

Appendix Table1-A
2011 Smithsonian Employee Perspective Survey: Survey Responses by Smithsonian Workforce Component
Job Satisfaction Questions

2011 SEPS Question	Smithsonian Workforce Component	2011 Favorable Score (% Strongly Agree plus % Agree)	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)	2011 Net Favorable Score (Favorable Score minus % Disagree an % Strongly Disagree)	Number of employees answering question (Unweighted N)	Question Response Rate (# Valid Responses/# Asked Question)	Strongly Agree (Valid %)	Agree (Valid %)	Uncertain whether to agree or disagree (Valid %)	Disagree (Valid %)	Strongly disagree (Valid %)
Overall, I am satisfied with my job.	All Smithsonian Employees	82%				74%	3332	99%	38%	45%	9%	6%	3%
	All Federal & Trust Employees (NFC)	82%	84%	80%		73%	2926	100%	39%	43%	9%	6%	3%
	All Federal, Full-time, Permanent	81%	82%	79%	72%	72%	2071	100%	38%	43%	10%	6%	3%
	All Federal Employees	81%	82%	79%		72%	2140	100%	38%	43%	10%	6%	3%
	All Trust Employees	86%	88%	86%		78%	787	99%	41%	45%	6%	6%	2%
	All Smithsonian Enterprise	76%	82%	78%		62%	159	100%	30%	46%	11%	9%	4%
	All STRI Panama Employees *	89%	91%	89%		83%	246	98%	31%	58%	6%	4%	1%
My work gives me a feeling of personal accomplishment.	All Smithsonian Employees	83%				74%	3331	100%	41%	43%	8%	6%	3%
	All Federal & Trust Employees (NFC)	83%	85%	81%		75%	2922	100%	42%	41%	9%	5%	3%
	All Federal, Full-time, Permanent	82%	83%	80%	75%	73%	2066	100%	40%	42%	9%	6%	3%
	All Federal Employees	82%	83%	80%		73%	2135	100%	41%	41%	9%	6%	3%
	All Trust Employees	86%	90%	85%		79%	788	99%	45%	41%	6%	5%	2%
	All Smithsonian Enterprise	78%	84%	72%		66%	158	100%	29%	49%	9%	9%	3%
	All STRI Panama Employees	87%	86%	86%		78%	250	99%	35%	52%	4%	7%	2%
I like the kind of work I do.	All Smithsonian Employees	91%				87%	3339	100%	53%	38%	5%	3%	1%
	All Federal & Trust Employees (NFC)	91%	90%	91%		87%	2928	100%	53%	37%	5%	3%	1%
	All Federal, Full-time, Permanent	90%	90%	91%	86%	85%	2071	100%	54%	37%	5%	3%	1%
	All Federal Employees	90%	90%	91%		86%	2140	100%	54%	37%	5%	3%	1%
	All Trust Employees	92%	92%	91%		89%	789	100%	53%	39%	5%	3%	0%
	All Smithsonian Enterprise	89%	89%	85%		85%	158	100%	46%	43%	7%	3%	1%
	All STRI Panama Employees	95%	89%	93%		94%	252	100%	52%	43%	4%	1%	0%

Appendix Table1-A (continued)
2011 Smithsonian Employee Perspective Survey: Survey Responses by Smithsonian Workforce Component
Job Satisfaction Questions

2011 SEPS Question	Smithsonian Workforce Component	2011 Favorable Score (% Strongly Agree plus % Agree)	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)	2011 Net Favorable Score (Favorable Score minus % Disagree an % Strongly Disagree)	Number of employees answering question (Unweighted N)	Question Response Rate (# Valid Responses/# Asked Question)	Strongly Agree (Valid %)	Agree (Valid %)	Uncertain whether to agree or disagree (Valid %)	Disagree (Valid %)	Strongly disagree (Valid %)
The work I do is important to the Smithsonian.	All Smithsonian Employees	92%				90%	3326	100%	58%	34%	6%	1%	1%
	All Federal & Trust Employees (NFC)	92%	92%	92%		89%	2920	100%	58%	34%	6%	2%	1%
	All Federal, Full-time, Permanent	92%	92%	93%	92%	89%	2067	100%	60%	32%	6%	2%	1%
	All Federal Employees	92%	92%	93%		89%	2136	100%	60%	32%	6%	2%	1%
	All Trust Employees	93%	92%	90%		91%	785	99%	51%	42%	4%	2%	0%
	All Smithsonian Enterprise	93%	91%	91%		91%	159	100%	51%	42%	4%	2%	0%
	All STRI Panama Employees	98%	96%	94%		98%	246	100%	70%	27%	2%	0%	0%
Overall, I am satisfied with my compensation.	All Smithsonian Employees	59%				31%	3325	99%	17%	42%	14%	18%	9%
	All Federal & Trust Employees (NFC)	61%	62%	60%		36%	2916	99%	18%	43%	14%	17%	8%
	All Federal, Full-time, Permanent	61%	63%	59%	66%	36%	2062	99%	19%	42%	14%	17%	8%
	All Federal Employees	61%	63%	59%		36%	2131	99%	19%	42%	14%	17%	8%
	All Trust Employees	62%	62%	61%		37%	786	99%	15%	47%	13%	17%	9%
	All Smithsonian Enterprise	50%	52%	47%		19%	159	100%	10%	39%	20%	23%	8%
	All STRI Panama Employees	31%	36%	34%		-17%	249	99%	4%	27%	20%	33%	16%
My job makes good use of my knowledge and abilities.	All Smithsonian Employees	77%				62%	3339	100%	36%	41%	9%	10%	5%
	All Federal & Trust Employees (NFC)	76%	77%	75%		62%	2930	100%	36%	40%	9%	10%	5%
	All Federal, Full-time, Permanent	75%	76%	73%	60%	59%	2072	100%	35%	40%	10%	10%	5%
	All Federal Employees	75%	76%	74%		59%	2141	100%	35%	40%	10%	10%	5%
	All Trust Employees	81%	82%	80%		68%	790	100%	39%	41%	7%	10%	3%
	All Smithsonian Enterprise	76%	78%	65%		58%	158	100%	28%	48%	6%	15%	4%
	All STRI Panama Employees	80%	78%	82%		70%	250	100%	37%	42%	10%	7%	3%

Appendix Table1-A (continued)
2011 Smithsonian Employee Perspective Survey: Survey Responses by Smithsonian Workforce Component
Job Satisfaction Questions

2011 SEPS Question	Smithsonian Workforce Component	2011 Favorable Score (% Strongly Agree plus % Agree)	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)	2011 Net Favorable Score (Favorable Score minus % Disagree an % Strongly Disagree)	Number of employees answering question (Unweighted N)	Question Response Rate (# Valid Responses/# Asked Question)	Strongly Agree (Valid %)	Agree (Valid %)	Uncertain whether to agree or disagree (Valid %)	Disagree (Valid %)	Strongly disagree (Valid %)
I am satisfied with my opportunity to get a better job in the Smithsonian.	All Smithsonian Employees	43%				9%	3092	95%	13%	30%	24%	21%	13%
	All Federal & Trust Employees (NFC)	43%	41%	41%		9%	2702	95%	13%	29%	24%	21%	13%
	All Federal, Full-time, Permanent	47%	45%	43%	42%	15%	1936	95%	15%	31%	22%	20%	12%
	All Federal Employees	46%	45%	44%		15%	1998	95%	15%	31%	22%	20%	12%
	All Trust Employees	31%	31%	33%		-8%	705	94%	7%	25%	29%	26%	14%
	All Smithsonian Enterprise	38%	45%	43%		1%	153	97%	10%	28%	26%	20%	16%
	All STRI Panama Employees	50%	51%	49%		19%	236	95%	12%	37%	20%	20%	10%
I would recommend the Smithsonian as a good place to work.	All Smithsonian Employees	78%				70%	3312	99%	32%	46%	15%	5%	3%
	All Federal & Trust Employees (NFC)	78%	79%	74%		70%	2915	99%	32%	46%	15%	5%	3%
	All Federal, Full-time, Permanent	76%	77%	72%	70%	67%	2059	99%	32%	44%	15%	6%	3%
	All Federal Employees	76%	77%	73%		68%	2128	99%	32%	44%	15%	6%	3%
	All Trust Employees	81%	84%	79%		76%	788	100%	32%	50%	13%	4%	2%
	All Smithsonian Enterprise	72%	81%	75%		62%	156	99%	23%	49%	19%	5%	5%
	All STRI Panama Employees	73%	78%	74%		64%	240	98%	28%	45%	18%	6%	3%
Considering everything, I am satisfied with the Smithsonian.	All Smithsonian Employees	77%				67%	3335	99%	27%	50%	13%	7%	3%
	All Federal & Trust Employees (NFC)	77%	77%	82%		66%	2930	100%	27%	50%	13%	7%	3%
	All Federal, Full-time, Permanent	74%	74%	80%	62%	63%	2073	100%	27%	47%	14%	8%	4%
	All Federal Employees	74%	74%	81%		63%	2142	100%	27%	47%	14%	8%	4%
	All Trust Employees	82%	84%	84%		76%	789	100%	26%	57%	11%	5%	2%
	All Smithsonian Enterprise	74%	78%	79%		60%	157	99%	24%	50%	11%	11%	3%
	All STRI Panama Employees	80%	83%	87%		75%	247	98%	25%	55%	15%	5%	0%

Appendix Table1-B
2011 Smithsonian Employee Perspective Survey: Survey Responses by Smithsonian Workforce Component
Senior Smithsonian Leadership Questions

2011 SEPS Question	Smithsonian Workforce Component	2011 Favorable Score (% Strongly Agree plus % Agree)	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)	2011 Net Favorable Score (Favorable Score minus % Disagree an % Strongly Disagree)	Number of employees answering question (Unweighted N)	Question Response Rate (# Valid Responses/# Asked Question)	Strongly Agree (Valid %)	Agree (Valid %)	Uncertain whether to agree or disagree (Valid %)	Disagree (Valid %)	Strongly disagree (Valid %)
I have a high level of respect for the Smithsonian's Secretary.	All Smithsonian Employees	77%				73%	3097	98%	32%	45%	19%	3%	1%
	All Federal & Trust Employees (NFC)	75%	80%	78%		71%	2735	99%	32%	44%	21%	3%	1%
	All Federal, Full-time, Permanent	75%	79%	77%	56%	71%	1943	99%	31%	44%	21%	3%	1%
	All Federal Employees	75%	79%	76%		71%	2005	99%	31%	44%	21%	3%	1%
	All Trust Employees	75%	85%	83%		70%	731	99%	32%	43%	20%	4%	1%
	All Smithsonian Enterprise	77%	83%	79%		70%	147	99%	32%	45%	17%	5%	1%
	All STRI Panama Employees	96%	92%	90%		96%	214	91%	41%	56%	4%	0%	0%
The Smithsonian's Secretary generates high levels of motivation and commitment in the workforce.	All Smithsonian Employees	64%				56%	3033	98%	22%	42%	28%	6%	2%
	All Federal & Trust Employees (NFC)	63%	66%	62%		54%	2696	99%	22%	41%	29%	7%	2%
	All Federal, Full-time, Permanent	63%	65%	62%	45%	54%	1921	99%	21%	42%	28%	7%	2%
	All Federal Employees	63%	65%	61%		55%	1985	99%	22%	42%	28%	7%	2%
	All Trust Employees	62%	70%	65%		54%	712	99%	22%	40%	30%	7%	1%
	All Smithsonian Enterprise	67%	72%	67%		58%	143	99%	17%	49%	25%	8%	1%
	All STRI Panama Employees	74%	73%	69%		70%	193	90%	23%	51%	22%	3%	1%
The Smithsonian's Secretary maintains high standards of honesty and integrity.	All Smithsonian Employees	72%				69%	2959	98%	30%	43%	24%	3%	1%
	All Federal & Trust Employees (NFC)	72%	73%			69%	2633	99%	30%	43%	24%	3%	1%
	All Federal, Full-time, Permanent	72%	73%		56%	68%	1874	99%	29%	43%	24%	3%	1%
	All Federal Employees	72%	73%			68%	1934	99%	29%	43%	24%	3%	1%
	All Trust Employees	74%	73%			71%	700	99%	32%	42%	22%	3%	1%
	All Smithsonian Enterprise	75%	73%			70%	142	99%	26%	50%	20%	4%	1%
	All STRI Panama Employees	84%	73%			84%	183	90%	30%	54%	16%	0%	0%

Appendix Table1-B (continued)
2011 Smithsonian Employee Perspective Survey: Survey Responses by Smithsonian Workforce Component
Senior Smithsonian Leadership Questions

2011 SEPS Question	Smithsonian Workforce Component	2011 Favorable Score (% Strongly Agree plus % Agree)	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)	2011 Net Favorable Score (Favorable Score minus % Disagree an % Strongly Disagree)	Number of employees answering question (Unweighted N)	Question Response Rate (# Valid Responses/# Asked Question)	Strongly Agree (Valid %)	Agree (Valid %)	Uncertain whether to agree or disagree (Valid %)	Disagree (Valid %)	Strongly disagree (Valid %)
I have a high level of respect for the Under Secretary for History, Art, and Culture.	All Smithsonian Employees	64%				57%	613	98%	24%	40%	28%	6%	2%
	All Federal & Trust Employees (NFC)	64%	75%	70%		57%	613	98%	24%	40%	28%	6%	2%
	All Federal, Full-time, Permanent	62%	72%	66%		55%	395	99%	23%	39%	31%	5%	2%
	All Federal Employees	62%	72%	66%		55%	415	99%	23%	40%	31%	5%	2%
	All Trust Employees	69%	80%	79%		61%	198	98%	28%	41%	23%	7%	1%
	All Smithsonian Enterprise												
	All STRI Panama Employees												
The Under Secretary for History, Art, and Culture generates high levels of motivation and commitment in the workforce.	All Smithsonian Employees	52%				40%	592	98%	16%	36%	36%	10%	2%
	All Federal & Trust Employees (NFC)	52%	60%	54%		40%	592	98%	16%	36%	36%	10%	2%
	All Federal, Full-time, Permanent	49%	57%	51%		37%	382	99%	13%	36%	38%	10%	3%
	All Federal Employees	50%	57%	51%		38%	402	99%	13%	37%	37%	9%	3%
	All Trust Employees	56%	66%	63%		44%	190	98%	22%	34%	32%	10%	1%
	All Smithsonian Enterprise												
	All STRI Panama Employees												
The Under Secretary for History, Art, and Culture maintains high standards of honesty and integrity.	All Smithsonian Employees	61%				56%	564	94%	20%	41%	35%	4%	1%
	All Federal & Trust Employees (NFC)	61%	71%			56%	564	94%	20%	41%	35%	4%	1%
	All Federal, Full-time, Permanent	57%	68%			52%	356	94%	19%	39%	38%	4%	1%
	All Federal Employees	58%	68%			53%	375	94%	18%	40%	37%	4%	1%
	All Trust Employees	66%	78%			62%	189	95%	22%	44%	30%	3%	1%
	All Smithsonian Enterprise												
	All STRI Panama Employees												

Appendix Table1-B (continued)
2011 Smithsonian Employee Perspective Survey: Survey Responses by Smithsonian Workforce Component
Senior Smithsonian Leadership Questions

2011 SEPS Question	Smithsonian Workforce Component	2011 Favorable Score (% Strongly Agree plus % Agree)	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)	2011 Net Favorable Score (Favorable Score minus % Disagree an % Strongly Disagree)	Number of employees answering question (Unweighted N)	Question Response Rate (# Valid Responses/# Asked Question)	Strongly Agree (Valid %)	Agree (Valid %)	Uncertain whether to agree or disagree (Valid %)	Disagree (Valid %)	Strongly disagree (Valid %)
I have a high level of respect for the Under Secretary for Science.	All Smithsonian Employees	63%				59%	870	94%	20%	43%	34%	2%	1%
	All Federal & Trust Employees (NFC)	56%	49%	56%		52%	676	97%	18%	37%	40%	3%	1%
	All Federal, Full-time, Permanent	55%	51%	47%		50%	397	98%	18%	37%	41%	3%	2%
	All Federal Employees	55%	51%	48%		51%	422	98%	18%	37%	40%	3%	2%
	All Trust Employees	56%	45%	65%		53%	255	95%	19%	38%	40%	2%	1%
	All Smithsonian Enterprise												
	All STRI Panama Employees	88%	86%	77%		87%	193	87%	25%	62%	11%	1%	0%
The Under Secretary for Science generates high levels of motivation and commitment in the workforce.	All Smithsonian Employees	46%				37%	822	94%	13%	33%	45%	6%	3%
	All Federal & Trust Employees (NFC)	41%	34%	36%		31%	655	97%	12%	30%	49%	7%	3%
	All Federal, Full-time, Permanent	41%	37%	28%		28%	379	97%	11%	30%	47%	9%	4%
	All Federal Employees	41%	37%	28%		29%	405	97%	11%	30%	47%	9%	4%
	All Trust Employees	41%	30%	47%		34%	251	96%	12%	29%	52%	5%	2%
	All Smithsonian Enterprise												
	All STRI Panama Employees	66%	69%	46%		63%	166	86%	19%	47%	32%	2%	1%
The Under Secretary for Science maintains high standards of honesty and integrity.	All Smithsonian Employees	61%				59%	798	94%	20%	41%	38%	1%	1%
	All Federal & Trust Employees (NFC)	56%	46%			54%	635	97%	19%	38%	42%	1%	1%
	All Federal, Full-time, Permanent	57%	48%			54%	367	97%	19%	38%	40%	2%	1%
	All Federal Employees	57%	48%			54%	392	97%	18%	38%	41%	2%	1%
	All Trust Employees	55%	42%			55%	244	96%	19%	36%	44%	0%	0%
	All Smithsonian Enterprise												
	All STRI Panama Employees	79%	76%			79%	162	86%	25%	54%	21%	0%	0%

Appendix Table1-B (continued)
2011 Smithsonian Employee Perspective Survey: Survey Responses by Smithsonian Workforce Component
Senior Smithsonian Leadership Questions

2011 SEPS Question	Smithsonian Workforce Component	2011 Favorable Score (% Strongly Agree plus % Agree)	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)	2011 Net Favorable Score (Favorable Score minus % Disagree an % Strongly Disagree)	Number of employees answering question (Unweighted N)	Question Response Rate (# Valid Responses/# Asked Question)	Strongly Agree (Valid %)	Agree (Valid %)	Uncertain whether to agree or disagree (Valid %)	Disagree (Valid %)	Strongly disagree (Valid %)
I have a high level of respect for the Deputy Under Secretary for Collections and Interdisciplinary Support.	All Smithsonian Employees	75%				75%	74	100%	30%	45%	25%	0%	0%
	All Federal & Trust Employees (NFC)	75%				75%	74	100%	30%	45%	25%	0%	0%
	All Federal, Full-time, Permanent	78%				78%	59	100%	32%	45%	22%	0%	0%
	All Federal Employees	77%				77%	62	100%	32%	45%	23%	0%	0%
	All Trust Employees	67%				67%	12	100%	19%	48%	33%	0%	0%
	All Smithsonian Enterprise												
	All STRI Panama Employees												
The Deputy Under Secretary for Collections and Interdisciplinary Support generates high levels of motivation and commitment in the workforce.	All Smithsonian Employees	59%				58%	69	100%	23%	37%	39%	1%	0%
	All Federal & Trust Employees (NFC)	59%				58%	69	100%	23%	37%	39%	1%	0%
	All Federal, Full-time, Permanent	61%				59%	54	100%	25%	36%	37%	2%	0%
	All Federal Employees	61%				60%	57	100%	25%	36%	37%	2%	0%
	All Trust Employees	51%				51%	12	100%	11%	40%	49%	0%	0%
	All Smithsonian Enterprise												
	All STRI Panama Employees												
The Deputy Under Secretary for Collections and Interdisciplinary Support maintains high standards of honesty and integrity.	All Smithsonian Employees	73%				73%	72	100%	27%	47%	27%	0%	0%
	All Federal & Trust Employees (NFC)	73%				73%	72	100%	27%	47%	27%	0%	0%
	All Federal, Full-time, Permanent	75%				75%	57	100%	30%	45%	25%	0%	0%
	All Federal Employees	75%				75%	60	100%	30%	45%	25%	0%	0%
	All Trust Employees	66%				66%	12	100%	11%	55%	34%	0%	0%
	All Smithsonian Enterprise												
	All STRI Panama Employees												

Appendix Table1-B (continued)
2011 Smithsonian Employee Perspective Survey: Survey Responses by Smithsonian Workforce Component
Senior Smithsonian Leadership Questions

2011 SEPS Question	Smithsonian Workforce Component	2011 Favorable Score (% Strongly Agree plus % Agree)	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)	2011 Net Favorable Score (Favorable Score minus % Disagree an % Strongly Disagree)	Number of employees answering question (Unweighted N)	Question Response Rate (# Valid Responses/# Asked Question)	Strongly Agree (Valid %)	Agree (Valid %)	Uncertain whether to agree or disagree (Valid %)	Disagree (Valid %)	Strongly disagree (Valid %)
I have a high level of respect for the Assistant Secretary for Education and Access.	All Smithsonian Employees	81%				77%	80	99%	42%	39%	16%	3%	0%
	All Federal & Trust Employees (NFC)	81%				77%	80	99%	42%	39%	16%	3%	0%
	All Federal, Full-time, Permanent	80%				75%	34	97%	41%	39%	15%	5%	0%
	All Federal Employees	81%				75%	35	97%	43%	37%	14%	5%	0%
	All Trust Employees	81%				79%	45	100%	41%	40%	17%	2%	0%
	All Smithsonian Enterprise												
	All STRI Panama Employees												
The Assistant Secretary for Education and Access generates high levels of motivation and commitment in the workforce.	All Smithsonian Employees	67%				62%	76	96%	33%	33%	29%	5%	0%
	All Federal & Trust Employees (NFC)	67%				62%	76	96%	33%	33%	29%	5%	0%
	All Federal, Full-time, Permanent	64%				52%	33	100%	31%	33%	25%	11%	0%
	All Federal Employees	65%				54%	34	100%	33%	32%	25%	11%	0%
	All Trust Employees	68%				68%	42	93%	34%	34%	32%	0%	0%
	All Smithsonian Enterprise												
	All STRI Panama Employees												
The Assistant Secretary for Education and Access maintains high standards of honesty and integrity.	All Smithsonian Employees	77%				76%	74	99%	39%	38%	22%	1%	0%
	All Federal & Trust Employees (NFC)	77%				76%	74	99%	39%	38%	22%	1%	0%
	All Federal, Full-time, Permanent	78%				75%	31	100%	36%	43%	19%	3%	0%
	All Federal Employees	79%				76%	32	100%	37%	41%	18%	3%	0%
	All Trust Employees	76%				76%	42	98%	40%	36%	24%	0%	0%
	All Smithsonian Enterprise												
	All STRI Panama Employees												

Appendix Table1-B (continued)
2011 Smithsonian Employee Perspective Survey: Survey Responses by Smithsonian Workforce Component
Senior Smithsonian Leadership Questions

2011 SEPS Question	Smithsonian Workforce Component	2011 Favorable Score (% Strongly Agree plus % Agree)	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)	2011 Net Favorable Score (Favorable Score minus % Disagree an % Strongly Disagree)	Number of employees answering question (Unweighted N)	Question Response Rate (# Valid Responses/# Asked Question)	Strongly Agree (Valid %)	Agree (Valid %)	Uncertain whether to agree or disagree (Valid %)	Disagree (Valid %)	Strongly disagree (Valid %)
I have a high level of respect for the Under Secretary for Finance and Administration.	All Smithsonian Employees	64%				61%	886	95%	21%	44%	33%	2%	1%
	All Federal & Trust Employees (NFC)	64%	58%	59%		61%	886	95%	21%	44%	33%	2%	1%
	All Federal, Full-time, Permanent	63%	57%	58%		60%	814	95%	19%	44%	34%	2%	1%
	All Federal Employees	64%	57%	58%		61%	821	95%	19%	44%	33%	2%	1%
	All Trust Employees	76%	72%	68%		73%	65	98%	36%	40%	21%	0%	3%
	All Smithsonian Enterprise												
	All STRI Panama Employees												
The Under Secretary for Finance and Administration generates high levels of motivation and commitment in the workforce.	All Smithsonian Employees	55%				49%	871	96%	16%	39%	38%	5%	1%
	All Federal & Trust Employees (NFC)	55%	50%	51%		49%	871	96%	16%	39%	38%	5%	1%
	All Federal, Full-time, Permanent	55%	50%	49%		49%	801	95%	15%	40%	39%	5%	1%
	All Federal Employees	55%	50%	51%		49%	809	95%	16%	39%	39%	5%	1%
	All Trust Employees	56%	49%	50%		44%	62	98%	23%	33%	31%	8%	5%
	All Smithsonian Enterprise												
	All STRI Panama Employees												
The Under Secretary for Finance and Administration maintains high standards of honesty and integrity.	All Smithsonian Employees	59%				55%	859	96%	20%	39%	37%	3%	1%
	All Federal & Trust Employees (NFC)	59%	57%			55%	859	96%	20%	39%	37%	3%	1%
	All Federal, Full-time, Permanent	58%	56%			54%	790	95%	19%	40%	38%	3%	1%
	All Federal Employees	59%	56%			55%	798	95%	19%	40%	38%	3%	1%
	All Trust Employees	66%	71%			63%	61	98%	32%	34%	31%	2%	2%
	All Smithsonian Enterprise												
	All STRI Panama Employees												

Appendix Table1-B (continued)
2011 Smithsonian Employee Perspective Survey: Survey Responses by Smithsonian Workforce Component
Senior Smithsonian Leadership Questions

2011 SEPS Question	Smithsonian Workforce Component	2011 Favorable Score (% Strongly Agree plus % Agree)	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)	2011 Net Favorable Score (Favorable Score minus % Disagree an % Strongly Disagree)	Number of employees answering question (Unweighted N)	Question Response Rate (# Valid Responses/# Asked Question)	Strongly Agree (Valid %)	Agree (Valid %)	Uncertain whether to agree or disagree (Valid %)	Disagree (Valid %)	Strongly disagree (Valid %)
I have a high level of respect for the Chief Financial Officer.	All Smithsonian Employees	78%				71%	70	100%	33%	45%	15%	5%	1%
	All Federal & Trust Employees (NFC)	78%	58%	59%		71%	70	100%	33%	45%	15%	5%	1%
	All Federal, Full-time, Permanent	78%	54%	58%		70%	51	100%	39%	39%	15%	5%	2%
	All Federal Employees	78%	54%	57%		70%	51	100%	39%	39%	15%	5%	2%
	All Trust Employees	80%	64%	63%		74%	19	100%	19%	61%	15%	5%	0%
	All Smithsonian Enterprise												
	All STRI Panama Employees												
The Chief Financial Officer generates high levels of motivation and commitment in the workforce.	All Smithsonian Employees	59%				46%	68	100%	25%	35%	27%	10%	4%
	All Federal & Trust Employees (NFC)	59%	46%	44%		46%	68	100%	25%	35%	27%	10%	4%
	All Federal, Full-time, Permanent	63%	47%	42%		52%	49	100%	27%	36%	26%	5%	5%
	All Federal Employees	63%	47%	41%		52%	49	100%	27%	36%	26%	5%	5%
	All Trust Employees	49%	45%	54%		29%	19	100%	19%	31%	30%	20%	0%
	All Smithsonian Enterprise												
	All STRI Panama Employees												
The Chief Financial Officer maintains high standards of honesty and integrity.	All Smithsonian Employees	74%				69%	66	100%	33%	40%	22%	4%	0%
	All Federal & Trust Employees (NFC)	74%	60%			69%	66	100%	33%	40%	22%	4%	0%
	All Federal, Full-time, Permanent	75%	58%			71%	47	100%	38%	38%	21%	4%	0%
	All Federal Employees	75%	58%			71%	47	100%	38%	38%	21%	4%	0%
	All Trust Employees	70%	64%			65%	19	100%	24%	46%	25%	5%	0%
	All Smithsonian Enterprise												
	All STRI Panama Employees												

Appendix Table1-B (continued)
2011 Smithsonian Employee Perspective Survey: Survey Responses by Smithsonian Workforce Component
Senior Smithsonian Leadership Questions

2011 SEPS Question	Smithsonian Workforce Component	2011 Favorable Score (% Strongly Agree plus % Agree)	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)	2011 Net Favorable Score (Favorable Score minus % Disagree an % Strongly Disagree)	Number of employees answering question (Unweighted N)	Question Response Rate (# Valid Responses/# Asked Question)	Strongly Agree (Valid %)	Agree (Valid %)	Uncertain whether to agree or disagree (Valid %)	Disagree (Valid %)	Strongly disagree (Valid %)
I have a high level of respect for the Director of OFEO.	All Smithsonian Employees	71%				66%	748	97%	25%	46%	25%	3%	1%
	All Federal & Trust Employees (NFC)	71%	59%	48%		66%	748	97%	25%	46%	25%	3%	1%
	All Federal, Full-time, Permanent	71%	59%	49%		66%	737	97%	25%	46%	25%	3%	1%
	All Federal Employees	71%	59%	48%		67%	741	97%	25%	45%	25%	3%	1%
	All Trust Employees	64%	58%	23%		52%	7	88%	0%	64%	24%	0%	12%
	All Smithsonian Enterprise												
	All STRI Panama Employees												
The Director of OFEO generates high levels of motivation and commitment in the workforce.	All Smithsonian Employees	63%				55%	739	97%	21%	42%	29%	6%	2%
	All Federal & Trust Employees (NFC)	63%	55%	41%		55%	739	97%	21%	42%	29%	6%	2%
	All Federal, Full-time, Permanent	63%	54%	42%		55%	728	97%	21%	42%	30%	6%	2%
	All Federal Employees	63%	55%	41%		55%	732	97%	21%	42%	29%	6%	2%
	All Trust Employees	77%	58%	23%		64%	7	88%	13%	64%	11%	0%	12%
	All Smithsonian Enterprise												
	All STRI Panama Employees												
The Director of OFEO maintains high standards of honesty and integrity.	All Smithsonian Employees	67%				63%	729	97%	23%	44%	29%	3%	2%
	All Federal & Trust Employees (NFC)	67%	55%			63%	729	97%	23%	44%	29%	3%	2%
	All Federal, Full-time, Permanent	67%	55%			63%	719	97%	23%	44%	29%	3%	2%
	All Federal Employees	67%	55%			63%	722	97%	23%	44%	29%	3%	2%
	All Trust Employees	77%	58%			64%	7	88%	0%	77%	11%	0%	12%
	All Smithsonian Enterprise												
	All STRI Panama Employees												

Appendix Table1-B (continued)
2011 Smithsonian Employee Perspective Survey: Survey Responses by Smithsonian Workforce Component
Senior Smithsonian Leadership Questions

2011 SEPS Question	Smithsonian Workforce Component	2011 Favorable Score (% Strongly Agree plus % Agree)	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)	2011 Net Favorable Score (Favorable Score minus % Disagree an % Strongly Disagree)	Number of employees answering question (Unweighted N)	Question Response Rate (# Valid Responses/# Asked Question)	Strongly Agree (Valid %)	Agree (Valid %)	Uncertain whether to agree or disagree (Valid %)	Disagree (Valid %)	Strongly disagree (Valid %)
I have a high level of respect for the Director of Communications.	All Smithsonian Employees	83%				73%	30	94%	51%	32%	7%	6%	3%
	All Federal & Trust Employees (NFC)	83%	96%	79%		73%	30	94%	51%	32%	7%	6%	3%
	All Federal, Full-time, Permanent	82%	100%	82%		73%	12	100%	65%	17%	8%	0%	9%
	All Federal Employees	82%	100%	82%		73%	12	100%	65%	17%	8%	0%	9%
	All Trust Employees	83%	94%	75%		74%	18	90%	43%	40%	7%	10%	0%
	All Smithsonian Enterprise												
	All STRI Panama Employees												
The Director of Communications generates high levels of motivation and commitment in the workforce.	All Smithsonian Employees	83%				73%	29	94%	47%	36%	8%	3%	6%
	All Federal & Trust Employees (NFC)	83%	74%	75%		73%	29	94%	47%	36%	8%	3%	6%
	All Federal, Full-time, Permanent	90%	86%	85%		80%	11	100%	62%	27%	0%	0%	10%
	All Federal Employees	90%	86%	85%		80%	11	100%	62%	27%	0%	0%	10%
	All Trust Employees	79%	70%	67%		69%	18	90%	39%	40%	12%	5%	4%
	All Smithsonian Enterprise												
	All STRI Panama Employees												
The Director of Communications maintains high standards of honesty and integrity.	All Smithsonian Employees	87%				77%	29	94%	53%	34%	3%	0%	10%
	All Federal & Trust Employees (NFC)	87%	92%			77%	29	94%	53%	34%	3%	0%	10%
	All Federal, Full-time, Permanent	90%	100%			80%	11	100%	71%	19%	0%	0%	10%
	All Federal Employees	90%	100%			80%	11	100%	71%	19%	0%	0%	10%
	All Trust Employees	86%	89%			76%	18	90%	43%	42%	5%	0%	10%
	All Smithsonian Enterprise												
	All STRI Panama Employees												

Appendix Table1-B (continued)
2011 Smithsonian Employee Perspective Survey: Survey Responses by Smithsonian Workforce Component
Senior Smithsonian Leadership Questions

2011 SEPS Question	Smithsonian Workforce Component	2011 Favorable Score (% Strongly Agree plus % Agree)	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)	2011 Net Favorable Score (Favorable Score minus % Disagree an % Strongly Disagree)	Number of employees answering question (Unweighted N)	Question Response Rate (# Valid Responses/# Asked Question)	Strongly Agree (Valid %)	Agree (Valid %)	Uncertain whether to agree or disagree (Valid %)	Disagree (Valid %)	Strongly disagree (Valid %)
I have a high level of respect for the President of Smithsonian Enterprises.	All Smithsonian Employees												
	All Federal & Trust Employees (NFC)												
	All Federal, Full-time, Permanent												
	All Federal Employees												
	All Trust Employees												
	All Smithsonian Enterprise	49%	66%	62%		21%	137	90%	18%	31%	24%	15%	12%
	All STRI Panama Employees												
The President of Smithsonian Enterprises generates high levels of motivation and commitment in the workforce.	All Smithsonian Employees												
	All Federal & Trust Employees (NFC)												
	All Federal, Full-time, Permanent												
	All Federal Employees												
	All Trust Employees												
	All Smithsonian Enterprise	40%	52%	48%		5%	135	89%	10%	31%	24%	19%	16%
	All STRI Panama Employees												
The President of Smithsonian Enterprises maintains high standards of honesty and integrity.	All Smithsonian Employees												
	All Federal & Trust Employees (NFC)												
	All Federal, Full-time, Permanent												
	All Federal Employees												
	All Trust Employees												
	All Smithsonian Enterprise	49%	67%			29%	127	88%	16%	32%	31%	8%	12%
	All STRI Panama Employees								na	na	na	na	na

Appendix Table1-C
2011 Smithsonian Employee Perspective Survey: Survey Responses by Smithsonian Workforce Component
Smithsonian-wide Work Environment Questions

2011 SEPS Question	Smithsonian Workforce Component	2011 Favorable Score (% Strongly Agree plus % Agree)	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)	2011 Net Favorable Score (Favorable Score minus % Disagree an % Strongly Disagree)	Number of employees answering question (Unweighted N)	Question Response Rate (# Valid Responses/# Asked Question)	Strongly Agree (Valid %)	Agree (Valid %)	Uncertain whether to agree or disagree (Valid %)	Disagree (Valid %)	Strongly disagree (Valid %)
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	71%				60%	3231	99%	15%	56%	19%	8%	2%
	All Federal & Trust Employees (NFC)	71%	70%	69%		60%	2863	99%	15%	55%	19%	8%	2%
	All Federal, Full-time, Permanent	69%	69%	69%	51%	58%	2022	99%	15%	54%	20%	8%	2%
	All Federal Employees	69%	69%	67%		59%	2091	99%	15%	55%	20%	8%	2%
	All Trust Employees	74%	72%	74%		63%	773	99%	17%	57%	15%	9%	2%
	All Smithsonian Enterprise	67%	70%	72%		53%	150	99%	10%	57%	19%	11%	3%
	All STRI Panama Employees	76%	72%	75%		69%	217	96%	11%	65%	18%	6%	1%
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	61%				49%	3127	99%	12%	49%	28%	9%	3%
	All Federal & Trust Employees (NFC)	60%	65%	59%		48%	2768	99%	12%	48%	28%	9%	3%
	All Federal, Full-time, Permanent	60%	64%	60%	45%	48%	1958	99%	12%	48%	28%	9%	3%
	All Federal Employees	60%	65%	59%		48%	2026	99%	12%	48%	28%	9%	3%
	All Trust Employees	60%	65%	59%		49%	743	99%	12%	49%	28%	9%	2%
	All Smithsonian Enterprise	58%	68%	66%		45%	146	98%	10%	48%	29%	10%	3%
	All STRI Panama Employees	70%	63%	61%		67%	212	95%	10%	60%	26%	3%	1%
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	76%				68%	3257	99%	16%	59%	16%	6%	2%
	All Federal & Trust Employees (NFC)	76%	74%	74%		68%	2878	99%	17%	59%	16%	6%	2%
	All Federal, Full-time, Permanent	76%	74%	75%		68%	2030	99%	17%	58%	17%	6%	2%
	All Federal Employees	76%	74%	74%		68%	2098	99%	17%	59%	17%	6%	2%
	All Trust Employees	75%	74%	73%		65%	781	99%	17%	58%	15%	8%	2%
	All Smithsonian Enterprise	74%	76%	75%		66%	155	99%	12%	62%	18%	4%	4%
	All STRI Panama Employees	77%	74%	81%		72%	223	96%	11%	66%	17%	4%	1%

Appendix Table1-C (continued)
2011 Smithsonian Employee Perspective Survey: Survey Responses by Smithsonian Workforce Component
Smithsonian-wide Work Environment Questions

2011 SEPS Question	Smithsonian Workforce Component	2011 Favorable Score (% Strongly Agree plus % Agree)	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)	2011 Net Favorable Score (Favorable Score minus % Disagree an % Strongly Disagree)	Number of employees answering question (Unweighted N)	Question Response Rate (# Valid Responses/# Asked Question)	Strongly Agree (Valid %)	Agree (Valid %)	Uncertain whether to agree or disagree (Valid %)	Disagree (Valid %)	Strongly disagree (Valid %)
I understand how my work will support the new Smithsonian Strategic Plan as it is implemented in the future.	All Smithsonian Employees	70%				59%	3179	99%	19%	51%	20%	8%	2%
	All Federal & Trust Employees (NFC)	69%	62%	53%		58%	2790	99%	19%	50%	20%	9%	2%
	All Federal, Full-time, Permanent	68%	60%	54%		57%	1977	99%	19%	49%	22%	8%	2%
	All Federal Employees	68%	60%	53%		57%	2042	99%	19%	49%	22%	8%	2%
	All Trust Employees	72%	67%	52%		60%	749	99%	19%	53%	17%	10%	2%
	All Smithsonian Enterprise	60%	67%	56%		47%	149	98%	9%	52%	26%	12%	1%
	All STRI Panama Employees	86%	76%	67%		82%	239	100%	26%	60%	11%	3%	0%
I can easily explain the Smithsonian to people I meet.	All Smithsonian Employees	88%				84%	3322	99%	32%	56%	7%	4%	1%
	All Federal & Trust Employees (NFC)	87%				83%	2913	99%	32%	55%	8%	4%	1%
	All Federal, Full-time, Permanent	86%				82%	2056	99%	32%	55%	9%	3%	1%
	All Federal Employees	86%				82%	2125	99%	32%	55%	9%	4%	1%
	All Trust Employees	90%				84%	789	100%	34%	56%	5%	5%	1%
	All Smithsonian Enterprise	93%				90%	159	100%	28%	65%	4%	3%	1%
	All STRI Panama Employees	94%				92%	249	99%	39%	56%	4%	2%	0%
Managers support collaboration across Smithsonian units to accomplish work objectives.	All Smithsonian Employees	60%				41%	3214	99%	15%	45%	21%	13%	6%
	All Federal & Trust Employees (NFC)	59%	49%			40%	2833	99%	16%	44%	21%	13%	7%
	All Federal, Full-time, Permanent	59%	50%		58%	39%	2013	99%	16%	43%	21%	13%	7%
	All Federal Employees	59%	50%			40%	2082	99%	16%	43%	21%	13%	7%
	All Trust Employees	60%	46%			40%	752	99%	15%	45%	21%	14%	5%
	All Smithsonian Enterprise	54%	52%			34%	150	98%	13%	42%	25%	14%	6%
	All STRI Panama Employees	72%	67%			61%	230	100%	11%	61%	17%	10%	1%

Appendix Table1-C (continued)
2011 Smithsonian Employee Perspective Survey: Survey Responses by Smithsonian Workforce Component
Smithsonian-wide Work Environment Questions

2011 SEPS Question	Smithsonian Workforce Component	2011 Favorable Score (% Strongly Agree plus % Agree)	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)	2011 Net Favorable Score (Favorable Score minus % Disagree an % Strongly Disagree)	Number of employees answering question (Unweighted N)	Question Response Rate (# Valid Responses/# Asked Question)	Strongly Agree (Valid %)	Agree (Valid %)	Uncertain whether to agree or disagree (Valid %)	Disagree (Valid %)	Strongly disagree (Valid %)
Smithsonian leaders and managers promote communication and cooperation across units in the Smithsonian.	All Smithsonian Employees	55%				33%	3222	99%	11%	44%	23%	16%	6%
	All Federal & Trust Employees (NFC)	55%	46%	34%		32%	2834	99%	11%	44%	23%	16%	6%
	All Federal, Full-time, Permanent	55%	47%	35%		33%	2013	99%	11%	44%	23%	16%	7%
	All Federal Employees	55%	47%	35%		33%	2080	99%	12%	44%	23%	16%	7%
	All Trust Employees	53%	44%	29%		30%	755	99%	9%	44%	25%	17%	5%
	All Smithsonian Enterprise	47%	48%	37%		18%	153	99%	9%	38%	24%	20%	8%
	All STRI Panama Employees	68%	64%	53%		56%	234	98%	11%	57%	21%	11%	1%
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	70%				59%	3190	99%	19%	51%	18%	8%	4%
	All Federal & Trust Employees (NFC)	71%	69%	66%		60%	2813	99%	20%	51%	18%	7%	4%
	All Federal, Full-time, Permanent	71%	70%	67%	58%	60%	1997	99%	21%	51%	17%	7%	4%
	All Federal Employees	71%	70%	66%		60%	2062	99%	21%	51%	17%	7%	4%
	All Trust Employees	70%	66%	65%		60%	752	99%	18%	53%	19%	8%	3%
	All Smithsonian Enterprise	66%	76%	65%		54%	148	98%	19%	47%	22%	8%	4%
	All STRI Panama Employees	66%	60%	53%		54%	228	98%	13%	54%	21%	10%	3%
I know how my work relates to the Smithsonian's goals and priorities.	All Smithsonian Employees	86%				81%	3294	99%	31%	55%	10%	3%	1%
	All Federal & Trust Employees (NFC)	83%	88%	84%		78%	2889	99%	31%	53%	11%	4%	2%
	All Federal, Full-time, Permanent	83%	86%	83%	84%	78%	2042	99%	31%	53%	11%	4%	2%
	All Federal Employees	84%	86%	82%		78%	2109	99%	30%	53%	11%	4%	2%
	All Trust Employees	88%	92%	88%		84%	781	99%	31%	57%	8%	3%	1%
	All Smithsonian Enterprise	88%	89%	88%		85%	154	99%	25%	63%	9%	3%	0%
	All STRI Panama Employees	94%	96%	94%		93%	250	100%	32%	62%	5%	1%	0%

Appendix Table1-C (continued)
2011 Smithsonian Employee Perspective Survey: Survey Responses by Smithsonian Workforce Component
Smithsonian-wide Work Environment Questions

2011 SEPS Question	Smithsonian Workforce Component	2011 Favorable Score (% Strongly Agree plus % Agree)	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)	2011 Net Favorable Score (Favorable Score minus % Disagree an % Strongly Disagree)	Number of employees answering question (Unweighted N)	Question Response Rate (# Valid Responses/# Asked Question)	Strongly Agree (Valid %)	Agree (Valid %)	Uncertain whether to agree or disagree (Valid %)	Disagree (Valid %)	Strongly disagree (Valid %)
The Smithsonian successfully accomplishes its mission.	All Smithsonian Employees	79%				75%	3220	99%	20%	59%	16%	3%	1%
	All Federal & Trust Employees (NFC)	78%	77%			73%	2827	99%	20%	58%	17%	4%	1%
	All Federal, Full-time, Permanent	76%	75%		78%	71%	1995	99%	19%	57%	18%	4%	1%
	All Federal Employees	77%	75%			71%	2061	99%	19%	57%	18%	4%	1%
	All Trust Employees	82%	84%			79%	767	100%	20%	62%	14%	3%	0%
	All Smithsonian Enterprise	77%	80%			72%	154	99%	16%	62%	17%	4%	1%
	All STRI Panama Employees	93%	91%			93%	238	99%	33%	60%	6%	0%	0%
I believe that the results of this survey will be used to make the Smithsonian a better place to work.	All Smithsonian Employees	57%				41%	3105	99%	19%	38%	27%	10%	6%
	All Federal & Trust Employees (NFC)	55%	55%			38%	2721	99%	17%	38%	28%	11%	6%
	All Federal, Full-time, Permanent	56%	57%		45%	39%	1926	99%	19%	37%	27%	11%	7%
	All Federal Employees	56%	57%			39%	1988	99%	18%	38%	27%	11%	6%
	All Trust Employees	52%	52%			34%	734	100%	14%	38%	31%	12%	6%
	All Smithsonian Enterprise	58%	61%			40%	150	99%	15%	44%	23%	11%	7%
	All STRI Panama Employees	81%	78%			76%	233	100%	39%	42%	15%	4%	1%
Senior leaders demonstrate support for work-life programs (for example, health and wellness, employee assistance, and support groups.	All Smithsonian Employees	67%				54%	3116	99%	18%	49%	21%	9%	4%
	All Federal & Trust Employees (NFC)	67%	65%			55%	2742	99%	18%	49%	21%	8%	4%
	All Federal, Full-time, Permanent	67%	65%		55%	56%	1954	99%	19%	48%	21%	8%	4%
	All Federal Employees	68%	65%			56%	2012	99%	19%	48%	21%	8%	4%
	All Trust Employees	65%	65%			53%	731	99%	15%	50%	23%	9%	3%
	All Smithsonian Enterprise	55%	65%			35%	141	97%	13%	42%	25%	14%	5%
	All STRI Panama Employees	71%	70%			59%	232	98%	16%	54%	18%	10%	1%

Appendix Table1-C (continued)
2011 Smithsonian Employee Perspective Survey: Survey Responses by Smithsonian Workforce Component
Smithsonian-wide Work Environment Questions

2011 SEPS Question	Smithsonian Workforce Component	2011 Favorable Score (% Strongly Agree plus % Agree)	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)	2011 Net Favorable Score (Favorable Score minus % Disagree an % Strongly Disagree)	Number of employees answering question (Unweighted N)	Question Response Rate (# Valid Responses/# Asked Question)	Strongly Agree (Valid %)	Agree (Valid %)	Uncertain whether to agree or disagree (Valid %)	Disagree (Valid %)	Strongly disagree (Valid %)
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	80%				72%	3182	98%	24%	56%	12%	6%	2%
	All Federal & Trust Employees (NFC)	81%	78%			73%	2801	99%	24%	56%	12%	6%	2%
	All Federal, Full-time, Permanent	82%	79%		51%	74%	1998	99%	26%	55%	11%	5%	2%
	All Federal Employees	82%	79%			74%	2062	99%	26%	55%	11%	5%	2%
	All Trust Employees	78%	78%			70%	740	98%	19%	59%	14%	6%	2%
	All Smithsonian Enterprise	83%	80%			78%	141	94%	21%	61%	13%	3%	2%
	All STRI Panama Employees	72%	81%			57%	239	96%	23%	49%	13%	15%	0%
I am satisfied with Smithsonian Employee Assistance Programs.	All Smithsonian Employees	65%	62%			57%	2633	93%	17%	47%	28%	5%	2%
	All Federal & Trust Employees (NFC)	65%		68%		59%	2296	93%	18%	48%	28%	4%	2%
	All Federal, Full-time, Permanent	68%	64%	68%	48%	62%	1671	94%	20%	48%	26%	4%	2%
	All Federal Employees	68%	64%	69%		62%	1724	94%	20%	48%	26%	4%	2%
	All Trust Employees	58%	59%	65%		51%	573	91%	12%	46%	34%	5%	2%
	All Smithsonian Enterprise	57%	64%	74%		51%	114	88%	16%	41%	37%	3%	3%
	All STRI Panama Employees	60%	58%	54%		42%	222	95%	13%	47%	23%	16%	2%
Office of Facilities Management and Reliability (OFMR) staff are responsive in handling my concerns about the cleanliness and maintenance of my primary work area in the Smithsonian facility where I work.	All Smithsonian Employees	73%				62%	2393	74%	23%	51%	15%	7%	4%
	All Federal & Trust Employees (NFC)	74%				63%	2176	77%	23%	51%	15%	7%	4%
	All Federal, Full-time, Permanent	75%				65%	1686	84%	24%	51%	14%	7%	3%
	All Federal Employees	75%				65%	1735	84%	24%	51%	14%	7%	3%
	All Trust Employees	70%				57%	441	58%	22%	49%	16%	10%	4%
	All Smithsonian Enterprise	63%				51%	80	55%	16%	47%	26%	6%	5%
	All STRI Panama Employees	65%				52%	137	58%	14%	51%	22%	9%	4%

Appendix Table1-C (continued)
2011 Smithsonian Employee Perspective Survey: Survey Responses by Smithsonian Workforce Component
Smithsonian-wide Work Environment Questions

2011 SEPS Question	Smithsonian Workforce Component	2011 Favorable Score (% Strongly Agree plus % Agree)	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)	2011 Net Favorable Score (Favorable Score minus % Disagree an % Strongly Disagree)	Number of employees answering question (Unweighted N)	Question Response Rate (# Valid Responses/# Asked Question)	Strongly Agree (Valid %)	Agree (Valid %)	Uncertain whether to agree or disagree (Valid %)	Disagree (Valid %)	Strongly disagree (Valid %)
Officers in the Smithsonian Office of Protection Services (OPS) are responsive in handling concerns regarding personal security (not including terrorist threats, bomb threats, etc.) in building or facility.	All Smithsonian Employees	77%				67%	2523	78%	23%	54%	14%	6%	3%
	All Federal & Trust Employees (NFC)	77%				68%	2284	81%	24%	53%	13%	6%	3%
	All Federal, Full-time, Permanent	76%				66%	1768	88%	25%	51%	14%	7%	3%
	All Federal Employees	76%				66%	1823	88%	25%	51%	14%	7%	4%
	All Trust Employees	82%				75%	461	60%	21%	60%	12%	5%	1%
	All Smithsonian Enterprise	75%				68%	94	62%	18%	58%	18%	6%	1%
	All STRI Panama Employees	70%				58%	145	63%	10%	59%	19%	8%	4%
The Smithsonian Office of the Chief Information Officer (OCIO) Information Technology staff is responsive in handling my service concerns regarding information technology or computers that I use in my work.	All Smithsonian Employees	84%				79%	2959	91%	30%	54%	11%	3%	2%
	All Federal & Trust Employees (NFC)	84%				79%	2638	92%	31%	53%	11%	3%	2%
	All Federal, Full-time, Permanent	84%				80%	1940	95%	31%	53%	11%	3%	2%
	All Federal Employees	85%				80%	2000	95%	31%	53%	11%	3%	2%
	All Trust Employees	84%				77%	638	84%	31%	52%	10%	4%	3%
	All Smithsonian Enterprise	79%				73%	118	76%	23%	56%	15%	5%	1%
	All STRI Panama Employees	88%				82%	203	85%	17%	71%	5%	4%	2%
Staff in Smithsonian central financial units is responsive in handling my financial service concerns.	All Smithsonian Employees	66%				55%	2677	89%	15%	51%	24%	7%	3%
	All Federal & Trust Employees (NFC)	65%				54%	2366	90%	15%	50%	24%	8%	3%
	All Federal, Full-time, Permanent	68%				58%	1733	92%	16%	51%	22%	7%	3%
	All Federal Employees	68%				58%	1787	92%	16%	52%	22%	7%	3%
	All Trust Employees	57%				41%	580	83%	13%	44%	28%	11%	5%
	All Smithsonian Enterprise	61%				53%	109	75%	12%	49%	31%	5%	3%
	All STRI Panama Employees	78%				73%	201	89%	18%	60%	17%	4%	1%

Appendix Table1-C (continued)
2011 Smithsonian Employee Perspective Survey: Survey Responses by Smithsonian Workforce Component
Smithsonian-wide Work Environment Questions

2011 SEPS Question	Smithsonian Workforce Component	2011 Favorable Score (% Strongly Agree plus % Agree)	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)	2011 Net Favorable Score (Favorable Score minus % Disagree an % Strongly Disagree)	Number of employees answering question (Unweighted N)	Question Response Rate (# Valid Responses/# Asked Question)	Strongly Agree (Valid %)	Agree (Valid %)	Uncertain whether to agree or disagree (Valid %)	Disagree (Valid %)	Strongly disagree (Valid %)
Smithsonian Office of the Comptroller (OC) staff is responsive in handling my concerns.	All Smithsonian Employees	56%				48%	2136	79%	12%	44%	36%	5%	2%
	All Federal & Trust Employees (NFC)	55%				47%	1882	80%	12%	43%	37%	5%	3%
	All Federal, Full-time, Permanent	58%				51%	1428	84%	13%	44%	36%	5%	2%
	All Federal Employees	58%				51%	1465	83%	13%	45%	36%	5%	2%
	All Trust Employees	46%				33%	417	68%	8%	37%	42%	7%	5%
	All Smithsonian Enterprise	43%				38%	77	56%	7%	36%	52%	3%	1%
	All STRI Panama Employees	74%				66%	177	82%	11%	63%	18%	8%	1%
Smithsonian human resources services are responsive in handling my concerns regarding my employment situation.	All Smithsonian Employees	64%				48%	2992	94%	15%	49%	20%	10%	6%
	All Federal & Trust Employees (NFC)	63%				47%	2617	95%	15%	48%	20%	10%	6%
	All Federal, Full-time, Permanent	64%				49%	1862	96%	15%	49%	20%	10%	6%
	All Federal Employees	64%				49%	1927	96%	15%	49%	21%	10%	6%
	All Trust Employees	61%				42%	691	92%	14%	47%	20%	12%	7%
	All Smithsonian Enterprise	64%				45%	134	85%	15%	49%	18%	14%	5%
	All STRI Panama Employees	73%				60%	240	96%	16%	57%	13%	11%	3%
Smithsonian Office of Contracting (OCon) staff is responsive in handling my concerns regarding setting up or administering contracts.	All Smithsonian Employees	61%				50%	2278	77%	14%	47%	28%	7%	4%
	All Federal & Trust Employees (NFC)	60%				48%	2033	78%	14%	45%	28%	7%	5%
	All Federal, Full-time, Permanent	61%				50%	1551	83%	14%	47%	28%	7%	4%
	All Federal Employees	61%				50%	1588	82%	14%	47%	28%	7%	4%
	All Trust Employees	56%				42%	445	66%	14%	41%	30%	9%	6%
	All Smithsonian Enterprise	62%				55%	75	51%	14%	48%	32%	6%	0%
	All STRI Panama Employees	75%				69%	170	78%	12%	63%	20%	4%	1%

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

Appendix Table1-C (continued)
2011 Smithsonian Employee Perspective Survey: Survey Responses by Smithsonian Workforce Component
Smithsonian-wide Work Environment Questions

2011 SEPS Question	Smithsonian Workforce Component	2011 Favorable Score (% Strongly Agree plus % Agree)	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)	2011 Net Favorable Score (Favorable Score minus % Disagree an % Strongly Disagree)	Number of employees answering question (Unweighted N)	Question Response Rate (# Valid Responses/# Asked Question)	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)	I do not use 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.
Select the answer that best describes your child care situation while working at the Smithsonian.	All Smithsonian Employees						3232	97%	2%	0%	6%	9%	83%
	All Federal & Trust Employees (NFC)						2851	97%	2%	0%	6%	7%	85%
	All Federal, Full-time, Permanent						1996	96%	2%	0%	7%	6%	85%
	All Federal Employees						2064	96%	2%	0%	7%	6%	85%
	All Trust Employees						788	99%	2%	0%	2%	11%	85%
	All Smithsonian Enterprise												
	All STRI Panama Employees												

Appendix Table1-C (continued)

2011 Smithsonian Employee Perspective Survey: Survey Responses by Smithsonian Workforce Component

Smithsonian-wide Work Environment Questions

2011 SEPS Question	Smithsonian Workforce Component	2011 Favorable Score (% Strongly Agree plus % Agree)	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)	2011 Net Favorable Score (Favorable Score minus % Disagree an % Strongly Disagree)	Number of employees answering question (Unweighted N)	Question Response Rate (# Valid Responses/# Asked Question)	Strongly Agree (Valid %)	Agree (Valid %)	Uncertain whether to agree or disagree (Valid %)	Disagree (Valid %)	Strongly disagree (Valid %)
I am satisfied with Smithsonian Child Care Programs.	All Smithsonian Employees	94%				92%	59	34%	78%	16%	4%	2%	0%
	All Federal & Trust Employees (NFC)	93%	95%			91%	55	36%	78%	15%	5%	2%	0%
	All Federal, Full-time, Permanent	93%	98%		23%	93%	38	30%	76%	17%	7%	0%	0%
	All Federal Employees	93%	98%			93%	39	30%	73%	20%	7%	0%	0%
	All Trust Employees	93%	89%			86%	16	76%	88%	5%	0%	7%	0%
	All Smithsonian Enterprise												
	All STRI Panama Employees												

Appendix Table1-C (continued)
2011 Smithsonian Employee Perspective Survey: Survey Responses by Smithsonian Workforce Component
Smithsonian-wide Work Environment Questions

2011 SEPS Question	Smithsonian Workforce Component	2011 Favorable Score (% Strongly Agree plus % Agree)	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)	2011 Net Favorable Score (Favorable Score minus % Disagree an % Strongly Disagree)	Number of employees answering question (Unweighted N)	Question Response Rate (# Valid Responses/# Asked Question)	Strongly Agree (Valid %)	Agree (Valid %)	Uncertain whether to agree or disagree (Valid %)	Disagree (Valid %)	Strongly disagree (Valid %)
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	77%				69%	3072	99%	31%	47%	14%	6%	3%
	All Federal & Trust Employees (NFC)	78%	75%			70%	2717	99%	31%	47%	13%	5%	3%
	All Federal, Full-time, Permanent	76%	73%		66%	66%	1930	99%	30%	46%	15%	6%	4%
	All Federal Employees	76%	73%			66%	1992	99%	30%	46%	15%	6%	4%
	All Trust Employees	85%	82%			79%	726	99%	37%	48%	9%	4%	1%
	All Smithsonian Enterprise	68%	76%			55%	146	97%	24%	44%	18%	7%	6%
	All STRI Panama Employees	74%	73%			63%	208	97%	25%	49%	16%	9%	2%
Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.	All Smithsonian Employees	66%				49%	3102	99%	24%	42%	17%	10%	7%
	All Federal & Trust Employees (NFC)	66%	62%			50%	2743	99%	25%	42%	17%	10%	7%
	All Federal, Full-time, Permanent	63%	59%		51%	45%	1941	99%	24%	40%	18%	11%	8%
	All Federal Employees	63%	59%			45%	2005	99%	24%	40%	18%	10%	8%
	All Trust Employees	75%	69%			63%	739	100%	28%	47%	12%	8%	5%
	All Smithsonian Enterprise	55%	61%			27%	148	97%	17%	38%	17%	16%	12%
	All STRI Panama Employees	68%	64%			54%	210	96%	19%	49%	18%	10%	4%

Appendix Table1-C (continued)
2011 Smithsonian Employee Perspective Survey: Survey Responses by Smithsonian Workforce Component
Smithsonian-wide Work Environment Questions

2011 SEPS Question	Smithsonian Workforce Component	2011 Favorable Score (% Strongly Agree plus % Agree)	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)	2011 Net Favorable Score (Favorable Score minus % Disagree an % Strongly Disagree)	Number of employees answering question (Unweighted N)	Question Response Rate (# Valid Responses/# Asked Question)	Strongly Agree (Valid %)	Agree (Valid %)	Uncertain whether to agree or disagree (Valid %)	Disagree (Valid %)	Strongly disagree (Valid %)
I have a high level of respect for my Unit's Director.	All Smithsonian Employees	73%				61%	3178	96%	35%	38%	14%	7%	5%
	All Federal & Trust Employees (NFC)	72%	72%	68%		60%	2793	97%	35%	37%	15%	7%	5%
	All Federal, Full-time, Permanent	71%	70%	67%		57%	1989	97%	34%	36%	16%	7%	6%
	All Federal Employees	71%	70%	67%		57%	2057	97%	35%	36%	16%	7%	6%
	All Trust Employees	78%	78%	75%		66%	737	94%	37%	41%	11%	8%	4%
	All Smithsonian Enterprise	61%	69%	64%		40%	138	88%	22%	39%	17%	12%	10%
	All STRI Panama Employees	90%	88%	88%		87%	246	98%	40%	50%	7%	3%	0%
My Unit's Director generates high levels of motivation and commitment in the workforce.	All Smithsonian Employees	63%				43%	3163	96%	27%	36%	18%	12%	7%
	All Federal & Trust Employees (NFC)	63%	61%	57%		43%	2781	97%	27%	35%	18%	12%	8%
	All Federal, Full-time, Permanent	62%	61%	56%		42%	1978	97%	27%	35%	17%	12%	8%
	All Federal Employees	62%	61%	56%		42%	2046	97%	28%	35%	17%	12%	8%
	All Trust Employees	63%	63%	58%		44%	736	94%	27%	36%	18%	11%	7%
	All Smithsonian Enterprise	51%	67%	56%		22%	138	88%	17%	35%	20%	18%	11%
	All STRI Panama Employees	68%	65%	54%		57%	243	100%	22%	47%	20%	10%	1%
My Unit's Director maintains high standards of honesty and integrity.	All Smithsonian Employees	73%				62%	3073	96%	33%	40%	16%	6%	4%
	All Federal & Trust Employees (NFC)	73%	73%			62%	2710	96%	34%	39%	17%	6%	5%
	All Federal, Full-time, Permanent	70%	70%			58%	1936	97%	32%	38%	18%	7%	5%
	All Federal Employees	70%	70%			59%	2003	97%	33%	37%	18%	6%	5%
	All Trust Employees	80%	81%			72%	708	94%	38%	42%	13%	5%	3%
	All Smithsonian Enterprise	65%	71%			47%	132	88%	21%	44%	16%	12%	6%
	All STRI Panama Employees	80%	77%			73%	230	100%	25%	54%	14%	5%	2%

Appendix Table1-D (continued)
2011 Smithsonian Employee Perspective Survey: Survey Responses by Smithsonian Workforce Component
Unit Leadership and Work Environment Questions

2011 SEPS Question	Smithsonian Workforce Component	2011 Favorable Score (% Strongly Agree plus % Agree)	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)	2011 Net Favorable Score (Favorable Score minus % Disagree an % Strongly Disagree)	Number of employees answering question (Unweighted N)	Question Response Rate (# Valid Responses/# Asked Question)	Strongly Agree (Valid %)	Agree (Valid %)	Uncertain whether to agree or disagree (Valid %)	Disagree (Valid %)	Strongly disagree (Valid %)
My Unit's Director reviews and evaluates my Unit's progress toward meeting its goals and objectives.	All Smithsonian Employees	73%				64%	3029	97%	30%	43%	18%	5%	3%
	All Federal & Trust Employees (NFC)	73%	75%	67%		64%	2663	97%	31%	42%	19%	5%	4%
	All Federal, Full-time, Permanent	71%	72%	65%	64%	62%	1901	97%	30%	41%	20%	5%	4%
	All Federal Employees	71%	72%	65%		62%	1968	97%	31%	41%	20%	5%	4%
	All Trust Employees	76%	82%	74%		69%	696	95%	32%	44%	16%	5%	3%
	All Smithsonian Enterprise	68%	76%	66%		54%	150	98%	22%	46%	18%	8%	6%
	All STRI Panama Employees	82%	76%	65%		78%	215	99%	23%	59%	14%	3%	1%
My Unit's Director communicates my Unit's goals and priorities.	All Smithsonian Employees	75%				63%	3147	96%	28%	47%	13%	8%	4%
	All Federal & Trust Employees (NFC)	75%	74%	66%		63%	2761	96%	29%	45%	14%	8%	4%
	All Federal, Full-time, Permanent	74%	72%	65%	64%	62%	1964	96%	29%	45%	14%	7%	4%
	All Federal Employees	74%	72%	65%		62%	2032	96%	29%	45%	14%	7%	5%
	All Trust Employees	76%	80%	71%		64%	730	94%	29%	48%	11%	10%	3%
	All Smithsonian Enterprise	65%	69%	66%		44%	148	97%	18%	48%	14%	13%	8%
	All STRI Panama Employees	83%	84%	80%		76%	237	98%	20%	62%	10%	7%	0%
Grade promotions in my Unit are based on merit.	All Smithsonian Employees	43%				13%	2927	98%	11%	32%	26%	17%	14%
	All Federal & Trust Employees (NFC)	44%	42%	40%		13%	2583	98%	12%	32%	26%	17%	14%
	All Federal, Full-time, Permanent	41%	40%	38%	35%	9%	1863	98%	11%	30%	27%	18%	14%
	All Federal Employees	41%	40%	38%		9%	1923	98%	11%	30%	27%	18%	14%
	All Trust Employees	51%	48%	46%		27%	661	97%	14%	37%	24%	13%	12%
	All Smithsonian Enterprise	47%	51%	44%		17%	141	95%	10%	36%	24%	18%	11%
	All STRI Panama Employees	38%	38%	34%		1%	202	94%	7%	31%	26%	20%	17%

Appendix Table1-D (continued)
2011 Smithsonian Employee Perspective Survey: Survey Responses by Smithsonian Workforce Component
Unit Leadership and Work Environment Questions

2011 SEPS Question	Smithsonian Workforce Component	2011 Favorable Score (% Strongly Agree plus % Agree)	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)	2011 Net Favorable Score (Favorable Score minus % Disagree an % Strongly Disagree)	Number of employees answering question (Unweighted N)	Question Response Rate (# Valid Responses/# Asked Question)	Strongly Agree (Valid %)	Agree (Valid %)	Uncertain whether to agree or disagree (Valid %)	Disagree (Valid %)	Strongly disagree (Valid %)
Creativity and innovation are generally rewarded in my Unit.	All Smithsonian Employees	42%				9%	2914	97%	11%	32%	25%	19%	14%
	All Federal & Trust Employees (NFC)	42%	51%	48%		8%	2559	97%	11%	31%	25%	19%	14%
	All Federal, Full-time, Permanent	40%	48%	45%	41%	6%	1849	98%	10%	30%	25%	20%	15%
	All Federal Employees	40%	49%	45%		6%	1908	98%	10%	30%	25%	20%	15%
	All Trust Employees	46%	59%	57%		16%	652	96%	12%	33%	24%	17%	13%
	All Smithsonian Enterprise	48%	53%	47%		19%	144	97%	9%	39%	23%	15%	14%
	All STRI Panama Employees	43%	42%	40%		4%	210	96%	8%	35%	19%	23%	15%
In my Unit, positive and negative individual performances are recognized in a meaningful way.	All Smithsonian Employees	47%				16%	3140	99%	13%	34%	23%	18%	13%
	All Federal & Trust Employees (NFC)	48%	44%	43%		18%	2773	99%	14%	34%	23%	17%	12%
	All Federal, Full-time, Permanent	46%	42%	42%	36%	14%	1971	99%	13%	33%	23%	18%	14%
	All Federal Employees	46%	42%	42%		15%	2038	99%	13%	33%	23%	18%	14%
	All Trust Employees	53%	48%	44%		29%	736	99%	16%	37%	22%	15%	9%
	All Smithsonian Enterprise	43%	54%	44%		7%	148	97%	9%	34%	22%	22%	13%
	All STRI Panama Employees	35%	43%	40%		-4%	218	100%	8%	28%	25%	25%	15%
Individual pay raises (excluding cost of living adjustments (COLA)) depend on how well individual employees perform their jobs.	All Smithsonian Employees	45%				14%	3137	99%	9%	36%	24%	20%	11%
	All Federal & Trust Employees (NFC)	45%	37%	37%		14%	2762	99%	9%	36%	24%	19%	11%
	All Federal, Full-time, Permanent	45%	36%	36%	26%	14%	1971	99%	10%	35%	24%	19%	12%
	All Federal Employees	45%	36%	37%		14%	2035	99%	10%	35%	24%	19%	12%
	All Trust Employees	47%	42%	39%		15%	728	99%	9%	38%	22%	21%	10%
	All Smithsonian Enterprise	43%	45%	39%		11%	152	98%	7%	35%	26%	19%	12%
	All STRI Panama Employees	40%	35%	28%		5%	222	98%	6%	34%	25%	26%	9%

Appendix Table1-D (continued)
2011 Smithsonian Employee Perspective Survey: Survey Responses by Smithsonian Workforce Component
Unit Leadership and Work Environment Questions

2011 SEPS Question	Smithsonian Workforce Component	2011 Favorable Score (% Strongly Agree plus % Agree)	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)	2011 Net Favorable Score (Favorable Score minus % Disagree an % Strongly Disagree)	Number of employees answering question (Unweighted N)	Question Response Rate (# Valid Responses/# Asked Question)	Strongly Agree (Valid %)	Agree (Valid %)	Uncertain whether to agree or disagree (Valid %)	Disagree (Valid %)	Strongly disagree (Valid %)
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	43%				11%	3055	99%	11%	33%	25%	20%	12%
	All Federal & Trust Employees (NFC)	44%	41%	41%		11%	2717	99%	11%	33%	24%	20%	12%
	All Federal, Full-time, Permanent	44%	41%	40%	51%	11%	1953	99%	11%	32%	24%	20%	12%
	All Federal Employees	44%	41%	41%		12%	2016	99%	11%	32%	24%	20%	12%
	All Trust Employees	43%	42%	40%		11%	702	98%	10%	33%	25%	21%	11%
	All Smithsonian Enterprise	40%	42%	35%		8%	142	95%	7%	33%	27%	22%	10%
	All STRI Panama Employees	40%	34%	21%		10%	195	98%	6%	34%	30%	21%	9%
In my Unit, employees are protected from health and safety hazards on the job.	All Smithsonian Employees	83%				75%	3262	99%	27%	55%	10%	5%	2%
	All Federal & Trust Employees (NFC)	83%	83%	81%		76%	2860	99%	29%	55%	9%	5%	3%
	All Federal, Full-time, Permanent	82%	81%	79%	76%	73%	2039	99%	27%	54%	10%	5%	3%
	All Federal Employees	82%	81%	79%		73%	2104	99%	27%	54%	10%	5%	3%
	All Trust Employees	89%	88%	85%		84%	757	98%	33%	56%	7%	4%	1%
	All Smithsonian Enterprise	82%	82%	78%		73%	151	96%	19%	63%	10%	7%	1%
	All STRI Panama Employees	74%	79%	81%		61%	250	100%	15%	58%	14%	10%	2%
My Unit's employees have a feeling of personal empowerment with respect to work processes.	All Smithsonian Employees	54%				28%	3182	99%	13%	41%	21%	16%	10%
	All Federal & Trust Employees (NFC)	55%	54%	50%		29%	2822	99%	14%	41%	20%	16%	10%
	All Federal, Full-time, Permanent	54%	53%	48%	48%	28%	1999	99%	13%	41%	19%	16%	11%
	All Federal Employees	54%	52%	49%		28%	2068	99%	13%	41%	19%	16%	11%
	All Trust Employees	56%	59%	54%		32%	755	99%	15%	41%	20%	16%	8%
	All Smithsonian Enterprise	43%	58%	46%		11%	152	97%	6%	37%	24%	19%	13%
	All STRI Panama Employees	46%	44%	51%		28%	207	98%	7%	39%	35%	14%	4%

Appendix Table1-D (continued)
2011 Smithsonian Employee Perspective Survey: Survey Responses by Smithsonian Workforce Component
Unit Leadership and Work Environment Questions

2011 SEPS Question	Smithsonian Workforce Component	2011 Favorable Score (% Strongly Agree plus % Agree)	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)	2011 Net Favorable Score (Favorable Score minus % Disagree an % Strongly Disagree)	Number of employees answering question (Unweighted N)	Question Response Rate (# Valid Responses/# Asked Question)	Strongly Agree (Valid %)	Agree (Valid %)	Uncertain whether to agree or disagree (Valid %)	Disagree (Valid %)	Strongly disagree (Valid %)
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	66%				50%	3166	98%	16%	50%	18%	11%	4%
	All Federal & Trust Employees (NFC)	67%	63%	61%		51%	2788	98%	17%	50%	18%	11%	4%
	All Federal, Full-time, Permanent	67%	62%	62%	76%	51%	1989	99%	17%	50%	17%	11%	5%
	All Federal Employees	67%	62%	62%		51%	2056	99%	17%	50%	18%	11%	5%
	All Trust Employees	67%	66%	60%		54%	733	97%	17%	50%	20%	11%	2%
	All Smithsonian Enterprise	65%	71%	63%		50%	153	97%	12%	52%	21%	11%	3%
	All STRI Panama Employees	59%	62%	76%		38%	224	99%	10%	50%	19%	17%	4%
Recognition and awards (monetary or non-monetary) in my Unit depend on how well employees perform their jobs.	All Smithsonian Employees	52%				25%	3056	98%	13%	39%	21%	15%	12%
	All Federal & Trust Employees (NFC)	52%	51%	51%		25%	2696	98%	13%	39%	21%	15%	12%
	All Federal, Full-time, Permanent	52%	50%	51%	44%	24%	1937	98%	13%	38%	20%	16%	12%
	All Federal Employees	52%	50%	50%		24%	1997	98%	13%	38%	21%	15%	12%
	All Trust Employees	53%	53%	50%		26%	700	98%	13%	40%	21%	16%	10%
	All Smithsonian Enterprise	48%	54%	42%		18%	142	96%	10%	38%	22%	16%	15%
	All STRI Panama Employees	55%	44%	43%		30%	217	97%	9%	47%	19%	16%	10%
I am given a real opportunity to improve my skills in my Unit.	All Smithsonian Employees	64%				45%	3266	98%	21%	44%	16%	12%	7%
	All Federal & Trust Employees (NFC)	65%	65%	62%		46%	2877	98%	22%	43%	16%	12%	7%
	All Federal, Full-time, Permanent	64%	64%	61%	66%	45%	2032	98%	21%	43%	17%	11%	8%
	All Federal Employees	64%	64%	61%		45%	2100	98%	21%	43%	17%	11%	8%
	All Trust Employees	67%	68%	66%		49%	778	98%	23%	45%	14%	13%	5%
	All Smithsonian Enterprise	48%	59%	54%		19%	153	97%	12%	36%	23%	20%	9%
	All STRI Panama Employees	68%	61%	53%		49%	235	99%	17%	51%	14%	13%	6%

Appendix Table1-D (continued)
2011 Smithsonian Employee Perspective Survey: Survey Responses by Smithsonian Workforce Component
Unit Leadership and Work Environment Questions

2011 SEPS Question	Smithsonian Workforce Component	2011 Favorable Score (% Strongly Agree plus % Agree)	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)	2011 Net Favorable Score (Favorable Score minus % Disagree an % Strongly Disagree)	Number of employees answering question (Unweighted N)	Question Response Rate (# Valid Responses/# Asked Question)	Strongly Agree (Valid %)	Agree (Valid %)	Uncertain whether to agree or disagree (Valid %)	Disagree (Valid %)	Strongly disagree (Valid %)
Managers in my Unit promote communication among different work units (for example, about projects, goals, and needed resources).	All Smithsonian Employees	61%				39%	3216	98%	14%	46%	18%	15%	7%
	All Federal & Trust Employees (NFC)	61%	56%	54%		39%	2830	98%	15%	46%	17%	14%	7%
	All Federal, Full-time, Permanent	60%	54%	53%	55%	38%	2006	98%	15%	45%	19%	14%	8%
	All Federal Employees	60%	54%	53%		38%	2075	98%	15%	45%	19%	14%	8%
	All Trust Employees	64%	60%	56%		42%	756	98%	16%	48%	14%	15%	7%
	All Smithsonian Enterprise	60%	62%	56%		34%	154	99%	13%	47%	14%	16%	10%
	All STRI Panama Employees	59%	61%	52%		38%	231	99%	7%	52%	20%	16%	4%
Managers in my Unit support collaboration across work units to accomplish work objectives.	All Smithsonian Employees	64%				45%	3191	98%	16%	48%	16%	13%	6%
	All Federal & Trust Employees (NFC)	64%	61%			45%	2830	98%	17%	47%	16%	13%	6%
	All Federal, Full-time, Permanent	62%	58%		58%	42%	2008	98%	17%	46%	18%	13%	6%
	All Federal Employees	62%	58%			42%	2077	99%	17%	46%	18%	13%	6%
	All Trust Employees	70%	68%			51%	754	98%	18%	51%	12%	13%	6%
	All Smithsonian Enterprise	65%	68%			42%	154	99%	12%	53%	13%	12%	10%
	All STRI Panama Employees	65%	67%			51%	206	97%	7%	58%	21%	13%	1%
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%	3255	99%	28%	51%	11%	6%	4%
	All Federal & Trust Employees (NFC)	78%	77%	75%		68%	2858	99%	28%	50%	12%	6%	4%
	All Federal, Full-time, Permanent	75%	74%	72%		63%	2019	99%	26%	49%	14%	7%	5%
	All Federal Employees	75%	74%	73%		64%	2087	99%	26%	49%	14%	7%	5%
	All Trust Employees	87%	87%	83%		82%	772	99%	34%	53%	7%	4%	2%
	All Smithsonian Enterprise	80%	86%	77%		67%	150	97%	22%	58%	8%	7%	5%
	All STRI Panama Employees	88%	88%	86%		80%	246	100%	23%	65%	4%	6%	2%

Appendix Table1-D (continued)
2011 Smithsonian Employee Perspective Survey: Survey Responses by Smithsonian Workforce Component
Unit Leadership and Work Environment Questions

2011 SEPS Question	Smithsonian Workforce Component	2011 Favorable Score (% Strongly Agree plus % Agree)	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)	2011 Net Favorable Score (Favorable Score minus % Disagree an % Strongly Disagree)	Number of employees answering question (Unweighted N)	Question Response Rate (# Valid Responses/# Asked Question)	Strongly Agree (Valid %)	Agree (Valid %)	Uncertain whether to agree or disagree (Valid %)	Disagree (Valid %)	Strongly disagree (Valid %)
I would recommend my Unit as a good place to work.	All Smithsonian Employees	70%				58%	3285	99%	25%	45%	18%	7%	5%
	All Federal & Trust Employees (NFC)	70%	70%	66%		58%	2892	99%	26%	44%	18%	7%	5%
	All Federal, Full-time, Permanent	67%	68%	64%	70%	54%	2043	99%	24%	43%	19%	8%	5%
	All Federal Employees	68%	68%	65%		54%	2111	99%	24%	44%	19%	8%	5%
	All Trust Employees	77%	75%	71%		68%	782	99%	31%	46%	14%	6%	3%
	All Smithsonian Enterprise	61%	70%	67%		41%	153	97%	19%	42%	20%	11%	8%
	All STRI Panama Employees	76%	74%	79%		68%	239	99%	22%	54%	16%	4%	4%
My Unit successfully accomplishes its mission.	All Smithsonian Employees	73%				65%	3228	99%	25%	48%	18%	6%	3%
	All Federal & Trust Employees (NFC)	72%	74%			63%	2836	99%	25%	47%	19%	6%	3%
	All Federal, Full-time, Permanent	69%	71%		78%	59%	2011	99%	23%	46%	20%	7%	3%
	All Federal Employees	70%	71%			60%	2080	99%	23%	47%	20%	7%	3%
	All Trust Employees	80%	85%			74%	757	99%	30%	50%	15%	5%	1%
	All Smithsonian Enterprise	69%	75%			58%	152	98%	23%	46%	21%	6%	5%
	All STRI Panama Employees	90%	91%			88%	239	99%	29%	61%	8%	1%	1%

Appendix Table1-D (continued)
2011 Smithsonian Employee Perspective Survey: Survey Responses by Smithsonian Workforce Component
Unit Leadership and Work Environment Questions

2011 SEPS Question	Smithsonian Workforce Component	2011 Favorable Score (% Strongly Agree plus % Agree)	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)	2011 Net Favorable Score (Favorable Score minus % Disagree an % Strongly Disagree)	Number of employees answering question (Unweighted N)	Question Response Rate (# Valid Responses/# Asked Question)	I telework on a regular basis (at least one entire work day a week) (Valid %)	I telework infrequently (less than one entire work day a week) (Valid %)	I do not telework because I have to be physically present on the job (e.g., Security Officers, Maintenance personnel, etc.). (Valid %)	I do not telework because I have technical issues (e.g., connectivity, inadequate equipment) that prevent me from teleworking. (Valid %)	I do not telework because I am not allowed to, even though I have the kind of job where I can telework. (Valid %)	I do not telework because I choose not to telework. (Valid %)	No manager or supervisor in my Unit has explained teleworking to me. (Valid %)
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						3243	97%	5%	16%	30%	3%	13%	14%	20%
	All Federal & Trust Employees (NFC)						2846	97%	5%	17%	30%	3%	13%	15%	18%
	All Federal, Full-time, Permanent						1991	95%	4%	14%	35%	3%	12%	13%	18%
	All Federal Employees						2059	96%	4%	15%	35%	3%	12%	13%	18%
	All Trust Employees						788	99%	7%	24%	15%	3%	15%	19%	16%
	All Smithsonian Enterprise						155	98%	1%	8%	26%	1%	25%	8%	31%
	All STRI Panama Employees						241	97%	5%	6%	31%	10%	3%	5%	40%

2010 SEPS Question	Smithsonian Workforce Component	2011 Favorable Score (% Strongly Agree plus % Agree)	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)	2011 Net Favorable Score (Favorable Score minus % Disagree an % Strongly Disagree)	Number of employees answering question	Question Response Rate (# Valid Responses/# Asked Question)	I work an Alternative Working Schedule (AWS) (valid %)	I do not work an Alternative Working Schedule because I have to be physically present on the job (valid %)	I do not work an AWS because I am not allowed to, even though I have the kind of job where I can (valid %)	I do not work an AWS because I choose not to (valid %)	No manager or supervisor in my Unit has explained AWS to me (valid %)
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						3090	92%	19%	18%	21%	13%	29%
	All Federal & Trust Employees (NFC)						2854	97%	20%	16%	21%	13%	30%
	All Federal, Full-time, Permanent						2007	96%	20%	13%	26%	13%	28%
	All Federal Employees						2074	96%	20%	13%	26%	13%	28%
	All Trust Employees						781	98%	19%	23%	10%	12%	36%
	All Smithsonian Enterprise						154	97%	8%	42%	20%	18%	11%
	All STRI Panama Employees						81	89%	17%	48%	6%	20%	9%

Appendix Table1-D (continued)
2011 Smithsonian Employee Perspective Survey: Survey Responses by Smithsonian Workforce Component
Unit Leadership and Work Environment Questions

2011 SEPS Question	Smithsonian Workforce Component	2011 Favorable Score (% Strongly Agree plus % Agree)	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)	2011 Net Favorable Score (Favorable Score minus % Disagree an % Strongly Disagree)	Number of employees answering question (Unweighted N)	Question Response Rate (# Valid Responses/# Asked Question)	Strongly Agree (Valid %)	Agree (Valid %)	Uncertain whether to agree or disagree (Valid %)	Disagree (Valid %)	Strongly disagree (Valid %)
I am satisfied with telework programs in my Unit).	All Smithsonian Employees	69%				57%	675	84%	20%	48%	19%	9%	3%
	All Federal & Trust Employees (NFC)	69%	62%			57%	639	85%	21%	47%	20%	9%	3%
	All Federal, Full-time, Permanent	66%	62%		35%	55%	382	78%	19%	47%	23%	8%	3%
	All Federal Employees	67%	62%			56%	404	79%	19%	47%	23%	7%	3%
	All Trust Employees	72%	63%			58%	235	97%	24%	48%	14%	11%	3%
	All Smithsonian Enterprise	66%	53%			45%	14	78%	6%	60%	14%	6%	14%
	All STRI Panama Employees	73%				64%	22	71%	9%	64%	18%	9%	0%
I am satisfied with Alternative Work Schedules (AWS) programs in my Unit.	All Smithsonian Employees	91%				88%	606	69%	45%	46%	5%	3%	0%
	All Federal & Trust Employees (NFC)	92%	90%			88%	581	85%	46%	45%	5%	3%	0%
	All Federal, Full-time, Permanent	92%	91%		60%	89%	415	83%	46%	46%	5%	3%	0%
	All Federal Employees	92%	90%			88%	429	83%	45%	47%	5%	3%	0%
	All Trust Employees	90%	89%			87%	152	92%	50%	40%	6%	3%	0%
	All Smithsonian Enterprise	92%	78%			84%	12	75%	9%	83%	0%	0%	8%
	All STRI Panama Employees	77%				77%	13	7%	31%	46%	23%	0%	0%
Generally, employees, supervisors, and managers in my unit are civil, respectful, and courteous in dealing with each other.	All Smithsonian Employees	79%				68%	3295	99%	27%	52%	9%	7%	4%
	All Federal & Trust Employees (NFC)	79%				67%	2895	99%	28%	51%	10%	7%	4%
	All Federal, Full-time, Permanent	77%				64%	2041	98%	26%	51%	11%	8%	5%
	All Federal Employees	77%				64%	2110	98%	26%	51%	10%	8%	5%
	All Trust Employees	84%				76%	786	99%	34%	50%	8%	6%	2%
	All Smithsonian Enterprise	77%				64%	153	97%	18%	59%	9%	8%	6%
	All STRI Panama Employees	86%				78%	246	99%	23%	63%	6%	7%	2%

Appendix Table1-D (continued)
2011 Smithsonian Employee Perspective Survey: Survey Responses by Smithsonian Workforce Component
Unit Leadership and Work Environment Questions

2011 SEPS Question	Smithsonian Workforce Component	2011 Favorable Score (% Strongly Agree plus % Agree)	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)	2011 Net Favorable Score (Favorable Score minus % Disagree an % Strongly Disagree)	Number of employees answering question (Unweighted N)	Question Response Rate (# Valid Responses/# Asked Question)	Strongly Agree (Valid %)	Agree (Valid %)	Uncertain whether to agree or disagree (Valid %)	Disagree (Valid %)	Strongly disagree (Valid %)
Considering everything, I am satisfied with my Unit.	All Smithsonian Employees	72%				57%	3289	99%	25%	46%	14%	10%	4%
	All Federal & Trust Employees (NFC)	72%	70%			57%	2885	99%	26%	45%	14%	10%	4%
	All Federal, Full-time, Permanent	68%	67%			51%	2033	98%	24%	44%	15%	11%	5%
	All Federal Employees	69%	67%			52%	2101	98%	24%	44%	15%	11%	5%
	All Trust Employees	80%	78%			69%	785	99%	32%	48%	10%	8%	2%
	All Smithsonian Enterprise	63%	70%			42%	155	97%	15%	47%	16%	15%	6%
	All STRI Panama Employees	78%	75%			71%	248	99%	20%	58%	15%	5%	2%

**Appendix Table1-E
2011 Smithsonian Employee Perspective Survey: Survey Responses by Smithsonian Workforce Component
Supervisor Questions**

2011 SEPS Question	Smithsonian Workforce Component	2011 Favorable Score (% Strongly Agree plus % Agree)	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)	2011 Net Favorable Score (Favorable Score minus % Disagree an % Strongly Disagree)	Number of employees answering question (Unweighted N)	Question Response Rate (# Valid Responses/# Asked Question)	Strongly Agree (Valid %)	Agree (Valid %)	Uncertain whether to agree or disagree (Valid %)	Disagree (Valid %)	Strongly disagree (Valid %)
I have trust and confidence in my supervisor.	All Smithsonian Employees	75%				61%	3281	98%	38%	37%	12%	8%	6%
	All Federal & Trust Employees (NFC)	75%	73%	66%		61%	2878	98%	38%	36%	12%	8%	6%
	All Federal, Full-time, Permanent	72%	69%	63%	67%	57%	2033	98%	36%	37%	12%	9%	6%
	All Federal Employees	73%	69%	64%		57%	2102	98%	36%	37%	12%	9%	6%
	All Trust Employees	81%	81%	75%		71%	777	99%	45%	35%	10%	5%	4%
	All Smithsonian Enterprise	74%	79%	70%		60%	155	99%	39%	36%	11%	8%	6%
	All STRI Panama Employees	76%	82%	83%		62%	247	99%	30%	45%	11%	9%	4%
Overall, my immediate supervisor is an effective supervisor.	All Smithsonian Employees	73%				58%	3274	98%	35%	38%	12%	9%	6%
	All Federal & Trust Employees (NFC)	73%	71%	67%		58%	2877	98%	36%	37%	12%	9%	6%
	All Federal, Full-time, Permanent	71%	69%	64%	68%	55%	2032	98%	34%	38%	13%	9%	7%
	All Federal Employees	71%	69%	65%		56%	2101	98%	34%	38%	13%	9%	6%
	All Trust Employees	76%	76%	72%		63%	777	99%	40%	36%	10%	9%	5%
	All Smithsonian Enterprise	72%	78%	70%		57%	151	98%	40%	32%	13%	10%	5%
	All STRI Panama Employees	78%	76%	82%		65%	245	99%	28%	49%	10%	9%	4%
Overall, the manager directly above my immediate supervisor is an effective manager.	All Smithsonian Employees	63%				45%	2882	89%	25%	38%	18%	11%	8%
	All Federal & Trust Employees (NFC)	62%	64%			43%	2547	89%	26%	37%	19%	11%	8%
	All Federal, Full-time, Permanent	62%	62%		57%	42%	1853	91%	24%	37%	18%	12%	8%
	All Federal Employees	62%	62%			42%	1914	91%	24%	37%	19%	11%	8%
	All Trust Employees	64%	68%			47%	634	84%	29%	35%	18%	11%	6%
	All Smithsonian Enterprise	63%	66%			40%	143	92%	24%	40%	13%	12%	11%
	All STRI Panama Employees	74%	72%			64%	191	81%	25%	49%	16%	7%	3%

Appendix Table1-E (continued)
2011 Smithsonian Employee Perspective Survey: Survey Responses by Smithsonian Workforce Component
Supervisor Questions

2011 SEPS Question	Smithsonian Workforce Component	2011 Favorable Score (% Strongly Agree plus % Agree)	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)	2011 Net Favorable Score (Favorable Score minus % Disagree an % Strongly Disagree)	Number of employees answering question (Unweighted N)	Question Response Rate (# Valid Responses/# Asked Question)	Strongly Agree (Valid %)	Agree (Valid %)	Uncertain whether to agree or disagree (Valid %)	Disagree (Valid %)	Strongly disagree (Valid %)
My supervisor regularly evaluates my training needs for my present job.	All Smithsonian Employees	63%				41%	3109	95%	21%	42%	15%	16%	6%
	All Federal & Trust Employees (NFC)	64%	60%	55%		43%	2727	95%	22%	42%	15%	15%	6%
	All Federal, Full-time, Permanent	64%	60%	53%	54%	44%	1950	96%	22%	42%	16%	14%	7%
	All Federal Employees	64%	60%	55%		44%	2016	96%	22%	43%	15%	14%	6%
	All Trust Employees	63%	60%	58%		40%	712	92%	22%	41%	14%	18%	5%
	All Smithsonian Enterprise	53%	67%	51%		25%	145	94%	17%	36%	19%	21%	7%
	All STRI Panama Employees	58%	56%	47%		31%	236	96%	13%	45%	15%	21%	6%
My supervisor takes steps to address a poor performer who cannot or will not improve.	All Smithsonian Employees	60%				41%	2792	93%	18%	42%	22%	11%	8%
	All Federal & Trust Employees (NFC)	60%	56%	51%		41%	2444	93%	19%	41%	22%	11%	7%
	All Federal, Full-time, Permanent	60%	55%	53%	31%	42%	1785	94%	20%	40%	22%	11%	7%
	All Federal Employees	60%	56%	53%		42%	1846	94%	19%	40%	22%	11%	7%
	All Trust Employees	60%	55%	45%		41%	599	89%	18%	42%	21%	11%	8%
	All Smithsonian Enterprise	60%	70%	65%		38%	132	89%	15%	45%	18%	10%	12%
	All STRI Panama Employees	63%	60%	61%		44%	215	94%	13%	50%	18%	14%	5%
Discussions with my supervisor about my performance are worthwhile.	All Smithsonian Employees	73%				59%	3231	97%	29%	43%	14%	8%	5%
	All Federal & Trust Employees (NFC)	72%	72%	66%		58%	2845	98%	30%	43%	14%	8%	5%
	All Federal, Full-time, Permanent	70%	71%	64%	62%	55%	2020	98%	29%	41%	15%	9%	6%
	All Federal Employees	71%	71%	65%		56%	2089	98%	29%	41%	15%	9%	6%
	All Trust Employees	77%	76%	72%		65%	757	97%	30%	46%	12%	8%	4%
	All Smithsonian Enterprise	71%	77%	71%		59%	148	96%	28%	42%	18%	5%	7%
	All STRI Panama Employees	79%	77%	77%		67%	237	97%	26%	53%	9%	10%	3%

Appendix Table1-E (continued)
2011 Smithsonian Employee Perspective Survey: Survey Responses by Smithsonian Workforce Component
Supervisor Questions

2011 SEPS Question	Smithsonian Workforce Component	2011 Favorable Score (% Strongly Agree plus % Agree)	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)	2011 Net Favorable Score (Favorable Score minus % Disagree an % Strongly Disagree)	Number of employees answering question (Unweighted N)	Question Response Rate (# Valid Responses/# Asked Question)	Strongly Agree (Valid %)	Agree (Valid %)	Uncertain whether to agree or disagree (Valid %)	Disagree (Valid %)	Strongly disagree (Valid %)
My supervisor works well with employees of diverse backgrounds.	All Smithsonian Employees	82%				76%	3144	98%	40%	43%	11%	4%	3%
	All Federal & Trust Employees (NFC)	82%	81%	77%		76%	2766	98%	41%	41%	11%	4%	3%
	All Federal, Full-time, Permanent	80%	79%	76%	64%	73%	1962	97%	38%	41%	13%	4%	3%
	All Federal Employees	80%	79%	75%		73%	2031	98%	38%	42%	13%	4%	3%
	All Trust Employees	88%	88%	84%		83%	736	98%	49%	40%	7%	3%	2%
	All Smithsonian Enterprise	86%	85%	81%		81%	150	97%	36%	50%	9%	2%	3%
	All STRI Panama Employees	81%	80%	83%		71%	227	98%	22%	59%	8%	8%	2%
My supervisor is committed to a workforce representative of all segments of society.	All Smithsonian Employees	80%				75%	3008	97%	36%	44%	14%	3%	3%
	All Federal & Trust Employees (NFC)	80%	76%	73%		75%	2642	97%	37%	43%	14%	3%	3%
	All Federal, Full-time, Permanent	78%	74%	70%	65%	72%	1886	97%	35%	43%	16%	3%	3%
	All Federal Employees	79%	74%	71%		73%	1951	97%	35%	44%	16%	3%	3%
	All Trust Employees	84%	84%	80%		80%	692	96%	45%	40%	11%	3%	1%
	All Smithsonian Enterprise	83%	86%	79%		78%	142	97%	34%	49%	12%	2%	3%
	All STRI Panama Employees	81%	77%	75%		73%	223	97%	20%	61%	12%	5%	2%
My supervisor supports my need to balance work and other life issues.	All Smithsonian Employees	83%				75%	3224	98%	43%	40%	10%	5%	3%
	All Federal & Trust Employees (NFC)	83%	82%	80%		76%	2833	98%	44%	39%	10%	4%	3%
	All Federal, Full-time, Permanent	80%	80%	79%	76%	72%	2003	98%	41%	39%	11%	5%	3%
	All Federal Employees	81%	80%	79%		73%	2072	98%	41%	39%	11%	5%	3%
	All Trust Employees	89%	88%	86%		85%	762	97%	52%	37%	6%	3%	2%
	All Smithsonian Enterprise	83%	84%	82%		75%	154	97%	39%	44%	9%	4%	4%
	All STRI Panama Employees	80%	77%	81%		67%	236	97%	28%	51%	8%	7%	5%

Appendix Table1-E (continued)
2011 Smithsonian Employee Perspective Survey: Survey Responses by Smithsonian Workforce Component
Supervisor Questions

2011 SEPS Question	Smithsonian Workforce Component	2011 Favorable Score (% Strongly Agree plus % Agree)	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)	2011 Net Favorable Score (Favorable Score minus % Disagree an % Strongly Disagree)	Number of employees answering question (Unweighted N)	Question Response Rate (# Valid Responses/# Asked Question)	Strongly Agree (Valid %)	Agree (Valid %)	Uncertain whether to agree or disagree (Valid %)	Disagree (Valid %)	Strongly disagree (Valid %)
My supervisor recognizes and acknowledges my positive work contributions.	All Smithsonian Employees	82%				73%	3263	98%	40%	42%	9%	6%	4%
	All Federal & Trust Employees (NFC)	82%	81%	78%		73%	2867	98%	41%	41%	9%	5%	4%
	All Federal, Full-time, Permanent	80%	79%	76%	52%	70%	2027	98%	39%	42%	10%	6%	4%
	All Federal Employees	81%	79%	75%		71%	2095	98%	39%	42%	9%	6%	4%
	All Trust Employees	87%	85%	84%		81%	773	98%	47%	40%	6%	4%	2%
	All Smithsonian Enterprise	84%	82%	77%		75%	153	98%	37%	47%	7%	5%	4%
	All STRI Panama Employees	77%	81%	79%		65%	242	99%	30%	48%	10%	8%	4%
My supervisor provides constructive suggestions to improve my job performance.	All Smithsonian Employees	74%				61%	3238	97%	30%	43%	13%	9%	4%
	All Federal & Trust Employees (NFC)	73%	72%	67%		60%	2837	97%	31%	42%	14%	9%	4%
	All Federal, Full-time, Permanent	72%	70%	66%	61%	59%	2004	97%	31%	41%	15%	9%	5%
	All Federal Employees	72%	70%	66%		59%	2070	97%	31%	41%	15%	8%	4%
	All Trust Employees	76%	75%	70%		63%	768	97%	32%	44%	11%	10%	3%
	All Smithsonian Enterprise	76%	80%	71%		63%	155	97%	27%	50%	10%	8%	5%
	All STRI Panama Employees	76%	75%	79%		64%	245	99%	24%	52%	11%	9%	3%
My supervisor provides employees with opportunities to demonstrate their leadership skills.	All Smithsonian Employees	71%				57%	3190	97%	31%	40%	15%	9%	5%
	All Federal & Trust Employees (NFC)	71%	71%	68%		57%	2793	97%	32%	39%	15%	9%	5%
	All Federal, Full-time, Permanent	69%	70%	66%	66%	54%	1979	97%	31%	38%	15%	10%	6%
	All Federal Employees	69%	70%	67%		54%	2045	97%	31%	38%	15%	9%	6%
	All Trust Employees	75%	73%	73%		63%	749	97%	34%	41%	13%	9%	3%
	All Smithsonian Enterprise	71%	73%	68%		56%	154	98%	28%	43%	15%	9%	5%
	All STRI Panama Employees	74%	72%	75%		60%	242	98%	24%	50%	12%	9%	5%

Appendix Table1-E (continued)
2011 Smithsonian Employee Perspective Survey: Survey Responses by Smithsonian Workforce Component
Supervisor Questions

2011 SEPS Question	Smithsonian Workforce Component	2011 Favorable Score (% Strongly Agree plus % Agree)	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)	2011 Net Favorable Score (Favorable Score minus % Disagree an % Strongly Disagree)	Number of employees answering question (Unweighted N)	Question Response Rate (# Valid Responses/# Asked Question)	Strongly Agree (Valid %)	Agree (Valid %)	Uncertain whether to agree or disagree (Valid %)	Disagree (Valid %)	Strongly disagree (Valid %)
My supervisor supports employee development.	All Smithsonian Employees	78%				68%	3203	98%	32%	46%	12%	6%	4%
	All Federal & Trust Employees (NFC)	78%	76%	73%		69%	2821	98%	33%	46%	12%	6%	4%
	All Federal, Full-time, Permanent	77%	75%	72%	66%	67%	1991	98%	32%	45%	13%	6%	4%
	All Federal Employees	77%	75%	72%		67%	2059	98%	32%	45%	13%	6%	4%
	All Trust Employees	81%	77%	77%		73%	763	98%	35%	47%	11%	6%	2%
	All Smithsonian Enterprise	75%	73%	71%		61%	148	97%	25%	49%	12%	7%	6%
	All STRI Panama Employees	74%	75%	78%		62%	233	97%	22%	52%	14%	7%	5%
My supervisor listens to what I have to say.	All Smithsonian Employees	81%				72%	3284	98%	40%	42%	9%	5%	4%
	All Federal & Trust Employees (NFC)	81%	80%			72%	2880	98%	41%	41%	9%	5%	4%
	All Federal, Full-time, Permanent	79%	79%		75%	69%	2033	98%	37%	42%	10%	5%	5%
	All Federal Employees	80%	79%			69%	2102	98%	38%	41%	10%	5%	5%
	All Trust Employees	86%	84%			79%	779	99%	47%	39%	7%	5%	2%
	All Smithsonian Enterprise	81%	85%			73%	156	99%	43%	38%	10%	4%	4%
	All STRI Panama Employees	83%	82%			73%	247	98%	28%	55%	7%	6%	4%
My supervisor treats me with respect.	All Smithsonian Employees	86%				79%	3290	98%	46%	39%	8%	3%	3%
	All Federal & Trust Employees (NFC)	86%	83%			79%	2888	98%	47%	39%	8%	3%	3%
	All Federal, Full-time, Permanent	84%	82%		80%	77%	2041	98%	44%	40%	9%	3%	4%
	All Federal Employees	84%	82%			77%	2110	98%	44%	40%	9%	3%	4%
	All Trust Employees	90%	88%			85%	779	98%	55%	35%	6%	3%	1%
	All Smithsonian Enterprise	85%	85%			78%	155	98%	47%	38%	9%	2%	4%
	All STRI Panama Employees	87%	88%			81%	246	98%	37%	51%	7%	3%	3%

Appendix Table1-E (continued)
2011 Smithsonian Employee Perspective Survey: Survey Responses by Smithsonian Workforce Component
Supervisor Questions

2011 SEPS Question	Smithsonian Workforce Component	2011 Favorable Score (% Strongly Agree plus % Agree)	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)	2011 Net Favorable Score (Favorable Score minus % Disagree an % Strongly Disagree)	Number of employees answering question (Unweighted N)	Question Response Rate (# Valid Responses/# Asked Question)	Strongly Agree (Valid %)	Agree (Valid %)	Uncertain whether to agree or disagree (Valid %)	Disagree (Valid %)	Strongly disagree (Valid %)
In the last six months, my supervisor has talked with me about my performance.	All Smithsonian Employees	85%				76%	3212	96%	35%	50%	5%	7%	3%
	All Federal & Trust Employees (NFC)	86%	86%			78%	2827	96%	37%	50%	5%	6%	3%
	All Federal, Full-time, Permanent	86%	84%		76%	77%	2000	96%	36%	50%	5%	6%	3%
	All Federal Employees	86%	84%			77%	2067	96%	36%	50%	5%	6%	3%
	All Trust Employees	88%	91%			79%	761	96%	37%	50%	4%	7%	2%
	All Smithsonian Enterprise	83%	89%			71%	149	94%	28%	55%	6%	9%	3%
	All STRI Panama Employees	76%	86%			58%	235	94%	22%	54%	7%	13%	5%

Appendix Table1-F
2011 Smithsonian Employee Perspective Survey: Survey Responses by Smithsonian Workforce Component
Personal Work Environment Questions

2011 SEPS Question	Smithsonian Workforce Component	2011 Favorable Score (% Strongly Agree plus % Agree)	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)	2011 Net Favorable Score (Favorable Score minus % Disagree an % Strongly Disagree)	Number of employees answering question (Unweighted N)	Question Response Rate (# Valid Responses/# Asked Question)	Strongly Agree (Valid %)	Agree (Valid %)	Uncertain whether to agree or disagree (Valid %)	Disagree (Valid %)	Strongly disagree (Valid %)
I am fully satisfied with my opportunity to participate in preparing my annual performance plan.	All Smithsonian Employees	81%				71%	3217	97%	31%	49%	10%	7%	3%
	All Federal & Trust Employees (NFC)	82%	79%	76%		73%	2833	97%	33%	48%	9%	6%	3%
	All Federal, Full-time, Permanent	81%	76%	73%		71%	2019	98%	32%	48%	10%	6%	3%
	All Federal Employees	81%	77%	74%		71%	2085	98%	32%	48%	10%	6%	3%
	All Trust Employees	85%	85%	84%		77%	749	96%	36%	49%	8%	6%	2%
	All Smithsonian Enterprise	68%	71%	62%		49%	150	95%	18%	49%	14%	11%	7%
	All STRI Panama Employees	78%	74%	74%		66%	233	95%	17%	61%	11%	9%	2%
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	84%				77%	3152	95%	33%	51%	8%	5%	3%
	All Federal & Trust Employees (NFC)	85%	83%	79%		78%	2778	95%	35%	51%	7%	5%	3%
	All Federal, Full-time, Permanent	84%	81%	79%	68%	76%	1989	96%	34%	50%	8%	5%	3%
	All Federal Employees	84%	81%	78%		76%	2053	96%	34%	50%	8%	5%	3%
	All Trust Employees	89%	87%	84%		83%	726	93%	38%	51%	6%	5%	1%
	All Smithsonian Enterprise	74%	82%	72%		61%	151	96%	20%	53%	13%	6%	7%
	All STRI Panama Employees	82%	78%	78%		73%	222	91%	21%	60%	9%	6%	3%
My performance appraisal is a fair reflection of my performance.	All Smithsonian Employees	78%				66%	3153	95%	33%	45%	11%	7%	4%
	All Federal & Trust Employees (NFC)	79%	76%	73%		68%	2771	96%	34%	45%	10%	7%	4%
	All Federal, Full-time, Permanent	76%	73%	73%	68%	64%	1991	97%	33%	43%	11%	8%	5%
	All Federal Employees	77%	73%	71%		64%	2054	97%	33%	44%	11%	8%	4%
	All Trust Employees	86%	83%	82%		80%	718	93%	37%	48%	8%	4%	2%
	All Smithsonian Enterprise	69%	70%	66%		53%	149	96%	22%	47%	15%	10%	6%
	All STRI Panama Employees	72%	71%	75%		55%	232	94%	23%	49%	12%	12%	5%

Appendix Table1-F (continued)
2011 Smithsonian Employee Perspective Survey: Survey Responses by Smithsonian Workforce Component
Personal Work Environment Questions

2011 SEPS Question	Smithsonian Workforce Component	2011 Favorable Score (% Strongly Agree plus % Agree)	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)	2011 Net Favorable Score (Favorable Score minus % Disagree an % Strongly Disagree)	Number of employees answering question (Unweighted N)	Question Response Rate (# Valid Responses/# Asked Question)	Strongly Agree (Valid %)	Agree (Valid %)	Uncertain whether to agree or disagree (Valid %)	Disagree (Valid %)	Strongly disagree (Valid %)
My workload is reasonable.	All Smithsonian Employees	68%				49%	3273	98%	16%	52%	12%	13%	7%
	All Federal & Trust Employees (NFC)	69%	67%	66%		49%	2872	98%	17%	52%	12%	13%	7%
	All Federal, Full-time, Permanent	68%	66%	64%	59%	49%	2029	98%	17%	51%	12%	12%	7%
	All Federal Employees	68%	66%	66%		49%	2097	98%	17%	51%	12%	12%	7%
	All Trust Employees	69%	70%	68%		50%	776	98%	17%	52%	11%	14%	5%
	All Smithsonian Enterprise	71%	76%	75%		53%	156	98%	12%	59%	10%	10%	9%
	All STRI Panama Employees	62%	63%	57%		39%	244	98%	10%	52%	14%	15%	9%
I am satisfied with my involvement in decisions that affect my work.	All Smithsonian Employees	69%				50%	3268	98%	23%	46%	13%	13%	6%
	All Federal & Trust Employees (NFC)	69%	67%	66%		50%	2874	98%	24%	45%	13%	12%	6%
	All Federal, Full-time, Permanent	67%	65%	64%	55%	48%	2031	98%	23%	45%	13%	13%	6%
	All Federal Employees	67%	65%	65%		48%	2099	98%	23%	44%	14%	13%	6%
	All Trust Employees	73%	71%	71%		57%	776	98%	26%	46%	11%	9%	7%
	All Smithsonian Enterprise	61%	67%	62%		35%	157	99%	15%	47%	12%	18%	9%
	All STRI Panama Employees	72%	69%	75%		52%	236	97%	17%	55%	8%	16%	4%
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%				44%	3114	94%	19%	44%	18%	13%	6%
	All Federal & Trust Employees (NFC)	65%	65%	60%		47%	2743	94%	21%	44%	18%	12%	5%
	All Federal, Full-time, Permanent	65%	65%	60%	56%	48%	1959	95%	20%	45%	17%	11%	6%
	All Federal Employees	65%	65%	60%		48%	2022	95%	20%	45%	17%	11%	6%
	All Trust Employees	63%	63%	56%		44%	722	93%	21%	42%	18%	15%	4%
	All Smithsonian Enterprise	54%	63%	54%		26%	146	92%	11%	43%	19%	21%	7%
	All STRI Panama Employees	54%	49%	50%		25%	224	91%	9%	45%	17%	20%	8%

Appendix Table1-F (continued)
2011 Smithsonian Employee Perspective Survey: Survey Responses by Smithsonian Workforce Component
Personal Work Environment Questions

2011 SEPS Question	Smithsonian Workforce Component	2011 Favorable Score (% Strongly Agree plus % Agree)	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)	2011 Net Favorable Score (Favorable Score minus % Disagree an % Strongly Disagree)	Number of employees answering question (Unweighted N)	Question Response Rate (# Valid Responses/# Asked Question)	Strongly Agree (Valid %)	Agree (Valid %)	Uncertain whether to agree or disagree (Valid %)	Disagree (Valid %)	Strongly disagree (Valid %)
I am encouraged to achieve positive results.	All Smithsonian Employees	85%				77%	3271	98%	34%	51%	8%	5%	2%
	All Federal & Trust Employees (NFC)	85%	84%	83%		79%	2873	98%	35%	50%	8%	5%	2%
	All Federal, Full-time, Permanent	83%	81%	80%	84%	76%	2026	98%	33%	50%	10%	5%	2%
	All Federal Employees	83%	81%	80%		76%	2094	98%	33%	51%	9%	5%	2%
	All Trust Employees	90%	90%	90%		86%	780	99%	42%	48%	5%	4%	1%
	All Smithsonian Enterprise	88%	88%	81%		81%	155	98%	29%	59%	4%	5%	3%
	All STRI Panama Employees	74%	62%	66%		60%	242	98%	20%	54%	13%	7%	6%
The people in my immediate work unit cooperate to get the job done.	All Smithsonian Employees	84%				76%	3266	98%	37%	47%	8%	5%	3%
	All Federal & Trust Employees (NFC)	84%	84%	79%		76%	2868	98%	38%	46%	9%	5%	2%
	All Federal, Full-time, Permanent	82%	82%	78%	75%	74%	2026	98%	36%	46%	10%	5%	3%
	All Federal Employees	82%	82%	77%		74%	2094	98%	36%	46%	9%	5%	3%
	All Trust Employees	88%	89%	84%		82%	775	98%	44%	44%	6%	5%	1%
	All Smithsonian Enterprise	80%	85%	80%		67%	154	98%	27%	53%	6%	10%	3%
	All STRI Panama Employees	87%	86%	80%		81%	243	97%	26%	61%	7%	4%	2%
My immediate work unit has the job-relevant knowledge and skills necessary to accomplish organizational goals.	All Smithsonian Employees	85%				79%	3265	98%	36%	49%	9%	4%	2%
	All Federal & Trust Employees (NFC)	85%	86%	83%		79%	2871	98%	38%	48%	9%	4%	2%
	All Federal, Full-time, Permanent	84%	84%	81%	73%	77%	2031	98%	36%	48%	9%	4%	2%
	All Federal Employees	84%	84%	81%		77%	2099	98%	36%	48%	10%	4%	2%
	All Trust Employees	90%	90%	86%		86%	773	98%	42%	47%	7%	3%	1%
	All Smithsonian Enterprise	82%	85%	82%		72%	153	97%	31%	51%	7%	7%	3%
	All STRI Panama Employees	86%	88%	81%		81%	240	97%	23%	63%	8%	4%	1%

Appendix Table1-F (continued)
2011 Smithsonian Employee Perspective Survey: Survey Responses by Smithsonian Workforce Component
Personal Work Environment Questions

2011 SEPS Question	Smithsonian Workforce Component	2011 Favorable Score (% Strongly Agree plus % Agree)	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)	2011 Net Favorable Score (Favorable Score minus % Disagree an % Strongly Disagree)	Number of employees answering question (Unweighted N)	Question Response Rate (# Valid Responses/# Asked Question)	Strongly Agree (Valid %)	Agree (Valid %)	Uncertain whether to agree or disagree (Valid %)	Disagree (Valid %)	Strongly disagree (Valid %)
My immediate work unit is able to recruit people with the right skills.	All Smithsonian Employees	66%				49%	3057	95%	19%	46%	17%	12%	5%
	All Federal & Trust Employees (NFC)	65%	65%	63%		47%	2689	95%	20%	45%	18%	12%	5%
	All Federal, Full-time, Permanent	62%	61%	59%	46%	43%	1911	95%	19%	44%	18%	13%	7%
	All Federal Employees	62%	61%	59%		43%	1976	95%	18%	44%	19%	13%	7%
	All Trust Employees	71%	75%	70%		58%	714	95%	24%	47%	15%	11%	2%
	All Smithsonian Enterprise	69%	74%	72%		56%	144	95%	18%	52%	17%	9%	5%
	All STRI Panama Employees	77%	73%	67%		66%	223	93%	12%	65%	13%	9%	2%
Physical conditions (such as, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.	All Smithsonian Employees	76%				63%	3271	98%	22%	54%	10%	10%	4%
	All Federal & Trust Employees (NFC)	76%	74%	73%		62%	2871	98%	23%	53%	10%	10%	4%
	All Federal, Full-time, Permanent	77%	74%	73%	67%	64%	2027	98%	24%	53%	11%	9%	4%
	All Federal Employees	77%	74%	74%		64%	2094	98%	24%	53%	11%	9%	4%
	All Trust Employees	73%	72%	71%		55%	778	98%	21%	52%	9%	14%	4%
	All Smithsonian Enterprise	83%	72%	71%		73%	154	97%	15%	68%	8%	6%	3%
	All STRI Panama Employees	78%	77%	78%		64%	245	98%	15%	64%	8%	11%	3%
I have enough information to do my job well.	All Smithsonian Employees	83%				76%	3276	98%	28%	55%	10%	5%	2%
	All Federal & Trust Employees (NFC)	83%	82%	80%		76%	2875	98%	29%	54%	11%	5%	2%
	All Federal, Full-time, Permanent	83%	81%	79%	73%	76%	2032	98%	29%	54%	10%	5%	2%
	All Federal Employees	83%	81%	79%		77%	2100	98%	29%	54%	10%	5%	2%
	All Trust Employees	82%	85%	82%		75%	776	98%	29%	53%	11%	6%	1%
	All Smithsonian Enterprise	80%	84%	81%		70%	155	98%	18%	63%	10%	5%	5%
	All STRI Panama Employees	85%	85%	91%		80%	245	98%	20%	65%	10%	3%	2%

Appendix Table1-F (continued)
2011 Smithsonian Employee Perspective Survey: Survey Responses by Smithsonian Workforce Component
Personal Work Environment Questions

2011 SEPS Question	Smithsonian Workforce Component	2011 Favorable Score (% Strongly Agree plus % Agree)	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)	2011 Net Favorable Score (Favorable Score minus % Disagree an % Strongly Disagree)	Number of employees answering question (Unweighted N)	Question Response Rate (# Valid Responses/# Asked Question)	Strongly Agree (Valid %)	Agree (Valid %)	Uncertain whether to agree or disagree (Valid %)	Disagree (Valid %)	Strongly disagree (Valid %)
I feel encouraged to come up with new and better ways of doing things.	All Smithsonian Employees	74%				61%	3259	98%	29%	46%	12%	9%	5%
	All Federal & Trust Employees (NFC)	74%	74%	72%		61%	2860	98%	30%	44%	12%	8%	5%
	All Federal, Full-time, Permanent	73%	72%	69%	60%	59%	2017	97%	29%	45%	13%	9%	5%
	All Federal Employees	74%	72%	70%		60%	2084	97%	29%	45%	13%	9%	5%
	All Trust Employees	77%	79%	77%		65%	777	98%	36%	41%	11%	8%	4%
	All Smithsonian Enterprise	77%	75%	68%		65%	155	97%	20%	58%	11%	8%	4%
	All STRI Panama Employees	72%	61%	64%		58%	243	98%	15%	57%	13%	12%	3%
I have sufficient resources to get my job done (for example, people, materials, budget, etc.).	All Smithsonian Employees	57%				28%	3268	98%	16%	42%	13%	19%	10%
	All Federal & Trust Employees (NFC)	57%	53%	53%		27%	2872	98%	16%	41%	14%	19%	10%
	All Federal, Full-time, Permanent	55%	51%	50%	50%	24%	2023	98%	16%	40%	13%	20%	12%
	All Federal Employees	55%	51%	51%		24%	2091	98%	16%	39%	14%	20%	12%
	All Trust Employees	62%	60%	55%		37%	782	99%	17%	44%	13%	18%	7%
	All Smithsonian Enterprise	60%	69%	59%		32%	154	97%	12%	48%	13%	22%	5%
	All STRI Panama Employees	62%	65%	66%		36%	241	97%	12%	50%	12%	20%	6%
Employees in my immediate work unit share job knowledge with each other.	All Smithsonian Employees	82%				73%	3239	97%	32%	50%	9%	6%	3%
	All Federal & Trust Employees (NFC)	82%	82%	77%		73%	2849	97%	34%	48%	9%	7%	3%
	All Federal, Full-time, Permanent	80%	80%	76%	73%	70%	2009	97%	31%	49%	10%	7%	3%
	All Federal Employees	80%	80%	76%		70%	2076	97%	32%	49%	10%	7%	3%
	All Trust Employees	85%	85%	84%		78%	774	98%	39%	47%	8%	5%	2%
	All Smithsonian Enterprise	80%	84%	80%		70%	151	97%	25%	55%	9%	9%	2%
	All STRI Panama Employees	87%	88%	85%		81%	238	96%	15%	71%	8%	3%	2%

Appendix Table1-F (continued)
2011 Smithsonian Employee Perspective Survey: Survey Responses by Smithsonian Workforce Component
Personal Work Environment Questions

2011 SEPS Question	Smithsonian Workforce Component	2011 Favorable Score (% Strongly Agree plus % Agree)	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)	2011 Net Favorable Score (Favorable Score minus % Disagree an % Strongly Disagree)	Number of employees answering question (Unweighted N)	Question Response Rate (# Valid Responses/# Asked Question)	Strongly Agree (Valid %)	Agree (Valid %)	Uncertain whether to agree or disagree (Valid %)	Disagree (Valid %)	Strongly disagree (Valid %)
I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	All Smithsonian Employees	71%				58%	2970	96%	25%	46%	16%	7%	6%
	All Federal & Trust Employees (NFC)	72%	70%			60%	2621	96%	26%	46%	16%	6%	6%
	All Federal, Full-time, Permanent	70%	66%		62%	56%	1863	96%	23%	47%	16%	7%	7%
	All Federal Employees	70%	66%			56%	1929	96%	23%	47%	16%	7%	7%
	All Trust Employees	79%	80%			71%	693	96%	35%	44%	14%	4%	4%
	All Smithsonian Enterprise	67%	73%			50%	139	95%	20%	47%	16%	8%	9%
	All STRI Panama Employees	64%	69%			44%	209	95%	13%	51%	16%	12%	8%
I know what is expected of me on the job.	All Smithsonian Employees	90%				86%	3270	98%	35%	55%	7%	2%	1%
	All Federal & Trust Employees (NFC)	89%	89%			86%	2874	98%	36%	53%	7%	2%	1%
	All Federal, Full-time, Permanent	89%	89%		81%	85%	2030	98%	35%	54%	7%	2%	1%
	All Federal Employees	89%	89%			85%	2098	98%	35%	54%	7%	2%	1%
	All Trust Employees	91%	89%			88%	777	98%	38%	53%	6%	2%	1%
	All Smithsonian Enterprise	91%	92%			86%	155	98%	26%	65%	4%	3%	2%
	All STRI Panama Employees	91%	87%			87%	240	98%	25%	65%	5%	3%	1%
When needed, I am willing to put in the extra effort to get a job done.	All Smithsonian Employees	98%				97%	3283	98%	65%	33%	1%	0%	1%
	All Federal & Trust Employees (NFC)	98%	98%			97%	2876	98%	65%	32%	2%	0%	1%
	All Federal, Full-time, Permanent	97%	98%		97%	96%	2026	97%	63%	34%	2%	0%	1%
	All Federal Employees	97%	98%			96%	2094	97%	63%	34%	2%	0%	1%
	All Trust Employees	99%	99%			99%	783	99%	71%	28%	0%	0%	0%
	All Smithsonian Enterprise	100%	97%			99%	157	99%	63%	37%	0%	0%	0%
	All STRI Panama Employees	99%	98%			99%	249	98%	59%	40%	1%	0%	0%

Appendix Table1-F (continued)
2011 Smithsonian Employee Perspective Survey: Survey Responses by Smithsonian Workforce Component
Personal Work Environment Questions

2011 SEPS Question	Smithsonian Workforce Component	2011 Favorable Score (% Strongly Agree plus % Agree)	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)	2011 Net Favorable Score (Favorable Score minus % Disagree an % Strongly Disagree)	Number of employees answering question (Unweighted N)	Question Response Rate (# Valid Responses/# Asked Question)	Strongly Agree (Valid %)	Agree (Valid %)	Uncertain whether to agree or disagree (Valid %)	Disagree (Valid %)	Strongly disagree (Valid %)
I am always looking for ways to do my job better.	All Smithsonian Employees	96%				95%	3271	98%	49%	47%	3%	1%	0%
	All Federal & Trust Employees (NFC)	96%	96%			95%	2867	98%	49%	47%	3%	1%	0%
	All Federal, Full-time, Permanent	95%	95%		92%	94%	2025	97%	48%	47%	3%	1%	1%
	All Federal Employees	96%	95%			94%	2093	97%	48%	47%	3%	1%	1%
	All Trust Employees	97%	98%			97%	775	98%	51%	46%	3%	0%	0%
	All Smithsonian Enterprise	96%	96%			96%	155	97%	45%	51%	4%	0%	0%
	All STRI Panama Employees	99%	98%			99%	248	98%	53%	46%	1%	0%	0%
The skill level in my immediate work unit has improved in the last year.	All Smithsonian Employees	73%				64%	3043	95%	30%	44%	18%	7%	2%
	All Federal & Trust Employees (NFC)	73%	71%			64%	2674	95%	30%	42%	18%	7%	2%
	All Federal, Full-time, Permanent	72%	69%		56%	63%	1912	95%	30%	42%	19%	7%	3%
	All Federal Employees	72%	69%			63%	1973	95%	30%	42%	19%	7%	2%
	All Trust Employees	75%	77%			66%	702	94%	30%	44%	17%	8%	0%
	All Smithsonian Enterprise	72%	72%			61%	143	95%	26%	46%	17%	7%	3%
	All STRI Panama Employees	81%	78%			72%	225	94%	24%	56%	11%	7%	2%
The overall quality of work done by my immediate work unit is very good.	All Smithsonian Employees	89%				86%	3229	97%	45%	44%	8%	2%	1%
	All Federal & Trust Employees (NFC)	89%	89%			85%	2839	97%	46%	42%	8%	2%	1%
	All Federal, Full-time, Permanent	87%	87%		82%	83%	2010	97%	44%	43%	9%	3%	2%
	All Federal Employees	87%	87%			83%	2077	97%	45%	43%	8%	3%	2%
	All Trust Employees	93%	94%			91%	763	97%	52%	41%	6%	1%	0%
	All Smithsonian Enterprise	91%	87%			89%	153	99%	38%	53%	6%	2%	1%
	All STRI Panama Employees	91%	93%			88%	236	98%	31%	60%	6%	3%	0%

Appendix Table1-F (continued)
2011 Smithsonian Employee Perspective Survey: Survey Responses by Smithsonian Workforce Component
Personal Work Environment Questions

2011 SEPS Question	Smithsonian Workforce Component	2011 Favorable Score (% Strongly Agree plus % Agree)	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)	2011 Net Favorable Score (Favorable Score minus % Disagree an % Strongly Disagree)	Number of employees answering question (Unweighted N)	Question Response Rate (# Valid Responses/# Asked Question)	Strongly Agree (Valid %)	Agree (Valid %)	Uncertain whether to agree or disagree (Valid %)	Disagree (Valid %)	Strongly disagree (Valid %)
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%				-61%	3040	93%	5%	9%	11%	36%	39%
	All Federal & Trust Employees (NFC)	75%	76%			-61%	2705	94%	5%	9%	11%	35%	40%
	All Federal, Full-time, Permanent	70%	73%			-53%	1898	93%	6%	11%	13%	35%	35%
	All Federal Employees	70%	73%			-54%	1964	93%	6%	11%	13%	35%	36%
	All Trust Employees	87%	85%			-80%	742	96%	3%	4%	5%	34%	53%
	All Smithsonian Enterprise	76%	71%			-64%	138	90%	6%	7%	12%	44%	32%
	All STRI Panama Employees	79%	71%			-67%	196	83%	4%	8%	9%	47%	32%

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