian Employees	66%			52%	206	90%	Valid %	29%	37%	21%	9%	4%		
								Weighted #	60	75	43	18	9	12	10
	All Federal & Trust Employees (NFC)							Valid %	na	na	na	na	na	na	na
								Weighted #	na	na	na	na	na	na	na
	All Federal, Full-time, Permanent Employees							Valid %	na	na	na	na	na	na	na
								Weighted #	na	na	na	na	na	na	na
	All Federal Employees							Valid %	na	na	na	na	na	na	na
								Weighted #	na	na	na	na	na	na	na
All Trust Employees							Valid %	na	na	na	na	na	na	na	
							Weighted #	na	na	na	na	na	na	na	
All Smithsonian Enterprise Employees	66%	62%			52%	206	90%	Valid %	29%	37%	21%	9%	4%		
								Weighted #	60	75	43	18	9	12	10
All STRI Panama Employees								Valid %	na	na	na	na	na	na	na
								Weighted #	na	na	na	na	na	na	na
The President of Smithsonian Enterprises generates high levels of motivation and commitment in the workforce.	All Smithsonian Employees	52%			29%	201	88%	Valid %	16%	36%	25%	14%	9%		
								Weighted #	32	73	51	29	17	17	10
	All Federal & Trust Employees (NFC)							Valid %	na	na	na	na	na	na	na
								Weighted #	na	na	na	na	na	na	na
	All Federal, Full-time, Permanent Employees							Valid %	na	na	na	na	na	na	na
								Weighted #	na	na	na	na	na	na	na
	All Federal Employees							Valid %	na	na	na	na	na	na	na
								Weighted #	na	na	na	na	na	na	na
All Trust Employees							Valid %	na	na	na	na	na	na	na	
							Weighted #	na	na	na	na	na	na	na	
All Smithsonian Enterprise Employees	52%	48%			29%	201	88%	Valid %	16%	36%	25%	14%	9%		
								Weighted #	32	73	51	29	17	17	10
All STRI Panama Employees								Valid %	na	na	na	na	na	na	na
								Weighted #	na	na	na	na	na	na	na
The President of Smithsonian Enterprises maintains high standards of honesty and integrity.	All Smithsonian Employees	67%			59%	199	87%	Valid %	24%	44%	24%	5%	4%		
								Weighted #	47	87	49	9	8	21	8
	All Federal & Trust Employees (NFC)							Valid %	na	na	na	na	na	na	na
								Weighted #	na	na	na	na	na	na	na
	All Federal, Full-time, Permanent Employees							Valid %	na	na	na	na	na	na	na
								Weighted #	na	na	na	na	na	na	na
	All Federal Employees							Valid %	na	na	na	na	na	na	na
								Weighted #	na	na	na	na	na	na	na
All Trust Employees							Valid %	na	na	na	na	na	na	na	
							Weighted #	na	na	na	na	na	na	na	
All Smithsonian Enterprise Employees	67%				59%	199	87%	Valid %	24%	44%	24%	5%	4%		
								Weighted #	47	87	49	9	8	21	8
All STRI Panama Employees								Valid %	na	na	na	na	na	na	na
								Weighted #	na	na	na	na	na	na	na

Table 2
2010 Smithsonian Employee Perspective Survey: Survey Responses by Smithsonian Workforce Component
 (continued)

2010 SEPS Question	Smithsonian Workforce Component	2010 Favorable Score (% Strongly Agree plus % Agree)	2009 Favorable Score (% Strongly Agree plus % Agree)	2010 Federal Employee Viewpoint Survey Favorable Score (% Strongly Agree plus % Agree)	2010 Net Favorable Score (Favorable Score minus % Disagree an % Strongly Disagree)	Number of employees answering question	Question Response Rate (# Valid Responses/# Asked Question)	Statistic	Strongly agree	Agree	Uncertain whether to agree or disagree	Disagree	Strongly disagree	Do not know	Not answered/ Not applicable
I have a high level of respect for the Chief Financial Officer.	All Smithsonian Employees	58%			40%	72	99%	Valid %	20%	37%	25%	15%	3%		
								Weighted #	15	27	18	11	2	0	1
	All Federal & Trust Employees (NFC)	58%	59%		40%	72	99%	Valid %	20%	37%	25%	15%	3%		
								Weighted #	15	27	18	11	2	0	1
	All Federal, Full-time, Permanent Employees	54%	58%		37%	47	98%	Valid %	19%	35%	29%	15%	2%		
								Weighted #	9	16	13	7	1	0	1
	All Federal Employees	54%	57%		37%	47	98%	Valid %	19%	35%	29%	15%	2%		
							Weighted #	9	16	13	7	1	0	1	
All Trust Employees	64%	63%		46%	26	100%	Valid %	23%	41%	18%	15%	3%			
							Weighted #	6	11	5	4	1	0	0	
All Smithsonian Enterprise Employees							Valid %	na	na	na	na	na	na	na	na
							Weighted #	na	na	na	na	na	na	na	na
All STRI Panama Employees							Valid %	na	na	na	na	na	na	na	na
							Weighted #	na	na	na	na	na	na	na	na
The Chief Financial Officer generates high levels of motivation and commitment in the workforce.	All Smithsonian Employees	46%			22%	73	100%	Valid %	18%	29%	29%	16%	8%		
								Weighted #	13	21	21	12	6	0	0
	All Federal & Trust Employees (NFC)	46%	44%		22%	73	100%	Valid %	18%	29%	29%	16%	8%		
								Weighted #	13	21	21	12	6	0	0
	All Federal, Full-time, Permanent Employees	47%	42%		23%	47	100%	Valid %	17%	30%	29%	15%	9%		
								Weighted #	8	14	14	7	4	0	0
	All Federal Employees	47%	41%		23%	47	100%	Valid %	17%	30%	29%	15%	9%		
							Weighted #	8	14	14	7	4	0	0	
All Trust Employees	45%	54%		19%	26	100%	Valid %	19%	26%	30%	19%	7%			
							Weighted #	5	7	8	5	2	0	0	
All Smithsonian Enterprise Employees							Valid %	na	na	na	na	na	na	na	na
							Weighted #	na	na	na	na	na	na	na	na
All STRI Panama Employees							Valid %	na	na	na	na	na	na	na	na
							Weighted #	na	na	na	na	na	na	na	na
The Chief Financial Officer maintains high standards of honesty and integrity.	All Smithsonian Employees	60%			51%	71	96%	Valid %	26%	34%	31%	5%	4%		
								Weighted #	19	24	22	4	3	2	1
	All Federal & Trust Employees (NFC)	60%			51%	71	96%	Valid %	26%	34%	31%	5%	4%		
								Weighted #	19	24	22	4	3	2	1
	All Federal, Full-time, Permanent Employees	58%			52%	45	94%	Valid %	24%	34%	36%	2%	4%		
								Weighted #	11	15	16	1	2	2	1
	All Federal Employees	58%			52%	45	94%	Valid %	24%	34%	36%	2%	4%		
							Weighted #	11	15	16	1	2	2	1	
All Trust Employees	64%			49%	26	100%	Valid %	30%	33%	22%	11%	3%			
							Weighted #	8	9	6	3	1	0	0	
All Smithsonian Enterprise Employees							Valid %	na	na	na	na	na	na	na	na
							Weighted #	na	na	na	na	na	na	na	na
All STRI Panama Employees							Valid %	na	na	na	na	na	na	na	na
							Weighted #	na	na	na	na	na	na	na	na

Table 2
2010 Smithsonian Employee Perspective Survey: Survey Responses by Smithsonian Workforce Component
 (continued)

2010 SEPS Question	Smithsonian Workforce Component	2010 Favorable Score (% Strongly Agree plus % Agree)	2009 Favorable Score (% Strongly Agree plus % Agree)	2010 Federal Employee Viewpoint Survey Favorable Score (% Strongly Agree plus % Agree)	2010 Net Favorable Score (Favorable Score minus % Disagree an % Strongly Disagree)	Number of employees answering question	Question Response Rate (# Valid Responses/# Asked Question)	Statistic	Strongly agree	Agree	Uncertain whether to agree or disagree	Disagree	Strongly disagree	Do not know	Not answered/ Not applicable
I have a high level of respect for the Director of OFEO.	All Smithsonian Employees	59%			54%	687	83%	Valid %	17%	42%	36%	3%	2%		
								Weighted #	117	283	239	21	13	103	30
	All Federal & Trust Employees (NFC)	59%	48%		54%	673	84%	Valid %	17%	42%	36%	3%	2%		
								Weighted #	117	283	239	21	13	103	30
	All Federal, Full-time, Permanent Employees	59%	49%		54%	658	84%	Valid %	17%	42%	36%	3%	2%		
								Weighted #	115	275	235	21	12	101	29
	All Federal Employees	59%	48%		54%	666	84%	Valid %	17%	42%	36%	3%	2%		
							Weighted #	116	280	237	21	12	102	29	
All Trust Employees	58%	23%		45%	7	77%	Valid %	15%	44%	29%	0%	13%			
							Weighted #	1	3	2	0	1	1	1	
All Smithsonian Enterprise Employees							Valid %	na	na	na	na	na	na	na	na
							Weighted #	na	na	na	na	na	na	na	na
All STRI Panama Employees							Valid %	na	na	na	na	na	na	na	na
							Weighted #	na	na	na	na	na	na	na	na
The Director of OFEO generates high levels of motivation and commitment in the workforce.	All Smithsonian Employees	54%			46%	681	82%	Valid %	16%	38%	38%	5%	3%		
								Weighted #	110	254	251	32	21	99	39
	All Federal & Trust Employees (NFC)	55%	41%		47%	668	83%	Valid %	16%	38%	38%	5%	3%		
								Weighted #	110	254	251	32	21	99	39
	All Federal, Full-time, Permanent Employees	54%	42%		46%	652	83%	Valid %	17%	38%	38%	5%	3%		
								Weighted #	108	247	246	32	20	97	38
	All Federal Employees	55%	41%		47%	661	83%	Valid %	16%	38%	38%	5%	3%		
							Weighted #	109	251	249	32	20	98	38	
All Trust Employees	58%	23%		45%	7	77%	Valid %	15%	44%	29%	0%	13%			
							Weighted #	1	3	2	0	1	1	1	
All Smithsonian Enterprise Employees							Valid %	na	na	na	na	na	na	na	na
							Weighted #	na	na	na	na	na	na	na	na
All STRI Panama Employees							Valid %	na	na	na	na	na	na	na	na
							Weighted #	na	na	na	na	na	na	na	na
The Director of OFEO maintains high standards of honesty and integrity.	All Smithsonian Employees	55%			50%	672	81%	Valid %	18%	38%	40%	2%	3%		
								Weighted #	116	250	262	15	17	117	29
	All Federal & Trust Employees (NFC)	55%			51%	660	82%	Valid %	18%	38%	40%	2%	3%		
								Weighted #	116	250	262	15	17	117	29
	All Federal, Full-time, Permanent Employees	55%			50%	644	82%	Valid %	18%	37%	40%	2%	3%		
								Weighted #	113	242	258	15	17	116	27
	All Federal Employees	55%			51%	653	82%	Valid %	18%	38%	40%	2%	3%		
							Weighted #	114	247	260	15	17	116	28	
All Trust Employees	58%			45%	7	77%	Valid %	15%	44%	29%	0%	13%			
							Weighted #	1	3	2	0	1	1	1	
All Smithsonian Enterprise Employees							Valid %	na	na	na	na	na	na	na	na
							Weighted #	na	na	na	na	na	na	na	na
All STRI Panama Employees							Valid %	na	na	na	na	na	na	na	na
							Weighted #	na	na	na	na	na	na	na	na

Table 2
2010 Smithsonian Employee Perspective Survey: Survey Responses by Smithsonian Workforce Component
 (continued)

2010 SEPS Question	Smithsonian Workforce Component	2010 Favorable Score (% Strongly Agree plus % Agree)	2009 Favorable Score (% Strongly Agree plus % Agree)	2010 Federal Employee Viewpoint Survey Favorable Score (% Strongly Agree plus % Agree)	2010 Net Favorable Score (Favorable Score minus % Disagree an % Strongly Disagree)	Number of employees answering question	Question Response Rate (# Valid Responses/# Asked Question)	Statistic	Strongly agree	Agree	Uncertain whether to agree or disagree	Disagree	Strongly disagree	Do not know	Not answered/ Not applicable
								Valid %	Weighted #	Valid %	Weighted #	Valid %	Weighted #	Valid %	Weighted #
I have a high level of respect for the Director of External Affairs.	All Smithsonian Employees	68%			58%	37	98%	Valid %	31%	37%	23%	7%	2%		
								Weighted #	11	13	8	3	1	1	0
	All Federal & Trust Employees (NFC)	68%	79%		58%	37	98%	Valid %	31%	37%	23%	7%	2%		
								Weighted #	11	13	8	3	1	1	0
	All Federal, Full-time, Permanent Employees							Valid %	na	na	na	na	na		
								Weighted #	na	na	na	na	na	na	na
	All Federal Employees							Valid %	na	na	na	na	na		
							Weighted #	na	na	na	na	na	na	na	
All Trust Employees	68%	79%		58%	37	98%	Valid %	31%	37%	23%	7%	2%			
							Weighted #	11	13	8	3	1	1	0	
All Smithsonian Enterprise Employees							Valid %	na	na	na	na	na			
							Weighted #	na	na	na	na	na	na	na	
All STRI Panama Employees							Valid %	na	na	na	na	na			
							Weighted #	na	na	na	na	na	na	na	
The Director of External Affairs generates high levels of motivation and commitment in the workforce.	All Smithsonian Employees	42%			15%	35	93%	Valid %	21%	20%	31%	19%	8%		
								Weighted #	7	7	11	7	3	3	0
	All Federal & Trust Employees (NFC)	42%			15%	35	93%	Valid %	21%	20%	31%	19%	8%		
								Weighted #	7	7	11	7	3	3	0
	All Federal, Full-time, Permanent Employees							Valid %	na	na	na	na	na		
								Weighted #	na	na	na	na	na	na	na
	All Federal Employees							Valid %	na	na	na	na	na		
							Weighted #	na	na	na	na	na	na	na	
All Trust Employees	42%			15%	35	93%	Valid %	21%	20%	31%	19%	8%			
							Weighted #	7	7	11	7	3	3	0	
All Smithsonian Enterprise Employees							Valid %	na	na	na	na	na			
							Weighted #	na	na	na	na	na	na	na	
All STRI Panama Employees							Valid %	na	na	na	na	na			
							Weighted #	na	na	na	na	na	na	na	
The Director of External Affairs maintains high standards of honesty and integrity.	All Smithsonian Employees	66%			63%	35	93%	Valid %	38%	28%	31%	0%	3%		
								Weighted #	13	10	11	0	1	3	0
	All Federal & Trust Employees (NFC)	66%	53%		63%	35	93%	Valid %	38%	28%	31%	0%	3%		
								Weighted #	13	10	11	0	1	3	0
	All Federal, Full-time, Permanent Employees							Valid %	na	na	na	na	na		
								Weighted #	na	na	na	na	na	na	na
	All Federal Employees							Valid %	na	na	na	na	na		
							Weighted #	na	na	na	na	na	na	na	
All Trust Employees	66%	53%		63%	35	93%	Valid %	38%	28%	31%	0%	3%			
							Weighted #	13	10	11	0	1	3	0	
All Smithsonian Enterprise Employees							Valid %	na	na	na	na	na			
							Weighted #	na	na	na	na	na	na	na	
All STRI Panama Employees							Valid %	na	na	na	na	na			
							Weighted #	na	na	na	na	na	na	na	

Table 2
2010 Smithsonian Employee Perspective Survey: Survey Responses by Smithsonian Workforce Component
 (continued)

2010 SEPS Question	Smithsonian Workforce Component	2010 Favorable Score (% Strongly Agree plus % Agree)	2009 Favorable Score (% Strongly Agree plus % Agree)	2010 Federal Employee Viewpoint Survey Favorable Score (% Strongly Agree plus % Agree)	2010 Net Favorable Score (Favorable Score minus % Disagree an % Strongly Disagree)	Number of employees answering question	Question Response Rate (# Valid Responses/# Asked Question)	Statistic	Strongly agree	Agree	Uncertain whether to agree or disagree	Disagree	Strongly disagree	Do not know	Not answered/ Not applicable
I have a high level of respect for the Director of Communications.	All Smithsonian Employees	96%			96%	24	89%	Valid %	59%	37%	4%	0%	0%		
								Weighted #	14	9	1	0	0	2	1
	All Federal & Trust Employees (NFC)	96%	79%		96%	24	89%	Valid %	59%	37%	4%	0%	0%		
								Weighted #	14	9	1	0	0	2	1
	All Federal, Full-time, Permanent Employees	100%	82%		100%	7	90%	Valid %	73%	27%	0%	0%	0%		
								Weighted #	5	2	0	0	0	1	0
	All Federal Employees	100%	82%		100%	7	90%	Valid %	73%	27%	0%	0%	0%		
							Weighted #	5	2	0	0	0	1	0	
All Trust Employees	94%	75%		94%	17	89%	Valid %	53%	41%	6%	0%	0%			
							Weighted #	9	7	1	0	0	1	1	
All Smithsonian Enterprise Employees							Valid %	na	na	na	na	na	na	na	na
							Weighted #	na	na	na	na	na	na	na	na
All STRI Panama Employees							Valid %	na	na	na	na	na	na	na	na
							Weighted #	na	na	na	na	na	na	na	na
The Director of Communications generates high levels of motivation and commitment in the workforce.	All Smithsonian Employees	74%			69%	23	85%	Valid %	58%	16%	21%	5%	0%		
								Weighted #	13	4	5	1	0	3	1
	All Federal & Trust Employees (NFC)	74%	75%		69%	23	85%	Valid %	58%	16%	21%	5%	0%		
								Weighted #	13	4	5	1	0	3	1
	All Federal, Full-time, Permanent Employees	86%	85%		86%	6	76%	Valid %	86%	0%	14%	0%	0%		
								Weighted #	5	0	1	0	0	2	0
	All Federal Employees	86%	85%		86%	6	76%	Valid %	86%	0%	14%	0%	0%		
							Weighted #	5	0	1	0	0	2	0	
All Trust Employees	70%	67%		63%	17	89%	Valid %	48%	21%	24%	7%	0%			
							Weighted #	8	4	4	1	0	1	1	
All Smithsonian Enterprise Employees							Valid %	na	na	na	na	na	na	na	na
							Weighted #	na	na	na	na	na	na	na	na
All STRI Panama Employees							Valid %	na	na	na	na	na	na	na	na
							Weighted #	na	na	na	na	na	na	na	na
The Director of Communications maintains high standards of honesty and integrity.	All Smithsonian Employees	92%			92%	24	89%	Valid %	56%	36%	8%	0%	0%		
								Weighted #	13	8	2	0	0	3	0
	All Federal & Trust Employees (NFC)	92%			92%	24	89%	Valid %	56%	36%	8%	0%	0%		
								Weighted #	13	8	2	0	0	3	0
	All Federal, Full-time, Permanent Employees	100%			100%	6	76%	Valid %	86%	14%	0%	0%	0%		
								Weighted #	5	1	0	0	0	2	0
	All Federal Employees	100%			100%	6	76%	Valid %	86%	14%	0%	0%	0%		
							Weighted #	5	1	0	0	0	2	0	
All Trust Employees	89%			89%	18	94%	Valid %	46%	43%	11%	0%	0%			
							Weighted #	8	8	2	0	0	1	0	
All Smithsonian Enterprise Employees							Valid %	na	na	na	na	na	na	na	na
							Weighted #	na	na	na	na	na	na	na	na
All STRI Panama Employees							Valid %	na	na	na	na	na	na	na	na
							Weighted #	na	na	na	na	na	na	na	na

Table 2
2010 Smithsonian Employee Perspective Survey: Survey Responses by Smithsonian Workforce Component
 (continued)

2010 SEPS Question	Smithsonian Workforce Component	2010 Favorable Score (% Strongly Agree plus % Agree)	2009 Favorable Score (% Strongly Agree plus % Agree)	2010 Federal Employee Viewpoint Survey Favorable Score (% Strongly Agree plus % Agree)	2010 Net Favorable Score (Favorable Score minus % Disagree an % Strongly Disagree)	Number of employees answering question	Question Response Rate (# Valid Responses/# Asked Question)	Statistic	Strongly agree	Agree	Uncertain whether to agree or disagree	Disagree	Strongly disagree	Do not know	Not answered/ Not applicable
I am satisfied with the information I receive from the Smithsonian's senior leaders on what's going on in the Smithsonian.	All Smithsonian Employees	70%			59%	2795	95%	Valid %	15%	55%	19%	9%	2%		
								Weighted #	425	1525	540	242	63	108	44
	All Federal & Trust Employees (NFC)	70%	69%		59%	2426	96%	Valid %	15%	54%	19%	9%	2%		
								Weighted #	366	1321	470	212	56	80	21
	All Federal, Full-time, Permanent Employees	69%	69%		58%	1750	96%	Valid %	15%	54%	21%	8%	3%		
								Weighted #	259	942	367	137	45	61	14
	All Federal Employees	69%	67%		58%	1786	96%	Valid %	15%	54%	21%	8%	3%		
							Weighted #	266	963	372	140	46	62	14	
All Trust Employees	72%	74%		59%	640	96%	Valid %	16%	56%	15%	11%	2%			
							Weighted #	101	358	98	72	10	17	7	
All Smithsonian Enterprise Employees	70%	72%		58%	202	88%	Valid %	17%	53%	18%	8%	4%			
							Weighted #	35	106	37	17	7	16	11	
All STRI Panama Employees	72%	75%		65%	167	87%	Valid %	14%	58%	20%	8%	0%			
							Weighted #	24	97	33	13	0	12	12	
I am satisfied with the policies and practices enacted by the Smithsonian's senior leaders (Secretary, Under Secretaries, and Board of Regents).	All Smithsonian Employees	65%			56%	2699	92%	Valid %	11%	53%	26%	6%	2%		
								Weighted #	310	1443	713	173	61	200	48
	All Federal & Trust Employees (NFC)	65%	59%		55%	2336	92%	Valid %	11%	54%	26%	7%	2%		
								Weighted #	260	1252	608	159	57	164	27
	All Federal, Full-time, Permanent Employees	64%	60%		56%	1686	92%	Valid %	11%	54%	27%	7%	2%		
								Weighted #	179	908	451	111	37	116	23
	All Federal Employees	65%	59%		56%	1720	92%	Valid %	11%	54%	27%	7%	2%		
							Weighted #	183	927	458	113	38	120	23	
All Trust Employees	65%	59%		55%	616	93%	Valid %	12%	53%	24%	7%	3%			
							Weighted #	76	326	150	45	19	44	4	
All Smithsonian Enterprise Employees	68%	66%		63%	199	87%	Valid %	17%	52%	26%	4%	1%			
							Weighted #	33	103	52	8	3	19	12	
All STRI Panama Employees	63%	61%		59%	164	86%	Valid %	10%	53%	32%	4%	1%			
							Weighted #	17	87	53	6	1	17	10	
I am satisfied that I have received appropriate information, or can access appropriate information, about new policies and procedures of the Smithsonian.	All Smithsonian Employees	74%			66%	2827	96%	Valid %	15%	59%	17%	7%	1%		
								Weighted #	432	1672	494	189	41	86	34
	All Federal & Trust Employees (NFC)	74%	74%		66%	2440	97%	Valid %	15%	59%	18%	6%	1%		
								Weighted #	374	1439	432	159	37	69	18
	All Federal, Full-time, Permanent Employees	74%	75%		67%	1760	96%	Valid %	15%	59%	19%	6%	1%		
								Weighted #	265	1038	330	101	25	49	15
	All Federal Employees	74%	74%		67%	1797	97%	Valid %	15%	59%	19%	6%	1%		
							Weighted #	271	1063	335	102	26	50	15	
All Trust Employees	74%	73%		64%	643	97%	Valid %	16%	59%	15%	9%	2%			
							Weighted #	103	376	98	56	10	18	3	
All Smithsonian Enterprise Employees	76%	75%		68%	213	93%	Valid %	18%	57%	16%	6%	2%			
							Weighted #	39	122	35	12	4	8	8	
All STRI Panama Employees	74%	81%		64%	174	91%	Valid %	11%	63%	16%	10%	0%			
							Weighted #	19	110	27	18	0	9	8	

Table 2
2010 Smithsonian Employee Perspective Survey: Survey Responses by Smithsonian Workforce Component
 (continued)

2010 SEPS Question	Smithsonian Workforce Component	2010 Favorable Score (% Strongly Agree plus % Agree)	2009 Favorable Score (% Strongly Agree plus % Agree)	2010 Federal Employee Viewpoint Survey Favorable Score (% Strongly Agree plus % Agree)	2010 Net Favorable Score (Favorable Score minus % Disagree an % Strongly Disagree)	Number of employees answering question	Question Response Rate (# Valid Responses/# Asked Question)	Statistic	Strongly agree	Agree	Uncertain whether to agree or disagree	Disagree	Strongly disagree	Do not know	Not answered/ Not applicable
I am satisfied that the strategic planning process will identify specific initiatives to strengthen the Smithsonian in the future.	All Smithsonian Employees	63%			54%	2672	91%	Valid %	14%	49%	28%	7%	2%		
								Weighted #	372	1311	745	181	62	224	50
	All Federal & Trust Employees (NFC)	62%	53%		52%	2300	91%	Valid %	14%	48%	29%	7%	3%		
								Weighted #	321	1098	656	165	60	193	33
	All Federal, Full-time, Permanent Employees	60%	54%		49%	1659	91%	Valid %	14%	46%	30%	8%	3%		
								Weighted #	224	768	495	125	46	136	29
	All Federal Employees	60%	53%		50%	1696	91%	Valid %	13%	46%	30%	8%	3%		
							Weighted #	229	789	503	129	46	137	29	
All Trust Employees	67%	52%		58%	604	91%	Valid %	15%	51%	25%	6%	2%			
							Weighted #	92	310	153	36	13	57	4	
All Smithsonian Enterprise Employees	67%	56%		62%	203	89%	Valid %	16%	51%	27%	5%	0%			
							Weighted #	33	104	54	11	1	12	13	
All STRI Panama Employees	76%	67%		72%	169	88%	Valid %	11%	64%	21%	3%	1%			
							Weighted #	19	109	35	5	1	18	4	
Managers support collaboration across Smithsonian units to accomplish work objectives.	All Smithsonian Employees	51%			28%	2716	92%	Valid %	9%	41%	26%	18%	5%		
								Weighted #	253	1120	716	496	131	194	37
	All Federal & Trust Employees (NFC)	49%			26%	2332	92%	Valid %	9%	40%	28%	18%	5%		
								Weighted #	207	941	647	418	120	169	25
	All Federal, Full-time, Permanent Employees	50%			29%	1697	93%	Valid %	9%	41%	29%	16%	5%		
								Weighted #	152	698	489	272	86	108	19
	All Federal Employees	50%			29%	1731	93%	Valid %	9%	41%	29%	16%	5%		
							Weighted #	156	713	498	278	87	111	19	
All Trust Employees	46%			18%	601	90%	Valid %	8%	38%	25%	23%	6%			
							Weighted #	51	229	149	139	33	58	6	
All Smithsonian Enterprise Employees	52%			23%	207	90%	Valid %	13%	38%	19%	25%	4%			
							Weighted #	28	79	40	51	9	14	9	
All STRI Panama Employees	67%			51%	177	93%	Valid %	11%	56%	16%	15%	1%			
							Weighted #	19	100	29	27	2	11	3	
Smithsonian leaders and managers promote communication and cooperation across units in the Smithsonian.	All Smithsonian Employees	48%			23%	2748	93%	Valid %	8%	40%	27%	19%	6%		
								Weighted #	217	1092	755	523	162	153	40
	All Federal & Trust Employees (NFC)	46%	34%		21%	2361	94%	Valid %	7%	39%	28%	19%	6%		
								Weighted #	175	921	661	458	146	134	26
	All Federal, Full-time, Permanent Employees	47%	35%		23%	1713	94%	Valid %	8%	39%	29%	18%	6%		
								Weighted #	138	667	488	314	106	86	20
	All Federal Employees	47%	35%		23%	1748	94%	Valid %	8%	39%	28%	18%	6%		
							Weighted #	140	686	498	318	106	88	20	
All Trust Employees	44%	29%		15%	612	92%	Valid %	6%	38%	27%	23%	6%			
							Weighted #	35	235	163	140	40	46	6	
All Smithsonian Enterprise Employees	48%	37%		23%	212	92%	Valid %	12%	36%	27%	20%	5%			
							Weighted #	25	76	57	43	11	10	8	
All STRI Panama Employees	64%	53%		48%	176	92%	Valid %	10%	54%	21%	13%	3%			
							Weighted #	17	95	37	22	5	9	6	

Table 2
2010 Smithsonian Employee Perspective Survey: Survey Responses by Smithsonian Workforce Component
(continued)

2010 SEPS Question	Smithsonian Workforce Component	2010 Favorable Score (% Strongly Agree plus % Agree)	2009 Favorable Score (% Strongly Agree plus % Agree)	2010 Federal Employee Viewpoint Survey Favorable Score (% Strongly Agree plus % Agree)	2010 Net Favorable Score (Favorable Score minus % Disagree an % Strongly Disagree)	Number of employees answering question	Question Response Rate (# Valid Responses/# Asked Question)	Statistic	Strongly agree	Agree	Uncertain whether to agree or disagree	Disagree	Strongly disagree	Do not know	Not answered/ Not applicable
								Valid %	Weighted #	Valid %	Weighted #	Valid %	Weighted #	Valid %	Weighted #
Smithsonian policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).	All Smithsonian Employees	69%			57%	2771	94%	Valid %	16%	53%	19%	8%	4%		
								Weighted #	437	1469	537	221	107	132	38
	All Federal & Trust Employees (NFC)	69%	66%		57%	2381	94%	Valid %	16%	53%	20%	8%	4%		
								Weighted #	380	1259	467	181	95	113	26
	All Federal, Full-time, Permanent Employees	70%	67%		58%	1722	95%	Valid %	16%	53%	18%	8%	4%		
								Weighted #	280	918	319	132	74	75	22
	All Federal Employees	70%	66%		58%	1756	95%	Valid %	16%	54%	19%	8%	4%		
							Weighted #	284	940	326	132	74	78	23	
All Trust Employees	66%	65%		55%	625	94%	Valid %	15%	51%	23%	8%	3%			
							Weighted #	96	318	141	49	21	35	4	
All Smithsonian Enterprise Employees	76%	65%		70%	210	92%	Valid %	20%	56%	18%	5%	1%			
							Weighted #	42	118	38	11	2	12	8	
All STRI Panama Employees	60%	53%		38%	179	94%	Valid %	8%	51%	18%	16%	6%			
							Weighted #	15	92	33	29	10	8	4	
I know how my work relates to the Smithsonian's goals and priorities.	All Smithsonian Employees	88%			85%	2863	98%	Valid %	34%	54%	8%	3%	1%		
								Weighted #	985	1541	234	76	27	41	31
	All Federal & Trust Employees (NFC)	88%	84%		84%	2464	98%	Valid %	34%	53%	9%	3%	1%		
								Weighted #	850	1310	212	67	25	37	14
	All Federal, Full-time, Permanent Employees	86%	83%		82%	1772	98%	Valid %	34%	52%	10%	3%	1%		
								Weighted #	605	915	176	54	22	29	13
	All Federal Employees	86%	82%		82%	1809	98%	Valid %	34%	52%	10%	3%	1%		
							Weighted #	614	942	178	54	22	29	13	
All Trust Employees	92%	88%		90%	654	99%	Valid %	36%	56%	5%	2%	1%			
							Weighted #	235	368	33	14	4	7	1	
All Smithsonian Enterprise Employees	89%	88%		86%	222	97%	Valid %	33%	56%	8%	2%	1%			
							Weighted #	73	124	18	5	1	2	6	
All STRI Panama Employees	96%	94%		94%	177	93%	Valid %	35%	61%	2%	2%	0%			
							Weighted #	62	108	4	3	0	3	11	
The Smithsonian successfully accomplishes its mission.	All Smithsonian Employees	78%			74%	2816	96%	Valid %	21%	58%	17%	4%	1%		
								Weighted #	585	1622	478	109	21	90	30
	All Federal & Trust Employees (NFC)	77%			72%	2421	96%	Valid %	20%	58%	18%	4%	1%		
								Weighted #	476	1395	433	99	19	78	17
	All Federal, Full-time, Permanent Employees	75%			70%	1738	96%	Valid %	19%	56%	20%	4%	1%		
								Weighted #	324	976	355	67	16	61	16
	All Federal Employees	75%			70%	1775	96%	Valid %	19%	56%	20%	4%	1%		
							Weighted #	333	998	360	68	16	61	16	
All Trust Employees	84%			78%	645	97%	Valid %	22%	61%	11%	5%	0%			
							Weighted #	143	397	73	30	3	16	1	
All Smithsonian Enterprise Employees	80%			78%	216	94%	Valid %	27%	53%	17%	2%	1%			
							Weighted #	59	115	36	5	1	6	8	
All STRI Panama Employees	91%			87%	179	94%	Valid %	28%	63%	5%	3%	1%			
							Weighted #	51	112	9	6	1	6	6	

Table 2
2010 Smithsonian Employee Perspective Survey: Survey Responses by Smithsonian Workforce Component
 (continued)

2010 SEPS Question	Smithsonian Workforce Component	2010 Favorable Score (% Strongly Agree plus % Agree)	2009 Favorable Score (% Strongly Agree plus % Agree)	2010 Federal Employee Viewpoint Survey Favorable Score (% Strongly Agree plus % Agree)	2010 Net Favorable Score (Favorable Score minus % Disagree an % Strongly Disagree)	Number of employees answering question	Question Response Rate (# Valid Responses/# Asked Question)	Statistic	Strongly agree	Agree	Uncertain whether to agree or disagree	Disagree	Strongly disagree	Do not know	Not answered/ Not applicable
I believe that the results of this survey will be used to make the Smithsonian a better place to work.	All Smithsonian Employees	57%			42%	2626	90%	Valid %	17%	41%	27%	11%	5%		
								Weighted #	438	1069	711	282	127	280	23
	All Federal & Trust Employees (NFC)	55%			39%	2244	89%	Valid %	15%	41%	28%	11%	5%		
								Weighted #	335	910	636	250	113	253	11
	All Federal, Full-time, Permanent Employees	57%			40%	1642	91%	Valid %	16%	41%	27%	11%	5%		
								Weighted #	262	666	451	181	83	159	8
	All Federal Employees	57%			41%	1675	91%	Valid %	16%	41%	27%	11%	5%		
							Weighted #	268	679	460	181	87	162	8	
All Trust Employees	52%			36%	569	86%	Valid %	12%	41%	31%	12%	5%			
							Weighted #	67	231	176	69	26	91	3	
All Smithsonian Enterprise Employees	61%			44%	212	92%	Valid %	21%	40%	23%	11%	6%			
							Weighted #	44	84	48	23	13	11	7	
All STRI Panama Employees	78%			71%	171	90%	Valid %	34%	44%	16%	5%	1%			
							Weighted #	58	75	27	9	2	15	5	
Senior leaders demonstrate support for work-life programs (for example, health and wellness, employee assistance, and support groups).	All Smithsonian Employees	65%			53%	2672	91%	Valid %	16%	49%	22%	9%	4%		
								Weighted #	428	1320	587	238	99	236	20
	All Federal & Trust Employees (NFC)	65%			53%	2299	92%	Valid %	16%	49%	22%	9%	4%		
								Weighted #	370	1128	516	200	84	197	12
	All Federal, Full-time, Permanent Employees	65%			53%	1676	93%	Valid %	16%	49%	23%	8%	4%		
								Weighted #	273	817	388	136	61	123	10
	All Federal Employees	65%			53%	1710	93%	Valid %	16%	49%	23%	8%	4%		
							Weighted #	278	835	395	138	64	125	10	
All Trust Employees	65%			51%	589	89%	Valid %	16%	50%	21%	11%	3%			
							Weighted #	92	293	121	63	20	71	2	
All Smithsonian Enterprise Employees	65%			49%	202	88%	Valid %	17%	48%	20%	11%	5%			
							Weighted #	34	96	40	22	9	23	5	
All STRI Panama Employees	70%			57%	171	90%	Valid %	14%	56%	18%	9%	3%			
							Weighted #	24	95	31	16	5	17	3	
I am satisfied with Smithsonian occupational health and wellness programs (for example, flu shots, exercise activities, medical screening, respirator fitting, health assessments, etc.).	All Smithsonian Employees	79%			70%	2784	95%	Valid %	24%	55%	13%	7%	2%		
								Weighted #	656	1535	356	188	50	97	45
	All Federal & Trust Employees (NFC)	78%			70%	2382	95%	Valid %	23%	55%	13%	7%	2%		
								Weighted #	553	1316	309	157	47	85	39
	All Federal, Full-time, Permanent Employees	79%			70%	1729	96%	Valid %	24%	55%	13%	7%	2%		
								Weighted #	413	944	221	113	38	55	23
	All Federal Employees	79%			70%	1762	96%	Valid %	24%	55%	13%	7%	2%		
							Weighted #	421	963	225	115	38	58	23	
All Trust Employees	78%			70%	620	94%	Valid %	21%	57%	14%	7%	1%			
							Weighted #	132	353	84	42	8	26	16	
All Smithsonian Enterprise Employees	80%			72%	217	95%	Valid %	24%	56%	13%	7%	1%			
							Weighted #	51	122	28	15	1	9	3	
All STRI Panama Employees	81%			71%	185	97%	Valid %	28%	52%	10%	8%	1%			
							Weighted #	52	97	19	15	2	3	3	

Table 2
2010 Smithsonian Employee Perspective Survey: Survey Responses by Smithsonian Workforce Component
 (continued)

2010 SEPS Question	Smithsonian Workforce Component	2010 Favorable Score (% Strongly Agree plus % Agree)	2009 Favorable Score (% Strongly Agree plus % Agree)	2010 Federal Employee Viewpoint Survey Favorable Score (% Strongly Agree plus % Agree)	2010 Net Favorable Score (Favorable Score minus % Disagree an % Strongly Disagree)	Number of employees answering question	Question Response Rate (# Valid Responses/# Asked Question)	Statistic	Strongly agree	Agree	Uncertain whether to agree or disagree	Disagree	Strongly disagree	Do not know	Not answered/ Not applicable
I am satisfied with Smithsonian Employee Assistance Programs.	All Smithsonian Employees	62%			56%	2267	77%	Valid %	17%	45%	31%	5%	2%		
								Weighted #	395	1017	700	104	50	533	126
	All Federal & Trust Employees (NFC)	62%	68%		57%	1915	76%	Valid %	17%	45%	32%	3%	2%		
								Weighted #	332	864	614	64	41	484	106
	All Federal, Full-time, Permanent Employees	64%	68%		58%	1425	79%	Valid %	18%	46%	31%	3%	2%		
								Weighted #	255	650	440	46	34	314	68
	All Federal Employees	64%	69%		58%	1453	79%	Valid %	18%	46%	31%	3%	2%		
								Weighted #	259	664	447	47	36	320	70
	All Trust Employees	59%	65%		54%	461	70%	Valid %	16%	43%	36%	4%	1%		
								Weighted #	72	200	167	17	5	164	36
	All Smithsonian Enterprise Employees	64%	74%		57%	181	79%	Valid %	22%	42%	29%	5%	2%		
								Weighted #	40	77	52	9	4	35	14
	All STRI Panama Employees	58%	54%		37%	171	90%	Valid %	14%	44%	20%	18%	3%		
								Weighted #	24	76	35	31	5	14	6

** Note: 2009 SEPS question was, "I am satisfied with work-life programs (for example, health and wellness, employee assistance, and support groups)."

2010 SEPS Question	Smithsonian Workforce Component	Favorable Score (% Strongly Agree plus % Agree)	2009 Favorable Score (% Strongly Agree plus % Agree)	2010 Federal Employee Viewpoint Survey Favorable Score (% Strongly Agree plus % Agree)	Net Favorable Score (Favorable Score minus % Strongly Disagree an % Strongly Disagree)	Number of employees answering question	Question Response Rate (# Valid Responses/# Asked Question)	Statistic	I use Smithsonian child care on a regular basis (at least one entire work day a week)	I use Smithsonian child care infrequently (less than one entire work day a week)	Smithsonian child care because I choose to use another provider even though Smithsonian child care is available (e.g., Church, day care center, etc.).	I use another provider because use Smithsonian child care is not offered in my unit or is filled.	I have no children who could use Smithsonian child care.	Not answered/ Not applicable
Select the answer that best describes your child care situation while working at the Smithsonian.	All Smithsonian Employees					2646	97%	Valid %	2%	0%	6%	8%	84%	
								Weighted #	56	3	150	209	2228	85
	All Federal & Trust Employees (NFC)					2433	97%	Valid %	2%	0%	5%	8%	84%	
								Weighted #	53	3	134	189	2055	68
	All Federal, Full-time, Permanent Employees					1740	96%	Valid %	2%	0%	6%	7%	85%	
								Weighted #	35	1	110	118	1476	63
	All Federal Employees					1776	97%	Valid %	2%	0%	6%	7%	85%	
								Weighted #	35	2	110	123	1506	63
	All Trust Employees					657	99%	Valid %	3%	0%	4%	10%	84%	
								Weighted #	18	1	23	66	549	5
	All Smithsonian Enterprise Employees					213	93%	Valid %	1%	0%	8%	10%	81%	
								Weighted #	3	0	17	20	173	17
	All STRI Panama Employees							Valid %	na	na	na	na	na	
								Weighted #	na	na	na	na	na	na

Table 2
2010 Smithsonian Employee Perspective Survey: Survey Responses by Smithsonian Workforce Component
 (continued)

2010 SEPS Question	Smithsonian Workforce Component	2010 Favorable Score (% Strongly Agree plus % Agree)	2009 Favorable Score (% Strongly Agree plus % Agree)	2010 Federal Employee Viewpoint Survey Favorable Score (% Strongly Agree plus % Agree)	2010 Net Favorable Score (Favorable Score minus % Disagree an % Strongly Disagree)	Number of employees answering question	Question Response Rate (# Valid Responses/# Asked Question)	Statistic	Strongly agree	Agree	Uncertain whether to agree or disagree	Disagree	Strongly disagree	Do not know	Not answered/ Not applicable
								Valid %	Weighted #	Valid %	Weighted #	Valid %	Weighted #	Valid %	Weighted #
I am satisfied with Smithsonian Child Care Programs.	All Smithsonian Employees	95%			94%	58	98%	Valid %	78%	17%	4%	1%	0%		
								Weighted #	45	10	2	1	0	0	1
	All Federal & Trust Employees (NFC)	95%			93%	55	98%	Valid %	77%	18%	4%	2%	0%		
								Weighted #	43	10	2	1	0	0	1
	All Federal, Full-time, Permanent Employees	98%			95%	35	97%	Valid %	80%	17%	0%	2%	0%		
								Weighted #	28	6	0	1	0	0	1
	All Federal Employees	98%			95%	36	97%	Valid %	81%	17%	0%	2%	0%		
							Weighted #	29	6	0	1	0	0	1	
All Trust Employees	89%			89%	19	100%	Valid %	70%	19%	11%	0%	0%			
							Weighted #	14	4	2	0	0	0	0	
All Smithsonian Enterprise Employees	***				***	***	***	Valid %	***	***	***	***	***	***	***
								Weighted #	***	***	***	***	***	***	***
All STRI Panama Employees								Valid %	na	na	na	na	na	na	na
								Weighted #	na	na	na	na	na	na	na
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.	All Smithsonian Employees	75%			66%	2630	90%	Valid %	29%	46%	15%	6%	4%		
								Weighted #	764	1213	401	151	101	241	48
	All Federal & Trust Employees (NFC)	75%			66%	2269	91%	Valid %	30%	46%	15%	6%	4%		
								Weighted #	674	1034	339	132	89	205	26
	All Federal, Full-time, Permanent Employees	73%			62%	1642	91%	Valid %	27%	45%	16%	6%	5%		
								Weighted #	450	746	267	102	78	142	17
	All Federal Employees	73%			62%	1675	91%	Valid %	27%	45%	16%	6%	5%		
							Weighted #	460	761	271	105	78	146	17	
All Trust Employees	82%			76%	594	90%	Valid %	36%	46%	11%	5%	2%			
							Weighted #	214	273	67	28	11	59	9	
All Smithsonian Enterprise Employees	76%				70%	190	83%	Valid %	30%	45%	19%	4%	2%		
							Weighted #	58	86	35	7	4	19	20	
All STRI Panama Employees	73%				62%	171	90%	Valid %	19%	54%	16%	7%	4%		
							Weighted #	32	93	27	12	7	18	2	
Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.	All Smithsonian Employees	62%			43%	2656	91%	Valid %	20%	41%	20%	12%	6%		
								Weighted #	537	1100	535	330	153	203	59
	All Federal & Trust Employees (NFC)	62%			43%	2295	92%	Valid %	21%	41%	20%	12%	6%		
								Weighted #	478	933	454	286	142	171	33
	All Federal, Full-time, Permanent Employees	59%			38%	1658	92%	Valid %	19%	40%	21%	14%	7%		
								Weighted #	314	657	344	226	117	119	23
	All Federal Employees	59%			38%	1693	92%	Valid %	19%	40%	21%	14%	7%		
							Weighted #	318	676	351	230	117	122	23	
All Trust Employees	69%			56%	603	91%	Valid %	27%	43%	17%	9%	4%			
							Weighted #	160	258	103	56	25	49	10	
All Smithsonian Enterprise Employees	61%				45%	197	86%	Valid %	19%	42%	23%	13%	3%		
							Weighted #	38	83	45	26	6	12	19	
All STRI Panama Employees	64%				50%	164	86%	Valid %	13%	51%	22%	11%	3%		
							Weighted #	21	84	36	18	5	20	7	

NOTE: *** Fewer than five responses

Table 2
2010 Smithsonian Employee Perspective Survey: Survey Responses by Smithsonian Workforce Component
 (continued)

2010 SEPS Question	Smithsonian Workforce Component	Favorable Score (% Strongly Agree plus % Agree)	2009 Favorable Score (% Strongly Agree plus % Agree)	2010 Federal Employee Viewpoint Survey Favorable Score (% Strongly Agree plus % Agree)	Net Favorable Score (Favorable Score minus % Disagree an % Strongly Disagree)	Number of employees answering question	Question Response Rate (# Valid Responses/# Asked Question)	Statistic	Strongly agree	Agree	Uncertain whether to agree or disagree	Disagree	Strongly disagree	Do not know	Not answered/ Not applicable
I have a high level of respect for my Unit's Director.	All Smithsonian Employees	73%			62%	2721	96%	Valid %	32%	41%	15%	7%	4%		
								Weighted #	882	1107	422	193	117	81	30
	All Federal & Trust Employees (NFC)	72%	68%		60%	2336	96%	Valid %	32%	40%	16%	7%	5%		
								Weighted #	758	929	369	170	109	69	19
	All Federal, Full-time, Permanent Employees	70%	67%		58%	1697	96%	Valid %	31%	39%	17%	7%	5%		
								Weighted #	523	668	295	122	89	59	13
	All Federal Employees	70%	67%		58%	1732	96%	Valid %	31%	39%	17%	7%	5%		
							Weighted #	537	682	302	122	90	59	13	
All Trust Employees	78%	75%		66%	604	97%	Valid %	37%	41%	11%	8%	3%			
							Weighted #	222	247	67	49	19	10	6	
All Smithsonian Enterprise Employees	69%	64%		58%	199	92%	Valid %	33%	37%	19%	8%	3%			
							Weighted #	65	73	39	16	7	10	9	
All STRI Panama Employees	88%	88%		83%	186	98%	Valid %	32%	56%	8%	4%	1%			
							Weighted #	59	104	14	7	2	2	2	
My Unit's Director generates high levels of motivation and commitment in the workforce.	All Smithsonian Employees	62%			44%	2654	94%	Valid %	25%	37%	21%	11%	6%		
								Weighted #	661	982	547	302	162	132	44
	All Federal & Trust Employees (NFC)	61%	57%		44%	2294	95%	Valid %	25%	36%	21%	11%	6%		
								Weighted #	583	823	481	261	146	111	19
	All Federal, Full-time, Permanent Employees	61%	56%		43%	1669	94%	Valid %	25%	36%	22%	11%	7%		
								Weighted #	420	593	363	183	111	88	11
	All Federal Employees	61%	56%		43%	1701	94%	Valid %	25%	36%	22%	11%	7%		
							Weighted #	430	604	372	184	111	91	12	
All Trust Employees	63%	58%		44%	594	96%	Valid %	26%	37%	18%	13%	6%			
							Weighted #	153	220	109	78	35	19	7	
All Smithsonian Enterprise Employees	67%	56%		51%	192	88%	Valid %	25%	42%	17%	11%	6%			
							Weighted #	49	80	32	20	11	14	11	
All STRI Panama Employees	65%	54%		50%	168	89%	Valid %	18%	47%	20%	12%	3%			
							Weighted #	30	79	34	20	5	7	13	
My Unit's Director maintains high standards of honesty and integrity.	All Smithsonian Employees	73%			64%	2579	91%	Valid %	33%	40%	18%	6%	4%		
								Weighted #	840	1043	454	151	91	200	47
	All Federal & Trust Employees (NFC)	73%			63%	2237	92%	Valid %	34%	39%	18%	6%	4%		
								Weighted #	749	880	396	132	80	155	29
	All Federal, Full-time, Permanent Employees	70%			59%	1621	92%	Valid %	32%	38%	20%	6%	4%		
								Weighted #	513	613	328	100	67	123	21
	All Federal Employees	70%			60%	1656	92%	Valid %	32%	38%	20%	6%	4%		
							Weighted #	525	632	332	100	67	124	21	
All Trust Employees	81%			74%	581	94%	Valid %	39%	43%	11%	5%	2%			
							Weighted #	224	248	64	32	13	31	8	
All Smithsonian Enterprise Employees	71%			61%	186	86%	Valid %	30%	41%	18%	6%	5%			
							Weighted #	56	77	33	11	10	19	12	
All STRI Panama Employees	77%			70%	156	83%	Valid %	22%	55%	16%	6%	1%			
							Weighted #	34	86	25	9	2	26	6	

Table 2
2010 Smithsonian Employee Perspective Survey: Survey Responses by Smithsonian Workforce Component
(continued)

2010 SEPS Question	Smithsonian Workforce Component	2010 Favorable Score (% Strongly Agree plus % Agree)	2009 Favorable Score (% Strongly Agree plus % Agree)	2010 Federal Employee Viewpoint Survey Favorable Score (% Strongly Agree plus % Agree)	2010 Net Favorable Score (Favorable Score minus % Disagree an % Strongly Disagree)	Number of employees answering question	Question Response Rate (# Valid Responses/# Asked Question)	Statistic	Strongly agree	Agree	Uncertain whether to agree or disagree	Disagree	Strongly disagree	Do not know	Not answered/ Not applicable
My Unit's Director reviews and evaluates my Unit's progress toward meeting its goals and objectives.	All Smithsonian Employees	75%			68%	2593	90%	Valid %	30%	45%	18%	5%	3%		
								Weighted #	777	1169	457	120	69	241	56
	All Federal & Trust Employees (NFC)	75%	67%		68%	2246	91%	Valid %	31%	44%	18%	5%	3%		
								Weighted #	699	984	396	103	63	196	37
	All Federal, Full-time, Permanent Employees	72%	65%		64%	1625	91%	Valid %	30%	42%	19%	5%	3%		
								Weighted #	485	689	316	79	56	141	23
	All Federal Employees	72%	65%		64%	1658	91%	Valid %	30%	42%	19%	5%	3%		
							Weighted #	498	702	323	79	56	142	24	
All Trust Employees	82%	74%		77%	587	90%	Valid %	34%	48%	12%	4%	1%			
							Weighted #	202	282	73	24	7	54	13	
All Smithsonian Enterprise Employees	76%	66%		67%	195	87%	Valid %	29%	47%	16%	5%	3%			
							Weighted #	56	92	31	10	6	18	10	
All STRI Panama Employees	76%	65%		71%	152	81%	Valid %	14%	61%	20%	5%	0%			
							Weighted #	22	93	30	7	0	27	9	
My Unit's Director communicates my Unit's goals and priorities.	All Smithsonian Employees	74%			64%	2746	95%	Valid %	28%	47%	16%	7%	3%		
								Weighted #	762	1282	430	180	93	98	49
	All Federal & Trust Employees (NFC)	74%	66%		64%	2367	95%	Valid %	29%	45%	16%	6%	4%		
								Weighted #	682	1074	372	151	88	84	30
	All Federal, Full-time, Permanent Employees	72%	65%		62%	1697	95%	Valid %	28%	44%	18%	6%	4%		
								Weighted #	472	751	300	105	70	71	18
	All Federal Employees	72%	65%		62%	1733	95%	Valid %	28%	44%	18%	6%	4%		
							Weighted #	483	768	304	107	71	71	18	
All Trust Employees	80%	71%		70%	634	96%	Valid %	31%	48%	11%	7%	3%			
							Weighted #	199	306	68	44	18	13	12	
All Smithsonian Enterprise Employees	69%	66%		56%	203	91%	Valid %	25%	44%	19%	10%	2%			
							Weighted #	50	89	38	21	5	7	14	
All STRI Panama Employees	84%	80%		80%	176	94%	Valid %	17%	67%	11%	5%	0%			
							Weighted #	30	118	20	8	0	7	5	
Grade promotions in my Unit are based on merit.	All Smithsonian Employees	43%			11%	2479	86%	Valid %	11%	31%	25%	18%	14%		
								Weighted #	280	778	630	450	342	332	84
	All Federal & Trust Employees (NFC)	42%	40%		10%	2144	86%	Valid %	12%	30%	25%	18%	14%		
								Weighted #	255	652	545	395	297	284	55
	All Federal, Full-time, Permanent Employees	40%	38%		7%	1568	88%	Valid %	12%	29%	26%	19%	15%		
								Weighted #	182	452	406	300	228	181	37
	All Federal Employees	40%	38%		7%	1598	88%	Valid %	12%	29%	26%	19%	14%		
							Weighted #	185	459	416	306	231	186	38	
All Trust Employees	48%	46%		20%	547	83%	Valid %	13%	35%	24%	16%	12%			
							Weighted #	70	193	129	89	66	98	17	
All Smithsonian Enterprise Employees	51%	44%		29%	180	80%	Valid %	9%	42%	28%	10%	12%			
							Weighted #	15	76	50	18	21	26	18	
All STRI Panama Employees	38%	34%		-1%	155	82%	Valid %	6%	32%	23%	24%	15%			
							Weighted #	9	50	35	37	24	22	11	

Table 2
2010 Smithsonian Employee Perspective Survey: Survey Responses by Smithsonian Workforce Component
(continued)

2010 SEPS Question	Smithsonian Workforce Component	2010 Favorable Score (% Strongly Agree plus % Agree)	2009 Favorable Score (% Strongly Agree plus % Agree)	2010 Federal Employee Viewpoint Survey Favorable Score (% Strongly Agree plus % Agree)	2010 Net Favorable Score (Favorable Score minus % Disagree an % Strongly Disagree)	Number of employees answering question	Question Response Rate (# Valid Responses/# Asked Question)	Statistic	Strongly agree	Agree	Uncertain whether to agree or disagree	Disagree	Strongly disagree	Do not know	Not answered/ Not applicable
								Valid %	Weighted #	Valid %	Weighted #	Valid %	Weighted #	Valid %	Weighted #
Creativity and innovation are generally rewarded in my Unit.	All Smithsonian Employees	51%			24%	2724	94%	Valid %	13%	38%	22%	17%	10%		
								Weighted #	354	1031	609	470	260	132	35
	All Federal & Trust Employees (NFC)	51%	48%		25%	2348	95%	Valid %	13%	38%	23%	17%	9%		
								Weighted #	317	888	536	397	210	111	20
	All Federal, Full-time, Permanent Employees	48%	45%		22%	1693	95%	Valid %	13%	36%	25%	17%	10%		
								Weighted #	214	606	419	292	162	76	14
	All Federal Employees	49%	45%		22%	1726	95%	Valid %	13%	36%	25%	17%	10%		
							Weighted #	216	623	425	297	165	77	14	
All Trust Employees	59%	57%		36%	621	94%	Valid %	16%	43%	18%	16%	7%			
							Weighted #	100	265	110	99	46	33	5	
All Smithsonian Enterprise Employees	53%	47%		27%	204	91%	Valid %	12%	41%	21%	14%	12%			
							Weighted #	24	84	44	28	25	10	11	
All STRI Panama Employees	42%	40%		1%	172	91%	Valid %	8%	34%	17%	26%	15%			
							Weighted #	13	59	30	45	25	12	4	
In my Unit, positive and negative individual performances are recognized in a meaningful way.	All Smithsonian Employees	45%			15%	2684	93%	Valid %	10%	35%	25%	20%	10%		
								Weighted #	257	942	677	532	276	176	30
	All Federal & Trust Employees (NFC)	44%	43%		14%	2307	93%	Valid %	10%	34%	26%	20%	10%		
								Weighted #	221	793	596	455	242	157	14
	All Federal, Full-time, Permanent Employees	42%	42%		12%	1666	93%	Valid %	9%	34%	27%	20%	11%		
								Weighted #	147	599	453	325	181	107	11
	All Federal Employees	42%	42%		12%	1700	93%	Valid %	9%	34%	27%	20%	11%		
							Weighted #	148	573	461	335	183	107	11	
All Trust Employees	48%	44%		19%	607	92%	Valid %	12%	36%	22%	20%	10%			
							Weighted #	73	221	135	119	59	49	4	
All Smithsonian Enterprise Employees	54%	44%		30%	207	92%	Valid %	12%	42%	22%	16%	8%			
							Weighted #	25	87	46	33	17	10	7	
All STRI Panama Employees	43%	40%		6%	170	91%	Valid %	6%	36%	21%	26%	0.1			
							Weighted #	11	62	35	45	17	9	8	
Individual pay raises (excluding cost of living adjustments (COLA)) depend on how well individual employees perform their jobs.	All Smithsonian Employees	38%			0%	2551	88%	Valid %	8%	29%	24%	23%	15%		
								Weighted #	215	749	623	577	386	286	50
	All Federal & Trust Employees (NFC)	37%	37%		0%	2188	88%	Valid %	9%	29%	25%	23%	15%		
								Weighted #	193	625	543	499	327	257	32
	All Federal, Full-time, Permanent Employees	36%	36%		-2%	1598	90%	Valid %	9%	27%	26%	23%	15%		
								Weighted #	144	426	420	372	236	160	25
	All Federal Employees	36%	37%		-2%	1626	89%	Valid %	9%	27%	26%	23%	15%		
							Weighted #	145	438	426	379	239	167	25	
All Trust Employees	42%	39%		5%	562	85%	Valid %	8%	33%	21%	21%	16%			
							Weighted #	48	188	118	121	89	90	7	
All Smithsonian Enterprise Employees	45%	39%		13%	199	89%	Valid %	8%	36%	23%	16%	16%			
							Weighted #	17	72	46	32	32	17	8	
All STRI Panama Employees	35%	28%		-9%	164	88%	Valid %	4%	32%	20%	28%	16%			
							Weighted #	6	52	33	46	27	13	10	

Table 2
2010 Smithsonian Employee Perspective Survey: Survey Responses by Smithsonian Workforce Component
(continued)

2010 SEPS Question	Smithsonian Workforce Component	2010 Favorable Score (% Strongly Agree plus % Agree)	2009 Favorable Score (% Strongly Agree plus % Agree)	2010 Federal Employee Viewpoint Survey Favorable Score (% Strongly Agree plus % Agree)	2010 Net Favorable Score (Favorable Score minus % Disagree an % Strongly Disagree)	Number of employees answering question	Question Response Rate (# Valid Responses/# Asked Question)	Statistic	Strongly agree	Agree	Uncertain whether to agree or disagree	Disagree	Strongly disagree	Do not know	Not answered/ Not applicable
Employees who provide high quality services and products to customers (visitors, researchers, funding sources, other employees, etc.) are rewarded in meaningful ways.	All Smithsonian Employees	41%			8%	2560	89%	Valid %	9%	31%	27%	20%	12%		
								Weighted #	236	802	701	512	309	277	50
	All Federal & Trust Employees (NFC)	41%	41%		9%	2219	90%	Valid %	9%	31%	28%	20%	12%		
								Weighted #	210	697	612	436	264	225	32
	All Federal, Full-time, Permanent Employees	41%	40%		9%	1618	91%	Valid %	10%	30%	28%	20%	12%		
								Weighted #	164	491	449	319	194	142	23
	All Federal Employees	41%	41%		9%	1649	91%	Valid %	10%	30%	28%	20%	12%		
							Weighted #	166	503	456	327	197	145	23	
All Trust Employees	42%	40%		11%	570	86%	Valid %	8%	34%	27%	19%	12%			
							Weighted #	44	194	156	108	67	80	9	
All Smithsonian Enterprise Employees	42%	35%		10%	196	88%	Valid %	10%	32%	25%	21%	12%			
							Weighted #	20	63	49	40	24	17	11	
All STRI Panama Employees	34%	21%		-6%	145	78%	Valid %	4%	30%	27%	25%	14%			
							Weighted #	6	43	39	36	21	35	7	
In my Unit, employees are protected from health and safety hazards on the job.	All Smithsonian Employees	82%			76%	2793	97%	Valid %	26%	56%	11%	4%	2%		
								Weighted #	734	1565	320	116	59	50	35
	All Federal & Trust Employees (NFC)	83%	81%		77%	2400	97%	Valid %	27%	55%	12%	4%	2%		
								Weighted #	657	1325	277	93	48	40	28
	All Federal, Full-time, Permanent Employees	81%	79%		74%	1728	97%	Valid %	25%	55%	13%	4%	2%		
								Weighted #	440	954	222	71	41	26	22
	All Federal Employees	81%	79%		74%	1762	97%	Valid %	25%	55%	13%	4%	2%		
							Weighted #	447	972	228	71	44	26	22	
All Trust Employees	88%	85%		84%	638	97%	Valid %	33%	55%	8%	3%	1%			
							Weighted #	210	353	49	22	4	14	6	
All Smithsonian Enterprise Employees	82%	78%		74%	211	94%	Valid %	22%	60%	10%	4%	4%			
							Weighted #	46	127	21	9	8	7	6	
All STRI Panama Employees	79%	81%		69%	182	97%	Valid %	17%	62%	12%	8%	2%			
							Weighted #	31	112	22	14	3	4	1	
My Unit's employees have a feeling of personal empowerment with respect to work processes.	All Smithsonian Employees	54%			29%	2712	94%	Valid %	14%	40%	21%	17%	8%		
								Weighted #	383	1079	572	454	224	119	46
	All Federal & Trust Employees (NFC)	54%	50%		29%	2355	95%	Valid %	15%	40%	21%	17%	9%		
								Weighted #	344	932	486	392	201	87	25
	All Federal, Full-time, Permanent Employees	53%	48%		27%	1696	95%	Valid %	14%	39%	21%	17%	9%		
								Weighted #	236	656	363	289	152	60	20
	All Federal Employees	52%	49%		26%	1728	95%	Valid %	14%	39%	22%	17%	9%		
							Weighted #	238	669	373	294	155	62	20	
All Trust Employees	59%	54%		36%	627	95%	Valid %	17%	42%	18%	16%	7%			
							Weighted #	106	263	113	99	46	26	5	
All Smithsonian Enterprise Employees	58%	46%		34%	208	93%	Valid %	14%	44%	18%	18%	6%			
							Weighted #	28	92	38	37	13	6	10	
All STRI Panama Employees	44%	51%		21%	149	80%	Valid %	7%	37%	32%	17%	7%			
							Weighted #	11	55	48	25	10	26	11	

Table 2
2010 Smithsonian Employee Perspective Survey: Survey Responses by Smithsonian Workforce Component
 (continued)

2010 SEPS Question	Smithsonian Workforce Component	2010 Favorable Score (% Strongly Agree plus % Agree)	2009 Favorable Score (% Strongly Agree plus % Agree)	2010 Federal Employee Viewpoint Survey Favorable Score (% Strongly Agree plus % Agree)	2010 Net Favorable Score (Favorable Score minus % Disagree an % Strongly Disagree)	Number of employees answering question	Question Response Rate (# Valid Responses/# Asked Question)	Statistic	Strongly agree	Agree	Uncertain whether to agree or disagree	Disagree	Strongly disagree	Do not know	Not answered/ Not applicable
My Unit has prepared employees for potential security threats (i.e., threats from terrorists rather than robbery, theft, assaults, and other threats to personal security). **	All Smithsonian Employees	63%			46%	2674	93%	Valid %	16%	47%	20%	12%	5%		
								Weighted #	428	1265	532	312	137	157	46
	All Federal & Trust Employees (NFC)	63%	61%		46%	2299	93%	Valid %	16%	47%	21%	11%	5%		
								Weighted #	371	1070	480	257	121	138	30
	All Federal, Full-time, Permanent Employees	62%	62%		45%	1671	94%	Valid %	15%	46%	22%	11%	6%		
								Weighted #	256	774	365	184	92	82	22
	All Federal Employees	62%	62%		45%	1703	94%	Valid %	15%	46%	22%	11%	6%		
								Weighted #	262	788	375	184	94	85	22
	All Trust Employees	66%	60%		49%	596	91%	Valid %	18%	47%	18%	12%	4%		
								Weighted #	109	281	106	73	27	53	8
	All Smithsonian Enterprise Employees	71%	63%		54%	205	92%	Valid %	18%	54%	12%	12%	5%		
								Weighted #	36	110	25	24	10	9	11
	All STRI Panama Employees	62%	76%		41%	170	91%	Valid %	12%	50%	16%	18%	4%		
								Weighted #	21	85	27	31	6	11	5
Recognition and awards (monetary or non-monetary) in my Unit depend on how well employees perform their jobs.	All Smithsonian Employees	51%			23%	2611	91%	Valid %	12%	39%	22%	16%	11%		
								Weighted #	308	1016	569	426	292	197	64
	All Federal & Trust Employees (NFC)	51%	51%		24%	2252	91%	Valid %	12%	39%	22%	16%	11%		
								Weighted #	275	873	494	357	253	167	44
	All Federal, Full-time, Permanent Employees	50%	51%		22%	1642	93%	Valid %	12%	38%	22%	17%	11%		
								Weighted #	203	616	362	275	185	100	30
	All Federal Employees	50%	50%		22%	1673	93%	Valid %	12%	38%	22%	17%	11%		
								Weighted #	204	634	368	280	186	104	30
	All Trust Employees	53%	50%		28%	580	88%	Valid %	12%	41%	22%	13%	12%		
								Weighted #	71	239	126	77	67	64	14
	All Smithsonian Enterprise Employees	54%	42%		29%	192	86%	Valid %	13%	41%	21%	15%	10%		
								Weighted #	24	79	41	28	20	16	16
	All STRI Panama Employees	44%	43%		8%	167	90%	Valid %	5%	38%	20%	25%	11%		
								Weighted #	9	64	34	41	19	14	4
I am given a real opportunity to improve my skills in my Unit.	All Smithsonian Employees	64%			45%	2782	97%	Valid %	20%	44%	16%	13%	7%		
								Weighted #	566	1227	448	356	185	34	52
	All Federal & Trust Employees (NFC)	65%	62%		46%	2401	98%	Valid %	21%	44%	16%	13%	6%		
								Weighted #	502	1063	379	303	154	19	39
	All Federal, Full-time, Permanent Employees	64%	61%		44%	1727	98%	Valid %	21%	43%	16%	13%	7%		
								Weighted #	356	751	276	220	124	16	28
	All Federal Employees	64%	61%		44%	1762	98%	Valid %	21%	44%	16%	13%	7%		
								Weighted #	362	768	281	225	125	16	28
	All Trust Employees	68%	66%		51%	639	98%	Valid %	22%	46%	15%	12%	5%		
								Weighted #	140	295	98	78	30	4	12
	All Smithsonian Enterprise Employees	59%	54%		39%	210	94%	Valid %	16%	43%	21%	11%	9%		
								Weighted #	35	90	43	24	19	6	8
	All STRI Panama Employees	61%	53%		37%	171	93%	Valid %	17%	44%	15%	17%	7%		
								Weighted #	29	75	26	29	12	9	4

** Note: The 2009 SEPS question did not include the parenthetical description.

Table 2
2010 Smithsonian Employee Perspective Survey: Survey Responses by Smithsonian Workforce Component
(continued)

2010 SEPS Question	Smithsonian Workforce Component	2010 Favorable Score (% Strongly Agree plus % Agree)	2009 Favorable Score (% Strongly Agree plus % Agree)	2010 Federal Employee Viewpoint Survey Favorable Score (% Strongly Agree plus % Agree)	2010 Net Favorable Score (Favorable Score minus % Disagree an % Strongly Disagree)	Number of employees answering question	Question Response Rate (# Valid Responses/# Asked Question)	Statistic	Strongly agree	Agree	Uncertain whether to agree or disagree	Disagree	Strongly disagree	Do not know	Not answered/ Not applicable
Managers in my Unit promote communication among different work units (for example, about projects, goals, and needed resources).	All Smithsonian Employees	57%			33%	2743	96%	Valid %	14%	43%	20%	17%	7%		
								Weighted #	379	1175	536	454	200	87	37
	All Federal & Trust Employees (NFC)	56%	54%		31%	2359	96%	Valid %	14%	42%	20%	17%	8%		
								Weighted #	334	982	466	399	178	74	27
	All Federal, Full-time, Permanent Employees	54%	53%		29%	1698	96%	Valid %	14%	40%	21%	17%	8%		
								Weighted #	238	682	353	292	134	53	19
	All Federal Employees	54%	53%		29%	1732	96%	Valid %	14%	40%	21%	17%	8%		
							Weighted #	244	696	360	295	137	54	19	
All Trust Employees	60%	56%		37%	627	96%	Valid %	14%	46%	17%	17%	6%			
							Weighted #	91	286	106	104	41	20	8	
All Smithsonian Enterprise Employees	62%	56%		41%	211	94%	Valid %	15%	47%	17%	13%	8%			
							Weighted #	32	99	36	27	17	5	9	
All STRI Panama Employees	61%	52%		41%	174	95%	Valid %	7%	54%	20%	16%	3%			
							Weighted #	12	94	34	28	6	8	2	
Managers in my Unit support collaboration across work units to accomplish work objectives.	All Smithsonian Employees	62%			43%	2721	95%	Valid %	14%	48%	20%	13%	5%		
								Weighted #	384	1297	536	359	146	95	48
	All Federal & Trust Employees (NFC)	61%			42%	2345	96%	Valid %	15%	46%	20%	14%	6%		
								Weighted #	341	1086	467	319	132	75	35
	All Federal, Full-time, Permanent Employees	58%			38%	1684	95%	Valid %	13%	45%	22%	14%	6%		
								Weighted #	226	752	369	233	104	57	25
	All Federal Employees	58%			38%	1719	95%	Valid %	13%	45%	22%	14%	6%		
							Weighted #	232	768	376	237	106	57	25	
All Trust Employees	68%			51%	626	96%	Valid %	17%	51%	14%	13%	4%			
							Weighted #	109	318	91	82	27	18	11	
All Smithsonian Enterprise Employees	68%			54%	208	93%	Valid %	14%	54%	18%	9%	5%			
							Weighted #	29	112	38	19	10	7	9	
All STRI Panama Employees	67%			53%	167	91%	Valid %	8%	59%	19%	13%	2%			
							Weighted #	14	98	31	21	3	13	4	
Differences among individuals (for example, gender, race, national origin, religion, age, cultural background, disability) are respected and valued by employees within my unit.	All Smithsonian Employees	79%			69%	2780	97%	Valid %	28%	51%	12%	6%	4%		
								Weighted #	766	1424	324	165	101	59	25
	All Federal & Trust Employees (NFC)	77%	75%		67%	2388	97%	Valid %	27%	50%	13%	6%	4%		
								Weighted #	655	1195	299	147	93	51	16
	All Federal, Full-time, Permanent Employees	74%	72%		63%	1721	97%	Valid %	24%	50%	14%	7%	5%		
								Weighted #	416	859	247	121	78	36	10
	All Federal Employees	74%	73%		62%	1754	97%	Valid %	24%	50%	14%	7%	5%		
							Weighted #	425	874	250	125	79	36	11	
All Trust Employees	87%	83%		81%	634	97%	Valid %	36%	51%	8%	3%	2%			
							Weighted #	230	321	48	21	13	15	5	
All Smithsonian Enterprise Employees	86%	77%		79%	213	95%	Valid %	34%	52%	7%	5%	2%			
							Weighted #	72	111	16	10	5	5	6	
All STRI Panama Employees	88%	86%		82%	178	97%	Valid %	22%	66%	6%	4%	2%			
							Weighted #	39	118	10	8	3	3	3	

Table 2
2010 Smithsonian Employee Perspective Survey: Survey Responses by Smithsonian Workforce Component
 (continued)

2010 SEPS Question	Smithsonian Workforce Component	2010 Favorable Score (% Strongly Agree plus % Agree)	2009 Favorable Score (% Strongly Agree plus % Agree)	2010 Federal Employee Viewpoint Survey Favorable Score (% Strongly Agree plus % Agree)	2010 Net Favorable Score (Favorable Score minus % Disagree an % Strongly Disagree)	Number of employees answering question	Question Response Rate (# Valid Responses/# Asked Question)	Statistic	Strongly agree	Agree	Uncertain whether to agree or disagree	Disagree	Strongly disagree	Do not know	Not answered/ Not applicable	
I would recommend my Unit as a good place to work.	All Smithsonian Employees	70%			60%	2809	98%	Valid %	24%	46%	19%	6%	5%			
								Weighted #	684	1295	537	167	127	27	27	
	All Federal & Trust Employees (NFC)	70%	66%			59%	2417	98%	Valid %	25%	45%	19%	6%	5%		
									Weighted #	606	1091	456	146	118	22	16
	All Federal, Full-time, Permanent Employees	68%	64%			56%	1733	98%	Valid %	23%	46%	19%	7%	6%		
									Weighted #	395	791	333	114	100	17	16
	All Federal Employees	68%	65%			56%	1767	98%	Valid %	23%	46%	19%	7%	6%		
Weighted #									404	805	342	116	101	17	16	
All Trust Employees	75%	71%			68%	649	99%	Valid %	31%	44%	17%	5%	3%			
								Weighted #	202	286	113	30	18	5	0	
All Smithsonian Enterprise Employees	70%	67%			62%	214	96%	Valid %	21%	49%	22%	6%	2%			
								Weighted #	46	104	46	14	4	3	7	
All STRI Panama Employees	74%	79%			67%	179	97%	Valid %	18%	56%	20%	4%	3%			
								Weighted #	32	100	35	7	5	2	3	
My Unit successfully accomplishes its mission.	All Smithsonian Employees	76%			68%	2758	96%	Valid %	24%	51%	17%	5%	2%			
								Weighted #	664	1420	478	136	60	79	26	
	All Federal & Trust Employees (NFC)	74%				67%	2374	97%	Valid %	24%	50%	18%	5%	2%		
									Weighted #	575	1192	424	124	58	66	16
	All Federal, Full-time, Permanent Employees	71%				62%	1705	97%	Valid %	22%	49%	20%	6%	3%		
									Weighted #	367	836	347	101	53	47	14
	All Federal Employees	71%				62%	1739	97%	Valid %	22%	49%	20%	6%	3%		
Weighted #									374	857	353	102	53	47	14	
All Trust Employees	85%				80%	634	97%	Valid %	32%	53%	11%	3%	1%			
								Weighted #	201	335	72	22	5	18	2	
All Smithsonian Enterprise Employees	75%				70%	212	95%	Valid %	21%	54%	19%	5%	1%			
								Weighted #	44	115	40	10	2	4	9	
All STRI Panama Employees	91%				90%	173	94%	Valid %	26%	65%	8%	1%	0%			
								Weighted #	45	112	14	2	0	10	1	

Table 2
2010 Smithsonian Employee Perspective Survey: Survey Responses by Smithsonian Workforce Component
 (continued)

2010 SEPS Question	Smithsonian Workforce Component	Favorable Score (% Strongly Agree plus % Agree)	2009 Favorable Score (% Strongly Agree plus % Agree)	2010 Federal Employee Viewpoint Survey Favorable Score (% Strongly Agree plus % Agree)	Net Favorable Score (Favorable Score minus % Disagree an % Strongly Disagree)	Number of employees answering question	Question Response Rate (# Valid Responses/# Asked Question)	Statistic	I telework on a regular basis (at least one entire work day a week)	I telework infrequently (less than one entire work day a week)	telework because I have to be physically present on the job (e.g., Security Officers, Maintenance personnel, etc.)	telework because I have technical issues (e.g., connectivity, inadequate equipment) that prevent me from teleworking.	I do not telework because I am not allowed to, even though I have the kind of job where I can telework.	I do not telework because I choose not to telework.	No manager or supervisor in my Unit has explained teleworking to me.	Not answered/ Not applicable
Select the answer that best describes your teleworking situation (A work arrangement in which an employee performs officially assigned duties at home or other worksites geographically convenient to the employee's residence.)	All Smithsonian Employees					1883	70%	Valid %	18%	18%	4%	39%	21%			
								Weighted #	332	344	83	728	396	585	585	207
	All Federal & Trust Employees (NFC)					1749	71%	Valid %	18%	18%	5%	38%	21%			
								Weighted #	314	322	81	660	372	525	525	180
	All Federal, Full-time, Permanent Employees					1252	71%	Valid %	16%	17%	4%	44%	19%			
								Weighted #	200	212	56	551	234	385	385	129
	All Federal Employees					1277	71%	Valid %	16%	17%	4%	44%	19%			
								Weighted #	204	216	56	562	239	389	389	133
	All Trust Employees					472	72%	Valid %	23%	22%	5%	21%	28%			
								Weighted #	110	105	26	98	133	136	136	47
	All Smithsonian Enterprise Employees					134	60%	Valid %	13%	17%	1%	50%	18%			
								Weighted #	18	22	2	67	24	60	60	28
	All STRI Panama Employees							Valid %	na	na	na	na	na			
								Weighted #	na	na	na	na	na	na	na	0

2010 SEPS Question	Smithsonian Workforce Component	2010 Favorable Score (% Strongly Agree plus % Agree)	2009 Favorable Score (% Strongly Agree plus % Agree)	2010 Federal Employee Viewpoint Survey Favorable Score (% Strongly Agree plus % Agree)	2010 Net Favorable Score (Favorable Score minus % Disagree an % Strongly Disagree)	Number of employees answering question	Question Response Rate (# Valid Responses/# Asked Question)	Statistic	Strongly agree	Agree	Uncertain whether to agree or disagree	Disagree	Strongly disagree	Do not know	Not answered/ Not applicable
I am satisfied with telework programs in my Unit).	All Smithsonian Employees	62%			48%	469	94%	Valid %	19%	42%	24%	10%	4%		
								Weighted #	90	199	113	46	20	24	8
	All Federal & Trust Employees (NFC)	62%			48%	443	94%	Valid %	20%	43%	23%	10%	4%		
								Weighted #	86	189	103	45	18	21	8
	All Federal, Full-time, Permanent Employees	62%			47%	274	93%	Valid %	18%	44%	24%	11%	3%		
								Weighted #	49	120	65	30	10	13	6
	All Federal Employees	62%			48%	280	93%	Valid %	18%	44%	23%	11%	3%		
								Weighted #	49	125	66	31	10	15	6
	All Trust Employees	63%			48%	162	95%	Valid %	23%	40%	23%	9%	5%		
								Weighted #	37	65	37	14	9	6	2
	All Smithsonian Enterprise Employees	53%			42%	27	89%	Valid %	15%	38%	37%	3%	7%		
								Weighted #	4	10	10	1	2	3	1
	All STRI Panama Employees							Valid %	na	na	na	na	na		
								Weighted #	na	na	na	na	na	na	na

Table 2
2010 Smithsonian Employee Perspective Survey: Survey Responses by Smithsonian Workforce Component
 (continued)

2010 SEPS Question	Smithsonian Workforce Component	Favorable Score (% Strongly Agree plus % Agree)	2009 Favorable Score (% Strongly Agree plus % Agree)	2010 Federal Employee Viewpoint Survey Favorable Score (% Strongly Agree plus % Agree)	Net Favorable Score (Favorable Score minus % Disagree an % Strongly Disagree)	Number of employees answering question	Question Response Rate (# Valid Responses/# Asked Question)	Statistic	I work an Alternative Working Schedule (AWS).	I work an Alternative Working Schedule (AWS).	an AWS because I am not allowed to, even though I have the kind of job	I do not work an AWS because I choose not to.	No manager or supervisor in my Unit has explained AWS to me.	Not answered/ Not applicable
Select the answer that best describes your Alternative Working Schedule (AWS) situation. (A work arrangement in which an employee works a schedule that is different from regular Smithsonian hours to accommodate employee needs such as working four 10-hour days rather than five 8-hour days.)	All Smithsonian Employees					2069	77%	Valid %	38%	17%	0%	24%	21%	
								Weighted #	777	346	7	503	436	606
	All Federal & Trust Employees (NFC)					1888	77%	Valid %	39%	17%	0%	25%	20%	
								Weighted #	741	312	0	464	372	565
	All Federal, Full-time, Permanent Employees					1341	76%	Valid %	36%	17%	0%	30%	17%	
								Weighted #	485	232	0	396	227	424
	All Federal Employees					1365	76%	Valid %	36%	17%	0%	30%	17%	
								Weighted #	492	236	0	406	231	434
	All Trust Employees					523	80%	Valid %	48%	15%	0%	11%	27%	
								Weighted #	249	76	0	58	141	131
	All Smithsonian Enterprise Employees					181	82%	Valid %	20%	19%	4%	22%	35%	
								Weighted #	36	34	7	39	64	41
	All STRI Panama Employees							Valid %	na	na	na	na	na	
								Weighted #	na	na	na	na	na	na

2010 SEPS Question	Smithsonian Workforce Component	2010 Favorable Score (% Strongly Agree plus % Agree)	2009 Favorable Score (% Strongly Agree plus % Agree)	2010 Federal Employee Viewpoint Survey Favorable Score (% Strongly Agree plus % Agree)	2010 Net Favorable Score (Favorable Score minus % Disagree an % Strongly Disagree)	Number of employees answering question	Question Response Rate (# Valid Responses/# Asked Question)	Statistic	Strongly agree	Agree	Uncertain whether to agree or disagree	Disagree	Strongly disagree	Do not know	Not answered/ Not applicable
I am satisfied with Alternative Work Schedules (AWS) programs in my Unit.	All Smithsonian Employees	90%			85%	497	99%	Valid %	46%	44%	6%	3%	1%		
								Weighted #	228	218	30	15	7	3	3
	All Federal & Trust Employees (NFC)	90%			86%	482	99%	Valid %	46%	44%	6%	3%	1%		
								Weighted #	223	211	27	14	7	3	3
	All Federal, Full-time, Permanent Employees	91%			87%	356	99%	Valid %	46%	45%	5%	2%	1%		
								Weighted #	163	161	18	8	5	2	3
	All Federal Employees	90%			86%	366	99%	Valid %	45%	45%	6%	3%	2%		
								Weighted #	166	164	20	9	6	2	3
	All Trust Employees	89%			84%	116	99%	Valid %	49%	41%	6%	4%	1%		
								Weighted #	56	47	7	5	1	1	0
	All Smithsonian Enterprise Employees	78%			73%	15	100%	Valid %	35%	43%	17%	5%	0%		
								Weighted #	5	7	3	1	0	0	0
	All STRI Panama Employees							Valid %	na	na	na	na	na		
								Weighted #	na	na	na	na	na	na	na

Table 2
2010 Smithsonian Employee Perspective Survey: Survey Responses by Smithsonian Workforce Component
(continued)

2010 SEPS Question	Smithsonian Workforce Component	2010 Favorable Score (% Strongly Agree plus % Agree)	2009 Favorable Score (% Strongly Agree plus % Agree)	2010 Federal Employee Viewpoint Survey Favorable Score (% Strongly Agree plus % Agree)	2010 Net Favorable Score (Favorable Score minus % Disagree an % Strongly Disagree)	Number of employees answering question	Question Response Rate (# Valid Responses/# Asked Question)	Statistic	Strongly agree	Agree	Uncertain whether to agree or disagree	Disagree	Strongly disagree	Do not know	Not answered/ Not applicable
Considering everything, I am satisfied with my Unit.	All Smithsonian Employees	70%			57%	2807	98%	Valid %	24%	47%	16%	9%	4%		
								Weighted #	660	1317	458	253	119	17	37
	All Federal & Trust Employees (NFC)	70%			56%	2432	99%	Valid %	24%	46%	16%	9%	5%		
								Weighted #	590	1115	394	222	111	10	12
	All Federal, Full-time, Permanent Employees	67%			51%	1745	99%	Valid %	22%	45%	18%	10%	5%		
								Weighted #	379	788	307	180	89	8	12
	All Federal Employees	67%			52%	1779	99%	Valid %	22%	45%	18%	10%	5%		
							Weighted #	386	809	312	182	90	8	12	
All Trust Employees	78%				69%	653	100%	Valid %	31%	47%	13%	6%	3%		
							Weighted #	203	306	82	40	21	2	0	
All Smithsonian Enterprise Employees	70%				57%	198	88%	Valid %	21%	49%	17%	10%	3%		
							Weighted #	41	98	33	20	6	3	23	
All STRI Panama Employees	75%				68%	178	97%	Valid %	17%	58%	17%	6%	1%		
							Weighted #	30	104	31	11	2	4	2	
I have trust and confidence in my supervisor.	All Smithsonian Employees	74%			60%	2811	98%	Valid %	36%	37%	12%	9%	5%		
							Weighted #	1022	1047	347	241	154	22	24	
	All Federal & Trust Employees (NFC)	73%	66%		58%	2418	99%	Valid %	36%	36%	13%	9%	6%		
							Weighted #	874	879	316	207	142	14	18	
	All Federal, Full-time, Permanent Employees	69%	63%		53%	1737	99%	Valid %	32%	37%	15%	9%	7%		
							Weighted #	563	639	257	162	116	12	12	
	All Federal Employees	69%	64%		54%	1771	99%	Valid %	32%	37%	15%	9%	7%		
						Weighted #	573	654	264	164	116	12	12		
All Trust Employees	81%	75%		71%	647	99%	Valid %	46%	35%	8%	7%	4%			
						Weighted #	301	225	52	43	26	2	6		
All Smithsonian Enterprise Employees	79%	70%		68%	220	99%	Valid %	40%	39%	11%	8%	3%			
						Weighted #	88	85	23	18	6	2	1		
All STRI Panama Employees	82%	83%		69%	173	94%	Valid %	35%	47%	5%	10%	3%			
						Weighted #	60	82	8	17	6	6	5		
Overall, my immediate supervisor is an effective supervisor.	All Smithsonian Employees	72%			57%	2794	98%	Valid %	32%	40%	13%	9%	6%		
							Weighted #	888	1123	369	247	167	27	30	
	All Federal & Trust Employees (NFC)	71%	67%		56%	2402	98%	Valid %	32%	39%	13%	9%	6%		
							Weighted #	762	948	324	218	151	20	25	
	All Federal, Full-time, Permanent Employees	69%	64%		53%	1726	98%	Valid %	29%	40%	15%	9%	7%		
							Weighted #	504	692	253	161	117	17	18	
	All Federal Employees	69%	65%		54%	1760	98%	Valid %	29%	40%	15%	9%	7%		
						Weighted #	513	707	261	161	117	17	18		
All Trust Employees	76%	72%		62%	642	98%	Valid %	39%	38%	10%	9%	5%			
						Weighted #	249	241	62	56	34	4	7		
All Smithsonian Enterprise Employees	78%	70%		67%	220	99%	Valid %	36%	42%	11%	8%	3%			
						Weighted #	79	92	25	17	8	1	1		
All STRI Panama Employees	76%	82%		63%	172	95%	Valid %	27%	48%	12%	8%	5%			
						Weighted #	47	83	21	13	8	6	4		

Table 2
2010 Smithsonian Employee Perspective Survey: Survey Responses by Smithsonian Workforce Component
(continued)

2010 SEPS Question	Smithsonian Workforce Component	2010 Favorable Score (% Strongly Agree plus % Agree)	2009 Favorable Score (% Strongly Agree plus % Agree)	2010 Federal Employee Viewpoint Survey Favorable Score (% Strongly Agree plus % Agree)	2010 Net Favorable Score (Favorable Score minus % Disagree an % Strongly Disagree)	Number of employees answering question	Question Response Rate (# Valid Responses/# Asked Question)								
								Statistic	Strongly agree	Agree	Uncertain whether to agree or disagree	Disagree	Strongly disagree	Do not know	Not answered/ Not applicable
Overall, the manager directly above my immediate supervisor is an effective manager.	All Smithsonian Employees	65%			47%	2662	93%	Valid %	25%	40%	18%	11%	7%		
								Weighted #	657	1061	466	293	185	136	54
	All Federal & Trust Employees (NFC)	64%			46%	2289	94%	Valid %	25%	39%	18%	11%	7%		
								Weighted #	570	893	413	244	170	110	49
	All Federal, Full-time, Permanent Employees	62%			43%	1661	94%	Valid %	22%	40%	19%	11%	8%		
								Weighted #	372	662	310	179	138	69	31
	All Federal Employees	62%			43%	1692	94%	Valid %	22%	40%	19%	11%	8%		
							Weighted #	379	675	316	183	139	72	31	
All Trust Employees	68%				53%	597	92%	Valid %	32%	36%	16%	10%	5%		
							Weighted #	191	217	97	62	31	37	18	
All Smithsonian Enterprise Employees	66%				46%	211	95%	Valid %	27%	39%	14%	16%	4%		
							Weighted #	58	82	29	34	8	8	4	
All STRI Panama Employees	72%				58%	162	89%	Valid %	19%	53%	15%	9%	4%		
							Weighted #	30	86	24	15	7	19	1	
My supervisor regularly evaluates my training needs for my present job.	All Smithsonian Employees	60%			38%	2668	94%	Valid %	18%	42%	17%	17%	6%		
								Weighted #	491	1117	457	445	158	73	108
	All Federal & Trust Employees (NFC)	60%	55%		38%	2284	93%	Valid %	19%	41%	18%	16%	6%		
								Weighted #	428	942	406	374	133	63	97
	All Federal, Full-time, Permanent Employees	60%	53%		38%	1649	94%	Valid %	18%	41%	19%	16%	6%		
								Weighted #	302	684	306	264	93	48	61
	All Federal Employees	60%	55%		39%	1682	94%	Valid %	18%	42%	19%	16%	6%		
							Weighted #	307	703	312	267	94	49	62	
All Trust Employees	60%	58%			35%	602	92%	Valid %	20%	40%	16%	18%	7%		
							Weighted #	121	240	95	107	40	14	35	
All Smithsonian Enterprise Employees	67%	51%			48%	208	93%	Valid %	19%	48%	14%	13%	6%		
							Weighted #	40	100	29	28	13	7	8	
All STRI Panama Employees	56%	47%			25%	176	97%	Valid %	14%	43%	13%	24%	7%		
							Weighted #	24	75	22	43	12	3	3	
My supervisor takes steps to address a poor performer who cannot or will not improve.	All Smithsonian Employees	57%			37%	2388	84%	Valid %	17%	40%	23%	13%	7%		
								Weighted #	404	957	560	306	162	332	128
	All Federal & Trust Employees (NFC)	56%	51%		36%	2038	83%	Valid %	17%	39%	25%	13%	7%		
								Weighted #	340	792	501	262	144	300	106
	All Federal, Full-time, Permanent Employees	55%	53%		36%	1496	85%	Valid %	17%	39%	25%	13%	7%		
								Weighted #	248	580	376	191	101	199	62
	All Federal Employees	56%	53%		36%	1529	85%	Valid %	17%	39%	25%	13%	7%		
							Weighted #	254	596	379	197	103	200	63	
All Trust Employees	55%	45%			35%	509	78%	Valid %	17%	39%	24%	13%	8%		
							Weighted #	86	196	121	64	41	100	42	
All Smithsonian Enterprise Employees	70%	65%			55%	197	88%	Valid %	23%	47%	16%	9%	5%		
							Weighted #	45	92	32	17	11	12	14	
All STRI Panama Employees	60%	61%			38%	153	84%	Valid %	12%	48%	18%	18%	5%		
							Weighted #	19	73	27	27	7	20	9	

Table 2
2010 Smithsonian Employee Perspective Survey: Survey Responses by Smithsonian Workforce Component
(continued)

2010 SEPS Question	Smithsonian Workforce Component	2010 Favorable Score (% Strongly Agree plus % Agree)	2009 Favorable Score (% Strongly Agree plus % Agree)	2010 Federal Employee Viewpoint Survey Favorable Score (% Strongly Agree plus % Agree)	2010 Net Favorable Score (Favorable Score minus % Disagree an % Strongly Disagree)	Number of employees answering question	Question Response Rate (# Valid Responses/# Asked Question)	Statistic	Strongly agree	Agree	Uncertain whether to agree or disagree	Disagree	Strongly disagree	Do not know	Not answered/ Not applicable
								Valid %	Weighted #	Valid %	Weighted #	Valid %	Weighted #	Valid %	Weighted #
Discussions with my supervisor about my performance are worthwhile.	All Smithsonian Employees	73%			60%	2759	97%	Valid %	26%	47%	14%	8%	5%		
								Weighted #	729	1286	383	223	138	44	44
	All Federal & Trust Employees (NFC)	72%	66%		59%	2369	97%	Valid %	26%	46%	14%	9%	5%		
								Weighted #	621	1092	330	202	124	36	37
	All Federal, Full-time, Permanent Employees	71%	64%		57%	1703	97%	Valid %	25%	45%	15%	9%	5%		
								Weighted #	433	772	259	146	92	26	29
	All Federal Employees	71%	65%		57%	1738	97%	Valid %	25%	46%	15%	9%	5%		
								Weighted #	441	792	263	149	92	26	29
	All Trust Employees	76%	72%		63%	631	97%	Valid %	28%	48%	11%	8%	5%		
								Weighted #	180	300	67	53	32	10	8
	All Smithsonian Enterprise Employees	77%	71%		70%	214	96%	Valid %	29%	49%	16%	4%	3%		
								Weighted #	61	105	33	8	7	3	6
	All STRI Panama Employees	77%	77%		66%	176	97%	Valid %	27%	51%	11%	7%	5%		
								Weighted #	47	89	20	12	8	5	1
My supervisor works well with employees of diverse backgrounds.	All Smithsonian Employees	82%			75%	2666	94%	Valid %	37%	45%	12%	3%	3%		
								Weighted #	974	1204	320	79	89	127	54
	All Federal & Trust Employees (NFC)	81%	77%		75%	2293	94%	Valid %	37%	44%	12%	3%	3%		
								Weighted #	854	1014	282	65	78	106	43
	All Federal, Full-time, Permanent Employees	79%	76%		72%	1653	94%	Valid %	34%	45%	14%	3%	4%		
								Weighted #	562	741	234	54	62	73	31
	All Federal Employees	79%	75%		72%	1686	94%	Valid %	34%	45%	14%	3%	4%		
								Weighted #	570	761	239	54	62	75	31
	All Trust Employees	88%	84%		84%	607	93%	Valid %	47%	42%	7%	2%	3%		
								Weighted #	283	253	43	11	16	31	12
	All Smithsonian Enterprise Employees	85%	81%		80%	211	95%	Valid %	37%	49%	10%	3%	2%		
								Weighted #	77	103	20	6	5	4	8
	All STRI Panama Employees	80%	83%		72%	162	89%	Valid %	27%	54%	11%	5%	4%		
								Weighted #	43	87	18	8	6	16	4
My supervisor is committed to a workforce representative of all segments of society.	All Smithsonian Employees	77%			71%	2509	88%	Valid %	32%	45%	17%	3%	2%		
								Weighted #	800	1135	429	86	59	277	60
	All Federal & Trust Employees (NFC)	76%	73%		71%	2144	88%	Valid %	32%	44%	18%	3%	2%		
								Weighted #	690	945	387	71	49	248	50
	All Federal, Full-time, Permanent Employees	74%	70%		67%	1561	89%	Valid %	30%	43%	20%	4%	3%		
								Weighted #	474	675	309	60	42	165	33
	All Federal Employees	74%	71%		67%	1592	89%	Valid %	30%	44%	20%	4%	3%		
								Weighted #	480	694	314	61	42	167	33
	All Trust Employees	84%	80%		81%	551	85%	Valid %	38%	45%	13%	2%	1%		
								Weighted #	210	251	73	10	7	81	18
	All Smithsonian Enterprise Employees	86%	79%		81%	206	92%	Valid %	35%	50%	9%	3%	2%		
								Weighted #	73	104	19	6	5	12	5
	All STRI Panama Employees	77%	75%		68%	160	88%	Valid %	23%	54%	14%	6%	3%		
								Weighted #	37	86	23	9	5	17	5

Table 2
2010 Smithsonian Employee Perspective Survey: Survey Responses by Smithsonian Workforce Component
(continued)

2010 SEPS Question	Smithsonian Workforce Component	2010 Favorable Score (% Strongly Agree plus % Agree)	2009 Favorable Score (% Strongly Agree plus % Agree)	2010 Federal Employee Viewpoint Survey Favorable Score (% Strongly Agree plus % Agree)	2010 Net Favorable Score (Favorable Score minus % Disagree an % Strongly Disagree)	Number of employees answering question	Question Response Rate (# Valid Responses/# Asked Question)	Statistic	Strongly agree	Agree	Uncertain whether to agree or disagree	Disagree	Strongly disagree	Do not know	Not answered/ Not applicable
My supervisor supports my need to balance work and other life issues.	All Smithsonian Employees	82%			75%	2745	96%	Valid %	42%	41%	10%	4%	4%		
								Weighted #	1144	1113	285	101	103	55	49
	All Federal & Trust Employees (NFC)	82%	80%		75%	2352	96%	Valid %	42%	40%	10%	4%	4%		
								Weighted #	993	944	244	86	85	49	41
	All Federal, Full-time, Permanent Employees	80%	79%		72%	1692	96%	Valid %	39%	41%	12%	4%	4%		
								Weighted #	666	691	199	71	66	37	28
	All Federal Employees	80%	79%		72%	1727	96%	Valid %	39%	41%	12%	4%	4%		
								Weighted #	676	710	202	72	67	37	28
	All Trust Employees	88%	86%		83%	625	96%	Valid %	51%	37%	7%	2%	3%		
								Weighted #	317	234	42	14	18	12	13
	All Smithsonian Enterprise Employees	84%	82%		78%	220	98%	Valid %	39%	45%	9%	3%	3%		
								Weighted #	87	99	20	7	8	1	3
	All STRI Panama Employees	77%	81%		67%	173	95%	Valid %	37%	40%	12%	5%	6%		
								Weighted #	64	70	21	8	10	5	4
My supervisor recognizes and acknowledges my positive work contributions.	All Smithsonian Employees	81%			72%	2771	97%	Valid %	38%	43%	10%	5%	4%		
								Weighted #	1059	1189	276	149	99	35	40
	All Federal & Trust Employees (NFC)	81%	78%		72%	2381	98%	Valid %	39%	42%	10%	5%	3%		
								Weighted #	929	1000	240	129	82	29	30
	All Federal, Full-time, Permanent Employees	79%	76%		69%	1711	97%	Valid %	37%	42%	11%	6%	4%		
								Weighted #	628	726	189	100	68	25	21
	All Federal Employees	79%	75%		70%	1744	97%	Valid %	37%	43%	11%	6%	4%		
								Weighted #	643	743	191	100	68	25	21
	All Trust Employees	85%	84%		79%	637	98%	Valid %	45%	40%	8%	5%	2%		
								Weighted #	286	257	50	29	14	4	9
	All Smithsonian Enterprise Employees	82%	77%		75%	218	98%	Valid %	35%	47%	10%	4%	3%		
								Weighted #	76	103	22	9	8	1	5
	All STRI Panama Employees	81%	79%		69%	172	95%	Valid %	31%	49%	8%	6%	5%		
								Weighted #	54	85	13	11	9	5	5
My supervisor provides constructive suggestions to improve my job performance.	All Smithsonian Employees	73%			60%	2749	97%	Valid %	29%	43%	15%	9%	4%		
								Weighted #	802	1194	400	240	112	31	65
	All Federal & Trust Employees (NFC)	72%	67%		59%	2354	96%	Valid %	29%	43%	15%	9%	4%		
								Weighted #	675	1014	353	213	99	29	58
	All Federal, Full-time, Permanent Employees	70%	66%		57%	1690	96%	Valid %	27%	43%	16%	9%	4%		
								Weighted #	462	725	277	152	74	23	44
	All Federal Employees	70%	66%		57%	1724	96%	Valid %	27%	43%	16%	9%	4%		
								Weighted #	473	741	282	154	74	23	44
	All Trust Employees	75%	70%		62%	630	97%	Valid %	32%	43%	11%	9%	4%		
								Weighted #	202	273	71	59	25	6	14
	All Smithsonian Enterprise Employees	80%	71%		71%	216	97%	Valid %	33%	46%	12%	5%	3%		
								Weighted #	72	100	26	11	7	2	6
	All STRI Panama Employees	75%	79%		63%	179	98%	Valid %	31%	45%	12%	8%	4%		
								Weighted #	55	80	22	15	7	1	2

Table 2
2010 Smithsonian Employee Perspective Survey: Survey Responses by Smithsonian Workforce Component
(continued)

2010 SEPS Question	Smithsonian Workforce Component	2010 Favorable Score (% Strongly Agree plus % Agree)	2009 Favorable Score (% Strongly Agree plus % Agree)	2010 Federal Employee Viewpoint Survey Favorable Score (% Strongly Agree plus % Agree)	2010 Net Favorable Score (Favorable Score minus % Disagree an % Strongly Disagree)	Number of employees answering question	Question Response Rate (# Valid Responses/# Asked Question)	Statistic	Strongly agree	Agree	Uncertain whether to agree or disagree	Disagree	Strongly disagree	Do not know	Not answered/ Not applicable
My supervisor provides employees with opportunities to demonstrate their leadership skills.	All Smithsonian Employees	71%			57%	2720	96%	Valid %	27%	44%	15%	9%	5%		
								Weighted #	744	1189	413	238	135	68	57
	All Federal & Trust Employees (NFC)	71%	68%		57%	2338	96%	Valid %	28%	43%	15%	9%	5%		
								Weighted #	646	1011	359	203	120	55	47
	All Federal, Full-time, Permanent Employees	70%	66%		55%	1687	96%	Valid %	27%	43%	16%	9%	6%		
								Weighted #	451	726	269	147	94	38	31
	All Federal Employees	70%	67%		56%	1721	96%	Valid %	27%	43%	16%	9%	5%		
							Weighted #	460	744	274	148	94	38	31	
All Trust Employees	73%	73%		60%	618	95%	Valid %	30%	43%	14%	9%	4%			
							Weighted #	186	267	85	55	26	17	15	
All Smithsonian Enterprise Employees	73%	68%		62%	212	95%	Valid %	24%	50%	15%	7%	4%			
							Weighted #	50	105	32	15	9	5	6	
All STRI Panama Employees	72%	75%		56%	169	93%	Valid %	28%	43%	13%	12%	4%			
							Weighted #	48	73	22	20	6	8	4	
My supervisor supports employee development.	All Smithsonian Employees	75%			66%	2731	96%	Valid %	32%	43%	15%	6%	4%		
								Weighted #	876	1186	397	158	114	77	36
	All Federal & Trust Employees (NFC)	76%	73%		66%	2340	96%	Valid %	32%	43%	15%	6%	4%		
								Weighted #	756	1015	341	133	95	68	32
	All Federal, Full-time, Permanent Employees	75%	72%		65%	1691	96%	Valid %	31%	44%	15%	6%	4%		
								Weighted #	519	748	250	98	76	41	25
	All Federal Employees	75%	72%		65%	1725	96%	Valid %	31%	44%	15%	6%	4%		
							Weighted #	534	762	253	99	76	41	25	
All Trust Employees	77%	77%		69%	615	95%	Valid %	36%	41%	14%	5%	3%			
							Weighted #	222	253	87	34	20	28	7	
All Smithsonian Enterprise Employees	73%	71%		63%	214	96%	Valid %	29%	44%	16%	6%	5%			
							Weighted #	63	94	35	12	10	6	3	
All STRI Panama Employees	75%	78%		63%	177	98%	Valid %	32%	43%	12%	7%	5%			
							Weighted #	57	76	22	13	9	3	1	
My supervisor listens to what I have to say.	All Smithsonian Employees	81%			72%	2785	98%	Valid %	38%	43%	10%	5%	4%		
								Weighted #	1059	1195	282	146	104	27	32
	All Federal & Trust Employees (NFC)	80%			71%	2390	98%	Valid %	38%	42%	10%	6%	4%		
								Weighted #	918	1005	243	134	90	20	30
	All Federal, Full-time, Permanent Employees	79%			69%	1720	98%	Valid %	36%	43%	11%	6%	4%		
								Weighted #	625	732	188	104	71	16	21
	All Federal Employees	79%			69%	1754	98%	Valid %	37%	42%	11%	6%	4%		
							Weighted #	641	745	193	104	71	16	21	
All Trust Employees	84%			77%	636	98%	Valid %	44%	41%	8%	5%	3%			
							Weighted #	277	260	50	30	19	4	9	
All Smithsonian Enterprise Employees	85%			79%	219	98%	Valid %	38%	47%	8%	3%	3%			
							Weighted #	84	102	19	8	7	3	1	
All STRI Panama Employees	82%			76%	176	97%	Valid %	32%	49%	12%	2%	4%			
							Weighted #	57	87	21	4	7	4	1	

Table 2
2010 Smithsonian Employee Perspective Survey: Survey Responses by Smithsonian Workforce Component
(continued)

2010 SEPS Question	Smithsonian Workforce Component	2010 Favorable Score (% Strongly Agree plus % Agree)	2009 Favorable Score (% Strongly Agree plus % Agree)	2010 Federal Employee Viewpoint Survey Favorable Score (% Strongly Agree plus % Agree)	2010 Net Favorable Score (Favorable Score minus % Disagree an % Strongly Disagree)	Number of employees answering question	Question Response Rate (# Valid Responses/# Asked Question)	Statistic	Strongly agree	Agree	Uncertain whether to agree or disagree	Disagree	Strongly disagree	Do not know	Not answered/ Not applicable
My supervisor treats me with respect.	All Smithsonian Employees	84%			76%	2798	98%	Valid %	44%	40%	9%	4%	3%		
								Weighted #	1234	1113	241	114	95	13	32
	All Federal & Trust Employees (NFC)	83%			76%	2403	98%	Valid %	44%	39%	9%	4%	4%		
								Weighted #	1062	943	208	103	86	10	26
	All Federal, Full-time, Permanent Employees	82%			73%	1732	99%	Valid %	41%	41%	10%	4%	4%		
								Weighted #	713	702	171	77	70	7	17
	All Federal Employees	82%			73%	1766	99%	Valid %	41%	40%	10%	4%	4%		
							Weighted #	730	715	174	78	70	7	17	
All Trust Employees	88%				82%	637	98%	Valid %	52%	36%	5%	4%	3%		
							Weighted #	333	228	35	25	16	3	9	
All Smithsonian Enterprise Employees	85%				81%	219	98%	Valid %	45%	40%	10%	4%	1%		
							Weighted #	98	88	22	8	2	2	2	
All STRI Panama Employees	88%				82%	177	98%	Valid %	42%	46%	6%	2%	4%		
							Weighted #	74	82	11	3	7	1	3	
In the last six months, my supervisor has talked with me about my performance.	All Smithsonian Employees	86%			78%	2764	97%	Valid %	34%	53%	6%	6%	3%		
								Weighted #	927	1458	155	152	73	12	66
	All Federal & Trust Employees (NFC)	86%			78%	2373	97%	Valid %	34%	52%	6%	6%	3%		
								Weighted #	805	1237	135	133	64	10	55
	All Federal, Full-time, Permanent Employees	84%			75%	1705	97%	Valid %	32%	52%	7%	6%	3%		
								Weighted #	543	892	113	103	54	10	41
	All Federal Employees	84%			75%	1739	97%	Valid %	32%	52%	7%	6%	3%		
							Weighted #	556	912	114	103	54	10	41	
All Trust Employees	91%				84%	634	98%	Valid %	39%	51%	3%	5%	2%		
							Weighted #	249	326	20	30	10	0	14	
All Smithsonian Enterprise Employees	89%				82%	217	97%	Valid %	33%	56%	5%	4%	2%		
							Weighted #	71	121	11	10	4	1	6	
All STRI Panama Employees	86%				78%	174	96%	Valid %	29%	57%	5%	6%	3%		
							Weighted #	51	99	9	10	5	1	6	
I am fully satisfied with my opportunity to participate in preparing my annual performance plan.	All Smithsonian Employees	78%			68%	2764	97%	Valid %	30%	48%	12%	7%	3%		
								Weighted #	837	1318	343	183	83	23	55
	All Federal & Trust Employees (NFC)	79%	76%		69%	2381	98%	Valid %	32%	47%	12%	6%	3%		
								Weighted #	752	1126	281	150	73	20	36
	All Federal, Full-time, Permanent Employees	76%	73%		67%	1712	98%	Valid %	30%	47%	14%	6%	3%		
								Weighted #	509	800	234	110	58	13	31
	All Federal Employees	77%	74%		67%	1744	98%	Valid %	30%	47%	14%	6%	3%		
							Weighted #	517	820	236	111	60	14	31	
All Trust Employees	85%	84%		77%	637	98%	Valid %	37%	48%	7%	6%	2%			
							Weighted #	234	306	45	38	14	7	5	
All Smithsonian Enterprise Employees	71%	62%		61%	205	92%	Valid %	23%	49%	18%	8%	3%			
							Weighted #	46	100	38	16	6	1	17	
All STRI Panama Employees	74%	74%		62%	177	98%	Valid %	22%	52%	14%	10%	2%			
							Weighted #	39	92	24	18	4	2	2	

Table 2
2010 Smithsonian Employee Perspective Survey: Survey Responses by Smithsonian Workforce Component
(continued)

2010 SEPS Question	Smithsonian Workforce Component	2010 Favorable Score (% Strongly Agree plus % Agree)	2009 Favorable Score (% Strongly Agree plus % Agree)	2010 Federal Employee Viewpoint Survey Favorable Score (% Strongly Agree plus % Agree)	2010 Net Favorable Score (Favorable Score minus % Disagree an % Strongly Disagree)	Number of employees answering question	Question Response Rate (# Valid Responses/# Asked Question)	Statistic	Strongly agree	Agree	Uncertain whether to agree or disagree	Disagree	Strongly disagree	Do not know	Not answered/ Not applicable
In my most recent performance appraisal, I understood what I had to do to be rated at different performance levels (e.g., Fully Successful, Outstanding, etc.).	All Smithsonian Employees	82%			73%	2707	95%	Valid %	33%	49%	9%	6%	3%		
								Weighted #	895	1335	231	154	92	31	98
	All Federal & Trust Employees (NFC)	83%	79%		74%	2335	96%	Valid %	34%	49%	8%	5%	4%		
								Weighted #	795	1136	198	122	84	24	73
	All Federal, Full-time, Permanent Employees	81%	79%		72%	1682	96%	Valid %	32%	49%	10%	5%	4%		
								Weighted #	545	819	162	92	65	18	50
	All Federal Employees	81%	78%		72%	1712	96%	Valid %	32%	49%	10%	5%	4%		
							Weighted #	556	835	164	92	65	21	51	
All Trust Employees	87%	84%		79%	623	96%	Valid %	38%	48%	6%	5%	3%			
							Weighted #	239	301	35	29	19	3	22	
All Smithsonian Enterprise Employees	82%	72%		73%	211	94%	Valid %	26%	56%	8%	9%	1%			
							Weighted #	55	119	18	18	2	2	10	
All STRI Panama Employees	78%	78%		66%	161	89%	Valid %	28%	50%	9%	9%	4%			
							Weighted #	45	81	15	14	6	5	15	
My performance appraisal is a fair reflection of my performance.	All Smithsonian Employees	75%			62%	2704	95%	Valid %	31%	44%	11%	9%	5%		
								Weighted #	848	1189	293	238	136	44	89
	All Federal & Trust Employees (NFC)	76%	73%		63%	2330	96%	Valid %	33%	43%	10%	8%	5%		
								Weighted #	768	1005	244	196	117	38	65
	All Federal, Full-time, Permanent Employees	73%	73%		58%	1681	96%	Valid %	32%	42%	12%	9%	6%		
								Weighted #	532	699	199	152	99	29	40
	All Federal Employees	73%	71%		59%	1710	96%	Valid %	32%	42%	12%	9%	6%		
							Weighted #	543	714	201	154	99	30	43	
All Trust Employees	83%	82%		73%	620	96%	Valid %	36%	47%	7%	7%	3%			
							Weighted #	225	291	43	42	19	8	21	
All Smithsonian Enterprise Employees	70%	66%		54%	206	92%	Valid %	21%	49%	13%	11%	5%			
							Weighted #	43	101	28	23	11	2	16	
All STRI Panama Employees	71%	75%		55%	168	93%	Valid %	22%	49%	13%	11%	5%			
							Weighted #	37	83	21	19	8	4	9	
My workload is reasonable.	All Smithsonian Employees	67%			47%	2791	99%	Valid %	15%	53%	13%	13%	7%		
								Weighted #	408	1471	351	376	185	6	36
	All Federal & Trust Employees (NFC)	67%	66%		46%	2396	99%	Valid %	15%	52%	13%	14%	7%		
								Weighted #	354	1246	303	328	164	5	28
	All Federal, Full-time, Permanent Employees	66%	64%		44%	1717	98%	Valid %	14%	51%	13%	14%	8%		
								Weighted #	243	883	220	237	134	5	25
	All Federal Employees	66%	66%		44%	1751	98%	Valid %	14%	51%	13%	14%	8%		
							Weighted #	249	900	227	239	135	5	25	
All Trust Employees	70%	68%		52%	645	100%	Valid %	16%	54%	12%	14%	4%			
							Weighted #	105	345	76	90	29	0	3	
All Smithsonian Enterprise Employees	76%	75%		64%	219	98%	Valid %	16%	60%	11%	8%	4%			
							Weighted #	35	132	25	18	9	1	4	
All STRI Panama Employees	63%	57%		40%	177	98%	Valid %	10%	53%	13%	17%	7%			
							Weighted #	18	94	23	30	12	0	4	

Table 2
2010 Smithsonian Employee Perspective Survey: Survey Responses by Smithsonian Workforce Component
 (continued)

2010 SEPS Question	Smithsonian Workforce Component	2010 Favorable Score (% Strongly Agree plus % Agree)	2009 Favorable Score (% Strongly Agree plus % Agree)	2010 Federal Employee Viewpoint Survey Favorable Score (% Strongly Agree plus % Agree)	2010 Net Favorable Score (Favorable Score minus % Disagree an % Strongly Disagree)	Number of employees answering question	Question Response Rate (# Valid Responses/# Asked Question)	Statistic	Strongly agree	Agree	Uncertain whether to agree or disagree	Disagree	Strongly disagree	Do not know	Not answered/ Not applicable
I am satisfied with my involvement in decisions that affect my work.	All Smithsonian Employees	67%			49%	2786	98%	Valid %	22%	45%	15%	12%	6%		
								Weighted #	605	1262	415	339	165	19	28
	All Federal & Trust Employees (NFC)	67%	66%		49%	2400	99%	Valid %	23%	44%	15%	12%	6%		
								Weighted #	541	1064	356	289	149	14	15
	All Federal, Full-time, Permanent Employees	65%	64%		46%	1721	99%	Valid %	22%	43%	16%	13%	7%		
								Weighted #	379	742	270	216	114	12	14
	All Federal Employees	65%	65%		47%	1755	99%	Valid %	22%	44%	16%	12%	6%		
							Weighted #	385	764	275	217	114	12	14	
All Trust Employees	71%	71%		54%	645	99%	Valid %	24%	47%	13%	11%	5%			
							Weighted #	156	300	82	72	35	2	2	
All Smithsonian Enterprise Employees	67%	62%		48%	213	95%	Valid %	17%	50%	15%	12%	6%			
							Weighted #	36	106	32	26	13	2	8	
All STRI Panama Employees	69%	75%		54%	173	96%	Valid %	16%	53%	15%	13%	2%			
							Weighted #	28	92	26	23	4	3	5	
I am satisfied with my choices, and the quality, of Smithsonian provided training to improve my performance in my present job. **	All Smithsonian Employees	63%			45%	2668	94%	Valid %	17%	46%	18%	13%	6%		
								Weighted #	460	1234	474	351	149	43	119
	All Federal & Trust Employees (NFC)	65%	60%		47%	2293	95%	Valid %	18%	46%	18%	13%	5%		
								Weighted #	417	1065	403	290	118	35	97
	All Federal, Full-time, Permanent Employees	65%	60%		48%	1660	95%	Valid %	19%	46%	18%	11%	5%		
								Weighted #	318	761	304	190	86	23	61
	All Federal Employees	65%	60%		49%	1693	95%	Valid %	19%	46%	18%	11%	5%		
							Weighted #	325	780	309	192	87	23	62	
All Trust Employees	63%	56%		41%	600	93%	Valid %	15%	47%	16%	16%	5%			
							Weighted #	92	285	94	98	30	12	36	
All Smithsonian Enterprise Employees	63%	54%		44%	208	93%	Valid %	13%	50%	18%	11%	8%			
							Weighted #	27	104	38	22	16	5	11	
All STRI Panama Employees	49%	50%		17%	167	92%	Valid %	10%	39%	20%	23%	9%			
							Weighted #	16	65	33	38	15	3	11	
I am encouraged to achieve positive results.	All Smithsonian Employees	83%			76%	2771	98%	Valid %	34%	49%	11%	4%	2%		
								Weighted #	936	1352	305	112	66	18	41
	All Federal & Trust Employees (NFC)	84%	83%		78%	2382	98%	Valid %	35%	48%	11%	4%	2%		
								Weighted #	839	1152	254	86	51	14	29
	All Federal, Full-time, Permanent Employees	81%	80%		74%	1707	98%	Valid %	33%	48%	12%	5%	3%		
								Weighted #	563	818	204	78	43	10	26
	All Federal Employees	81%	80%		74%	1740	98%	Valid %	33%	48%	12%	4%	3%		
							Weighted #	576	836	206	78	44	10	26	
All Trust Employees	90%	90%		88%	642	99%	Valid %	41%	49%	7%	1%	1%			
							Weighted #	263	316	48	8	6	4	2	
All Smithsonian Enterprise Employees	88%	81%		84%	213	96%	Valid %	30%	57%	9%	2%	2%			
							Weighted #	65	122	18	4	4	1	9	
All STRI Panama Employees	62%	66%		43%	175	97%	Valid %	18%	44%	18%	13%	6%			
							Weighted #	32	77	32	23	11	3	3	

** Note: The 2009 SEPS had separate questions on quality (60%, 60%, 60%, 56, 54%, and 50%) and choices (57%, 58%, 59%, 53%, 53%, and 51%).

Table 2
2010 Smithsonian Employee Perspective Survey: Survey Responses by Smithsonian Workforce Component
 (continued)

2010 SEPS Question	Smithsonian Workforce Component	2010 Favorable Score (% Strongly Agree plus % Agree)	2009 Favorable Score (% Strongly Agree plus % Agree)	2010 Federal Employee Viewpoint Survey Favorable Score (% Strongly Agree plus % Agree)	2010 Net Favorable Score (Favorable Score minus % Disagree an % Strongly Disagree)	Number of employees answering question	Question Response Rate (# Valid Responses/# Asked Question)	Statistic	Strongly agree	Agree	Uncertain whether to agree or disagree	Disagree	Strongly disagree	Do not know	Not answered/ Not applicable
The people in my immediate work unit cooperate to get the job done.	All Smithsonian Employees	84%			76%	2784	98%	Valid %	35%	49%	9%	5%	3%		
								Weighted #	967	1367	241	138	70	9	34
	All Federal & Trust Employees (NFC)	84%	79%		76%	2390	99%	Valid %	36%	48%	9%	5%	3%		
								Weighted #	856	1142	204	122	66	7	25
	All Federal, Full-time, Permanent Employees	82%	78%		73%	1716	99%	Valid %	33%	49%	10%	5%	3%		
								Weighted #	567	836	170	91	53	7	18
	All Federal Employees	82%	77%		73%	1750	99%	Valid %	33%	49%	10%	5%	3%		
							Weighted #	577	853	174	93	53	7	18	
All Trust Employees	89%	84%		82%	641	99%	Valid %	44%	45%	5%	5%	2%			
							Weighted #	279	290	30	29	13	0	7	
All Smithsonian Enterprise Employees	85%	80%		79%	216	97%	Valid %	35%	50%	10%	4%	1%			
							Weighted #	75	108	21	9	3	1	6	
All STRI Panama Employees	86%	80%		81%	177	98%	Valid %	20%	66%	9%	4%	1%			
							Weighted #	36	116	16	7	2	1	3	
My immediate work unit has the job relevant knowledge and skills necessary to accomplish organizational goals.	All Smithsonian Employees	86%			80%	2766	98%	Valid %	37%	49%	8%	4%	2%		
								Weighted #	1030	1343	232	105	56	25	36
	All Federal & Trust Employees (NFC)	86%	83%		80%	2380	98%	Valid %	39%	47%	8%	4%	2%		
								Weighted #	918	1123	194	94	52	17	26
	All Federal, Full-time, Permanent Employees	84%	81%		77%	1708	98%	Valid %	37%	47%	9%	4%	3%		
								Weighted #	630	807	157	71	43	14	19
	All Federal Employees	84%	81%		77%	1741	98%	Valid %	37%	47%	9%	4%	2%		
							Weighted #	640	823	163	72	43	14	19	
All Trust Employees	90%	86%		86%	639	99%	Valid %	44%	47%	5%	3%	1%			
							Weighted #	278	300	31	22	8	3	6	
All Smithsonian Enterprise Employees	85%	82%		80%	215	96%	Valid %	33%	52%	10%	3%	2%			
							Weighted #	70	111	22	7	4	2	6	
All STRI Panama Employees	88%	81%		85%	171	94%	Valid %	24%	64%	9%	2%	1%			
							Weighted #	41	109	16	4	1	6	4	
My immediate work unit is able to recruit people with the right skills.	All Smithsonian Employees	66%			50%	2633	93%	Valid %	20%	46%	18%	10%	6%		
								Weighted #	523	1219	471	270	148	109	85
	All Federal & Trust Employees (NFC)	65%	63%		48%	2254	93%	Valid %	20%	45%	18%	11%	6%		
								Weighted #	443	1019	406	246	139	97	71
	All Federal, Full-time, Permanent Employees	61%	59%		41%	1620	93%	Valid %	18%	43%	19%	13%	7%		
								Weighted #	295	696	306	207	117	67	53
	All Federal Employees	61%	59%		42%	1649	93%	Valid %	18%	43%	19%	13%	7%		
							Weighted #	300	710	314	208	118	70	54	
All Trust Employees	75%	70%		65%	605	93%	Valid %	24%	51%	15%	6%	4%			
							Weighted #	143	309	92	38	22	27	16	
All Smithsonian Enterprise Employees	74%	72%		68%	210	94%	Valid %	27%	47%	19%	5%	2%			
							Weighted #	57	100	40	10	4	6	7	
All STRI Panama Employees	73%	67%		61%	168	93%	Valid %	14%	60%	15%	9%	3%			
							Weighted #	23	100	25	15	5	6	7	

Table 2
2010 Smithsonian Employee Perspective Survey: Survey Responses by Smithsonian Workforce Component
 (continued)

2010 SEPS Question	Smithsonian Workforce Component	2010 Favorable Score (% Strongly Agree plus % Agree)	2009 Favorable Score (% Strongly Agree plus % Agree)	2010 Federal Employee Viewpoint Survey Favorable Score (% Strongly Agree plus % Agree)	2010 Net Favorable Score (Favorable Score minus % Disagree an % Strongly Disagree)	Number of employees answering question	Question Response Rate (# Valid Responses/# Asked Question)	Statistic	Strongly agree	Agree	Uncertain whether to agree or disagree	Disagree	Strongly disagree	Do not know	Not answered/ Not applicable
Physical conditions (such as, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well	All Smithsonian Employees	74%			59%	2783	98%	Valid %	22%	51%	12%	10%	4%		
								Weighted #	626	1426	327	291	113	14	29
	All Federal & Trust Employees (NFC)	74%	73%		59%	2390	99%	Valid %	22%	51%	12%	10%	4%		
								Weighted #	530	1231	284	247	99	11	20
	All Federal, Full-time, Permanent Employees	74%	73%		61%	1716	99%	Valid %	22%	52%	12%	10%	4%		
								Weighted #	377	897	208	163	70	8	16
	All Federal Employees	74%	74%		61%	1750	99%	Valid %	22%	52%	12%	10%	4%		
							Weighted #	384	916	212	167	71	8	16	
All Trust Employees	72%	71%		55%	641	99%	Valid %	23%	49%	11%	13%	4%			
							Weighted #	146	315	72	80	28	4	4	
All Smithsonian Enterprise Employees	72%	71%		56%	214	96%	Valid %	26%	46%	11%	12%	5%			
							Weighted #	56	98	24	25	10	2	8	
All STRI Panama Employees	77%	78%		64%	179	99%	Valid %	22%	54%	11%	11%	2%			
							Weighted #	40	97	19	19	4	1	1	
I have enough information to do my job well.	All Smithsonian Employees	82%			75%	2792	99%	Valid %	26%	56%	10%	6%	1%		
								Weighted #	725	1574	282	171	38	8	27
	All Federal & Trust Employees (NFC)	82%	80%		75%	2402	99%	Valid %	26%	56%	11%	6%	1%		
								Weighted #	630	1340	256	142	33	4	16
	All Federal, Full-time, Permanent Employees	81%	79%		74%	1724	99%	Valid %	25%	56%	12%	6%	2%		
								Weighted #	435	958	204	99	28	4	13
	All Federal Employees	81%	79%		74%	1757	99%	Valid %	25%	56%	12%	6%	2%		
							Weighted #	443	978	208	101	28	4	13	
All Trust Employees	85%	82%		78%	644	99%	Valid %	29%	56%	7%	6%	1%			
							Weighted #	187	363	48	41	5	1	3	
All Smithsonian Enterprise Employees	84%	81%		74%	211	95%	Valid %	27%	56%	6%	8%	2%			
							Weighted #	58	119	14	16	4	2	10	
All STRI Panama Employees	85%	91%		77%	179	99%	Valid %	21%	64%	7%	7%	1%			
							Weighted #	37	115	13	13	1	1	1	
I feel encouraged to come up with new and better ways of doing things.	All Smithsonian Employees	73%			59%	2779	98%	Valid %	29%	44%	12%	10%	5%		
								Weighted #	817	1214	342	268	138	13	34
	All Federal & Trust Employees (NFC)	74%	72%		60%	2385	98%	Valid %	30%	43%	12%	9%	5%		
								Weighted #	725	1036	292	216	116	10	27
	All Federal, Full-time, Permanent Employees	72%	69%		57%	1708	98%	Valid %	29%	43%	14%	9%	5%		
								Weighted #	493	735	234	160	87	7	24
	All Federal Employees	72%	70%		58%	1742	98%	Valid %	29%	43%	14%	9%	5%		
							Weighted #	501	753	236	163	88	7	24	
All Trust Employees	79%	77%		66%	643	99%	Valid %	35%	44%	9%	8%	4%			
							Weighted #	224	282	56	53	27	3	3	
All Smithsonian Enterprise Employees	75%	68%		61%	216	97%	Valid %	29%	46%	11%	9%	5%			
							Weighted #	62	100	23	20	11	2	5	
All STRI Panama Employees	61%	64%		37%	178	98%	Valid %	17%	44%	15%	18%	6%			
							Weighted #	30	78	27	32	11	1	2	

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Table 2
2010 Smithsonian Employee Perspective Survey: Survey Responses by Smithsonian Workforce Component
(continued)

2010 SEPS Question	Smithsonian Workforce Component	2010 Favorable Score (% Strongly Agree plus % Agree)	2009 Favorable Score (% Strongly Agree plus % Agree)	2010 Federal Employee Viewpoint Survey Favorable Score (% Strongly Agree plus % Agree)	2010 Net Favorable Score (Favorable Score minus % Disagree an % Strongly Disagree)	Number of employees answering question	Question Response Rate (# Valid Responses/# Asked Question)	Statistic	Strongly agree	Agree	Uncertain whether to agree or disagree	Disagree	Strongly disagree	Do not know	Not answered/ Not applicable
								Valid %	Weighted #	Valid %	Weighted #	Valid %	Weighted #	Valid %	Weighted #
I have sufficient resources to get my job done (for example, people, materials, budget, etc.).	All Smithsonian Employees	55%			25%	2772	98%	Valid %	14%	42%	14%	21%	10%		
								Weighted #	382	1152	400	569	269	17	34
	All Federal & Trust Employees (NFC)	53%	53%		22%	2384	99%	Valid %	13%	40%	15%	21%	11%		
								Weighted #	313	962	349	508	252	11	23
	All Federal, Full-time, Permanent Employees	51%	50%		18%	1705	98%	Valid %	12%	39%	16%	22%	12%		
								Weighted #	197	672	268	371	198	10	21
	All Federal Employees	51%	51%		18%	1739	98%	Valid %	12%	40%	16%	22%	11%		
							Weighted #	202	688	273	375	200	10	21	
All Trust Employees	60%	55%		31%	645	100%	Valid %	17%	42%	12%	21%	8%			
							Weighted #	111	274	75	133	53	1	2	
All Smithsonian Enterprise Employees	69%	59%		54%	213	95%	Valid %	20%	49%	16%	10%	5%			
							Weighted #	42	104	35	22	10	4	6	
All STRI Panama Employees	65%	66%		38%	175	97%	Valid %	15%	49%	9%	22%	4%			
							Weighted #	27	86	16	39	7	1	5	
Employees in my immediate work unit share job knowledge with each other.	All Smithsonian Employees	82%			73%	2755	98%	Valid %	30%	52%	9%	6%	3%		
								Weighted #	830	1438	241	168	78	24	44
	All Federal & Trust Employees (NFC)	82%	77%		72%	2368	98%	Valid %	31%	51%	9%	6%	3%		
								Weighted #	733	1203	210	149	72	19	32
	All Federal, Full-time, Permanent Employees	80%	76%		71%	1698	98%	Valid %	29%	51%	10%	6%	3%		
								Weighted #	495	870	170	106	57	15	24
	All Federal Employees	80%	76%		71%	1732	98%	Valid %	29%	51%	10%	6%	3%		
							Weighted #	510	883	173	108	57	15	24	
All Trust Employees	85%	84%		77%	636	98%	Valid %	35%	50%	6%	6%	2%			
							Weighted #	223	320	37	41	15	4	8	
All Smithsonian Enterprise Employees	84%	80%		77%	216	97%	Valid %	29%	55%	10%	5%	2%			
							Weighted #	63	118	21	11	4	1	6	
All STRI Panama Employees	88%	85%		82%	171	94%	Valid %	20%	68%	6%	5%	1%			
							Weighted #	34	117	10	8	2	4	6	
I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	All Smithsonian Employees	70%			57%	2501	89%	Valid %	24%	46%	17%	7%	6%		
								Weighted #	595	1155	421	187	142	257	58
	All Federal & Trust Employees (NFC)	70%			57%	2161	90%	Valid %	24%	46%	17%	7%	6%		
								Weighted #	512	996	370	155	129	211	39
	All Federal, Full-time, Permanent Employees	66%			51%	1578	91%	Valid %	20%	46%	20%	7%	7%		
								Weighted #	319	720	309	116	114	124	28
	All Federal Employees	66%			52%	1605	91%	Valid %	20%	46%	19%	7%	7%		
							Weighted #	325	735	312	119	114	130	29	
All Trust Employees	80%			71%	556	86%	Valid %	34%	47%	10%	7%	3%			
							Weighted #	187	260	57	36	15	81	10	
All Smithsonian Enterprise Employees	73%			62%	195	87%	Valid %	28%	46%	15%	9%	3%			
							Weighted #	54	89	29	18	5	16	12	
All STRI Panama Employees	69%			54%	144	80%	Valid %	21%	49%	15%	10%	6%			
							Weighted #	30	70	22	14	8	30	7	

Table 2
2010 Smithsonian Employee Perspective Survey: Survey Responses by Smithsonian Workforce Component
 (continued)

2010 SEPS Question	Smithsonian Workforce Component	2010 Favorable Score (% Strongly Agree plus % Agree)	2009 Favorable Score (% Strongly Agree plus % Agree)	2010 Federal Employee Viewpoint Survey Favorable Score (% Strongly Agree plus % Agree)	2010 Net Favorable Score (Favorable Score minus % Disagree an % Strongly Disagree)	Number of employees answering question	Question Response Rate (# Valid Responses/# Asked Question)	Statistic	Strongly agree	Agree	Uncertain whether to agree or disagree	Disagree	Strongly disagree	Do not know	Not answered/ Not applicable
I know what is expected of me on the job.	All Smithsonian Employees	89%			85%	2780	99%	Valid %	36%	53%	7%	3%	1%		
								Weighted #	995	1480	199	72	34	9	27
	All Federal & Trust Employees (NFC)	89%			85%	2390	99%	Valid %	36%	53%	7%	3%	1%		
								Weighted #	866	1257	172	61	33	4	18
	All Federal, Full-time, Permanent Employees	89%			85%	1712	99%	Valid %	36%	53%	7%	2%	2%		
								Weighted #	609	911	126	39	28	3	15
	All Federal Employees	89%			85%	1746	99%	Valid %	35%	53%	8%	2%	2%		
							Weighted #	617	931	131	39	28	3	15	
All Trust Employees	89%			85%	644	99%	Valid %	39%	51%	6%	3%	1%			
							Weighted #	249	327	41	22	5	1	3	
All Smithsonian Enterprise Employees	92%				89%	217	97%	Valid %	31%	61%	5%	2%	1%		
							Weighted #	67	132	11	5	1	3	4	
All STRI Panama Employees	87%				84%	173	96%	Valid %	35%	52%	9%	3%	0%		
							Weighted #	61	90	16	6	0	3	5	
When needed, I am willing to put in the extra effort to get a job done.	All Smithsonian Employees	98%			97%	2786	99%	Valid %	66%	32%	1%	0%	0%		
								Weighted #	1829	904	35	8	9	5	20
	All Federal & Trust Employees (NFC)	98%			98%	2387	99%	Valid %	66%	32%	1%	0%	0%		
								Weighted #	1583	761	28	7	8	4	15
	All Federal, Full-time, Permanent Employees	98%			97%	1706	99%	Valid %	65%	33%	2%	0%	0%		
								Weighted #	1102	566	26	6	6	4	14
	All Federal Employees	98%			97%	1739	99%	Valid %	65%	33%	2%	0%	0%		
							Weighted #	1122	578	27	6	6	4	15	
All Trust Employees	99%				99%	648	100%	Valid %	71%	28%	0%	0%	0%		
							Weighted #	461	183	2	1	2	0	0	
All Smithsonian Enterprise Employees	97%				97%	218	98%	Valid %	62%	36%	2%	0%	0%		
							Weighted #	134	78	5	1	0	1	4	
All STRI Panama Employees	98%				98%	180	99%	Valid %	62%	36%	1%	0%	1%		
							Weighted #	112	65	2	0	1	0	1	
I am constantly looking for ways to do my job better.	All Smithsonian Employees	96%			95%	2776	99%	Valid %	53%	43%	3%	0%	0%		
								Weighted #	1464	1199	96	10	7	7	27
	All Federal & Trust Employees (NFC)	96%			95%	2380	99%	Valid %	53%	42%	4%	0%	0%		
								Weighted #	1269	1009	85	10	7	4	23
	All Federal, Full-time, Permanent Employees	95%			94%	1700	99%	Valid %	53%	42%	4%	0%	0%		
								Weighted #	893	718	75	8	6	4	21
	All Federal Employees	95%			94%	1733	99%	Valid %	53%	42%	4%	0%	0%		
							Weighted #	912	732	75	8	6	4	22	
All Trust Employees	98%				97%	647	100%	Valid %	55%	43%	2%	0%	0%		
							Weighted #	356	277	10	3	1	0	1	
All Smithsonian Enterprise Employees	96%				96%	218	97%	Valid %	49%	47%	4%	0%	0%		
							Weighted #	107	103	8	0	0	2	4	
All STRI Panama Employees	98%				98%	178	99%	Valid %	49%	49%	2%	0%	0%		
							Weighted #	88	87	3	0	0	1	1	

Table 2
2010 Smithsonian Employee Perspective Survey: Survey Responses by Smithsonian Workforce Component
 (continued)

2010 SEPS Question	Smithsonian Workforce Component	2010 Favorable Score (% Strongly Agree plus % Agree)	2009 Favorable Score (% Strongly Agree plus % Agree)	2010 Federal Employee Viewpoint Survey Favorable Score (% Strongly Agree plus % Agree)	2010 Net Favorable Score (Favorable Score minus % Disagree an % Strongly Disagree)	Number of employees answering question	Question Response Rate (# Valid Responses/# Asked Question)								
								Statistic	Strongly agree	Agree	Uncertain whether to agree or disagree	Disagree	Strongly disagree	Do not know	Not answered/ Not applicable
The skill level in my immediate work unit has improved in the last year.	All Smithsonian Employees	72%			62%	2582	92%	Valid %	24%	47%	19%	7%	2%		
								Weighted #	628	1218	495	185	55	136	90
	All Federal & Trust Employees (NFC)	71%			62%	2209	92%	Valid %	25%	46%	20%	7%	2%		
								Weighted #	542	1026	433	162	46	123	70
	All Federal, Full-time, Permanent Employees	69%			58%	1592	93%	Valid %	24%	44%	21%	8%	3%		
								Weighted #	384	707	340	121	41	80	49
	All Federal Employees	69%			59%	1623	92%	Valid %	24%	45%	21%	8%	3%		
								Weighted #	391	724	346	122	41	82	50
	All Trust Employees	77%			69%	586	90%	Valid %	26%	52%	15%	7%	1%		
								Weighted #	151	302	87	41	6	41	20
	All Smithsonian Enterprise Employees	72%			64%	204	91%	Valid %	28%	45%	19%	6%	2%		
								Weighted #	56	91	40	12	5	7	12
	All STRI Panama Employees	78%			69%	168	93%	Valid %	18%	60%	13%	7%	2%		
								Weighted #	30	101	22	11	4	6	7
The overall quality of work done by my immediate work unit is very good.	All Smithsonian Employees	89%			86%	2751	98%	Valid %	41%	47%	8%	2%	1%		
								Weighted #	1136	1307	230	54	25	22	33
	All Federal & Trust Employees (NFC)	89%			86%	2360	98%	Valid %	43%	46%	8%	2%	1%		
								Weighted #	1006	1085	197	48	24	18	25
	All Federal, Full-time, Permanent Employees	87%			83%	1691	98%	Valid %	40%	46%	10%	2%	1%		
								Weighted #	682	781	167	40	20	10	21
	All Federal Employees	87%			83%	1724	98%	Valid %	40%	46%	10%	2%	1%		
								Weighted #	694	801	169	40	20	10	21
	All Trust Employees	94%			92%	635	98%	Valid %	49%	45%	4%	1%	1%		
								Weighted #	312	284	28	7	4	8	5
	All Smithsonian Enterprise Employees	87%			85%	216	97%	Valid %	38%	50%	11%	2%	0%		
								Weighted #	82	107	23	4	0	3	4
	All STRI Panama Employees	93%			91%	175	97%	Valid %	27%	65%	6%	1%	1%		
								Weighted #	48	114	10	2	1	1	4
Within the past twelve months, I have heard language, or witnessed behavior, in my workplace that I considered insensitive to my identity (race, ethnicity, national origin, gender, religion, disability, sexual orientation, and/or age). **	All Smithsonian Employees	75%			62%	2565	92%	Valid %	5%	9%	11%	35%	40%		
								Weighted #	133	222	276	909	1024	93	144
	All Federal & Trust Employees (NFC)	76%			63%	2239	93%	Valid %	5%	8%	11%	35%	41%		
								Weighted #	110	187	238	779	924	65	94
	All Federal, Full-time, Permanent Employees	73%			58%	1596	93%	Valid %	6%	10%	12%	35%	38%		
								Weighted #	89	154	191	560	602	53	67
	All Federal Employees	73%			58%	1626	93%	Valid %	6%	10%	12%	35%	38%		
								Weighted #	92	155	196	569	614	56	68
	All Trust Employees	85%			77%	613	95%	Valid %	3%	5%	7%	34%	51%		
								Weighted #	19	32	43	210	310	9	26
	All Smithsonian Enterprise Employees	71%			54%	187	84%	Valid %	6%	10%	12%	41%	29%		
								Weighted #	12	20	23	77	55	14	23
	All STRI Panama Employees	71%			51%	139	77%	Valid %	8%	12%	10%	38%	32%		
								Weighted #	11	16	14	53	45	14	27

** Note: Disagree responses are considered "Favorable" and Agree responses are considered "Unfavorable" for this question.