# 2010 Smithsonian Employee Perspective Survey: Survey Responses by Smithsonian Workforce Component

	I	1		00405 · ·	0040 N-4 - ··	1	1	1							
2010 SEPS Question	Smithsonian Workforce Component	2010 Favorable Score (% Strongly Agree plus % Agree)	2009 Favorable Score (% Strongly Agree plus % Agree)	2010 Federal Employee Viewpoint Survey Favorable Score (% Strongly Agree plus % Agree)	2010 Net Favorable Score (Favorable Score minus % Disagree an % Strongly Disagree	Number of employees answering question	Question Response Rate (# Valid Responses/# Asked Question)	Statistic	Strongly agree	Agree	Uncertain whether to agree or disagree	Disagree	Strongly disagree	Do not know	Not answered/ Not applicable
	All Smithsonian	84%			76%	2900	98%	Valid %	38%	46%	8%	6%	2%		
	Employees							Weighted #	1097	1339	226	170	69	9	37
	All Federal & Trust Employees (NFC)	84%	80%		75%	2488	98%	Valid %	39%	45%	8%	6%	3%	-	
	All Federal, Full-time,							Weighted # Valid %	965 37%	1115 45%	197 9%	145 6%	65 3%	9	30
	Permanent Employees	82%	79%		72%	1789	98%	Weighted #	667	797	158	111	56	8	28
								Valid %	37%	44%	9%	6%	3%	-	
Overall, I am satisfied with my job.	All Federal Employees	82%	79%		73%	1826	98%	Weighted #	682	812	162	112	57	8	29
	All Trust Employees	88%	86%		82%	662	100%	Valid %	43%	46%	5%	5%	1%		
	All Trust Employees	88%	80%		82%	662	100%	Weighted #	282	303	35	34	8	1	2
	All Smithsonian	82%	78%		71%	228	99%	Valid %	31%	51%	7%	9%	2%		
	Enterprise Employees					-		Weighted #	71	116	17	21	4	1	1
	All STRI Panama Employees *	91%	89%		89%	185	97%	Valid %	33%	58%	6%	2%	0%		
								Weighted # Valid %	61 39%	108 46%	12 7%	4	0 2%	0	6
	All Smithsonian Employees	85%			77%	2904	99%	Weighted #	39% 1140	1326	197	6% 171	2%	5	37
	All Federal & Trust							Valid %	40%	45%	7%	6%	3%	-	
	Employees (NFC)	85%	81%		77%	2499	99%	Weighted #	1003	1121	164	147	65	2	25
	All Federal, Full-time, Permanent	83%	80%		74%	1804	99%	Valid %	40%	44%	7%	7%	3%		
	Employees	83%	80%		14%	1804	99%	Weighted #	713	785	133	118	55	1	20
My work gives me a feeling of	All Federal Employees	83%	80%		74%	1841	99%	Valid %	40%	44%	7%	6%	3%		
personal accomplishment.					-	-		Weighted #	729	804	133	119	57	1	20
	All Trust Employees	90%	85%		84%	658	99%	Valid %	42%	48%	5%	4%	1%		
								Weighted # Valid %	274 31%	317 53%	30 9%	28 6%	8 1%	1	6
	All Smithsonian Enterprise Employees	84%	72%		76%	224	98%	Weighted #	70	118	9% 20	6% 14	3	2	2
	All STRI Panama							Valid %	37%	48%	7%	6%	1%	-	_
	Employees	86%	86%		78%	180	94%	Weighted #	67	87	13	11	2	1	10
	All Smithsonian	90%			87%	2905	99%	Valid %	50%	40%	6%	3%	1%		
	Employees	90%			87%	2905	99%	Weighted #	1465	1160	179	74	26	3	39
	All Federal & Trust	90%	91%		87%	2497	99%	Valid %	52%	39%	6%	3%	1%		
	Employees (NFC)							Weighted #	1286	970	151	66	24	2	28
	All Federal, Full-time, Permanent	90%	91%		86%	1798	99%	Valid %	51%	39%	6%	3%	1%		
	Employees							Weighted # Valid %	915 51%	696 39%	116 6%	53 3%	19 1%	2	25
I like the kind of work I do.	All Federal Employees	90%	91%		86%	1835	99%	Weighted #	937	712	6% 116	53	1%	2	25
								Valid %	53%	39%	5%	2%	19	-	2.5
	All Trust Employees	92%	91%		89%	662	100%	Weighted #	349	258	36	13	5	0	3
	All Smithsonian	2024	05%		05%	007	00%	Valid %	42%	47%	8%	3%	1%		
	Enterprise Employees	89%	85%		85%	227	99%	Weighted #	95	106	18	6	2	1	1
	All STRI Panama	89%	93%		85%	181	95%	Valid %	42%	47%	8%	3%	1%		
	Employees	00.0	0070		00.0		00.0	Weighted #	84	84	10	3	0	0	10

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

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

<b></b>	1			2010 Federal	2010 Net Favorable		1	1							1
2010 SEPS Question	Smithsonian Workforce Component	2010 Favorable Score (% Strongly Agree plus % Agree)	2009 Favorable Score (% Strongly Agree plus % Agree)	Employee Viewpoint Survey Favorable Score (% Strongly Agree plus % Agree)	Score (Favorable Score minus % Disagree an % Strongly Disagree	Number of employees answering question	Question Response Rate (# Valid Responses/# Asked Question)	Statistic	Strongly agree	Agree	Uncertain whether to agree or disagree	Disagree	Strongly disagree	Do not know	Not answered/ Not applicable
	All Smithsonian	92%			90%	2889	98%	Valid %	58%	35%	6%	1%	1%		
	Employees							Weighted #	1669	999	162	32	27	19	39
	All Federal & Trust Employees (NFC)	92%	92%		90%	2484	98%	Valid % Weighted #	58% 1445	34% 845	6% 142	1% 28	1% 23	13	30
	All Federal, Full-time,							Valid %	58%	34%	5%	1%	1%	13	30
	Permanent Employees	92%	93%		90%	1791	98%	Weighted #	1043	609	98	21	19	10	24
The work I do is important to the								Valid %	58%	34%	5%	1%	1%		
Smithsonian.	All Federal Employees	92%	93%		90%	1828	98%	Weighted #	1069	617	100	22	19	10	25
	All Trust Employees	92%	90%		91%	656	99%	Valid %	57%	35%	6%	1%	1%		
	Air Huat Employees	5270	30%		51%	000	33%	Weighted #	376	228	42	6	4	3	6
	All Smithsonian	91%	91%		88%	226	98%	Valid %	48%	43%	5%	2%	2%		
	Enterprise Employees							Weighted #	108	98	12	4	4	2	2
	All STRI Panama Employees	96%	94%		96%	180	94%	Valid %	64%	31%	4%	0%	0%		
								Weighted #	116	56	8	0	0	4	7
	All Smithsonian Employees	60%			33%	2902	98%	Valid % Weighted #	17% 488	43% 1254	13% 365	18% 519	10% 276	12	33
								Valid %	488	44%	12%	16%	9%	12	33
	All Federal & Trust Employees (NFC)	62%	60%		37%	2492	99%	Weighted #	454	1102	307	407	222	10	24
	All Federal, Full-time,							Valid %	19%	44%	12%	16%	9%	10	
	Permanent Employees	63%	59%		37%	1795	98%	Weighted #	337	790	214	285	169	9	20
Overall, I am satisfied with my								Valid %	19%	44%	12%	16%	9%		
compensation.	All Federal Employees	63%	59%		37%	1831	98%	Weighted #	346	799	220	292	174	10	21
	All Trust Employees	62%	61%		37%	661	99%	Valid %	16%	46%	13%	17%	7%		
	All Hust Employees	02/8	61%		31%	001	55%	Weighted #	108	303	86	115	48	0	4
	All Smithsonian	52%	47%		21%	226	98%	Valid %	12%	40%	16%	20%	11%		
	Enterprise Employees							Weighted #	27	91	36	46	26	1	3
	All STRI Panama Employees	36%	34%		-15%	184	96%	Valid %	3%	33%	13%	36%	15%		
								Weighted #	6	61	23	66	28	1	6
	All Smithsonian Employees	78%			63%	2916	99%	Valid % Weighted #	35% 1024	42% 1237	8% 240	9% 276	5% 140	6	26
								Valid %	36%	41%	240 8%	9%	5%	6	20
	All Federal & Trust Employees (NFC)	77%	75%		63%	2504	99%	Weighted #	902	1038	204	235	125	4	19
	All Federal, Full-time,						1	Valid %	36%	40%	9%	10%	6%		
	Permanent Employees	76%	73%		60%	1805	99%	Weighted #	646	720	159	175	104	3	17
My job makes good use of my								Valid %	36%	40%	9%	10%	6%		
knowledge and abilities.	All Federal Employees	76%	74%		60%	1842	99%	Weighted #	660	739	159	178	107	3	17
	All Trust Employees	82%	80%		70%	662	100%	Valid %	37%	45%	7%	9%	3%		
	An must employees	02 /0	00 /0		10%	002	100%	Weighted #	242	299	46	57	18	1	2
	All Smithsonian	78%	65%		62%	226	98%	Valid %	28%	50%	6%	11%	5%		
	Enterprise Employees						20,0	Weighted #	63	113	14	25	11	1	3
	All STRI Panama	78%	82%		67%	186	97%	Valid %	32%	46%	11%	9%	2%		
	Employees							Weighted #	59	86	21	16	4	1	4

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

(continued)

	[	1			2010 Federal	2010 Net Favorable		<b>I</b>	1						1	
Name         Name         Name         Apr	2010 SEPS Question	Workforce	Score (% Strongly Agree	Score (% Strongly Agree	Employee Viewpoint Survey Favorable Score (% Strongly Agree	Score (Favorable Score minus % Disagree an % Strongly	employees	Rate (# Valid Responses/# Asked	Statistic	••	Agree	whether to agree or	Disagree		Do not know	answered/ Not
Name         Image         Image <thimage< th="">         Image         Image</thimage<>			42%			8%	2730	93%	Valid %	14%	28%	24%	21%	13%		
Image: star indication indication indicate indindicate indicate indicate indi		Employees	42/0			8/0	2130	53 %	Weighted #	390	766	642	575	358	78	139
<th< th=""> <th< th=""></th<></th<>			41%	41%		7%	2342	93%		14%	27%	24%	22%	13%		
<table-container> <th< <th<=""></th<></table-container>									-						66	119
<table-container> <th< <th<imath<="" th=""> <th< th=""></th<></th<></table-container>		Permanent	45%	43%		12%	1702	93%								
Image: state intermediate intermed															38	84
Instanges         20.	I am satisfied with my opportunity to get a better job in the Smithsonian.	All Federal Employees	45%	44%		12%	1736	93%							20	07
Number of the sector									-	-					38	81
<table-container>          Image: state of the state of the</table-container>		All Trust Employees	31%	33%		-9%	606	91%						-	27	32
Image         Adv         Adv </td <td></td> <td>All Smithsonian</td> <td></td>		All Smithsonian														
Image         11         49°         49°         10°         10°         60°         10°         60°         10°         60°         10°         60°         10°         60° </td <td></td> <td></td> <td>45%</td> <td>43%</td> <td></td> <td>15%</td> <td>218</td> <td>95%</td> <td>Weighted #</td> <td>31</td> <td>68</td> <td>53</td> <td>36</td> <td>31</td> <td>4</td> <td>8</td>			45%	43%		15%	218	95%	Weighted #	31	68	53	36	31	4	8
Image         Image <t< td=""><td></td><td>All STRI Panama</td><td></td><td></td><td></td><td></td><td></td><td></td><td>Valid %</td><td>12%</td><td>38%</td><td>18%</td><td>19%</td><td>12%</td><td></td><td></td></t<>		All STRI Panama							Valid %	12%	38%	18%	19%	12%		
Induction         Toring         Toring <thtoring< th="">         Toring         <thtorin< td=""><td></td><td></td><td>51%</td><td>49%</td><td></td><td>19%</td><td>170</td><td>89%</td><td>Weighted #</td><td>21</td><td>65</td><td>30</td><td>33</td><td>21</td><td>9</td><td>12</td></thtorin<></thtoring<>			51%	49%		19%	170	89%	Weighted #	21	65	30	33	21	9	12
Image: space s		All Smithsonian	70%			72%	2905	08%	Valid %	30%	50%	14%	5%	3%		
Number of the section of the sectio		Employees	15%			12/8	2895	58%	Weighted #	862	1434	394	133	72	21	31
Indicate with the set integral is an indicate wither set integral is an indicate with the set integ			79%	74%		72%	2489	99%	Valid %	30%	49%	14%	4%	3%		
$ \begin{array}{ c c c c c c c } \hline \ \ \ \ \ \ \ \ \ \ \ \ \ \ \ \ \ \ $			1070	1.170		.270	2100	00.0	Weighted #	741	1231	341	110	66	15	22
$ \frac{1}{1000} + $			77%	72%		69%	1791	98%								
Nonline is a signed place is weed.         In Federal Employe         77%         73%         70%         1529         98%         Weighted         633         684         2e7         68         69         13         2e1           All nut Employee         84%         77%         73%         79%         79%         98%         Vald         633         634         2e7         68         13%         2e1         2e1           All sufficience         84%         79%         79%         76%         76%         76%         660         99%         14%         53%         14%         64%         2e1         2e1 <t< td=""><td></td><td>Employees</td><td></td><td></td><td></td><td></td><td></td><td></td><td>-</td><td>-</td><td></td><td>-</td><td>-</td><td>-</td><td>13</td><td>20</td></t<>		Employees							-	-		-	-	-	13	20
$ \left  \begin{array}{c c c c c c c c c c c c c c c c c c c $		All Federal Employees	77%	73%		70%	1829	98%					-			
Interprise         84%         79%         79%         660         99% $\overline{Waghted }$ 208         347         74         24         77         2         2           II Smithsoning Entrprise Enprises         81%         75% $\overline{P}_{3}$															13	20
Image: Problem in the proble		All Trust Employees	84%	79%		79%	660	99%					-	-	2	2
Interprise function of the section of the sectin of the section of the section of the section of the s															2	2
$ \ \ \ \ \ \ \ \ \ \ \ \ \ \ \ \ \ \ \$			81%	75%		73%	222	97%							1	6
Image         Image <t< td=""><td></td><td>All STPI Panama</td><td></td><td></td><td></td><td></td><td></td><td></td><td>-</td><td></td><td></td><td></td><td>-</td><td></td><td></td><td>-</td></t<>		All STPI Panama							-				-			-
$ \begin{array}{ c c c c c c c c c c c c c c c c c c c$			78%	74%		72%	183	96%	Weighted #	52	91	29	9	2	5	3
$ \begin{array}{ c c c c c c c c c c c c c c c c c c c$		All Smithsonian							Valid %	26%	52%	14%	7%	2%		
Image: Normal set in the part of the section of the sectio			77%			68%	2910	99%	Weighted #	745	1505	399	196	65	9	28
Imployees (NFC)         Considering evention of a state of a construction of a constructindex constructing a constructing construction of a			77%	82%		67%	2501	99%	Valid %	26%	51%	14%	7%	2%		
$ \begin{array}{ c c c c c c } \hline Permanent \\ Employees \end{array} & 7\% & 80\% & e^{64\%} & 1804 & 99\% & e^{10\%} & 10\% $			11%	82 /8		01%	2501	55%	Weighted #	643	1277	348	173	60	7	19
$ \frac{\text{Employees}}{\text{Starsfield with the Smithsonian}} \\ \frac{\text{Employees}}{Starsfield with the Smithso$			74%	80%		64%	1804	99%	Valid %	25%	49%	15%	7%	3%		
All Federal Employees         74%         81%         64%         1841         99%         Weighed #         640         99%         Weighed #         640         99%         Weighed #         640         99%         Weighed #         640         90%         136         76%         136         76%         136         76%         14           All Trust Employees         84%         84%         77%         660         99%         Valid %         27%         56%         10%         66%         1%         76%         56%         10%         66%         1%         76%         1%         76%         16%         1%         76%         16%         1%         76%         16%         1%         76%         1%         76%         1%         76%         16%         1%         76%         1%         76%         1%         76%         1%         76%         1%         76%         1%         76%         1%         76%         1%         76%         1%         76%         1%         76%         1%         76%         1%         76%         1%         76%         1%         76%         1%         76%         1%         76%         1%         76%         1%															7	14
$ \frac{1}{1} \left( \begin{array}{cccccccccccccccccccccccccccccccccccc$		All Federal Employees	74%	81%		64%	1841	99%								
All Trust Employee     84%     84%     77%     660     99%     Weighted #     181     371     63     37     88     00     55       All Smithsonia Entroprise Employees     78%     79%     69%     69%     99%     Valid%     25%     53%     12%     8%     2%     24     4       All Smithsonia Entroprise Employees     78%     79%     69%     223     97%     Valid%     25%     53%     12%     8%     2%     2     4       All SRI Panama 83%     87%     80%     186     97%     Valid%     25%     59%     13%     3%     1%     1     4	sausneu wun me smithsonian.							<b> </b>							7	14
All Smithsonian Enterprise Employees         78%         79%         69%         223         97%         Valid %         25%         53%         12%         8%         2%         69         4           All Smithsonian Enterprise Employees         78%         78%         8%         8%         2%         69%         97%         Valid %         25%         53%         12%         8%         2%         4           All Smithsonian Enterprise Employees         83%         87%         80%         186         97%         Valid %         25%         59%         13%         3%         1%         C         4		All Trust Employees	84%	84%		77%	660	99%								
All STRI Panama     83%     87%     87%     69%     223     97%     Weighted #     56     119     27     17     5     2     4									-	-			-		0	5
All STRI Panama     83%     87%     80%     186     97%     Valid     25%     59%     13%     3%     1%     C			78%	79%		69%	223	97%							2	
83% 87% 80% 186 97%																-
			83%	87%		80%	186	97%	Weighted #	46	109	24	6	1/0	0	5

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

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

[				0040 F. d				1							
2010 SEPS Question	Smithsonian Workforce Component	2010 Favorable Score (% Strongly Agree plus % Agree)	2009 Favorable Score (% Strongly Agree plus % Agree)	2010 Federal Employee Viewpoint Survey Favorable Score (% Strongly Agree plus % Agree)	2010 Net Favorable Score (Favorable Score minus % Disagree an % Strongly Disagree	Number of employees answering question	Question Response Rate (# Valid Responses/# Asked Question)	Statistic	Strongly agree	Agree	Uncertain whether to agree or disagree	Disagree	Strongly disagree	Do not know	Not answered/ Not applicable
	All Smithsonian	81%			79%	2672	91%	Valid %	40%	41%	16%	1%	1%		
	Employees							Weighted #	1068	1107	436	39	21	241	35
	All Federal & Trust Employees (NFC)	80%	78%		78%	2289	91%	Valid %	40%	40%	17%	2%	1%		
	All Federal, Full-time,							Weighted # Valid %	920 38%	923 41%	392 18%	37 2%	17 1%	216	21
	Permanent Employees	79%	77%		76%	1662	91%	Weighted #	626	683	304	33	16	147	16
I have a high level of respect for the								Valid %	38%	41%	18%	2%	1%		
Smithsonian's Secretary.	All Federal Employees	79%	76%		76%	1696	91%	Weighted #	636	703	308	33	16	150	16
	All Trust Employees	85%	83%		84%	593	89%	Valid %	48%	37%	14%	1%	0%		
	All Trust Employees	85%	83%		84%	593	89%	Weighted #	283	220	85	4	1	66	5
	All Smithsonian	83%	79%		81%	209	91%	Valid %	42%	41%	14%	1%	2%		
	Enterprise Employees							Weighted #	88	86	30	1	4	12	8
	All STRI Panama Employees	92%	90%		92%	173	91%	Valid %	35%	57%	8%	0%	0%		
								Weighted # Valid %	61 23%	98 44%	14 26%	0 6%	0 1%	12	6
	All Smithsonian Employees	67%			60%	2565	87%	Weighted #	586	44% 1132	675	6% 141	30	330	51
	All Federal & Trust							Valid %	23%	43%	27%	6%	1%	000	
	Employees (NFC)	66%	62%		59%	2219	88%	Weighted #	509	959	592	133	26	279	28
	All Federal, Full-time, Permanent	65%	62%		57%	1617	89%	Valid %	21%	43%	27%	6%	2%		
	Employees	65%	62%		51%	1617	89%	Weighted #	347	702	438	104	26	185	23
The Smithsonian's Secretary generates high levels of motivation	All Federal Employees	65%	61%		57%	1643	88%	Valid %	21%	44%	27%	6%	2%		
and commitment in the workforce.								Weighted #	352	715	446	105	26	196	23
	All Trust Employees	70%	65%		65%	576	87%	Valid %	27%	42%	25%	5%	0%		
								Weighted # Valid %	156 28%	244 44%	146 23%	28 3%	1 2%	83	5
	All Smithsonian Enterprise Employees	72%	67%		67%	197	86%	Weighted #	28% 55	44% 87	23% 45	3% 6	2% 4	23	10
	All STRI Panama							Valid %	15%	57%	25%	2%	0%	20	
	Employees	73%	69%		71%	150	79%	Weighted #	23	86	38	3	0	28	13
	All Smithsonian	76%			74%	2500	85%	Valid %	33%	43%	22%	1%	1%		
	Employees	10%			/4%	2000	65%	Weighted #	832	1076	542	26	24	405	42
	All Federal & Trust	73%			70%	2158	85%	Valid %	31%	42%	24%	1%	1%		
	Employees (NFC)							Weighted #	731	905	479	22	20	347	22
	All Federal, Full-time, Permanent	73%			70%	1574	86%	Valid %	31%	42%	24%	1%	1%	067	
The Smithsonian's Secretary	Employees							Weighted # Valid %	492 31%	656 42%	385 24%	21 1%	19 1%	235	15
maintains high standards of honesty and integrity.	All Federal Employees	73%			70%	1602	86%	Weighted #	502	42% 667	392	1%	1%	245	15
anu integrity.								Valid %	31%	42%	24%	1%	13	2.0	
	All Trust Employees	73%			70%	556	84%	Weighted #	229	238	87	1	1	101	7
	All Smithsonian	70%			70%	405	95%	Valid %	31%	42%	24%	1%	1%		
	Enterprise Employees	73%			70%	195	85%	Weighted #	73	79	36	4	4	25	9
	All STRI Panama	73%			70%	147	77%	Valid %	31%	42%	24%	1%	1%		
	Employees							Weighted #	28	92	27	0	0	33	11

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

				2010 Federal	2010 Net Favorable										
2010 SEPS Question	Smithsonian Workforce Component	2010 Favorable Score (% Strongly Agree plus % Agree)	2009 Favorable Score (% Strongly Agree plus % Agree)	Employee Viewpoint Survey Favorable Score (% Strongly Agree plus % Agree)	Score (Favorable Score minus % Disagree an % Strongly Disagree	Number of employees answering question	Question Response Rate (# Valid Responses/# Asked Question)	Statistic	Strongly agree	Agree	Uncertain whether to agree or disagree	Disagree	Strongly disagree	Do not know	Not answered/ Not applicable
	All Smithsonian	75%			69%	541	88%	Valid %	32%	43%	20%	4%	2%		
	Employees						-	Weighted #	174	231	108	20	9	68	7
	All Federal & Trust Employees (NFC)	75%	70%		69%	541	88%	Valid % Weighted #	32% 174	43% 231	20% 108	4% 20	2% 9	68	7
	All Federal, Full-time,							Valid %	29%	43%	23%	3%	2%	08	-
	Permanent Employees	72%	66%		67%	338	86%	Weighted #	99	144	76	11	7	49	4
I have a high level of respect for the	All Federal Frankrise	72%	66%		66%	345	86%	Valid %	29%	43%	23%	3%	2%		
Under Secretary for History, Art, and Culture.	All Federal Employees	72%	66%		66%	345	86%	Weighted #	100	147	79	11	7	49	5
	All Trust Employees	80%	79%		75%	196	90%	Valid %	37%	43%	14%	5%	1%		
								Weighted #	73	84	28	9	2	19	2
	All Smithsonian Enterprise Employees							Valid %	na	na	na	na	na		
					<u> </u>			Weighted # Valid %	na na	na na	na na	na na	na na	na	na
	All STRI Panama Employees							Weighted #	na	na	na	na	na	na	na
	All Smithsonian							Valid %	25%	35%	29%	8%	2%		
	Employees	60%			50%	520	84%	Weighted #	129	184	152	42	13	88	8
	All Federal & Trust	60%	54%		50%	520	84%	Valid %	25%	35%	29%	8%	2%		
	Employees (NFC)	60%	54%		50%	520	84%	Weighted #	129	184	152	42	13	88	8
	All Federal, Full-time, Permanent	57%	51%		47%	325	83%	Valid %	23%	34%	32%	8%	3%		
The Under Secretary for History, Art,	Employees	-	-			-		Weighted #	76	110	105	26	8	61	5
and Culture generates high levels of motivation and commitment in the	All Federal Employees	57%	51%		47%	331	83%	Valid %	23%	34%	33%	8%	3%		
workforce.								Weighted # Valid %	77 28%	113 38%	108 23%	26 9%	8 2%	63	6
	All Trust Employees	66%	63%		55%	189	87%	Weighted #	53	71	44	9% 16	4	26	2
	All Smithsonian							Valid %	na	na	na	na	na		_
	Enterprise Employees							Weighted #	na	na	na	na	na	na	na
	All STRI Panama							Valid %	na	na	na	na	na		
	Employees					-	-	Weighted #	na	na	na	na	na	na	na
	All Smithsonian	71%			68%	503	82%	Valid %	31%	40%	26%	2%	1%		
	Employees							Weighted #	158	200	129	11	4	105	9
	All Federal & Trust Employees (NFC)	71%			68%	503	82%	Valid %	31%	40%	26%	2%	1%	105	
	All Federal, Full-time,				ł		ł	Weighted # Valid %	158 29%	200 39%	129 29%	11 3%	4	105	9
	Permanent Employees	68%			64%	310	79%	Weighted #	29% 90	120	29%	3%	2	74	6
The Under Secretary for History, Art,					1	Ì	1	Valid %	29%	39%	29%	3%	1%		
and Culture maintains high standards of honesty and integrity.	All Federal Employees	68%			64%	317	79%	Weighted #	92	122	91	9	2	76	7
	All Trust Employees	78%			75%	186	86%	Valid %	36%	42%	20%	1%	1%		
	An trust Employees	18%			15%	190	80%	Weighted #	67	78	38	2	2	28	2
	All Smithsonian							Valid %	na	na	na	na	na		
	Enterprise Employees							Weighted #	na	na	na	na	na	na	na
	All STRI Panama Employees							Valid %	na	na	na	na	na		
	Employees							Weighted #	na	na	na	na	na	na	na

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

	Ir			0040 5-41				1						1	T
2010 SEPS Question	Smithsonian Workforce Component	2010 Favorable Score (% Strongly Agree plus % Agree)	2009 Favorable Score (% Strongly Agree plus % Agree)	2010 Federal Employee Viewpoint Survey Favorable Score (% Strongly Agree plus % Agree)	2010 Net Favorable Score (Favorable Score minus % Disagree an % Strongly Disagree	Number of employees answering question	Question Response Rate (# Valid Responses/# Asked Question)	Statistic	Strongly agree	Agree	Uncertain whether to agree or disagree	Disagree	Strongly disagree	Do not know	Not answered/ Not applicable
	All Smithsonian	50%			50%	007	00%	Valid %	17%	42%	40%	1%	0%		
	Employees	59%			58%	607	62%	Weighted #	104	253	244	5	2	349	31
	All Federal & Trust	49%	56%		48%	446	56%	Valid %	15%	34%	50%	1%	0%		
	Employees (NFC)	49%	50%		48%	446	50%	Weighted #	67	152	223	3	2	330	20
	All Federal, Full-time, Permanent	51%	47%		49%	266	57%	Valid %	15%	36%	47%	1%	1%		
	Employees	01/0	11,0		10,0	200	01,0	Weighted #	39	97	126	3	2	188	14
I have a high level of respect for the	All Federal Employees	51%	48%		50%	274	57%	Valid %	15%	36%	47%	1%	1%		
Under Secretary for Science.								Weighted #	41	99	128	3	2	195	14
	All Trust Employees	45%	65%		45%	172	55%	Valid %	15%	30%	55%	0%	0%		
								Weighted #	26	52	95	0	0	135	6
	All Smithsonian Enterprise Employees							Valid %	na	na	na	na	na		
								Weighted #	na	na	na	na	na	na	na
	All STRI Panama Employees	86%	77%		84%	161	84%	Valid %	23%	63%	13%	1%	0%	40	
								Weighted # Valid %	37 11%	101 32%	21 53%	2 4%	0 1%	19	11
	All Smithsonian Employees	43%			38%	565	57%	Weighted #	61	180	299	4% 21	4	385	37
								Valid %	9%	25%	61%	4%	4	385	31
	All Federal & Trust Employees (NFC)	34%	36%		29%	428	54%	Weighted #	38	108	261	17	4	349	19
	All Federal, Full-time,							Valid %	10%	26%	58%	4%	1%	343	15
	Permanent Employees	37%	28%		31%	246	53%	Weighted #	25	65	143	10	3	207	15
The Under Secretary for Science								Valid %	10%	27%	58%	4%	1%		
generates high levels of motivation and commitment in the workforce.	All Federal Employees	37%	28%		32%	254	53%	Weighted #	26	67	147	11	3	215	15
								Valid %	7%	23%	65%	4%	1%		
	All Trust Employees	30%	47%		26%	175	56%	Weighted #	13	41	114	7	1	134	4
	All Smithsonian							Valid %	na	na	na	na	na		
	Enterprise Employees							Weighted #	na	na	na	na	na	na	na
	All STRI Panama	69%	46%		66%	137	72%	Valid %	17%	53%	28%	3%	0%		
	Employees	05%	40%		00%	137	12/8	Weighted #	23	72	38	4	0	36	18
	All Smithsonian	53%			52%	556	56%	Valid %	16%	38%	46%	1%	0%		
	Employees							Weighted #	88	209	255	4	1	403	27
	All Federal & Trust	46%			45%	418	53%	Valid %	14%	31%	54%	0%	0%		
	Employees (NFC)							Weighted #	61	131	224	2	1	360	17
	All Federal, Full-time, Permanent	48%			47%	247	53%	Valid %	13%	35%	51%	1%	0%		
The Under Constant for Column	Employees							Weighted #	33	86	126	2	1	208	13
The Under Secretary for Science maintains high standards of honesty	All Federal Employees	48%			47%	255	53%	Valid %	14%	34%	51%	1%	0%		
and integrity.								Weighted #	35	87	130	2	1	215	13
	All Trust Employees	42%			42%	164	52%	Valid %	15%	27%	58%	0%	0%	4.5	
								Weighted #	25	44	94	0	0	145	4
	All Smithsonian Enterprise Employees							Valid %	na	na	na	na	na		
								Weighted # Valid %	na 20%	na 57%	na 22%	na 1%	na 0%	na	na
	All STRI Panama Employees	76%			75%	138	72%	Weighted #	20%	78	31	2	0%	43	10
								weigilleu #	21	10	31	2	U	43	10

# 2010 Smithsonian Employee Perspective Survey: Survey Responses by Smithsonian Workforce Component

		i i	-				1		1		1	1	1		1	T
name         name <th>2010 SEPS Question</th> <th>Workforce</th> <th>Score (% Strongly Agree</th> <th>Score (% Strongly Agree</th> <th>Viewpoint Survey Favorable Score (% Strongly Agree</th> <th>(Favorable Score minus % Disagree an % Strongly</th> <th>employees</th> <th>Rate (# Valid Responses/# Asked</th> <th>Statistic</th> <th></th> <th>Agree</th> <th>whether to agree or</th> <th>Disagree</th> <th></th> <th>Do not know</th> <th>answered/ Not</th>	2010 SEPS Question	Workforce	Score (% Strongly Agree	Score (% Strongly Agree	Viewpoint Survey Favorable Score (% Strongly Agree	(Favorable Score minus % Disagree an % Strongly	employees	Rate (# Valid Responses/# Asked	Statistic		Agree	whether to agree or	Disagree		Do not know	answered/ Not
<table-row><table-row><table-row><table-row><table-row><table-row><table-row><table-row><table-row><table-row><table-row><table-row><table-row><table-row><table-row><table-row><table-row><table-row><table-row><table-row><table-row><table-row><table-row><table-row><table-row><table-row><table-row></table-row></table-row></table-row></table-row></table-row></table-row></table-row></table-row></table-row></table-row></table-row></table-row></table-row></table-row></table-row></table-row></table-row></table-row></table-row></table-row></table-row></table-row></table-row></table-row></table-row></table-row></table-row>		All Smithsonian	50%			50%	000	01%	Valid %	18%	39%	37%	3%	2%		
<table-container>           Name         Image         Name         Part         Part<!--</td--><td></td><td>Employees</td><td>58%</td><td></td><td></td><td>53%</td><td>829</td><td>81%</td><td>Weighted #</td><td>153</td><td>326</td><td>308</td><td>23</td><td>20</td><td>148</td><td>41</td></table-container>		Employees	58%			53%	829	81%	Weighted #	153	326	308	23	20	148	41
Image: problem			59%	50%		E2%	820	91%	Valid %	18%	39%	37%	3%	2%		
<table-container>          Image being being</table-container>			38%	35%		53 %	829	81%	Weighted #	153	326	308	23	20	148	41
Image         Image <thimage< th=""> <thimage< th="">         Image         &lt;</thimage<></thimage<>			57%	58%		52%	751	81%	Valid %	18%	39%	39%	3%	2%		
<table-container>           Intension         Intension<!--</td--><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td>Weighted #</td><td>136</td><td>290</td><td>291</td><td>19</td><td>15</td><td>140</td><td>41</td></table-container>									Weighted #	136	290	291	19	15	140	41
<table-container>           Amomenan         Image         <thimage< th="">         Image         Image&lt;</thimage<></table-container>		All Federal Employees	57%	58%		52%	763	81%								
Image: state index	Administration.								-						141	41
<table-container>          Image: stand in the stand in the</table-container>		All Trust Employees	72%	68%		59%	66	91%							-	
<table-container>          Image         <t< td=""><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td>-</td><td></td><td></td><td></td><td>-</td><td></td><td>7</td><td>0</td></t<></table-container>									-				-		7	0
Image: pressure of the state of t																
<table-container>          Indicision by the bind by the</table-container>															na	na
<table-container>          Image: state in the state in thest state. The state in the state in the state in the</table-container>																na
Ninome         0%         0%         1% <t< td=""><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td>-</td><td></td><td></td><td></td><td></td><td></td><td>lia</td><td>na</td></t<>									-						lia	na
Index series (a) (a) (b) (b) (b) (b) (b) (b) (b) (b) (b) (b			50%			42%	814	80%							155	43
<table-container>          Neighbord         Noise         Sine         Sine</table-container>									-						100	
<table-container>Image: priority interpriority interpriori interpriori interpriority interpriori interpriori</table-container>			50%	51%		42%	814	80%							155	43
<table-container>          Image         <t< td=""><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td></t<></table-container>																
blue backetary for many hybrid methanization generation and comming the backetary for many hybrid be worked:         Perform for many hybrid methanization and comming the backetary for many hybrid be worked:         Perform for many hybrid methanization and comming the backetary for many hybrid methanization and comming the			50%	49%		42%	740	80%	Weighted #	108	260		34		147	43
Integring and commute be workfore.	The Under Secretary for Finance and Administration generates high levels								Valid %	15%	35%	43%	5%	3%		
<table-container>     Arreshiftset barreshiftset barreshiftse2     Arreshiftse2     Arreshiftse3     Arres</table-container>	of motivation and commitment in	All Federal Employees	50%	51%		43%	752	80%	Weighted #	110	265	324	35	19	148	43
<table-container>          Image: series intermediate interm</table-container>	the workforce.	AU 7	10%	50%		01%		20%	Valid %	17%	31%	33%	12%	6%		
<table-container>          Image: provise regime in the strengt of the streng (strengt of the strengt of the strengt of the stren</table-container>		All Trust Employees	49%	50%		31%	62	90%	Weighted #	11	19	20	8	4	7	0
Image: state index									Valid %	na	na	na	na	na		
Indicating time in price       Indicatin prin price       Indicating tin pri		Enterprise Employees							Weighted #	na	na	na	na	na	na	na
$ \begin barrier ( \be$									Valid %	na	na	na	na	na		
Implyee         57%         67%         64%         795         79%         Weighed #         1.6         3.02         3.09         1.8         1.1         1.68         3.9           All Federal Armst Employees (NF)         37%         37%         37%         38%         39%         2.8         1.1         1.68         3.9           All Federal Armst Employees (NF)         37%         37%         38%         39%         2.8         1.1         1.68         3.9           All Federal Armst Employees (NF)         37%         37%         79%         Valid %         1.9%         3.8%         3.9%         2.8         1.1         1.68         3.9           Aministration maintainsight standards of honesy and interprete         56%         36%         795         79%         Valid %         1.8%         3.8%         4.1%         2.8         1.1         4.08         3.9           All federal Full-time Employees         56%         36%         795         79%         Valid %         1.8%         4.0%         2.8         1.1         4.0         2.0         0.0         3.1         4.0%         3.1         4.0%         3.1         4.0%         3.1         4.0%         3.1         4.0%         3.1		Employees					-		Weighted #	na	na	na	na	na	na	na
Image: bar in the star in			57%			54%	795	79%								
Induction of the persone of the per		Employees	-						-						168	39
$ \frac{1}{1} \left[ \frac{1}{1} $			57%			54%	795	79%								
$ \left  \begin{array}{cccccccccccccccccccccccccccccccccccc$									-						168	39
$ \frac{1}{1} + 1$		Permanent	56%			53%	726	79%								
$ \begin{array}{c c c c c c c c c c c c c c c c c c c $	The Under Secretary for Finance and	Employees							-						158	39
$ \frac{1}{10000000000000000000000000000000000$	Administration maintains high	All Federal Employees	56%			53%	738	79%							450	
All Trust Employee     71%     61%     57     86%     10     10     10     10     10     10       All Smithsonian Enterprise Employee	standards of honesty and integrity.								-						159	39
All Smithsonian Enterprise Employee         All Smithsonian (Magental Panama         All Smithsonian (Mag		All Trust Employees	71%			61%	57	86%							10	0
All Strike Panama     All Strike Pan									-		-				10	, united and a second s
All STRI Panama A A A A A A A A A A A A A A A A A A															pa	na
									-						na l	
									Weighted #	na	na	na	na	na	na	na

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

lr	1			2010 Federal	2010 Net Favorable	1	1								
2010 SEPS Question	Smithsonian Workforce Component	2010 Favorable Score (% Strongly Agree plus % Agree)	2009 Favorable Score (% Strongly Agree plus % Agree)	Employee Viewpoint Survey Favorable Score (% Strongly Agree plus % Agree)	Score (Favorable Score minus % Disagree an % Strongly Disagree	Number of employees answering question	Question Response Rate (# Valid Responses/# Asked Question)	Statistic	Strongly agree	Agree	Uncertain whether to agree or disagree	Disagree	Strongly disagree	Do not know	Not answered/ Not applicable
	All Smithsonian	66%			52%	206	90%	Valid %	29%	37%	21%	9%	4%		
	Employees							Weighted #	60	75	43	18	9	12	10
	All Federal & Trust Employees (NFC)							Valid % Weighted #	na	na	na	na	na		
	All Federal, Full-time,							Valid %	na na	na na	na na	na na	na na	na	na
	Permanent Employees							Weighted #	na	na	na	na	na	na	na
I have a high level of respect for the								Valid %	na	na	na	na	na		
President of Smithsonian Enterprises.	All Federal Employees							Weighted #	na	na	na	na	na	na	na
								Valid %	na	na	na	na	na		
	All Trust Employees							Weighted #	na	na	na	na	na	na	na
	All Smithsonian	66%	62%		52%	206	90%	Valid %	29%	37%	21%	9%	4%		
	Enterprise Employees	00%	02,0		52%	200	30%	Weighted #	60	75	43	18	9	12	10
	All STRI Panama							Valid %	na	na	na	na	na		
	Employees							Weighted #	na	na	na	na	na	na	na
	All Smithsonian Employees	52%			29%	201	88%	Valid %	16%	36%	25%	14%	9%		
								Weighted #	32	73	51	29	17	17	10
	All Federal & Trust Employees (NFC)							Valid %	na	na	na	na	na		
	All Federal, Full-time,							Weighted # Valid %	na na	na	na na	na na	na na	na	na
	Permanent Employees							Weighted #	na	na	na	na	na	na	na
The President of Smithsonian Enterprises generates high levels of								Valid %	na	na	na	na	na		
motivation and commitment in the	All Federal Employees							Weighted #	na	na	na	na	na	na	na
workforce.								Valid %	na	na	na	na	na		
	All Trust Employees							Weighted #	na	na	na	na	na	na	na
	All Smithsonian	52%	48%		29%	201	88%	Valid %	16%	36%	25%	14%	9%		
	Enterprise Employees	52%	48%		29%	201	88%	Weighted #	32	73	51	29	17	17	10
	All STRI Panama							Valid %	na	na	na	na	na		
	Employees							Weighted #	na	na	na	na	na	na	na
	All Smithsonian Employees	67%			59%	199	87%	Valid %	24%	44%	24%	5%	4%		
								Weighted #	47	87	49	9	8	21	8
	All Federal & Trust Employees (NFC)							Valid %	na	na	na	na	na		na
	All Federal, Full-time,							Weighted # Valid %	na	na na	na na	na	na na	na	na
	Permanent Employees							Weighted #	na	na	na	na	na	na	na
The President of Smithsonian								Valid %	na	na	na	na	na		
Enterprises maintains high standards of honesty and integrity.	All Federal Employees							Weighted #	na	na	na	na	na	na	na
, and a second								Valid %	na	na	na	na	na		
	All Trust Employees							Weighted #	na	na	na	na	na	na	na
	All Smithsonian	67%			50%	100	97%	Valid %	24%	44%	24%	5%	4%		
	Enterprise Employees	67%			59%	199	87%	Weighted #	47	87	49	9	8	21	8
	All STRI Panama							Valid %	na	na	na	na	na		
	Employees							Weighted #	na	na	na	na	na	na	na

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

				2010 Federal	0040 Net Feuerable		1	1							
2010 SEPS Question	Smithsonian Workforce Component	2010 Favorable Score (% Strongly Agree plus % Agree)	2009 Favorable Score (% Strongly Agree plus % Agree)	Employee Viewpoint Survey Favorable Score (% Strongly Agree plus % Agree)	2010 Net Favorable Score (Favorable Score minus % Disagree an % Strongly Disagree	Number of employees answering question	Question Response Rate (# Valid Responses/# Asked Question)	Statistic	Strongly agree	Agree	Uncertain whether to agree or disagree	Disagree	Strongly disagree	Do not know	Not answered/ Not applicable
	All Smithsonian	58%			40%	72	99%	Valid %	20%	37%	25%	15%	3%		
	Employees	56%			40%	12	33%	Weighted #	15	27	18	11	2	0	1
	All Federal & Trust Employees (NFC)	58%	59%		40%	72	99%	Valid %	20%	37%	25%	15%	3%		
	All Federal, Full-time,							Weighted #	15	27	18	11	2	0	1
	Permanent	54%	58%		37%	47	98%	Valid % Weighted #	19% 9	35% 16	29% 13	15% 7	2% 1	0	1
	Employees							Valid %	9 19%	35%	29%	15%	2%	0	-
I have a high level of respect for the Chief Financial Officer.	All Federal Employees	54%	57%		37%	47	98%	Weighted #	9	16	13	7	1	0	1
								Valid %	23%	41%	18%	15%	3%		
	All Trust Employees	64%	63%		46%	26	100%	Weighted #	6	11	5	4	1	0	0
	All Smithsonian							Valid %	na	na	na	na	na		
	Enterprise Employees							Weighted #	na	na	na	na	na	na	na
	All STRI Panama							Valid %	na	na	na	na	na		
	Employees							Weighted #	na	na	na	na	na	na	na
	All Smithsonian	46%			22%	73	100%	Valid %	18%	29%	29%	16%	8%		
	Employees					-		Weighted #	13	21	21	12	6	0	0
	All Federal & Trust Employees (NFC)	46%	44%		22%	73	100%	Valid %	18%	29%	29%	16%	8%		
	All Federal, Full-time.							Weighted #	13	21	21	12	6	0	0
	Permanent	47%	42%		23%	47	100%	Valid %	17% 8	30% 14	29% 14	15% 7	9% 4	0	0
The Chief Financial Officer generates	Employees							Weighted # Valid %	8 17%	30%	29%	15%	4 9%	0	
high levels of motivation and commitment in the workforce.	All Federal Employees	47%	41%		23%	47	100%	Weighted #	8	14	14	7	4	0	0
communent in the workforce.								Valid %	19%	26%	30%	19%	7%	, , , , , , , , , , , , , , , , , , ,	, in the second
	All Trust Employees	45%	54%		19%	26	100%	Weighted #	5	7	8	5	2	0	0
	All Smithsonian							Valid %	na	na	na	na	na		
	Enterprise Employees							Weighted #	na	na	na	na	na	na	na
	All STRI Panama							Valid %	na	na	na	na	na		
	Employees							Weighted #	na	na	na	na	na	na	na
	All Smithsonian	60%			51%	71	96%	Valid %	26%	34%	31%	5%	4%		
	Employees	667.0			51/0		50,5	Weighted #	19	24	22	4	3	2	1
	All Federal & Trust	60%			51%	71	96%	Valid %	26%	34%	31%	5%	4%		
	Employees (NFC)							Weighted #	19	24	22	4	3	2	1
	All Federal, Full-time, Permanent	58%			52%	45	94%	Valid %	24%	34%	36%	2%	4%		
The Chief Financial Officer maintains	Employees							Weighted #	11	15	16	1	2	2	1
high standards of honesty and	All Federal Employees	58%			52%	45	94%	Valid %	24% 11	34% 15	36% 16	2%	4% 2	2	1
integrity.							}	Weighted # Valid %	11 30%	15 33%	16 22%	1 11%	2 3%	2	1
	All Trust Employees	64%			49%	26	100%	Weighted #	30%	33% 9	6	3	3%	0	0
	All Smithsonian							Valid %	na	na	na	na	na		, in the second
	All Smithsonian Enterprise Employees							Weighted #	na	na	na	na	na	na	na
	All STRI Panama							Valid %	na	na	na	na	na		
	Employees							Weighted #	na	na	na	na	na	na	na

# 2010 Smithsonian Employee Perspective Survey: Survey Responses by Smithsonian Workforce Component

				2010 Federal	2010 Net Favorable		1	1						1	
2010 SEPS Question	Smithsonian Workforce Component	2010 Favorable Score (% Strongly Agree plus % Agree)	2009 Favorable Score (% Strongly Agree plus % Agree)	Employee Viewpoint Survey Favorable Score (% Strongly Agree plus % Agree)	Score (Favorable Score minus % Disagree an % Strongly Disagree	Number of employees answering question	Question Response Rate (# Valid Responses/# Asked Question)	Statistic	Strongly agree	Agree	Uncertain whether to agree or disagree	Disagree	Strongly disagree	Do not know	Not answered/ Not applicable
	All Smithsonian	59%			54%	687	83%	Valid %	17%	42%	36%	3%	2%		
	Employees	59%			54%	087	83%	Weighted #	117	283	239	21	13	103	30
	All Federal & Trust	59%	48%		54%	673	84%	Valid %	17%	42%	36%	3%	2%		
	Employees (NFC)	00,0	40%		01,0	0.0	01,0	Weighted #	117	283	239	21	13	103	30
	All Federal, Full-time, Permanent	59%	49%		54%	658	84%	Valid %	17%	42%	36%	3%	2%		
	Employees							Weighted #	115	275	235	21	12	101	29
I have a high level of respect for the Director of OFEO.	All Federal Employees	59%	48%		54%	666	84%	Valid %	17%	42%	36%	3%	2%		
								Weighted #	116	280	237	21	12	102	29
	All Trust Employees	58%	23%		45%	7	77%	Valid %	15%	44%	29%	0%	13%		
								Weighted #	1	3	2	0	1	1	1
	All Smithsonian Enterprise Employees							Valid %	na	na	na	na	na		na
								Weighted # Valid %					na	na	na
	All STRI Panama Employees							Weighted #	na na	na na	na na	na na	na na	na	na
								Valid %	16%	38%	38%	5%	3%	na	iid
	All Smithsonian Employees	54%			46%	681	82%	Weighted #	10%	254	251	32	21	99	39
								Valid %	16%	38%	38%	5%	3%	55	
	All Federal & Trust Employees (NFC)	55%	41%		47%	668	83%	Weighted #	110	254	251	32	21	99	39
	All Federal, Full-time,							Valid %	17%	38%	38%	5%	3%		
	Permanent Employees	54%	42%		46%	652	83%	Weighted #	108	247	246	32	20	97	38
The Director of OFEO generates high								Valid %	16%	38%	38%	5%	3%		
levels of motivation and commitment in the workforce.	All Federal Employees	55%	41%		47%	661	83%	Weighted #	109	251	249	32	20	98	38
						_		Valid %	15%	44%	29%	0%	13%		
	All Trust Employees	58%	23%		45%	7	77%	Weighted #	1	3	2	0	1	1	1
	All Smithsonian							Valid %	na	na	na	na	na		
	Enterprise Employees							Weighted #	na	na	na	na	na	na	na
	All STRI Panama							Valid %	na	na	na	na	na		
	Employees							Weighted #	na	na	na	na	na	na	na
	All Smithsonian	55%			50%	672	81%	Valid %	18%	38%	40%	2%	3%		
	Employees							Weighted #	116	250	262	15	17	117	29
	All Federal & Trust	55%			51%	660	82%	Valid %	18%	38%	40%	2%	3%		
	Employees (NFC)							Weighted #	116	250	262	15	17	117	29
	All Federal, Full-time, Permanent	55%			50%	644	82%	Valid %	18%	37%	40%	2%	3%		
	Employees							Weighted #	113	242	258	15	17	116	27
The Director of OFEO maintains high standards of honesty and integrity.	All Federal Employees	55%			51%	653	82%	Valid %	18%	38%	40%	2%	3%		
standards or noneary and integrity.								Weighted #	114	247	260	15	17	116	28
	All Trust Employees	58%			45%	7	77%	Valid %	15%	44%	29%	0%	13%		
								Weighted #	1	3	2	0	1	1	1
	All Smithsonian Enterprise Employees							Valid %	na	na	na	na	na		
								Weighted # Valid %	na	na	na		na	na	na
	All STRI Panama Employees							Weighted #	na	na	na na	na na	na na	na	na
	,							weightea #	na	na	ria	na	na	na	na

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

	[							1	1	1				1	1	
Name         Name </th <th>2010 SEPS Question</th> <th>Workforce</th> <th>Score (% Strongly Agree</th> <th>Score (% Strongly Agree</th> <th>Viewpoint Survey Favorable Score (% Strongly Agree</th> <th>(Favorable Score minus % Disagree an % Strongly</th> <th>employees</th> <th>Rate (# Valid Responses/# Asked</th> <th>Statistic</th> <th></th> <th>Agree</th> <th>whether to agree or</th> <th>Disagree</th> <th></th> <th>Do not know</th> <th>answered/ Not</th>	2010 SEPS Question	Workforce	Score (% Strongly Agree	Score (% Strongly Agree	Viewpoint Survey Favorable Score (% Strongly Agree	(Favorable Score minus % Disagree an % Strongly	employees	Rate (# Valid Responses/# Asked	Statistic		Agree	whether to agree or	Disagree		Do not know	answered/ Not
Image         Image <td></td> <td>All Smithsonian</td> <td>60%</td> <td></td> <td></td> <td>50%</td> <td>27</td> <td>08%</td> <td>Valid %</td> <td>31%</td> <td>37%</td> <td>23%</td> <td>7%</td> <td>2%</td> <td></td> <td></td>		All Smithsonian	60%			50%	27	08%	Valid %	31%	37%	23%	7%	2%		
Image: part of the sector of			68%			58%	37	98%	Weighted #	11	13	8	3	1	1	0
Name         Image         Image <thi< td=""><td></td><td></td><td>69%</td><td>70%</td><td></td><td>E9%</td><td>27</td><td>08%</td><td>Valid %</td><td>31%</td><td>37%</td><td>23%</td><td>7%</td><td>2%</td><td></td><td></td></thi<>			69%	70%		E9%	27	08%	Valid %	31%	37%	23%	7%	2%		
<table-container>          Partial state         Partin state         Partial state         Partial</table-container>		Employees (NFC)	08%	15%		36 %	51	58%	Weighted #	11	13	8	3	1	1	0
<table-container>          Image         <t< td=""><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td>Valid %</td><td>na</td><td>na</td><td>na</td><td>na</td><td>na</td><td></td><td></td></t<></table-container>									Valid %	na	na	na	na	na		
<table-container>          Image density in the set of the</table-container>									Weighted #	na	na	na	na	na	na	na
Image: state in the		All Federal Employees														
Image: state in the state in thestate in the state in the state in the state in the s	Director of External Analis.														na	na
<table-container>          Image: sector of signal hands in the secto</table-container>		All Trust Employees	68%	79%		58%	37	98%								
<table-container>          Image         <t< td=""><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td>1</td><td>0</td></t<></table-container>															1	0
Image: state in the state interpretation of the state interpretating state interpretation of the state interpretation																
<table-container>          Image         <t< td=""><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td>na</td><td>na</td></t<></table-container>															na	na
Image: state index																
Image         Mark         <									-						lia	na
Image: stand in the			42%			15%	35	93%							3	0
<table-container>          Image         1<td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td>5</td><td></td></table-container>															5	
Image: space			42%			15%	35	93%							3	0
Image is a state of the set of t		All Federal, Full-time,													-	- Ť
Impute light of lative light of shares in the workset is the work workset is the workset is the workset is the workse															na	na
Index consistent in the workford         Index and providence of the sector of th									Valid %	na	na	na	na	na		
All Tux temployes         42%         All mutual         15%         35         93%         Weighted         7         7.1         7.1         7.7         7.1         7.7<		All Federal Employees							Weighted #	na	na	na	na	na	na	na
Image: series field of the series field of									Valid %	21%	20%	31%	19%	8%		
$ \left  \begin{array}{cccccccccccccccccccccccccccccccccccc$		All Trust Employees	42%			15%	35	93%	Weighted #	7	7	11	7	3	3	0
$ \ \ \ \ \ \ \ \ \ \ \ \ \ \ \ \ \ \ \$									Valid %	na	na	na	na	na		
$ \left  \begin{array}{c c c c c c c c c c c c c c c c c c c $		Enterprise Employees							Weighted #	na	na	na	na	na	na	na
$ \begin{array}{ c c c c c c } \hline \ \ \ \ \ \ \ \ \ \ \ \ \ \ \ \ \ \ $									Valid %	na	na	na	na	na		
kerningerse         herningerse		Employees							Weighted #	na	na	na	na	na	na	na
Image         Image <t< td=""><td></td><td></td><td>66%</td><td></td><td></td><td>63%</td><td>35</td><td>93%</td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td></t<>			66%			63%	35	93%								
In Pederal Arrow         66%         53%         63%         63%         35         93%         Weighed #         1.0		Employees							-						3	0
$ \left  \begin{array}{c c c c c c c c c } \hline \ \ \ \ \ \ \ \ \ \ \ \ \ \ \ \ \ \ $			66%	53%		63%	35	93%								
$ \begin{array}{ c c c c c c c } \hline Permanent \\ Perman$															3	0
$ \frac{1}{1} \text{ Fe drach of of Stema l Affairs and integrity.} } \\ \frac{1}{1} \text{ Fedral Employee } \left( \begin{array}{cccccccccccccccccccccccccccccccccccc$		Permanent														
$ \frac{1}{10} $	The Director of External Affairs	Employees													na	na
$ \frac{1}{1} 1$	maintains high standards of honesty	All Federal Employees														
All Trust Employee     66%     53%     66%     63%     35     93%     Weighted #     10     10     11     00     11     31     0       All Snithsonian Enterprise Employee	and integrity.										-				na	na
$\frac{1}{10000000000000000000000000000000000$		All Trust Employees	66%	53%		63%	35	93%							3	
All STRI Panama         All         All STRI Panama         All         All STRI Panama         All         All STRI Panama         All STRI Pana									-							
All STRI Panama A A A A A A A A A A A A A A A A A A															pa	pa
		All STRI Roporte														
															na	na

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

[		1						r			1			1	
2010 SEPS Question	Smithsonian Workforce Component	2010 Favorable Score (% Strongly Agree plus % Agree)	2009 Favorable Score (% Strongly Agree plus % Agree)	2010 Federal Employee Viewpoint Survey Favorable Score (% Strongly Agree plus % Agree)	2010 Net Favorable Score (Favorable Score minus % Disagree an % Strongly Disagree	Number of employees answering question	Question Response Rate (# Valid Responses/# Asked Question)	Statistic	Strongly agree	Agree	Uncertain whether to agree or disagree	Disagree	Strongly disagree	Do not know	Not answered/ Not applicable
	All Smithsonian	96%			96%	24	89%	Valid %	59%	37%	4%	0%	0%		
	Employees							Weighted #	14	9	1	0	0	2	1
	All Federal & Trust Employees (NFC)	96%	79%		96%	24	89%	Valid %	59%	37%	4%	0%	0%		
	All Federal, Full-time.							Weighted # Valid %	14 73%	9 27%	1 0%	0	0	2	1
	Permanent Employees	100%	82%		100%	7	90%	Weighted #	5	21%	0%	0%	0%	1	0
I have a high level of respect for the								Valid %	73%	27%	0%	0%	0%	_	-
Director of Communications.	All Federal Employees	100%	82%		100%	7	90%	Weighted #	5	2	0	0	0	1	0
		94%	75%		94%	47	89%	Valid %	53%	41%	6%	0%	0%		
	All Trust Employees	94%	75%		94%	17	89%	Weighted #	9	7	1	0	0	1	1
	All Smithsonian							Valid %	na	na	na	na	na		
	Enterprise Employees							Weighted #	na	na	na	na	na	na	na
	All STRI Panama							Valid %	na	na	na	na	na		
	Employees							Weighted #	na	na	na	na	na	na	na
	All Smithsonian Employees	74%			69%	23	85%	Valid %	58%	16%	21%	5%	0%		
								Weighted #	13	4	5	1	0	3	1
	All Federal & Trust Employees (NFC)	74%	75%		69%	23	85%	Valid %	58%	16%	21%	5%	0%		
	All Federal, Full-time.							Weighted # Valid %	13 86%	4	5 14%	1 0%	0	3	1
	Permanent Employees	86%	85%		86%	6	76%	Weighted #	5	0%	14%	0%	0%	2	0
The Director of Communications	Employees							Valid %	86%	0%	14%	0%	0%	-	, , , , , , , , , , , , , , , , , , ,
generates high levels of motivation and commitment in the workforce.	All Federal Employees	86%	85%		86%	6	76%	Weighted #	5	0	1	0	0	2	0
								Valid %	48%	21%	24%	7%	0%		
	All Trust Employees	70%	67%		63%	17	89%	Weighted #	8	4	4	1	0	1	1
	All Smithsonian							Valid %	na	na	na	na	na		
	Enterprise Employees							Weighted #	na	na	na	na	na	na	na
	All STRI Panama							Valid %	na	na	na	na	na		
	Employees				-			Weighted #	na	na	na	na	na	na	na
	All Smithsonian Employees	92%			92%	24	89%	Valid %	56%	36%	8%	0%	0%		
	Employees						-	Weighted #	13	8	2	0	0	3	0
	All Federal & Trust Employees (NFC)	92%			92%	24	89%	Valid %	56%	36%	8%	0%	0%		
	All Federal, Full-time,							Weighted # Valid %	13 86%	8	2	0	0	3	0
	Permanent	100%			100%	6	76%	Valid % Weighted #	86% 5	14% 1	0%	0%	0%	2	0
The Director of Communications	Employees							Valid %	86%	14%	0%	0%	0%		5
maintains high standards of honesty and integrity.	All Federal Employees	100%			100%	6	76%	Weighted #	5	14%	0	0	0	2	0
and mogney.							1	Valid %	46%	43%	11%	0%	0%	<u> </u>	-
	All Trust Employees	89%			89%	18	94%	Weighted #	8	8	2	0	0	1	0
	All Smithsonian							Valid %	na	na	na	na	na		
	Enterprise Employees							Weighted #	na	na	na	na	na	na	na
	All STRI Panama							Valid %	na	na	na	na	na		
	Employees							Weighted #	na	na	na	na	na	na	na

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

(r				0040 5-41		1		r		1					
2010 SEPS Question	Smithsonian Workforce Component	2010 Favorable Score (% Strongly Agree plus % Agree)	2009 Favorable Score (% Strongly Agree plus % Agree)	2010 Federal Employee Viewpoint Survey Favorable Score (% Strongly Agree plus % Agree)	2010 Net Favorable Score (Favorable Score minus % Disagree an % Strongly Disagree	Number of employees answering question	Question Response Rate (# Valid Responses/# Asked Question)	Statistic	Strongly agree	Agree	Uncertain whether to agree or disagree	Disagree	Strongly disagree	Do not know	Not answered/ Not appilcable
	All Smithsonian	70%			59%	2795	95%	Valid %	15%	55%	19%	9%	2%		
	Employees	70%			59%	2795	95%	Weighted #	425	1525	540	242	63	108	44
	All Federal & Trust	70%	69%		59%	2426	96%	Valid %	15%	54%	19%	9%	2%		
	Employees (NFC)							Weighted #	366	1321	470	212	56	80	21
	All Federal, Full-time, Permanent	69%	69%		58%	1750	96%	Valid %	15%	54%	21%	8%	3%		
I am satisfied with the information I	Employees							Weighted #	259	942	367	137	45	61	14
receive from the Smithsonian's senior leaders on what's going on in	All Federal Employees	69%	67%		58%	1786	96%	Valid % Weighted #	15% 266	54% 963	21% 372	8% 140	3% 46	62	14
the Smithsonian.								Valid %	266	963 56%	372 15%	140	46 2%	62	14
	All Trust Employees	72%	74%		59%	640	96%	Weighted #	10%	358	98	72	10	17	7
	All Smithsonian							Valid %	17%	53%	18%	8%	4%	1	
	Enterprise Employees	70%	72%		58%	202	88%	Weighted #	35	106	37	17	7	16	11
	All STRI Panama							Valid %	14%	58%	20%	8%	0%		
	Employees	72%	75%		65%	167	87%	Weighted #	24	97	33	13	0	12	12
	All Smithsonian							Valid %	11%	53%	26%	6%	2%		
	Employees	65%			56%	2699	92%	Weighted #	310	1443	713	173	61	200	48
	All Federal & Trust	65%	59%		55%	2336	92%	Valid %	11%	54%	26%	7%	2%		
	Employees (NFC)	00 %	55%		50%	2330	52 /6	Weighted #	260	1252	608	159	57	164	27
	All Federal, Full-time, Permanent	64%	60%		56%	1686	92%	Valid %	11%	54%	27%	7%	2%		
I am satisfied with the policies and	Employees							Weighted #	179	908	451	111	37	116	23
practices enacted by the Smithsonian's senior leaders	All Federal Employees	65%	59%		56%	1720	92%	Valid %	11%	54%	27%	7%	2%		
(Secretary, Under Secretaries, and Board of Regents).								Weighted #	183	927	458	113	38	120	23
;	All Trust Employees	65%	59%		55%	616	93%	Valid %	12%	53%	24%	7%	3%		
								Weighted #	76 17%	326 52%	150 26%	45 4%	19 1%	44	4
	All Smithsonian Enterprise Employees	68%	66%		63%	199	87%	Valid % Weighted #	33	103	26% 52	4% 8	1%	19	12
								Valid %	10%	53%	32%	4%	1%	19	12
	All STRI Panama Employees	63%	61%		59%	164	86%	Weighted #	17	87	53	6	1	17	10
	All Smithsonian						1	Valid %	15%	59%	17%	7%	1%		
	Employees	74%			66%	2827	96%	Weighted #	432	1672	494	189	41	86	34
	All Federal & Trust							Valid %	15%	59%	18%	6%	1%		
	Employees (NFC)	74%	74%		66%	2440	97%	Weighted #	374	1439	432	159	37	69	18
	All Federal, Full-time, Permanent	74%	75%		67%	1760	96%	Valid %	15%	59%	19%	6%	1%		
I am satisfied that I have received	Employees	/4%	10%		0/%	T100	90%	Weighted #	265	1038	330	101	25	49	15
appropriate information, or can access appropriate information,	All Federal Employees	74%	74%		67%	1797	97%	Valid %	15%	59%	19%	6%	1%		
about new policies and procedures of the Smithsonian.		. 7/0	. +/0		5170	2101	5170	Weighted #	271	1063	335	102	26	50	15
or the Smithsonian.	All Trust Employees	74%	73%		64%	643	97%	Valid %	16%	59%	15%	9%	2%		
								Weighted #	103	376	98	56	10	18	3
	All Smithsonian Enterprise Employees	76%	75%		68%	213	93%	Valid %	18%	57%	16%	6%	2%		
								Weighted #	39	122	35	12	4	8	8
	All STRI Panama Employees	74%	81%		64%	174	91%	Valid %	11%	63%	16%	10%	0%		
	Employees							Weighted #	19	110	27	18	0	9	8

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

[				2010 Federal	2010 Net Favorable		1	1							
2010 SEPS Question	Smithsonian Workforce Component	2010 Favorable Score (% Strongly Agree plus % Agree)	2009 Favorable Score (% Strongly Agree plus % Agree)	Employee Viewpoint Survey Favorable Score (% Strongly Agree plus % Agree)	Score (Favorable Score minus % Disagree an % Strongly Disagree	Number of employees answering question	Question Response Rate (# Valid Responses/# Asked Question)	Statistic	Strongly agree	Agree	Uncertain whether to agree or disagree	Disagree	Strongly disagree	Do not know	Not answered/ Not applicable
	All Smithsonian	63%			54%	2672	91%	Valid %	14%	49%	28%	7%	2%		
	Employees	65%			54%	2012	51%	Weighted #	372	1311	745	181	62	224	50
	All Federal & Trust Employees (NFC)	62%	53%		52%	2300	91%	Valid %	14%	48%	29%	7%	3%		
	All Federal, Full-time.							Weighted # Valid %	321 14%	1098 46%	656 30%	165 8%	60 3%	193	33
	Permanent Employees	60%	54%		49%	1659	91%	Weighted #	14% 224	46% 768	30% 495	8% 125	3% 46	136	29
I am satisfied that the strategic planning process will identify specific								Valid %	13%	46%	30%	8%	3%	200	20
initiatives to strengthen the	All Federal Employees	60%	53%		50%	1696	91%	Weighted #	229	789	503	129	46	137	29
Smithsonian in the future.	AH 7	07%	50%		50%		01%	Valid %	15%	51%	25%	6%	2%		
	All Trust Employees	67%	52%		58%	604	91%	Weighted #	92	310	153	36	13	57	4
	All Smithsonian	67%	56%		62%	203	89%	Valid %	16%	51%	27%	5%	0%		
	Enterprise Employees							Weighted #	33	104	54	11	1	12	13
	All STRI Panama Employees	76%	67%		72%	169	88%	Valid %	11%	64%	21%	3%	1%		
								Weighted #	19	109 41%	35 26%	5 18%	1	18	4
	All Smithsonian Employees	51%			28%	2716	92%	Valid % Weighted #	9% 253	41% 1120	26% 716	496	5% 131	194	37
	All Federal & Trust							Valid %	9%	40%	28%	18%	5%	104	51
	Employees (NFC)	49%			26%	2332	92%	Weighted #	207	941	647	418	120	169	25
	All Federal, Full-time,							Valid %	9%	41%	29%	16%	5%		
	Permanent Employees	50%			29%	1697	93%	Weighted #	152	698	489	272	86	108	19
Managers support collaboration across Smithsonian units to	All Federal Employees	50%			29%	1731	93%	Valid %	9%	41%	29%	16%	5%		
accomplish work objectives.	Air Fodorar Employees				2070	1.01	50,0	Weighted #	156	713	498	278	87	111	19
	All Trust Employees	46%			18%	601	90%	Valid %	8%	38%	25%	23%	6%		
								Weighted #	51	229	149	139	33	58	6
	All Smithsonian Enterprise Employees	52%			23%	207	90%	Valid % Weighted #	13% 28	38% 79	19% 40	25% 51	4% 9	14	9
								Valid %	11%	56%	16%	15%	1%	14	3
	All STRI Panama Employees	67%			51%	177	93%	Weighted #	19	100	29	27	2	11	3
	All Smithsonian							Valid %	8%	40%	27%	19%	6%		
	Employees	48%			23%	2748	93%	Weighted #	217	1092	755	523	162	153	40
	All Federal & Trust	46%	34%		21%	2361	94%	Valid %	7%	39%	28%	19%	6%		
	Employees (NFC)		012			2002	04.00	Weighted #	175	921	661	458	146	134	26
	All Federal, Full-time, Permanent	47%	35%		23%	1713	94%	Valid %	8%	39%	29%	18%	6%		
Smithsonian leaders and managers	Employees							Weighted #	138	667	488	314	106	86	20
promote communication and cooperation across units in the	All Federal Employees	47%	35%		23%	1748	94%	Valid % Weighted #	8% 140	39% 686	28% 498	18% 318	6% 106	88	20
Smithsonian.								Weighted # Valid %	140 6%	686 38%	498 27%	318 23%	106	68	20
	All Trust Employees	44%	29%		15%	612	92%	Weighted #	35	235	163	140	40	46	6
	All Smithsonian							Valid %	12%	36%	27%	20%	5%		
	Enterprise Employees	48%	37%		23%	212	92%	Weighted #	25	76	57	43	11	10	8
	All STRI Panama	64%	53%		48%	176	92%	Valid %	10%	54%	21%	13%	3%		
	Employees	0470	5370		40 /0	1/0	32 /0	Weighted #	17	95	37	22	5	9	6

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

<ul> <li>Intermediate in present of the sector of</li></ul>	2010 SEPS Question	Smithsonian Workforce Component	2010 Favorable Score (% Strongly Agree plus % Agree)	2009 Favorable Score (% Strongly Agree plus % Agree)	2010 Federal Employee Viewpoint Survey Favorable Score (% Strongly Agree plus % Agree)	2010 Net Favorable Score (Favorable Score minus % Disagree an % Strongly Disagree	Number of employees answering question	Question Response Rate (# Valid Responses/# Asked Question)	Charles Inc.	Strongly	Agree	Uncertain whether to agree or disagree	Disagree	Strongly	Do not know	Not answered/ Not applicable
Image image 	2010 SEPS Question			pius 76 Agree)	plus 70 Agree)				Statistic Valid %		-		-		DO HOL KHOW	applicable
Induces for or o			69%			57%	2771	94%	Weighted #	437	1469	537	221	107	132	38
IndexImage			69%	66%		57%	2381	94%	Valid %	16%	53%	20%	8%	4%		
Induction of the state of th									-						113	26
Number of parts and registive and registintervatind registive and registive and registive and registiv		Permanent	70%	67%		58%	1722	95%								22
increaming wind weak with weak weak weak weak weak weak weak weak		Employees											-		75	22
nd drame, insise, membring         Altrace function         Orbit	(for example, recruiting minorities	All Federal Employees	70%	66%		58%	1756	95%							78	23
Image: state interpretation of the state interpretatinterpretatint of the state interpretation of the state interpreta										-						20
<th< th=""> <th< th=""></th<></th<>		All Trust Employees	66%	65%		55%	625	94%	Weighted #	96	318	141	49	21	35	4
Integrate trapper basing series in the series in		All Smithsonian	70%	05%		70%	010	00%	Valid %	20%	56%	18%	5%	1%		
Index60%53%53%17994%Weighted1592332010086%100Imprise88%88%17098%10015598%100155100 <t< td=""><td></td><td>Enterprise Employees</td><td>76%</td><td>65%</td><td></td><td>70%</td><td>210</td><td>92%</td><td>Weighted #</td><td>42</td><td>118</td><td>38</td><td>11</td><td>2</td><td>12</td><td>8</td></t<>		Enterprise Employees	76%	65%		70%	210	92%	Weighted #	42	118	38	11	2	12	8
Image         Image <th< td=""><td></td><td></td><td>60%</td><td>53%</td><td></td><td>38%</td><td>179</td><td>94%</td><td>Valid %</td><td>8%</td><td>51%</td><td>18%</td><td>16%</td><td>6%</td><td></td><td></td></th<>			60%	53%		38%	179	94%	Valid %	8%	51%	18%	16%	6%		
Image: state indication in the state indication in there indication in the state indication in the sta		Employees					-								8	4
Image: sector of the			88%			85%	2863	98%								
Introduction         88%         84%         84%         2464         98%         Meighted         850         13.0         21.2         67.0         25.0         37.0         15.0												-			41	31
I know how we we knists by inside and priority is and we were weak we have have have have have have have hav			88%	84%		84%	2464	98%							27	14
I convery work relies to inference in space in spac		All Federal, Full-time,													31	14
$ \left  \ \ \ \ \ \ \ \ \ \ \ \ \ \ \ \ \ \ $			86%	83%		82%	1772	98%							29	13
$ \frac{\text{M} \text{H} \text{Gerls Encloses} \text{M} \text{field all Encloses} \text{H} \text{Field all Encloses} \text{H} Field al$	I know how my work relates to the								Valid %	34%	52%	10%	3%	1%		
$ \left  \begin{array}{cccccccccccccccccccccccccccccccccccc$		All Federal Employees	86%	82%		82%	1809	98%	Weighted #	614	942	178	54	22	29	13
$ \left  \begin{array}{c c c c c c c c c c c c c c c c c c c $		All Trust Employees	92%	88%		90%	654	99%	Valid %	36%	56%	5%	2%	1%		
$ \left  \begin{array}{c c c c c c c c c c c c c c c c c c c $		All Hust Employees	5270	66%		30%	004	33%	Weighted #	235	368	33	14	4	7	1
$ \begin{array}{ c c c c c c c c c c c c c c c c c c c$			89%	88%		86%	222	97%								
$ \frac{1}{1000} \frac{1}{100$		Enterprise Employees							-						2	6
$ \begin{array}{ c c c c c c c c c c c c c c c c c c c$			96%	94%		94%	177	93%								11
$ \left  \begin{array}{cccccccccccccccccccccccccccccccccccc$									-						3	11
$ \begin{array}{ c c c c c c c c c c c c c c c c c c c$			78%			74%	2816	96%							90	30
$ \frac{\text{Employes} (\text{NFC})}{NE optimization of the state st$		All Federal & Trust														-
$ \frac{1}{10000000000000000000000000000000000$			77%			72%	2421	96%	Weighted #	476	1395	433	99	19	78	17
$ \frac{\text{Employees}}{\text{accomplishes its mission}} \\ \frac{\text{Employees}}{acco$			75%			70%	1729	06%	Valid %	19%	56%	20%	4%	1%		
All Federal Employees     75%     70%     1775     96%     Weighted #     333     998     360     688     16     61     53       All Fueral Employees     84%     64     78%     645     97%     Valid %     22%     61%     11%     5%     0%     16     5       All Smithsonian     80%     80%     78%     216     94%     Valid %     27%     53%     17%     2%     16%     16     61     5			15%			70%	1/38	90%	Weighted #	324	976	355	67	16	61	16
$\frac{1}{1} = \frac{1}{1} = \frac{1}$		All Federal Employees	75%			70%	1775	96%	Valid %	19%	56%	20%	4%	1%		
All Trust Employees 84% 78% 645 97% 413 397 73 30 3 16 All Smithsonian 80% 78% 78% 216 94% 216 94% 216 53% 17% 2% 11% 2 16 16 16 16 16 16 16 16 16 16 16 16 16	accomplishes its mission.						1	00,0							61	16
All Smithsonian         80%         78%         216         94%         Valid %         27%         53%         17%         2%         1%         Image: Comparison of the compari		All Trust Employees	84%			78%	645	97%								
80% 78% 216 94%								<b> </b>							16	1
			80%			78%	216	94%							6	8
			ļ			ł		}	-						6	6
91% 87% 179 94%			91%			87%	179	94%							6	6

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

2010 SEPS Question	Smithsonian Workforce Component	2010 Favorable Score (% Strongly Agree plus % Agree)	2009 Favorable Score (% Strongly Agree plus % Agree)	2010 Federal Employee Vlewpoint Survey Favorable Score (% Strongly Agree plus % Agree)	2010 Net Favorable Score (Favorable Score minus % Disagree an % Strongly Disagree	Number of employees answering question	Question Response Rate (# Valid Responses/# Asked Question)	Statistic	Strongly agree	Agree	Uncertain whether to agree or disagree	Disagree	Strongly disagree	Do not know	Not answered/ Not applicable
	All Smithsonian	57%			42%	2626	90%	Valid %	17%	41%	27%	11%	5%		
	Employees							Weighted #	438	1069	711	282	127	280	23
	All Federal & Trust Employees (NFC)	55%			39%	2244	89%	Valid %	15%	41%	28%	11%	5%		
	All Federal, Full-time,							Weighted # Valid %	335 16%	910 41%	636 27%	250 11%	113 5%	253	11
	Permanent	57%			40%	1642	91%	Weighted #	262	41% 666	451	11%	83	159	8
I believe that the results of this	Employees							Valid %	16%	41%	27%	101	5%	105	-
survey will be used to make the Smithsonian a better place to work.	All Federal Employees	57%			41%	1675	91%	Weighted #	268	679	460	181	87	162	8
Similasonian a better place to work.								Valid %	12%	41%	31%	12%	5%		_
	All Trust Employees	52%			36%	569	86%	Weighted #	67	231	176	69	26	91	3
	All Smithsonian							Valid %	21%	40%	23%	11%	6%		
	Enterprise Employees	61%			44%	212	92%	Weighted #	44	84	48	23	13	11	7
	All STRI Panama	78%			71%	171	90%	Valid %	34%	44%	16%	5%	1%		
	Employees	10%			11%	1/1	50%	Weighted #	58	75	27	9	2	15	5
	All Smithsonian	65%			53%	2672	91%	Valid %	16%	49%	22%	9%	4%		
	Employees	00,0			00,0	2012	51,0	Weighted #	428	1320	587	238	99	236	20
	All Federal & Trust	65%			53%	2299	92%	Valid %	16%	49%	22%	9%	4%		
	Employees (NFC)							Weighted #	370	1128	516	200	84	197	12
	All Federal, Full-time, Permanent	65%			53%	1676	93%	Valid %	16%	49%	23%	8%	4%		
Senior leaders demonstrate support	Employees							Weighted #	273	817	388	136	61	123	10
for work-life programs (for example, health and wellness, employee	All Federal Employees	65%			53%	1710	93%	Valid %	16%	49%	23%	8%	4%		
assistance, and support groups.								Weighted #	278	835	395	138	64	125	10
	All Trust Employees	65%			51%	589	89%	Valid %	16%	50% 293	21% 121	11% 63	3% 20	74	2
								Weighted # Valid %	92 17%	293 48%	20%	63 11%	20 5%	71	2
	All Smithsonian Enterprise Employees	65%			49%	202	88%	Weighted #	34	48% 96	40	22	9	23	5
								Valid %	14%	56%	18%	9%	3%	23	5
	All STRI Panama Employees	70%			57%	171	90%	Weighted #	24	95	31	16	5	17	3
	All Smithsonian							Valid %	24%	55%	13%	7%	2%		
	Employees	79%			70%	2784	95%	Weighted #	656	1535	356	188	50	97	45
	All Federal & Trust							Valid %	23%	55%	13%	7%	2%		
	Employees (NFC)	78%			70%	2382	95%	Weighted #	553	1316	309	157	47	85	39
	All Federal, Full-time,	70%			70%	1700	00%	Valid %	24%	55%	13%	7%	2%		
I am satisfied with Smithsonian	Permanent Employees	79%			70%	1729	96%	Weighted #	413	944	221	113	38	55	23
occupational health and wellness programs (for example, flu shots,	All Federal Employees	79%			70%	1762	96%	Valid %	24%	55%	13%	7%	2%		
exercise activities, medical screening, respirator fitting, health	An rederal Employees	19%			10%	1/02	90%	Weighted #	421	963	225	115	38	58	23
assessments, etc.).	All Trust Employees	78%			70%	620	94%	Valid %	21%	57%	14%	7%	1%		
	A Tust Employees	10%			10%	020	5470	Weighted #	132	353	84	42	8	26	16
	All Smithsonian	80%			72%	217	95%	Valid %	24%	56%	13%	7%	1%		
	Enterprise Employees				. 170			Weighted #	51	122	28	15	1	9	3
	All STRI Panama	81%			71%	185	97%	Valid %	28%	52%	10%	8%	1%		
	Employees							Weighted #	52	97	19	15	2	3	3

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

(continued)

2010 SEPS Question	Smithsonian Workforce Component	2010 Favorable Score (% Strongly Agree plus % Agree)	2009 Favorable Score (% Strongly Agree plus % Agree)	2010 Federal Employee Viewpoint Survey Favorable Score (% Strongly Agree plus % Agree)	2010 Net Favorable Score (Favorable Score minus % Disagree an % Strongly Disagree	Number of employees answering question	Question Response Rate (# Valid Responses/# Asked Question)	Statistic	Strongly agree	Agree	Uncertain whether to agree or disagree	Disagree	Strongly disagree	Do not know	Not answered/ Not applicable
	All Smithsonian	62%			56%	2267	77%	Valid %	17%	45%	31%	5%	2%		
Lam satisfied with Smithsonian	Employees							Weighted #	395	1017	700	104	50	533	126
Er All Fed Empi All Fed Pe En	All Federal & Trust	62%	68%		57%	1915	76%	Valid %	17%	45%	32%	3%	2%		
All Fet Empi All Fed Pe Em	Employees (NFC)	0270	00%		51%	1313	10%	Weighted #	332	864	614	64	41	484	106
All Fed Empl All Fed Pe En	All Federal, Full-time, Permanent	64%	68%		58%	1425	79%	Valid %	18%	46%	31%	3%	2%		
All Fedg Pe I am satisfied with Smithsonian	Employees	04%	00%		30%	1423	15%	Weighted #	255	650	440	46	34	314	68
I am satisfied with Smithsonian Employee Assistance Programs.	All Federal Employees	64%	69%		58%	1453	79%	Valid %	18%	46%	31%	3%	2%		
I am satisfied with Smithsonian	All rederal Employees	04%	05%		38%	1455	15%	Weighted #	259	664	447	47	36	320	70
	All Trust Employees	59%	65%		54%	461	70%	Valid %	16%	43%	36%	4%	1%		
	All Huat Employees	55%	05%		34%	401	10%	Weighted #	72	200	167	17	5	164	36
	All Smithsonian	64%	74%		57%	181	79%	Valid %	22%	42%	29%	5%	2%		
	Enterprise Employees	04%	1470		51%	191	13%	Weighted #	40	77	52	9	4	35	14
	All STRI Panama	58%	54%		37%	171	90%	Valid %	14%	44%	20%	18%	3%		
	Employees	38%	54%		51%	1/1	50%	Weighted #	24	76	35	31	5	14	6

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

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

# 2010 Smithsonian Employee Perspective Survey: Survey Responses by Smithsonian Workforce Component

(continued)

2010 SEPS Question	Smithsonian Workforce Component	2010 Favorable Score (% Strongly Agree plus % Agree)	2009 Favorable Score (% Strongly Agree plus % Agree)	2010 Federal Employee Vlewpoint Survey Favorable Score (% Strongly Agree plus % Agree)	2010 Net Favorable Score (Favorable Score minus % Disagree an % Strongly Disagree	Number of employees answering question	Question Response Rate (# Valid Responses/# Asked Question)	Statistic	Strongly	Agree	Uncertain whether to agree or disagree	Disagree	Strongly disagree	Do not know	Not answered/ Not applicable
	All Smithsonian	95%			94%	58	98%	Valid %	78%	17%	4%	1%	0%		
	Employees							Weighted #	45	10	2	1	0	0	1
	All Federal & Trust Employees (NFC)	95%			93%	55	98%	Valid %	77%	18%	4%	2%	0%		
	All Federal, Full-time,							Weighted # Valid %	43 80%	10 17%	2	1 2%	0	0	1
	Permanent Employees	98%			95%	35	97%	Weighted #	28	6	0%	2%	0%	0	1
I am satisfied with Smithsonian	Employees							Valid %	81%	17%	0%	2%	0%	, , , , , , , , , , , , , , , , , , ,	_
Child Care Programs.	All Federal Employees	98%			95%	36	97%	Weighted #	29	6	0	1	0	0	1
								Valid %	70%	19%	11%	0%	0%		
	All Trust Employees	89%			89%	19	100%	Weighted #	14	4	2	0	0	0	0
	All Smithsonian	***			***	***	***	Valid %	***	***	***	***	***		
	Enterprise Employees	***			***	***	***	Weighted #	***	***	***	***	***	***	***
Prohibited personnel practices (for	All STRI Panama							Valid %	na	na	na	na	na		
	Employees							Weighted #	na	na	na	na	na	na	na
	All Smithsonian	75%			66%	2630	90%	Valid %	29%	46%	15%	6%	4%		
	Employees							Weighted #	764	1213	401	151	101	241	48
	All Federal & Trust Employees (NFC)	75%			66%	2269	91%	Valid %	30%	46%	15%	6%	4%		
								Weighted #	674	1034	339	132	89	205	26
Prohibited personnel practices (for	All Federal, Full-time, Permanent	73%			62%	1642	91%	Valid %	27%	45%	16%	6%	5%		
example, illegally discriminating for or against any employee/applicant,	Employees							Weighted #	450	746	267	102	78	142	17
obstructing a person's right to	All Federal Employees	73%			62%	1675	91%	Valid %	27% 460	45% 761	16% 271	6% 105	5% 78	146	17
compete for employment, knowingly violating veterans' preference								Weighted # Valid %	36%	46%	11%	5%	2%	146	1/
requirements) are not tolerated.	All Trust Employees	82%			76%	594	90%	Weighted #	214	273	67	28	11	59	9
	All Smithsonian							Valid %	30%	45%	19%	4%	2%		-
	Enterprise Employees	76%			70%	190	83%	Weighted #	58	86	35	7	4	19	20
	All STRI Panama							Valid %	19%	54%	16%	7%	4%		
	Employees	73%			62%	171	90%	Weighted #	32	93	27	12	7	18	2
	All Smithsonian	00%			10%	0050	01%	Valid %	20%	41%	20%	12%	6%		
	Employees	62%			43%	2656	91%	Weighted #	537	1100	535	330	153	203	59
	All Federal & Trust	62%			43%	2295	92%	Valid %	21%	41%	20%	12%	6%		
	Employees (NFC)	02/8			43 /8	2295	52%	Weighted #	478	933	454	286	142	171	33
	All Federal, Full-time, Permanent	59%			38%	1658	92%	Valid %	19%	40%	21%	14%	7%		
	Employees				00,0	2000	52,5	Weighted #	314	657	344	226	117	119	23
Arbitrary action, personal favoritism and coercion for partisan political	All Federal Employees	59%			38%	1693	92%	Valid %	19%	40%	21%	14%	7%		
purposes are not tolerated.	1.5							Weighted #	318	676	351	230	117	122	23
	All Trust Employees	69%			56%	603	91%	Valid %	27%	43%	17%	9%	4%		
								Weighted #	160	258	103	56	25	49	10
	All Smithsonian Enterprise Employees	61%			45%	197	86%	Valid %	19%	42%	23%	13%	3%		
								Weighted #	38	83	45	26	6	12	19
	All STRI Panama Employees	64%			50%	164	86%	Valid %	13%	51% 84	22%	11%	3%	20	7
NOTE: *** Found that find	Linpioyees							Weighted #	21	84	36	18	5	20	7

NOTE: \*\*\* Fewer than five

resnonses

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

2010 SEPS Question	Smithsonian Workforce Component	Favorable Score (% Strongly Agree plus % Agree)	2009 Favorable Score (% Strongly Agree plus % Agree)	2010 Federal Employee Viewpoint Survey Favorable Score (% Strongly Agree plus % Agree)	Net Favorable Score (Favorable Score minus % Disagree an % Strongly Disagree	Number of employees answering question	Question Response Rate (# Valid Responses/# Asked Question)	Statistic	Strongly agree	Agree	Uncertain whether to agree or disagree	Disagree	Strongly disagree	Do not know	Not answered/ Not applicable
	All Smithsonian	73%			62%	2721	96%	Valid %	32%	41%	15%	7%	4%		
	Employees							Weighted #	882	1107	422	193	117	81	30
	All Federal & Trust Employees (NFC)	72%	68%		60%	2336	96%	Valid %	32% 758	40%	16% 369	7% 170	5% 109		19
	All Federal, Full-time,							Weighted # Valid %	758 31%	929 39%	369	170	109	69	19
	Permanent Employees	70%	67%		58%	1697	96%	Weighted #	523	668	295	122	89	59	13
I have a high level of respect for my								Valid %	31%	39%	17%	7%	5%		
I have a high level of respect for my Unit's Director.	All Federal Employees	70%	67%		58%	1732	96%	Weighted #	537	682	302	122	90	59	13
	AU 7	70%	75%		00%		07%	Valid %	37%	41%	11%	8%	3%		
	All Trust Employees	78%	75%		66%	604	97%	Weighted #	222	247	67	49	19	10	6
	All Smithsonian	69%	64%		58%	199	92%	Valid %	33%	37%	19%	8%	3%		
	Enterprise Employees	05%	04%		30%	135	52 /2	Weighted #	65	73	39	16	7	10	9
	All STRI Panama	88%	88%		83%	186	98%	Valid %	32%	56%	8%	4%	1%		
	Employees							Weighted #	59	104	14	7	2	2	2
	All Smithsonian Employees	62%			44%	2654	94%	Valid %	25%	37%	21%	11%	6%		
								Weighted # Valid %	661 25%	982 36%	547 21%	302 11%	162 6%	132	44
	All Federal & Trust Employees (NFC)	61%	57%		44%	2294	95%	Weighted #	25% 583	36% 823	481	261	6% 146	111	19
	All Federal, Full-time,							Valid %	25%	36%	22%	11%	7%		19
	Permanent Employees	61%	56%		43%	1669	94%	Weighted #	420	593	363	183	111	88	11
My Unit's Director generates high								Valid %	25%	36%	22%	11%	7%		
levels of motivation and commitment in the workforce.	All Federal Employees	61%	56%		43%	1701	94%	Weighted #	430	604	372	184	111	91	12
	All Trust Employees	63%	58%		44%	594	96%	Valid %	26%	37%	18%	13%	6%		
	All Trust Employees	63%	58%		44%	594	96%	Weighted #	153	220	109	78	35	19	7
	All Smithsonian	67%	56%		51%	192	88%	Valid %	25%	42%	17%	11%	6%		
	Enterprise Employees							Weighted #	49	80	32	20	11	14	11
	All STRI Panama Employees	65%	54%		50%	168	89%	Valid %	18%	47%	20%	12%	3%		
								Weighted #	30	79	34	20	5	7	13
	All Smithsonian Employees	73%			64%	2579	91%	Valid % Weighted #	33% 840	40% 1043	18% 454	6% 151	4% 91	200	47
								Valid %	34%	39%	18%	6%	4%	200	47
	All Federal & Trust Employees (NFC)	73%			63%	2237	92%	Weighted #	749	880	396	132	80	155	29
	All Federal, Full-time,							Valid %	32%	38%	20%	6%	4%		
	Permanent Employees	70%			59%	1621	92%	Weighted #	513	613	328	100	67	123	21
My Unit's Director maintains high		70%			00%	1050	2007	Valid %	32%	38%	20%	6%	4%		
standards of honesty and integrity.	All Federal Employees	70%			60%	1656	92%	Weighted #	525	632	332	100	67	124	21
	All Trust Employees	81%			74%	581	94%	Valid %	39%	43%	11%	5%	2%		
	mast Employees	51/0			. 470		5470	Weighted #	224	248	64	32	13	31	8
	All Smithsonian	71%			61%	186	86%	Valid %	30%	41%	18%	6%	5%		
	Enterprise Employees							Weighted #	56	77	33	11	10	19	12
	All STRI Panama Employees	77%			70%	156	83%	Valid %	22%	55%	16%	6%	1%		
	Employees							Weighted #	34	86	25	9	2	26	6

# 2010 Smithsonian Employee Perspective Survey: Survey Responses by Smithsonian Workforce Component

2010 SEPS Question	Smithsonian Workforce Component	2010 Favorable Score (% Strongly Agree plus % Agree)	2009 Favorable Score (% Strongly Agree plus % Agree)	2010 Federal Employee Viewpoint Survey Favorable Score (% Strongly Agree plus % Agree)	2010 Net Favorable Score (Favorable Score minus % Disagree an % Strongly Disagree	Number of employees answering question	Question Response Rate (# Valid Responses/# Asked Question)	Statistic	Strongly agree	Agree	Uncertain whether to agree or disagree	Disagree	Strongly disagree	Do not know	Not answered/ Not appilcable
	All Smithsonian	75%			68%	2593	90%	Valid %	30%	45%	18%	5%	3%		
	Employees							Weighted #	777	1169	457	120	69	241	56
	All Federal & Trust Employees (NFC)	75%	67%		68%	2246	91%	Valid % Weighted #	31% 699	44% 984	18% 396	5% 103	3% 63	196	37
	All Federal, Full-time,							Valid %	30%	984 42%	396 19%	103	63 3%	196	3/
	Permanent Employees	72%	65%		64%	1625	91%	Weighted #	485	689	316	79	56	141	23
My Unit's Director reviews and	Employees							Valid %	30%	42%	19%	5%	3%		
evaluates my Unit's progress toward meeting its goals and objectives.	All Federal Employees	72%	65%		64%	1658	91%	Weighted #	498	702	323	79	56	142	24
mooting to goub and objectives.								Valid %	34%	48%	12%	4%	1%		
	All Trust Employees	82%	74%		77%	587	90%	Weighted #	202	282	73	24	7	54	13
	All Smithsonian							Valid %	29%	47%	16%	5%	3%		
	Enterprise Employees	76%	66%		67%	195	87%	Weighted #	56	92	31	10	6	18	10
	All STRI Panama	76%	65%		71%	152	81%	Valid %	14%	61%	20%	5%	0%		
	Employees	10%	05%		11/0	132	51%	Weighted #	22	93	30	7	0	27	9
	All Smithsonian	74%			64%	2746	95%	Valid %	28%	47%	16%	7%	3%		
	Employees							Weighted #	762	1282	430	180	93	98	49
	All Federal & Trust	74%	66%		64%	2367	95%	Valid %	29%	45%	16%	6%	4%		
	Employees (NFC)							Weighted #	682	1074	372	151	88	84	30
	All Federal, Full-time, Permanent	72%	65%		62%	1697	95%	Valid %	28%	44%	18%	6%	4%		
	Employees							Weighted #	472	751	300	105	70	71	18
My Unit's Director communicates my Unit's goals and priorities.	All Federal Employees	72%	65%		62%	1733	95%	Valid %	28%	44%	18%	6%	4%		
								Weighted # Valid %	483 31%	768 48%	304 11%	107 7%	71 3%	71	18
	All Trust Employees	80%	71%		70%	634	96%	Weighted #	199	48% 306	68	44	3%	13	12
								Valid %	25%	44%	19%	10%	2%	15	
	All Smithsonian Enterprise Employees	69%	66%		56%	203	91%	Weighted #	50	89	38	21	5	7	14
	All STRI Panama							Valid %	17%	67%	11%	5%	0%		
	Employees	84%	80%		80%	176	94%	Weighted #	30	118	20	8	0	7	5
	All Smithsonian							Valid %	11%	31%	25%	18%	14%		
	Employees	43%			11%	2479	86%	Weighted #	280	778	630	450	342	332	84
	All Federal & Trust	42%	40%		10%	2144	86%	Valid %	12%	30%	25%	18%	14%		
	Employees (NFC)	42.0	40.0		10%	2144	00/0	Weighted #	255	652	545	395	297	284	55
	All Federal, Full-time, Permanent	40%	38%		7%	1568	88%	Valid %	12%	29%	26%	19%	15%		
	Employees	4070	30%		170	1000	50%	Weighted #	182	452	406	300	228	181	37
Grade promotions in my Unit are	All Federal Employees	40%	38%		7%	1598	88%	Valid %	12%	29%	26%	19%	14%		
based on merit.								Weighted #	185	459	416	306	231	186	38
	All Trust Employees	48%	46%		20%	547	83%	Valid %	13%	35%	24%	16%	12%		
								Weighted #	70	193	129	89	66	98	17
	All Smithsonian Enterprise Employees	51%	44%		29%	180	80%	Valid %	9%	42%	28%	10%	12%		
								Weighted #	15	76	50	18	21	26	18
	All STRI Panama Employees	38%	34%		-1%	155	82%	Valid %	6%	32%	23%	24%	15%		
	Employees							Weighted #	9	50	35	37	24	22	11

# 2010 Smithsonian Employee Perspective Survey: Survey Responses by Smithsonian Workforce Component

2010 SEPS Question	Smithsonian Workforce Component	2010 Favorable Score (% Strongly Agree plus % Agree)	2009 Favorable Score (% Strongly Agree plus % Agree)	2010 Federal Employee Vlewpoint Survey Favorable Score (% Strongly Agree plus % Agree)	2010 Net Favorable Score (Favorable Score minus % Disagree an % Strongly Disagree	Number of employees answering question	Question Response Rate (# Valid Responses/# Asked Question)	Statistic	Strongly agree	Agree	Uncertain whether to agree or disagree	Disagree	Strongly disagree	Do not know	Not answered/ Not applicable
	All Smithsonian	51%			24%	2724	94%	Valid %	13%	38%	22%	17%	10%		
	Employees							Weighted #	354	1031	609	470	260	132	35
	All Federal & Trust Employees (NFC)	51%	48%		25%	2348	95%	Valid %	13% 317	38% 888	23% 536	17% 397	9% 210	111	20
	All Federal, Full-time,							Weighted # Valid %	317 13%	36%	25%	397	10%	111	20
	Permanent Employees	48%	45%		22%	1693	95%	Weighted #	214	606	419	292	162	76	14
Creativity and innovation are	Employees							Valid %	13%	36%	25%	17%	10%		
generally rewarded in my Unit.	All Federal Employees	49%	45%		22%	1726	95%	Weighted #	216	623	425	297	165	77	14
								Valid %	16%	43%	18%	16%	7%		
	All Trust Employees	59%	57%		36%	621	94%	Weighted #	100	265	110	99	46	33	5
	All Smithsonian	53%	47%		27%	204	91%	Valid %	12%	41%	21%	14%	12%		
	Enterprise Employees	53%	41%		21%	204	91%	Weighted #	24	84	44	28	25	10	11
	All STRI Panama	42%	40%		1%	172	91%	Valid %	8%	34%	17%	26%	15%		
	Employees	42.0	-1070		10		51/0	Weighted #	13	59	30	45	25	12	4
	All Smithsonian	45%			15%	2684	93%	Valid %	10%	35%	25%	20%	10%		
	Employees							Weighted #	257	942	677	532	276	176	30
	All Federal & Trust Employees (NFC)	44%	43%		14%	2307	93%	Valid %	10%	34%	26%	20%	10%		
	All Federal, Full-time.							Weighted #	221	793	596	455	242	157	14
	Permanent	42%	42%		12%	1666	93%	Valid % Weighted #	9% 147	34% 559	27% 453	20% 325	11% 181	107	11
In my Unit, positive and negative	Employees							Valid %	9%	34%	453 27%	325	181	107	11
individual performances are recognized in a meaningful way.	All Federal Employees	42%	42%		12%	1700	93%	Weighted #	9% 148	573	461	335	183	107	11
recognized in a meaningful way.								Valid %	140	36%	22%	20%	10%	101	
	All Trust Employees	48%	44%		19%	607	92%	Weighted #	73	221	135	119	59	49	4
	All Smithsonian							Valid %	12%	42%	22%	16%	8%		
	Enterprise Employees	54%	44%		30%	207	92%	Weighted #	25	87	46	33	17	10	7
	All STRI Panama	43%	40%		6%	170	91%	Valid %	6%	36%	21%	26%	0.1		
	Employees	43%	40%		0%	170	91%	Weighted #	11	62	35	45	17	9	8
	All Smithsonian	38%			0%	2551	88%	Valid %	8%	29%	24%	23%	15%		
	Employees							Weighted #	215	749	623	577	386	286	50
	All Federal & Trust	37%	37%		0%	2188	88%	Valid %	9%	29%	25%	23%	15%		
	Employees (NFC)							Weighted #	193	625	543	499	327	257	32
	All Federal, Full-time, Permanent	36%	36%		-2%	1598	90%	Valid %	9%	27%	26%	23%	15%		
Individual pay raises (excluding cost	Employees							Weighted #	144	426	420	372	236	160	25
of living adjustments (COLA)) depend on how well individual employees	All Federal Employees	36%	37%		-2%	1626	89%	Valid % Weighted #	9% 145	27% 438	26% 426	23% 379	15% 239	167	25
perform their jobs.								Valid %	145	438 33%	426 21%	379 21%	239 16%	101	20
	All Trust Employees	42%	39%		5%	562	85%	Weighted #	48	188	118	121%	89	90	7
	All Smithsonian							Valid %	8%	36%	23%	16%	16%		
	All Smithsonian Enterprise Employees	45%	39%		13%	199	89%	Weighted #	17	72	46	32	32	17	8
	All STRI Panama							Valid %	4%	32%	20%	28%	16%		
	Employees	35%	28%		-9%	164	88%	Weighted #	6	52	33	46	27	13	10

# 2010 Smithsonian Employee Perspective Survey: Survey Responses by Smithsonian Workforce Component

r	r						r								
2010 SEPS Question	Smithsonian Workforce Component	2010 Favorable Score (% Strongly Agree plus % Agree)	2009 Favorable Score (% Strongly Agree plus % Agree)	2010 Federal Employee Viewpoint Survey Favorable Score (% Strongly Agree plus % Agree)	2010 Net Favorable Score (Favorable Score minus % Disagree an % Strongly Disagree	Number of employees answering question	Question Response Rate (# Valid Responses/# Asked Question)	Statistic	Strongly agree	Agree	Uncertain whether to agree or disagree	Disagree	Strongly disagree	Do not know	Not answered/ Not applicable
	All Smithsonian	41%			8%	2560	89%	Valid %	9%	31%	27%	20%	12%		
	Employees	41/0			0.0	2300	05%	Weighted #	236	802	701	512	309	277	50
	All Federal & Trust Employees (NFC)	41%	41%		9%	2219	90%	Valid %	9%	31%	28%	20%	12%		
	All Federal, Full-time.							Weighted #	210	697	612	436	264	225	32
	Permanent	41%	40%		9%	1618	91%	Valid % Weighted #	10% 164	30% 491	28% 449	20% 319	12% 194	142	23
Employees who provide high quality services and products to customers	Employees							Valid %	164	30%	28%	20%	194	142	23
(visitors, researchers, funding	All Federal Employees	41%	41%		9%	1649	91%	Weighted #	166	503	456	327	12 %	145	23
sources, other employees, etc.) are rewarded in meaningful ways.								Valid %	8%	34%	27%	19%	137	145	23
	All Trust Employees	42%	40%		11%	570	86%	Weighted #	44	194	156	108	67	80	9
	All Smithsonian							Valid %	10%	32%	25%	21%	12%		
	Enterprise Employees	42%	35%		10%	196	88%	Weighted #	20	63	49	40	24	17	11
	All STRI Panama		• • •					Valid %	4%	30%	27%	25%	14%		
	Employees	34%	21%		-6%	145	78%	Weighted #	6	43	39	36	21	35	7
	All Smithsonian	82%			76%	2793	97%	Valid %	26%	56%	11%	4%	2%		
	Employees	82%			70%	2793	97%	Weighted #	734	1565	320	116	59	50	35
	All Federal & Trust	83%	81%		77%	2400	97%	Valid %	27%	55%	12%	4%	2%		
	Employees (NFC)							Weighted #	657	1325	277	93	48	40	28
	All Federal, Full-time, Permanent	81%	79%		74%	1728	97%	Valid %	25%	55%	13%	4%	2%		
	Employees							Weighted #	440	954	222	71	41	26	22
In my Unit, employees are protected from health and safety hazards on	All Federal Employees	81%	79%		74%	1762	97%	Valid %	25%	55%	13%	4%	2%		
the job.								Weighted # Valid %	447 33%	972 55%	228	71	44	26	22
	All Trust Employees	88%	85%		84%	638	97%	Valid % Weighted #	33% 210	353	8% 49	3% 22	1% 4	14	6
								Valid %	210	60%	49 10%	4%	4%	14	0
	All Smithsonian Enterprise Employees	82%	78%		74%	211	94%	Weighted #	46	127	21	9	8	7	6
	All STRI Panama							Valid %	17%	62%	12%	8%	2%	· ·	
	Employees	79%	81%		69%	182	97%	Weighted #	31	112	22	14	3	4	1
	All Smithsonian	_						Valid %	14%	40%	21%	17%	8%		
	Employees	54%			29%	2712	94%	Weighted #	383	1079	572	454	224	119	46
	All Federal & Trust	54%	50%		29%	2355	95%	Valid %	15%	40%	21%	17%	9%		
	Employees (NFC)	54%	50%		29%	2355	95%	Weighted #	344	932	486	392	201	87	25
	All Federal, Full-time, Permanent	53%	48%		27%	1696	95%	Valid %	14%	39%	21%	17%	9%		
	Employees	55 //	-10 /0		21/0	1090	55%	Weighted #	236	656	363	289	152	60	20
My Unit's employees have a feeling of personal empowerment with	All Federal Employees	52%	49%		26%	1728	95%	Valid %	14%	39%	22%	17%	9%		
respect to work processes.						-		Weighted #	238	669	373	294	155	62	20
	All Trust Employees	59%	54%		36%	627	95%	Valid %	17%	42%	18%	16%	7%		
							<b> </b>	Weighted #	106	263	113	99	46	26	5
	All Smithsonian Enterprise Employees	58%	46%		34%	208	93%	Valid %	14%	44%	18%	18%	6%		
								Weighted #	28 7%	92 37%	38 32%	37	13	6	10
	All STRI Panama Employees	44%	51%		21%	149	80%	Valid % Weighted #	7% 11	37% 55	32% 48	17% 25	7% 10	26	11
						1	1	weighted #	11	00	40	20	10	20	

# 2010 Smithsonian Employee Perspective Survey: Survey Responses by Smithsonian Workforce Component

(continued)

r	n						r				1			1	
2010 SEPS Question	Smithsonian Workforce Component	2010 Favorable Score (% Strongly Agree plus % Agree)	2009 Favorable Score (% Strongly Agree plus % Agree)	2010 Federal Employee Viewpoint Survey Favorable Score (% Strongly Agree plus % Agree)	2010 Net Favorable Score (Favorable Score minus % Disagree an % Strongly Disagree	Number of employees answering question	Question Response Rate (# Valid Responses/# Asked Question)	Statistic	Strongly agree	Agree	Uncertain whether to agree or disagree	Disagree	Strongly disagree	Do not know	Not answered/ Not applicable
	All Smithsonian	63%			46%	2674	03%	Valid %	16%	47%	20%	12%	5%		
	Employees	63%			40%	2014	93%	Weighted #	428	1265	532	312	137	157	46
	All Federal & Trust	63%	61%		46%	2299	93%	Valid %	16%	47%	21%	11%	5%		
	Employees (NFC)							Weighted #	371	1070	480	257	121	138	30
	All Federal, Full-time, Permanent	62%	62%		45%	1671	94%	Valid %	15%	46%	22%	11%	6%		
My Unit has prepared employees for potential security threats (i.e.,	Employees							Weighted #	256	774	365	184	92	82	22
threats from terrorists rather than	All Federal Employees	62%	62%		45%	1703	94%	Valid %	15%	46%	22%	11%	6%		
robbery, theft, assaults, and other threats to personal security). **								Weighted # Valid %	262 18%	788 47%	375 18%	184 12%	94 4%	85	22
	All Trust Employees	66%	60%		49%	596	91%	Weighted #	109	281	106	73	4%	53	8
	All Smithsonian							Valid %	18%	54%	100	12%	5%	55	
	All Smithsonian Enterprise Employees	71%	63%		54%	205	92%	Weighted #	36	110	25	24	10	9	11
	All STRI Panama							Valid %	12%	50%	16%	18%	4%	-	
	Employees	62%	76%		41%	170	91%	Weighted #	21	85	27	31	6	11	5
	All Smithsonian							Valid %	12%	39%	22%	16%	11%		
	Employees	51%			23%	2611	91%	Weighted #	308	1016	569	426	292	197	64
	All Federal & Trust	51%	51%		24%	2252	91%	Valid %	12%	39%	22%	16%	11%		
	Employees (NFC)	51%	51%		24%	2252	91%	Weighted #	275	873	494	357	253	167	44
	All Federal, Full-time, Permanent	50%	51%		22%	1642	93%	Valid %	12%	38%	22%	17%	11%		
Recognition and awards (monetary	Employees	30,8	52,5		22.75	1012	30,8	Weighted #	203	616	362	275	185	100	30
or non-monetary) in my Unit depend	All Federal Employees	50%	50%		22%	1673	93%	Valid %	12%	38%	22%	17%	11%		
on how well employees perform their jobs.								Weighted #	204	634	368	280	186	104	30
	All Trust Employees	53%	50%		28%	580	88%	Valid %	12%	41%	22%	13%	12%		
	-							Weighted #	71	239	126	77	67	64	14
	All Smithsonian Enterprise Employees	54%	42%		29%	192	86%	Valid %	13%	41%	21%	15%	10%	40	10
								Weighted # Valid %	24 5%	79 38%	41 20%	28 25%	20 11%	16	16
	All STRI Panama Employees	44%	43%		8%	167	90%	Weighted #	9	64	34	41	11%	14	4
	All Smithsonian	1					<u> </u>	Valid %	20%	44%	16%	13%	7%		
	Employees	64%			45%	2782	97%	Weighted #	566	1227	448	356	185	34	52
	All Federal & Trust							Valid %	21%	44%	16%	13%	6%		
	Employees (NFC)	65%	62%		46%	2401	98%	Weighted #	502	1063	379	303	154	19	39
	All Federal, Full-time,	CAN	61%		4497	1707	08%	Valid %	21%	43%	16%	13%	7%		
	Permanent Employees	64%	61%		44%	1727	98%	Weighted #	356	751	276	220	124	16	28
I am given a real opportunity to	All Federal Employees	64%	61%		44%	1762	98%	Valid %	21%	44%	16%	13%	7%		
improve my skills in my Unit.	All rederar Employees	0478	01/0		11/0	1102	30%	Weighted #	362	768	281	225	125	16	28
	All Trust Employees	68%	66%		51%	639	98%	Valid %	22%	46%	15%	12%	5%		
								Weighted #	140	295	98	78	30	4	12
	All Smithsonian Enterprise Employees	59%	54%		39%	210	94%	Valid %	16%	43%	21%	11%	9%		
	Enterprise Employees						<b> </b>	Weighted #	35	90	43	24	19	6	8
	All STRI Panama Employees	61%	53%		37%	171	93%	Valid %	17%	44%	15%	17%	7%		
	Employees							Weighted #	29	75	26	29	12	9	4

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

# 2010 Smithsonian Employee Perspective Survey: Survey Responses by Smithsonian Workforce Component

								r	n						r	
Name         Name <th>2010 SEPS Question</th> <th>Workforce</th> <th>Score (% Strongly Agree</th> <th>Score (% Strongly Agree</th> <th>Viewpoint Survey Favorable Score (% Strongly Agree</th> <th>(Favorable Score minus % Disagree an % Strongly</th> <th>employees</th> <th>Rate (# Valid Responses/# Asked</th> <th>Statistic</th> <th></th> <th>Agree</th> <th>whether to agree or</th> <th>Disagree</th> <th></th> <th>Do not know</th> <th>answered/ Not</th>	2010 SEPS Question	Workforce	Score (% Strongly Agree	Score (% Strongly Agree	Viewpoint Survey Favorable Score (% Strongly Agree	(Favorable Score minus % Disagree an % Strongly	employees	Rate (# Valid Responses/# Asked	Statistic		Agree	whether to agree or	Disagree		Do not know	answered/ Not
<table-row><table-row><table-container><table-container><table-container><table-container><table-container><table-container><table-container><table-container><table-container><table-container><table-container><table-container><table-container><table-container><table-container><table-row><table-row><table-row><table-row><table-row><table-row><table-row><table-row><table-row><table-row></table-row></table-row></table-row></table-row></table-row></table-row></table-row></table-row></table-row></table-row></table-container></table-container></table-container></table-container></table-container></table-container></table-container></table-container></table-container></table-container></table-container></table-container></table-container></table-container></table-container></table-row></table-row>		All Smithsonian	57%			22%	2742	06%	Valid %	14%	43%	20%	17%	7%		
<table-container>           Name         Image         <thimage< th="">         Image         Image</thimage<></table-container>		Employees	51%			33 %	2143	50%	Weighted #	379	1175	536	454	200	87	37
March and a problem in the state			56%	54%		31%	2359	96%								
<table-container>          Name         <t< td=""><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td>74</td><td>27</td></t<></table-container>															74	27
Market is supported by any support is support is support is support if any support is any support if any support is any support is support if any support is support if		Permanent	54%	53%		29%	1698	96%							50	10
<table-container>           Implicit sharping bank sharping bank sharping bank sharping here sharping her</table-container>		Employees							-						53	19
nearest:         Interruption of N and Point and Poin	work units (for example, about	All Federal Employees	54%	53%		29%	1732	96%							54	19
<table-container>           Image: state intermant intermatting intermant intermatting intermant intermatting intermant intermant intermant intermatting intermattinteneant intermattintermatting intermatting intermatting</table-container>									-							10
<table-container>          Impursion         0°        0°        0°         &lt;</table-container>		All Trust Employees	60%	56%		37%	627	96%							20	8
<table-container>          Image is a state it is a state ie state ie</table-container>		All Smithsonian							Valid %	15%	47%	17%	13%	8%		
<table-container>          Normal         Single         Single</table-container>		Enterprise Employees	62%	56%		41%	211	94%	Weighted #	32	99	36	27	17	5	9
<table-container>           Image         <thimage< th="">         Image         Image<td></td><td></td><td>61%</td><td>53%</td><td></td><td>418</td><td>174</td><td>05%</td><td>Valid %</td><td>7%</td><td>54%</td><td>20%</td><td>16%</td><td>3%</td><td></td><td></td></thimage<></table-container>			61%	53%		418	174	05%	Valid %	7%	54%	20%	16%	3%		
<table-container>          Name         Image         6%         &lt;</table-container>		Employees	61%	52 /6		41%	1/4	55%	Weighted #	12	94	34	28	6	8	2
<table-container>          Image: star index index</table-container>			62%			43%	2721	95%	Valid %	14%	48%	20%	13%	5%		
<table-container>          Name         Image         <th< td=""><td></td><td>Employees</td><td>0270</td><td></td><td></td><td>10,0</td><td></td><td>55.5</td><td>Weighted #</td><td>384</td><td>1297</td><td>536</td><td>359</td><td>146</td><td>95</td><td>48</td></th<></table-container>		Employees	0270			10,0		55.5	Weighted #	384	1297	536	359	146	95	48
			61%			42%	2345	96%								
Image betwee is a serie of the series of th															75	35
Margin pri thring thring thring the spectra prior prio prio		Permanent	58%			38%	1684	95%								
colaboration across weak using a second list of a conditional or a second list weak of a conditional or a conditinal conditional or a conditional conditional conditional	Managers in my Unit sunnort	Employees							-						57	25
$ \left  \begin{array}{cccccccccccccccccccccccccccccccccccc$	collaboration across work units to	All Federal Employees	58%			38%	1719	95%							57	05
<table-container>          International problement         Intern</table-container>	accomplish work objectives.														57	25
All Suttlexing Entreprise function and STRI parama entreprise strain entreprise		All Trust Employees	68%			51%	626	96%							18	11
Entry Entry Note         Bess         Bess <td></td> <td>All Smithsonian</td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td>-</td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td>		All Smithsonian							-							
$ \begin{array}{ c c c c c c c } \hline \begin black black$			68%			54%	208	93%	Weighted #	29	112	38	19	10	7	9
Image		All STRI Panama							Valid %	8%	59%	19%	13%	2%		
Infinity of the second secon			67%			53%	167	91%	Weighted #	14	98	31	21	3	13	4
Image: bit in the state in therest and the state in therest and the state in the state			79%			60%	2700	97%	Valid %	28%	51%	12%	6%	4%		
$ \left  \begin{array}{cccccccccccccccccccccccccccccccccccc$		Employees	19%			09%	2180	9176	Weighted #	766	1424	324	165	101	59	25
Implifience among individual operators in the problem of			77%	75%		67%	2388	97%	Valid %	27%	50%	13%	6%	4%		
$ \begin{array}{ c c c c c c c c c c c c c c c c c c c$									-	-	1195	299			51	16
$ \frac{1}{10000000000000000000000000000000000$			74%	72%		63%	1721	97%								
ordige relige negles and valued by line relige negles and valued by line relige re															36	10
All Smithsonian Enterprise Employees     86%     86%     76% <td>origin, religion, age, cultural</td> <td>All Federal Employees</td> <td>74%</td> <td>73%</td> <td></td> <td>62%</td> <td>1754</td> <td>97%</td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td>	origin, religion, age, cultural	All Federal Employees	74%	73%		62%	1754	97%								
$ \frac{\text{All Turst Employees}}{\text{Enterprise Employees}} \frac{87\%}{100} \frac{83\%}{100} \frac{81\%}{100} \frac{634}{100} \frac{97\%}{1000} \frac{97\%}{10000} \frac{97\%}{1000000000000000000000000000000000000$	and valued by employees within my														36	11
All Smithsonian Enterprise Employees 86% 27% 26% 27% 55% 27% 26% 27% 25% 27% 25% 27% 25% 25% 25% 25% 25% 25% 25% 25% 25% 25	unit.	All Trust Employees	87%	83%		81%	634	97%							15	E
All STRIPanama     86%     77%     79%     213     95%     Weighted #     72     111     16     10     5     5     6       All STRI Panama     88%     86%     86%     82%     178     97%     Valid %     22%     66%     6%     4%     2%     66%     6%     4%     2%     66%     6%     4%     2%     6%		All Q						<del> </del>	-						10	3
All STRI Panama 88% 86% 82% 178 97% Valid % 22% 66% 6% 4% 2%			86%	77%		79%	213	95%							5	6
88% 86% 82% 178 97%		All STRI Panama				1		1								, ,
			88%	86%		82%	178	97%	Weighted #	39	118	10	8	3	3	3

# 2010 Smithsonian Employee Perspective Survey: Survey Responses by Smithsonian Workforce Component

2010 SEPS Question	Smithsonian Workforce Component	2010 Favorable Score (% Strongly Agree plus % Agree)	2009 Favorable Score (% Strongly Agree plus % Agree)	2010 Federal Employee Vlewpoint Survey Favorable Score (% Strongly Agree plus % Agree)	2010 Net Favorable Score (Favorable Score minus % Disagree an % Strongly Disagree	Number of employees answering question	Question Response Rate (# Valid Responses/# Asked Question)	Statistic	Strongly agree	Agree	Uncertain whether to agree or disagree	Disagree	Strongly disagree	Do not know	Not answered/ Not applicable
	All Smithsonian	70%			60%	2809	98%	Valid %	24%	46%	19%	6%	5%		
	Employees							Weighted #	684	1295	537	167	127	27	27
	All Federal & Trust	70%	66%		59%	2417	98%	Valid %	25%	45%	19%	6%	5%		
	Employees (NFC)							Weighted #	606	1091	456	146	118	22	16
	All Federal, Full-time, Permanent	68%	64%		56%	1733	98%	Valid %	23%	46%	19%	7%	6%		
	Employees							Weighted #	395	791	333	114	100	17	16
I would recommend my Unit as a good place to work.	All Federal Employees	68%	65%		56%	1767	98%	Valid %	23%	46%	19%	7%	6%		
good place to work								Weighted # Valid %	404 31%	805 44%	342 17%	116 5%	101 3%	17	16
	All Trust Employees	75%	71%		68%	649	99%	Weighted #	31% 202	44% 286	11%	5% 30	3% 18	5	0
								Valid %	202	49%	22%	50 6%	2%	5	0
	All Smithsonian Enterprise Employees	70%	67%		62%	214	96%	Weighted #	46	104	46	14	4	3	7
	All STRI Panama							Valid %	18%	56%	20%	4%	3%	-	
	Employees	74%	79%		67%	179	97%	Weighted #	32	100	35	7	5	2	3
	All Smithsonian							Valid %	24%	51%	17%	5%	2%		
	Employees	76%			68%	2758	96%	Weighted #	664	1420	478	136	60	79	26
	All Federal & Trust	74%			070	0074	07%	Valid %	24%	50%	18%	5%	2%		
	Employees (NFC)	74%			67%	2374	97%	Weighted #	575	1192	424	124	58	66	16
	All Federal, Full-time, Permanent	71%			62%	1705	97%	Valid %	22%	49%	20%	6%	3%		
	Employees	11%			02 /6	1705	51%	Weighted #	367	836	347	101	53	47	14
My Unit successfully accomplishes	All Federal Employees	71%			62%	1739	97%	Valid %	22%	49%	20%	6%	3%		
its mission.								Weighted #	374	857	353	102	53	47	14
	All Trust Employees	85%			80%	634	97%	Valid %	32%	53%	11%	3%	1%		
								Weighted #	201	335	72	22	5	18	2
	All Smithsonian	75%			70%	212	95%	Valid %	21%	54%	19%	5%	1%		
	Enterprise Employees							Weighted #	44	115	40	10	2	4	9
	All STRI Panama Employees	91%			90%	173	94%	Valid %	26%	65%	8%	1%	0%		
	Employees							Weighted #	45	112	14	2	0	10	1

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

2010 SEPS Question	Smithsonian Workforce Component	Favorable Score (% Strongly Agree plus % Agree)	2009 Favorable Score (% Strongly Agree plus % Agree)	2010 Federal Employee Viewpoint Survey Favorable Score (% Strongty Agree plus % Agree)	Net Favorable Score (Favorable Score minus % Disagree an % Strongly Disagree	Number of employees answering question	Question Response Rate (# Valid Responses/# Asked Question)	Statistic	l telework on a regular basis (at least one entire work day a week)	l telework Infrequently (less than one entire work day a week)	telework because I have to be physically present on the job (e.g., Security Officers, Maintenance personnel, etc.).	telework because I have technical issues (e.g., connectivity, inadequate equipment) that prevent me from teleworking.	I do not telework because I am not allowed to, even though I have the kind of Job where I can telework.		No manager or supervisor In my Unit has explained teleworking to me.	Not answered/ Not applicable
	All Smithsonian Employees					1883	70%	Valid % Weighted #	18% 332	18% 344	4% 83	39% 728	21% 396	585	585	207
	All Federal & Trust							Valid %	18%	18%	5%	38%	21%	385	385	201
	Employees (NFC)					1749	71%	Weighted #	314	322	81	660	372	525	525	180
	All Federal, Full-time, Permanent					1252	71%	Valid %	16%	17%	4%	44%	19%			
Select the answer that best describes your teleworking situation.	Employees					1202	11/0	Weighted #	200	212	56	551	234	385	385	129
(A work arrangement in which an employee performs officially	All Federal Employees					1277	71%	Valid %	16%	17%	4%	44%	19%			
assigned duties at home or other worksites geographically convenient								Weighted #	204	216	56	562	239	389	389	133
to the employee's residence.)	All Trust Employees					472	72%	Valid %	23%	22%	5%	21%	28%			
								Weighted #	110	105	26	98	133	136	136	47
	All Smithsonian					134	60%	Valid %	13%	17%	1%	50%	18%			
	Enterprise Employees							Weighted #	18	22	2	67	24	60	60	28
	All STRI Panama							Valid %	na	na	na	na	na			
	Employees							Weighted #	na	na	na	na	na	na	na	0

2010 SEPS Question	Smithsonian Workforce Component	2010 Favorable Score (% Strongly Agree plus % Agree)	2009 Favorable Score (% Strongly Agree plus % Agree)	2010 Federal Employee Vlewpoint Survey Favorable Score (% Strongly Agree plus % Agree)	2010 Net Favorable Score (Favorable Score minus % Disagree an % Strongly Disagree	Number of	Question Response Rate (# Valid Responses/# Asked Question)	Statistic	Strongly agree	Agree	Uncertain whether to agree or disagree	Disagree	Strongly disagree	Do not know	Not answered/ Not applicable
	All Smithsonian	62%			48%	469	94%	Valid %	19%	42%	24%	10%	4%		
	Employees	62,0			40,0	100	01,0	Weighted #	90	199	113	46	20	24	8
	All Federal & Trust	62%			48%	443	94%	Valid %	20%	43%	23%	10%	4%		
	Employees (NFC)	02/8			40 //	445	54%	Weighted #	86	189	103	45	18	21	8
	All Federal, Full-time, Permanent	62%			47%	274	93%	Valid %	18%	44%	24%	11%	3%		
	Employees	02/8			41/8	214	53 %	Weighted #	49	120	65	30	10	13	6
I am satisfied with telework	All Federal Employees	62%			48%	280	93%	Valid %	18%	44%	23%	11%	3%		
programs in my Unit}.	All rederal Employees	62%			48%	280	93%	Weighted #	49	125	66	31	10	15	6
	All Trust Employees	63%			48%	162	95%	Valid %	23%	40%	23%	9%	5%		
	All Trust Employees	03%			48%	162	95%	Weighted #	37	65	37	14	9	6	2
	All Smithsonian	53%			42%	27	89%	Valid %	15%	38%	37%	3%	7%		
	Enterprise Employees	53%			42%	27	89%	Weighted #	4	10	10	1	2	3	1
	All STRI Panama							Valid %	na	na	na	na	na		
	Employees							Weighted #	na	na	na	na	na	na	na

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

2010 SEPS Question	Smithsonian Workforce Component	Favorable Score (% Strongly Agree plus % Agree)	2009 Favorable Score (% Strongly Agree plus % Agree)	2010 Federal Employee Viewpoint Survey Favorable Score (% Strongly Agree plus % Agree)	Net Favorable Score (Favorable Score minus % Disagree an % Strongly Disagree	Number of employees answering question	Question Response Rate (# Valid Responses/# Asked Question)	Statistic	l work an Alternative Working Schedule (AWS).	l work an Alternative Working Schedule (AWS).	an AWS because I am not allowed to, even though I have the kind of Job	I do not work an AWS because I choose not to.	No manager or supervisor In my Unit has explained AWS to me.	Not answered/ Not applicable
	All Smithsonian Employees					2069	77%	Valid %	38%	17%	0%	24%	21%	
	Employees							Weighted #	777	346	7	503	436	606
	All Federal & Trust					1888	77%	Valid %	39%	17%	0%	25%	20%	
	Employees (NFC)					1000	11,0	Weighted #	741	312	0	464	372	565
Select the answer that best	All Federal, Full-time, Permanent					1341	76%	Valid %	36%	17%	0%	30%	17%	
describes your Alternative Working Schedule (AWS) situation. (A work	Employees					1341	10,0	Weighted #	485	232	0	396	227	424
arrangement in which an employee works a schedule that is different	All Federal Employees					1365	76%	Valid %	36%	17%	0%	30%	17%	
from regular Smithsonian hours to	Air rederar Employees					1303	10%	Weighted #	492	236	0	406	231	434
accommodate employee needs such as working four 10-hour days rather	All Trust Employees					523	80%	Valid %	48%	15%	0%	11%	27%	
than five 8-hour days.)	All Hust Employees					525	80%	Weighted #	249	76	0	58	141	131
	All Smithsonian					181	82%	Valid %	20%	19%	4%	22%	35%	
	Enterprise Employees					101	52%	Weighted #	36	34	7	39	64	41
	All STRI Panama							Valid %	na	na	na	na	na	
	Employees							Weighted #	na	na	na	na	na	na

2010 SEPS Question	Smithsonian Workforce Component	2010 Favorable Score (% Strongly Agree plus % Agree)	2009 Favorable Score (% Strongly Agree plus % Agree)	2010 Federal Employee Vlewpoint Survey Favorable Score (% Strongly Agree plus % Agree)	2010 Net Favorable Score (Favorable Score minus % Disagree an % Strongly Disagree	Number of employees answering question	Question Response Rate (# Valid Responses/# Asked Question)	Statistic	Strongly agree	Agree	Uncertain whether to agree or disagree	Disagree	Strongly disagree	Do not know	Not answered/ Not applicable
	All Smithsonian Employees	90%			85%	497	99%	Valid %	46%	44%	6%	3%	1%		
	Employees							Weighted #	228	218	30	15	7	3	3
	All Federal & Trust	90%			86%	482	99%	Valid %	46%	44%	6%	3%	1%		
	Employees (NFC)							Weighted #	223	211	27	14	7	3	3
	All Federal, Full-time, Permanent	91%			87%	356	99%	Valid %	46%	45%	5%	2%	1%		
	Employees	51/0			01,0		5570	Weighted #	163	161	18	8	5	2	3
I am satisfied with Alternative Work Schedules (AWS) programs in my	All Federal Employees	90%			86%	366	99%	Valid %	45%	45%	6%	3%	2%		
Unit.	Air rederar Employees	50%			80%	300	55%	Weighted #	166	164	20	9	6	2	3
	All Trust Employees	89%			84%	116	99%	Valid %	49%	41%	6%	4%	1%		
	All Trust Employees	89%			84%	116	99%	Weighted #	56	47	7	5	1	1	0
	All Smithsonian	78%			73%	15	100%	Valid %	35%	43%	17%	5%	0%		
	Enterprise Employees	18%			13%	15	100%	Weighted #	5	7	3	1	0	0	0
	All STRI Panama							Valid %	na	na	na	na	na		
	Employees							Weighted #	na	na	na	na	na	na	na

# 2010 Smithsonian Employee Perspective Survey: Survey Responses by Smithsonian Workforce Component

	Smithsonian	2010 Favorable Score	2009 Favorable Score	2010 Federal Employee Vlewpoint Survey Favorable Score	2010 Net Favorable Score (Favorable Score minus % Disagree	Number of	Question Response Rate (# Valid		01		Uncertain whether to		0		Not answered/
2010 SEPS Question	Workforce Component	(% Strongly Agree plus % Agree)	(% Strongly Agree plus % Agree)	(% Strongly Agree plus % Agree)	an % Strongly Disagree	employees answering question	Responses/# Asked Question)	Statistic	Strongly agree	Agree	agree or disagree	Disagree	Strongly disagree	Do not know	Not applicable
	All Smithsonian	70%			57%	2807	98%	Valid %	24%	47%	16%	9%	4%		
	Employees	70%			51%	2807	98%	Weighted #	660	1317	458	253	119	17	37
	All Federal & Trust	70%			56%	2432	99%	Valid %	24%	46%	16%	9%	5%		
	Employees (NFC)					-		Weighted #	590	1115	394	222	111	10	12
	All Federal, Full-time, Permanent	67%			51%	1745	99%	Valid %	22%	45%	18%	10%	5%		
	Employees							Weighted #	379	788	307	180	89	8	12
Considering everything, I am satisfied with my Unit.	All Federal Employees	67%			52%	1779	99%	Valid %	22%	45%	18%	10%	5%		10
,								Weighted # Valid %	386 31%	809 47%	312 13%	182 6%	90 3%	8	12
	All Trust Employees	78%			69%	653	100%	Weighted #	203	306	82	40	3% 21	2	0
								Valid %	203	49%	17%	10%	3%	-	Ů
	All Smithsonian Enterprise Employees	70%			57%	198	88%	Weighted #	41	98	33	20	6	3	23
	All STRI Panama							Valid %	17%	58%	17%	6%	1%		
	Employees	75%			68%	178	97%	Weighted #	30	104	31	11	2	4	2
	All Smithsonian							Valid %	36%	37%	12%	9%	5%		
	Employees	74%			60%	2811	98%	Weighted #	1022	1047	347	241	154	22	24
	All Federal & Trust	73%	66%		58%	2418	99%	Valid %	36%	36%	13%	9%	6%		
	Employees (NFC)	13%	00%		56 %	2418	35%	Weighted #	874	879	316	207	142	14	18
	All Federal, Full-time, Permanent	69%	63%		53%	1737	99%	Valid %	32%	37%	15%	9%	7%		
	Employees	00,0	66%		30,0	1101	00%	Weighted #	563	639	257	162	116	12	12
I have trust and confidence in my	All Federal Employees	69%	64%		54%	1771	99%	Valid %	32%	37%	15%	9%	7%		
supervisor.								Weighted #	573	654	264	164	116	12	12
	All Trust Employees	81%	75%		71%	647	99%	Valid %	46%	35%	8%	7%	4%		
								Weighted #	301	225	52	43	26	2	6
	All Smithsonian Enterprise Employees	79%	70%		68%	220	99%	Valid % Weighted #	40%	39% 85	11% 23	8% 18	3%	2	1
								Valid %	88 35%	47%	23	18	3%	2	1
	All STRI Panama Employees	82%	83%		69%	173	94%	Weighted #	60	82	8	10%	6	6	5
	All Smithsonian							Valid %	32%	40%	13%	9%	6%	Ŭ	Ű
	Employees	72%			57%	2794	98%	Weighted #	888	1123	369	247	167	27	30
	All Federal & Trust							Valid %	32%	39%	13%	9%	6%		
	Employees (NFC)	71%	67%		56%	2402	98%	Weighted #	762	948	324	218	151	20	25
	All Federal, Full-time,	05	0.00				000	Valid %	29%	40%	15%	9%	7%		
	Permanent Employees	69%	64%		53%	1726	98%	Weighted #	504	692	253	161	117	17	18
Overall, my immediate supervisor is	All Federal Employees	69%	65%		54%	1760	98%	Valid %	29%	40%	15%	9%	7%		
an effective supervisor.	An i cuerar Employees	05%	05%		5470	1100	30 /0	Weighted #	513	707	261	161	117	17	18
	All Trust Employees	76%	72%		62%	642	98%	Valid %	39%	38%	10%	9%	5%		
								Weighted #	249	241	62	56	34	4	7
	All Smithsonian	78%	70%		67%	220	99%	Valid %	36%	42%	11%	8%	3%		
	Enterprise Employees							Weighted #	79	92	25	17	8	1	1
	All STRI Panama Employees	76%	82%		63%	172	95%	Valid %	27%	48%	12%	8%	5%		
	Employees							Weighted #	47	83	21	13	8	6	4

# 2010 Smithsonian Employee Perspective Survey: Survey Responses by Smithsonian Workforce Component

1		1				1							1	1	
2010 SEPS Question	Smithsonian Workforce Component	2010 Favorable Score (% Strongly Agree plus % Agree)	2009 Favorable Score (% Strongly Agree plus % Agree)	2010 Federal Employee Viewpoint Survey Favorable Score (% Strongly Agree plus % Agree)	2010 Net Favorable Score (Favorable Score minus % Disagree an % Strongly Disagree	Number of employees answering question	Question Response Rate (# Valid Responses/# Asked Question)	Statistic	Strongly agree	Agree	Uncertain whether to agree or disagree	Disagree	Strongly disagree	Do not know	Not answered/ Not applicable
	All Smithsonian	65%			47%	2662	93%	Valid %	25%	40%	18%	11%	7%		
	Employees							Weighted #	657	1061	466	293	185	136	54
	All Federal & Trust Employees (NFC)	64%			46%	2289	94%	Valid %	25%	39%	18%	11%	7%		
	All Federal, Full-time.							Weighted #	570	893	413	244	170	110	49
	Permanent	62%			43%	1661	94%	Valid % Weighted #	22% 372	40% 662	19% 310	11% 179	8% 138	69	31
Overall, the manager directly above	Employees							Valid %	22%	40%	19%	179	8%	69	31
my immediate supervisor is an	All Federal Employees	62%			43%	1692	94%	Weighted #	379	675	316	183	139	72	31
effective manager.								Valid %	32%	36%	16%	10%	5%	12	
	All Trust Employees	68%			53%	597	92%	Weighted #	191	217	97	62	31	37	18
	All Smithsonian							Valid %	27%	39%	14%	16%	4%		
	Enterprise Employees	66%			46%	211	95%	Weighted #	58	82	29	34	8	8	4
	All STRI Panama							Valid %	19%	53%	15%	9%	4%		
	Employees	72%			58%	162	89%	Weighted #	30	86	24	15	7	19	1
	All Smithsonian	60%			38%	2668	94%	Valid %	18%	42%	17%	17%	6%		
	Employees	00%			36 //	2008	54%	Weighted #	491	1117	457	445	158	73	108
	All Federal & Trust	60%	55%		38%	2284	93%	Valid %	19%	41%	18%	16%	6%		
	Employees (NFC)	0070	66,8		30,0	2201	50,5	Weighted #	428	942	406	374	133	63	97
	All Federal, Full-time, Permanent	60%	53%		38%	1649	94%	Valid %	18%	41%	19%	16%	6%		
	Employees							Weighted #	302	684	306	264	93	48	61
My supervisor regularly evaluates my training needs for my present	All Federal Employees	60%	55%		39%	1682	94%	Valid %	18%	42%	19%	16%	6%		
job.								Weighted #	307	703	312	267	94	49	62
	All Trust Employees	60%	58%		35%	602	92%	Valid %	20% 121	40%	16%	18%	7%		35
								Weighted # Valid %	121	240 48%	95 14%	107 13%	40 6%	14	35
	All Smithsonian Enterprise Employees	67%	51%		48%	208	93%	Weighted #	40	48%	29	28	13	7	8
	All STRI Panama							Valid %	14%	43%	13%	24%	7%	-	-
	Employees	56%	47%		25%	176	97%	Weighted #	24	75	22	43	12	3	3
	All Smithsonian						İ	Valid %	17%	40%	23%	13%	7%		
	Employees	57%			37%	2388	84%	Weighted #	404	957	560	306	162	332	128
	All Federal & Trust							Valid %	17%	39%	25%	13%	7%		
	Employees (NFC)	56%	51%		36%	2038	83%	Weighted #	340	792	501	262	144	300	106
	All Federal, Full-time, Permanent	55%	53%		36%	1496	85%	Valid %	17%	39%	25%	13%	7%		
	Permanent Employees	55%	53%		30%	1496	60%	Weighted #	248	580	376	191	101	199	62
My supervisor takes steps to address a poor performer who cannot or will	All Federal Employees	56%	53%		36%	1529	85%	Valid %	17%	39%	25%	13%	7%		
not improve.		5570	5570		3370	1929	0.070	Weighted #	254	596	379	197	103	200	63
	All Trust Employees	55%	45%		35%	509	78%	Valid %	17%	39%	24%	13%	8%		
			-					Weighted #	86	196	121	64	41	100	42
	All Smithsonian	70%	65%		55%	197	88%	Valid %	23%	47%	16%	9%	5%		
	Enterprise Employees							Weighted #	45	92	32	17	11	12	14
	All STRI Panama	60%	61%		38%	153	84%	Valid %	12%	48%	18%	18%	5%		
	Employees							Weighted #	19	73	27	27	7	20	9

# 2010 Smithsonian Employee Perspective Survey: Survey Responses by Smithsonian Workforce Component

2010 SEPS Question	Smithsonian Workforce Component	2010 Favorable Score (% Strongly Agree plus % Agree)	2009 Favorable Score (% Strongly Agree plus % Agree)	2010 Federal Employee Vlewpoint Survey Favorable Score (% Strongly Agree plus % Agree)	2010 Net Favorable Score (Favorable Score minus % Disagree an % Strongly Disagree	Number of employees answering question	Question Response Rate (# Valid Responses/# Asked Question)	Statistic	Strongly agree	Agree	Uncertain whether to agree or disagree	Disagree	Strongly disagree	Do not know	Not answered/ Not appilcable
	All Smithsonian Employees	73%			60%	2759	97%	Valid %	26%	47%	14%	8%	5%		
	Employees							Weighted #	729	1286	383	223	138	44	44
	All Federal & Trust Employees (NFC)	72%	66%		59%	2369	97%	Valid % Weighted #	26% 621	46% 1092	14% 330	9% 202	5% 124	36	37
	All Federal, Full-time,							Valid %	25%	45%	15%	9%	5%		0.
	Permanent Employees	71%	64%		57%	1703	97%	Weighted #	433	772	259	146	92	26	29
Discussions with my supervisor								Valid %	25%	46%	15%	9%	5%		
about my performance are worthwhile.	All Federal Employees	71%	65%		57%	1738	97%	Weighted #	441	792	263	149	92	26	29
	All Trust Employees	76%	72%		63%	631	97%	Valid %	28%	48%	11%	8%	5%		
	All Trust Employees	70%	12%		03%	631	97%	Weighted #	180	300	67	53	32	10	8
	All Smithsonian	77%	71%		70%	214	96%	Valid %	29%	49%	16%	4%	3%		
	Enterprise Employees	1170	11/0		10%	214	30%	Weighted #	61	105	33	8	7	3	6
	All STRI Panama	77%	77%		66%	176	97%	Valid %	27%	51%	11%	7%	5%		
	Employees							Weighted #	47	89	20	12	8	5	1
	All Smithsonian	82%			75%	2666	94%	Valid %	37%	45%	12%	3%	3%		
	Employees							Weighted #	974	1204	320	79	89	127	54
	All Federal & Trust	81%	77%		75%	2293	94%	Valid %	37%	44%	12%	3%	3%		
	Employees (NFC)							Weighted #	854	1014	282	65	78	106	43
	All Federal, Full-time, Permanent	79%	76%		72%	1653	94%	Valid %	34%	45%	14%	3%	4%		
	Employees		-					Weighted #	562	741	234	54	62	73	31
My supervisor works well with employees of diverse backgrounds.	All Federal Employees	79%	75%		72%	1686	94%	Valid %	34%	45%	14%	3%	4%		
employees of unclae backgrounds.								Weighted #	570	761	239	54	62	75	31
	All Trust Employees	88%	84%		84%	607	93%	Valid %	47%	42% 253	7%	2%	3%	01	12
								Weighted # Valid %	283 37%	253 49%	43 10%	11 3%	16 2%	31	12
	All Smithsonian Enterprise Employees	85%	81%		80%	211	95%	Weighted #	31% 77	49% 103	20	3% 6	2%	4	8
								Valid %	27%	54%	20	5%	5 4%	4	•
	All STRI Panama Employees	80%	83%		72%	162	89%	Weighted #	43	87	11%	8	4% 6	16	4
	All Smithsonian							Valid %	32%	45%	17%	3%	2%		
	Employees	77%			71%	2509	88%	Weighted #	800	1135	429	86	59	277	60
	All Federal & Trust							Valid %	32%	44%	18%	3%	2%		
	Employees (NFC)	76%	73%		71%	2144	88%	Weighted #	690	945	387	71	49	248	50
	All Federal, Full-time,							Valid %	30%	43%	20%	4%	3%		
	Permanent Employees	74%	70%		67%	1561	89%	Weighted #	474	675	309	60	42	165	33
My supervisor is committed to a								Valid %	30%	44%	20%	4%	3%		
workforce representative of all segments of society.	All Federal Employees	74%	71%		67%	1592	89%	Weighted #	480	694	314	61	42	167	33
		0.1%	00%		01%		05%	Valid %	38%	45%	13%	2%	1%		
	All Trust Employees	84%	80%		81%	551	85%	Weighted #	210	251	73	10	7	81	18
	All Smithsonian	86%	79%		81%	206	92%	Valid %	35%	50%	9%	3%	2%		
	Enterprise Employees	00%	19%		81%	200	92%	Weighted #	73	104	19	6	5	12	5
	All STRI Panama	77%	75%		68%	160	88%	Valid %	23%	54%	14%	6%	3%		
	Employees	11/0	13/0		00/0	100	00 /0	Weighted #	37	86	23	9	5	17	5

# 2010 Smithsonian Employee Perspective Survey: Survey Responses by Smithsonian Workforce Component

2010 SEPS Question	Smithsonian Workforce Component	2010 Favorable Score (% Strongly Agree plus % Agree)	2009 Favorable Score (% Strongly Agree plus % Agree)	2010 Federal Employee Vlewpoint Survey Favorable Score (% Strongly Agree plus % Agree)	2010 Net Favorable Score (Favorable Score minus % Disagree an % Strongly Disagree	Number of employees answering question	Question Response Rate (# Valid Responses/# Asked Question)	Statistic	Strongly agree	Agree	Uncertain whether to agree or disagree	Disagree	Strongly disagree	Do not know	Not answered/ Not applicable
	All Smithsonian	82%			75%	2745	96%	Valid %	42%	41%	10%	4%	4%		
	Employees	52%			15%	2145	30%	Weighted #	1144	1113	285	101	103	55	49
	All Federal & Trust Employees (NFC)	82%	80%		75%	2352	96%	Valid %	42%	40%	10%	4%	4%		
								Weighted #	993	944	244	86	85	49	41
	All Federal, Full-time, Permanent	80%	79%		72%	1692	96%	Valid %	39%	41%	12%	4%	4%		
	Employees							Weighted # Valid %	666 39%	691 41%	199 12%	71	66 4%	37	28
My supervisor supports my need to balance work and other life issues.	All Federal Employees	80%	79%		72%	1727	96%	Weighted #	39% 676	41% 710	202	4% 72	4% 67	37	28
								Valid %	51%	37%	7%	2%	3%	31	20
	All Trust Employees	88%	86%		83%	625	96%	Weighted #	317	234	42	14	18	12	13
	All Smithsonian							Valid %	39%	45%	9%	3%	3%		
	Enterprise Employees	84%	82%		78%	220	98%	Weighted #	87	99	20	7	8	1	3
	All STRI Panama							Valid %	37%	40%	12%	5%	6%		
	Employees	77%	81%		67%	173	95%	Weighted #	64	70	21	8	10	5	4
	All Smithsonian	81%			72%	2771	97%	Valid %	38%	43%	10%	5%	4%		
	Employees	81%			72%	2771	97%	Weighted #	1059	1189	276	149	99	35	40
	All Federal & Trust	81%	78%		72%	2381	98%	Valid %	39%	42%	10%	5%	3%		
	Employees (NFC)	61/	10%			2002	30,0	Weighted #	929	1000	240	129	82	29	30
	All Federal, Full-time, Permanent	79%	76%		69%	1711	97%	Valid %	37%	42%	11%	6%	4%		
	Employees							Weighted #	628	726	189	100	68	25	21
My supervisor recognizes and acknowledges my positive work	All Federal Employees	79%	75%		70%	1744	97%	Valid %	37%	43%	11%	6%	4%		
contributions.								Weighted #	643	743	191	100	68	25	21
	All Trust Employees	85%	84%		79%	637	98%	Valid %	45% 286	40% 257	8% 50	5% 29	2% 14	4	9
								Weighted # Valid %	35%	47%	10%	29 4%	14 3%	4	9
	All Smithsonian Enterprise Employees	82%	77%		75%	218	98%	Weighted #	76	103	22	4% 9	8	1	5
	All STRI Panama							Valid %	31%	49%	8%	6%	5%	-	
	Employees	81%	79%		69%	172	95%	Weighted #	54	85	13	11	9	5	5
	All Smithsonian							Valid %	29%	43%	15%	9%	4%		
	Employees	73%			60%	2749	97%	Weighted #	802	1194	400	240	112	31	65
	All Federal & Trust							Valid %	29%	43%	15%	9%	4%		
	Employees (NFC)	72%	67%		59%	2354	96%	Weighted #	675	1014	353	213	99	29	58
	All Federal, Full-time, Permanent	70%	66%		57%	1690	96%	Valid %	27%	43%	16%	9%	4%		
	Employees	10%	00%		57%	T030	90%	Weighted #	462	725	277	152	74	23	44
My supervisor provides constructive suggestions to improve my job	All Federal Employees	70%	66%		57%	1724	96%	Valid %	27%	43%	16%	9%	4%		
performance.					-170			Weighted #	473	741	282	154	74	23	44
	All Trust Employees	75%	70%		62%	630	97%	Valid %	32%	43%	11%	9%	4%		
								Weighted #	202	273	71	59	25	6	14
	All Smithsonian Enterprise Employees	80%	71%		71%	216	97%	Valid %	33%	46%	12%	5%	3%		
								Weighted #	72	100	26	11	7	2	6
	All STRI Panama Employees	75%	79%		63%	179	98%	Valid %	31%	45%	12%	8%	4%		
	Employees							Weighted #	55	80	22	15	7	1	2

# 2010 Smithsonian Employee Perspective Survey: Survey Responses by Smithsonian Workforce Component

2010 SEPS Question	Smithsonian Workforce Component	2010 Favorable Score (% Strongly Agree plus % Agree)	2009 Favorable Score (% Strongly Agree plus % Agree)	2010 Federal Employee Viewpoint Survey Favorable Score (% Strongly Agree plus % Agree)	2010 Net Favorable Score (Favorable Score minus % Disagree an % Strongly Disagree	Number of employees answering question	Question Response Rate (# Valid Responses/# Asked Question)	Statistic	Strongly agree	Agree	Uncertain whether to agree or disagree	Disagree	Strongly disagree	Do not know	Not answered/ Not applicable
	All Smithsonian	71%			57%	2720	96%	Valid %	27%	44%	15%	9%	5%		
	Employees							Weighted #	744	1189	413	238	135	68	57
	All Federal & Trust Employees (NFC)	71%	68%		57%	2338	96%	Valid % Weighted #	28% 646	43% 1011	15% 359	9% 203	5% 120	55	47
	All Federal, Full-time,							Valid %	27%	43%	16%	203	6%	55	47
	Permanent Employees	70%	66%		55%	1687	96%	Weighted #	451	726	269	9%	94	38	31
My supervisor provides employees	Linployees							Valid %	27%	43%	16%	9%	5%		
with opportunities to demonstrate their leadership skills.	All Federal Employees	70%	67%		56%	1721	96%	Weighted #	460	744	274	148	94	38	31
								Valid %	30%	43%	14%	9%	4%		
	All Trust Employees	73%	73%		60%	618	95%	Weighted #	186	267	85	55	26	17	15
	All Smithsonian							Valid %	24%	50%	15%	7%	4%		
	Enterprise Employees	73%	68%		62%	212	95%	Weighted #	50	105	32	15	9	5	6
	All STRI Panama	72%	75%		56%	169	93%	Valid %	28%	43%	13%	12%	4%		
	Employees	12%	75%		56%	169	93%	Weighted #	48	73	22	20	6	8	4
	All Smithsonian	75%			66%	2731	96%	Valid %	32%	43%	15%	6%	4%		
	Employees	15%			00%	2731	96%	Weighted #	876	1186	397	158	114	77	36
	All Federal & Trust	76%	73%		66%	2340	96%	Valid %	32%	43%	15%	6%	4%		
	Employees (NFC)							Weighted #	756	1015	341	133	95	68	32
	All Federal, Full-time, Permanent	75%	72%		65%	1691	96%	Valid %	31%	44%	15%	6%	4%		
	Employees							Weighted #	519	748	250	98	76	41	25
My supervisor supports employee	All Federal Employees	75%	72%		65%	1725	96%	Valid %	31%	44%	15%	6%	4%		
development.								Weighted #	534	762	253	99	76	41	25
	All Trust Employees	77%	77%		69%	615	95%	Valid %	36%	41%	14%	5%	3%		
								Weighted #	222	253	87	34	20	28	7
	All Smithsonian Enterprise Employees	73%	71%		63%	214	96%	Valid %	29%	44%	16%	6%	5%		
								Weighted #	63	94	35	12	10	6	3
	All STRI Panama Employees	75%	78%		63%	177	98%	Valid %	32% 57	43%	12% 22	7%	5% 9		1
								Weighted # Valid %	38%	76 43%	10%	13 5%	9 4%	3	1
	All Smithsonian Employees	81%			72%	2785	98%	Weighted #	1059	43%	282	146	4%	27	32
								Valid %	38%	42%	10%	6%	4%	21	32
	All Federal & Trust Employees (NFC)	80%			71%	2390	98%	Weighted #	918	1005	243	134	4% 90	20	30
	All Federal, Full-time,							Valid %	36%	43%	11%	6%	4%	20	50
	Permanent Employees	79%			69%	1720	98%	Weighted #	625	732	188	104	4% 71	16	21
Management of the second s								Valid %	37%	42%	138	6%	4%		
My supervisor listens to what I have to say.	All Federal Employees	79%			69%	1754	98%	Weighted #	641	745	193	104	71	16	21
							1	Valid %	44%	41%	8%	5%	3%		
	All Trust Employees	84%			77%	636	98%	Weighted #	277	260	50	30	19	4	9
	All Smithsonian						1	Valid %	38%	47%	8%	3%	3%		
	Enterprise Employees	85%			79%	219	98%	Weighted #	84	102	19	8	7	3	1
	All STRI Panama							Valid %	32%	49%	12%	2%	4%		
	Employees	82%			76%	176	97%	Weighted #	57	87	21	4	7	4	1

# 2010 Smithsonian Employee Perspective Survey: Survey Responses by Smithsonian Workforce Component

<b>I</b>	1														
2010 SEPS Question	Smithsonian Workforce Component	2010 Favorable Score (% Strongly Agree plus % Agree)	2009 Favorable Score (% Strongly Agree plus % Agree)	2010 Federal Employee Viewpoint Survey Favorable Score (% Strongly Agree plus % Agree)	2010 Net Favorable Score (Favorable Score minus % Disagree an % Strongly Disagree	Number of employees answering question	Question Response Rate (# Valid Responses/# Asked Question)	Statistic	Strongly agree	Agree	Uncertain whether to agree or disagree	Disagree	Strongly disagree	Do not know	Not answered/ Not applicable
	All Smithsonian	84%			76%	2798	98%	Valid %	44%	40%	9%	4%	3%		
	Employees	84%			76%	2798	98%	Weighted #	1234	1113	241	114	95	13	32
	All Federal & Trust	83%			76%	2403	98%	Valid %	44%	39%	9%	4%	4%		
	Employees (NFC)							Weighted #	1062	943	208	103	86	10	26
	All Federal, Full-time, Permanent	82%			73%	1732	99%	Valid %	41%	41%	10%	4%	4%		
	Employees							Weighted #	713	702	171	77	70	7	17
My supervisor treats me with respect.	All Federal Employees	82%			73%	1766	99%	Valid %	41%	40%	10%	4%	4%	-	
								Weighted # Valid %	730 52%	715 36%	174 5%	78 4%	70 3%	7	17
	All Trust Employees	88%			82%	637	98%	Weighted #	333	36% 228	35	4% 25	3% 16	3	9
								Valid %	45%	40%	10%	4%	10	3	9
	All Smithsonian Enterprise Employees	85%			81%	219	98%	Weighted #	98	88	22	8	2	2	2
	All STRI Panama							Valid %	42%	46%	6%	2%	4%	_	_
	Employees	88%			82%	177	98%	Weighted #	74	82	11	3	7	1	3
	All Smithsonian							Valid %	34%	53%	6%	6%	3%		
	Employees	86%			78%	2764	97%	Weighted #	927	1458	155	152	73	12	66
	All Federal & Trust	86%			78%	2373	97%	Valid %	34%	52%	6%	6%	3%		
	Employees (NFC)	80%			18%	2373	97%	Weighted #	805	1237	135	133	64	10	55
	All Federal, Full-time, Permanent	84%			75%	1705	97%	Valid %	32%	52%	7%	6%	3%		
	Employees	04%			10%	1105	51%	Weighted #	543	892	113	103	54	10	41
In the last six months, my supervisor has talked with me about my	All Federal Employees	84%			75%	1739	97%	Valid %	32%	52%	7%	6%	3%		
performance.								Weighted #	556	912	114	103	54	10	41
	All Trust Employees	91%			84%	634	98%	Valid %	39%	51%	3%	5%	2%		
								Weighted #	249	326	20	30	10	0	14
	All Smithsonian Enterprise Employees	89%			82%	217	97%	Valid %	33%	56%	5%	4%	2%		
								Weighted # Valid %	71 29%	121 57%	11 5%	10 6%	4	1	6
	All STRI Panama Employees	86%			78%	174	96%	Weighted #	51	99	9	10	5	1	6
	All Smithsonian							Valid %	30%	48%	12%	7%	3%	-	Ű
	Employees	78%			68%	2764	97%	Weighted #	837	1318	343	183	83	23	55
	All Federal & Trust							Valid %	32%	47%	12%	6%	3%		
	Employees (NFC)	79%	76%		69%	2381	98%	Weighted #	752	1126	281	150	73	20	36
	All Federal, Full-time,	76%	70%		67%	1740	00%	Valid %	30%	47%	14%	6%	3%		
I and fully antiofied with any	Permanent Employees	76%	73%		67%	1712	98%	Weighted #	509	800	234	110	58	13	31
I am fully satisfied with my opportunity to participate in	All Federal Employees	77%	74%		67%	1744	98%	Valid %	30%	47%	14%	6%	3%		
preparing my annual performance plan.		.170	. 470		5170	-/77	55%	Weighted #	517	820	236	111	60	14	31
	All Trust Employees	85%	84%		77%	637	98%	Valid %	37%	48%	7%	6%	2%		
								Weighted #	234	306	45	38	14	7	5
	All Smithsonian Enterprise Employees	71%	62%		61%	205	92%	Valid %	23%	49%	18%	8%	3%		
								Weighted #	46	100	38	16	6	1	17
	All STRI Panama Employees	74%	74%		62%	177	98%	Valid %	22%	52%	14%	10%	2%		
	Employees							Weighted #	39	92	24	18	4	2	2

# 2010 Smithsonian Employee Perspective Survey: Survey Responses by Smithsonian Workforce Component

2010 SEPS Question	Smithsonian Workforce Component	2010 Favorable Score (% Strongly Agree plus % Agree)	2009 Favorable Score (% Strongly Agree plus % Agree)	2010 Federal Employee Vlewpoint Survey Favorable Score (% Strongly Agree plus % Agree)	2010 Net Favorable Score (Favorable Score minus % Disagree an % Strongly Disagree	Number of employees answering question	Question Response Rate (# Valid Responses/# Asked Question)	Statistic	Strongly agree	Agree	Uncertain whether to agree or disagree	Disagree	Strongly disagree	Do not know	Not answered/ Not applicable
	All Smithsonian	82%			73%	2707	95%	Valid %	33%	49%	9%	6%	3%		
	Employees							Weighted #	895	1335	231	154	92	31	98
	All Federal & Trust Employees (NFC)	83%	79%		74%	2335	96%	Valid %	34%	49%	8%	5%	4%		
	All Federal, Full-time,							Weighted #	795	1136	198	122	84	24	73
	Permanent	81%	79%		72%	1682	96%	Valid % Weighted #	32% 545	49% 819	10% 162	5% 92	4% 65	18	50
In my most recent performance appraisal, I understood what I had to	Employees							Valid %	32%	49%	102	5%	4%	10	50
do to be rated at different performance levels (e.g., Fully	All Federal Employees	81%	78%		72%	1712	96%	Weighted #	556	835	164	92	65	21	51
Successful, Outstanding, etc.).								Valid %	38%	48%	6%	5%	3%		
	All Trust Employees	87%	84%		79%	623	96%	Weighted #	239	301	35	29	19	3	22
	All Smithsonian							Valid %	26%	56%	8%	9%	1%		
	Enterprise Employees	82%	72%		73%	211	94%	Weighted #	55	119	18	18	2	2	10
	All STRI Panama	78%	78%		66%	161	89%	Valid %	28%	50%	9%	9%	4%		
	Employees	10%	18%		00%	101	83%	Weighted #	45	81	15	14	6	5	15
	All Smithsonian	75%			62%	2704	95%	Valid %	31%	44%	11%	9%	5%		
	Employees	10,0			02,0	2101	56,5	Weighted #	848	1189	293	238	136	44	89
	All Federal & Trust	76%	73%		63%	2330	96%	Valid %	33%	43%	10%	8%	5%		
	Employees (NFC)							Weighted #	768	1005	244	196	117	38	65
	All Federal, Full-time, Permanent	73%	73%		58%	1681	96%	Valid %	32%	42%	12%	9%	6%		
	Employees							Weighted #	532	699	199	152	99	29	40
My performance appraisal is a fair reflection of my performance.	All Federal Employees	73%	71%		59%	1710	96%	Valid %	32%	42%	12%	9%	6%		
								Weighted # Valid %	543 36%	714 47%	201 7%	154 7%	99 3%	30	43
	All Trust Employees	83%	82%		73%	620	96%	Weighted #	225	291	43	42	19	8	21
								Valid %	21%	49%	13%	11%	5%	-	
	All Smithsonian Enterprise Employees	70%	66%		54%	206	92%	Weighted #	43	101	28	23	11	2	16
	All STRI Panama							Valid %	22%	49%	13%	11%	5%		
	Employees	71%	75%		55%	168	93%	Weighted #	37	83	21	19	8	4	9
	All Smithsonian							Valid %	15%	53%	13%	13%	7%		
	Employees	67%			47%	2791	99%	Weighted #	408	1471	351	376	185	6	36
	All Federal & Trust	67%	66%		46%	2396	99%	Valid %	15%	52%	13%	14%	7%		
	Employees (NFC)	01/2	00%		40%	2330	33%	Weighted #	354	1246	303	328	164	5	28
	All Federal, Full-time, Permanent	66%	64%		44%	1717	98%	Valid %	14%	51%	13%	14%	8%		
	Employees							Weighted #	243	883	220	237	134	5	25
My workload is reasonable.	All Federal Employees	66%	66%		44%	1751	98%	Valid %	14%	51%	13%	14%	8%		
								Weighted #	249	900	227	239	135	5	25
	All Trust Employees	70%	68%		52%	645	100%	Valid %	16%	54%	12%	14%	4%		3
								Weighted # Valid %	105 16%	345 60%	76 11%	90 8%	29 4%	0	3
	All Smithsonian Enterprise Employees	76%	75%		64%	219	98%	Weighted #	35	132	25	8% 18	4% 9	1	4
								Valid %	35 10%	132 53%	25 13%	18	9	-	+
1	All STRI Panama Employees	63%	57%		40%	177	98%	Weighted #	10%	94	23	30	12	0	4

# 2010 Smithsonian Employee Perspective Survey: Survey Responses by Smithsonian Workforce Component

(continued)

<b></b>	1							1		1				1	
2010 SEPS Question	Smithsonian Workforce Component	2010 Favorable Score (% Strongly Agree plus % Agree)	2009 Favorable Score (% Strongly Agree plus % Agree)	2010 Federal Employee Viewpoint Survey Favorable Score (% Strongly Agree plus % Agree)	2010 Net Favorable Score (Favorable Score minus % Disagree an % Strongly Disagree	Number of employees answering question	Question Response Rate (# Valid Responses/# Asked Question)	Statistic	Strongly agree	Agree	Uncertain whether to agree or disagree	Disagree	Strongly disagree	Do not know	Not answered/ Not applicable
	All Smithsonian	67%			40%	2796	08%	Valid %	22%	45%	15%	12%	6%		
	Employees	67%			49%	2786	98%	Weighted #	605	1262	415	339	165	19	28
	All Federal & Trust	67%	66%		49%	2400	99%	Valid %	23%	44%	15%	12%	6%		
	Employees (NFC)	01%	00%		45%	2400	33%	Weighted #	541	1064	356	289	149	14	15
	All Federal, Full-time, Permanent	65%	64%		46%	1721	99%	Valid %	22%	43%	16%	13%	7%		
	Employees							Weighted #	379	742	270	216	114	12	14
I am satisfied with my involvement	All Federal Employees	65%	65%		47%	1755	99%	Valid %	22%	44%	16%	12%	6%		
in decisions that affect my work.								Weighted #	385	764	275	217	114	12	14
	All Trust Employees	71%	71%		54%	645	99%	Valid %	24%	47%	13%	11%	5%		
								Weighted #	156	300	82	72	35	2	2
	All Smithsonian Enterprise Employees	67%	62%		48%	213	95%	Valid %	17%	50%	15%	12%	6%		
	Entorphice Employees							Weighted #	36	106	32	26	13	2	8
	All STRI Panama Employees	69%	75%		54%	173	96%	Valid %	16%	53%	15%	13%	2%		-
								Weighted # Valid %	28 17%	92 46%	26 18%	23 13%	4	3	5
	All Smithsonian Employees	63%			45%	2668	94%		460	46%	18% 474	351		43	119
								Weighted # Valid %	18%	46%	18%	13%	149 5%	43	119
	All Federal & Trust Employees (NFC)	65%	60%		47%	2293	95%	Weighted #	417	1065	403	290	118	35	97
	All Federal, Full-time,							Valid %	19%	46%	18%	11%	5%		51
	Permanent Employees	65%	60%		48%	1660	95%	Weighted #	318	761	304	190	86	23	61
I am satisfied with my choices, and	Employees							Valid %	19%	46%	18%	11%	5%		
the quality, of Smithsonian provided training to improve my performance	All Federal Employees	65%	60%		49%	1693	95%	Weighted #	325	780	309	192	87	23	62
in my present job. **								Valid %	15%	47%	16%	16%	5%		
	All Trust Employees	63%	56%		41%	600	93%	Weighted #	92	285	94	98	30	12	36
	All Smithsonian							Valid %	13%	50%	18%	11%	8%		
	Enterprise Employees	63%	54%		44%	208	93%	Weighted #	27	104	38	22	16	5	11
	All STRI Panama							Valid %	10%	39%	20%	23%	9%		
	Employees	49%	50%		17%	167	92%	Weighted #	16	65	33	38	15	3	11
	All Smithsonian	83%			76%	2771	98%	Valid %	34%	49%	11%	4%	2%		
	Employees	83%			76%	2771	98%	Weighted #	936	1352	305	112	66	18	41
	All Federal & Trust	84%	83%		78%	2382	98%	Valid %	35%	48%	11%	4%	2%		
	Employees (NFC)	04%	65%		10%	2302	36%	Weighted #	839	1152	254	86	51	14	29
	All Federal, Full-time, Permanent	81%	80%		74%	1707	98%	Valid %	33%	48%	12%	5%	3%		
	Employees	01/0	00%			1101	30,8	Weighted #	563	818	204	78	43	10	26
I am encouraged to achieve positive	All Federal Employees	81%	80%		74%	1740	98%	Valid %	33%	48%	12%	4%	3%		
results.								Weighted #	576	836	206	78	44	10	26
	All Trust Employees	90%	90%		88%	642	99%	Valid %	41%	49%	7%	1%	1%		
						-		Weighted #	263	316	48	8	6	4	2
	All Smithsonian	88%	81%		84%	213	96%	Valid %	30%	57%	9%	2%	2%		
	Enterprise Employees							Weighted #	65	122	18	4	4	1	9
	All STRI Panama	62%	66%		43%	175	97%	Valid %	18%	44%	18%	13%	6%		
	Employees					1	1	Weighted #	32	77	32	23	11	3	3

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

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

(continued)

I <del></del>			1	0040 Federal						1	1				
2010 SEPS Question	Smithsonian Workforce Component	2010 Favorable Score (% Strongly Agree plus % Agree)	2009 Favorable Score (% Strongly Agree plus % Agree)	2010 Federal Employee Viewpoint Survey Favorable Score (% Strongly Agree plus % Agree)	2010 Net Favorable Score (Favorable Score minus % Disagree an % Strongly Disagree	Number of employees answering question	Question Response Rate (# Valid Responses/# Asked Question)	Statistic	Strongly agree	Agree	Uncertain whether to agree or disagree	Disagree	Strongly disagree	Do not know	Not answered/ Not applicable
	All Smithsonian	84%			76%	2784	98%	Valid %	35%	49%	9%	5%	3%		
	Employees	84%			76%	2784	98%	Weighted #	967	1367	241	138	70	9	34
	All Federal & Trust Employees (NFC)	84%	79%		76%	2390	99%	Valid %	36%	48%	9%	5%	3%		
								Weighted #	856	1142	204	122	66	7	25
	All Federal, Full-time, Permanent	82%	78%		73%	1716	99%	Valid % Weighted #	33% 567	49% 836	10% 170	5% 91	3% 53	7	18
	Employees							Valid %	33%	49%	10%	5%	3%	1	18
The people in my immediate work unit cooperate to get the job done.	All Federal Employees	82%	77%		73%	1750	99%	Weighted #	577	49% 853	10%	93	53	7	18
								Valid %	44%	45%	5%	5%	2%	1	18
	All Trust Employees	89%	84%		82%	641	99%	Weighted #	279	290	30	29	13	0	7
	All Smithsonian							Valid %	35%	50%	10%	4%	1%	-	
	Enterprise Employees	85%	80%		79%	216	97%	Weighted #	75	108	21	9	3	1	6
	All STRI Panama							Valid %	20%	66%	9%	4%	1%		
	Employees	86%	80%		81%	177	98%	Weighted #	36	116	16	7	2	1	3
	All Smithsonian							Valid %	37%	49%	8%	4%	2%		
	Employees	86%			80%	2766	98%	Weighted #	1030	1343	232	105	56	25	36
	All Federal & Trust	86%	83%		80%	2380	98%	Valid %	39%	47%	8%	4%	2%		
	Employees (NFC)	50%	85%		80%	2300	36%	Weighted #	918	1123	194	94	52	17	26
	All Federal, Full-time, Permanent	84%	81%		77%	1708	98%	Valid %	37%	47%	9%	4%	3%		
My immediate work unit has the job-	Employees							Weighted #	630	807	157	71	43	14	19
relevant knowledge and skills necessary to accomplish	All Federal Employees	84%	81%		77%	1741	98%	Valid %	37%	47%	9%	4%	2%		
organizational goals.								Weighted #	640	823	163	72	43	14	19
	All Trust Employees	90%	86%		86%	639	99%	Valid %	44%	47%	5%	3%	1%	-	
								Weighted # Valid %	278 33%	300 52%	31 10%	22 3%	8 2%	3	6
	All Smithsonian Enterprise Employees	85%	82%		80%	215	96%	Valid % Weighted #	33% 70	52%	22	3%	2% 4	2	6
								Valid %	24%	64%	9%	2%	4 1%	2	•
	All STRI Panama Employees	88%	81%		85%	171	94%	Weighted #	41	109	16	4	1/0	6	4
	All Smithsonian							Valid %	20%	46%	18%	10%	6%	Ŭ	
	Employees	66%			50%	2633	93%	Weighted #	523	1219	471	270	148	109	85
	All Federal & Trust							Valid %	20%	45%	18%	11%	6%		
	Employees (NFC)	65%	63%		48%	2254	93%	Weighted #	443	1019	406	246	139	97	71
	All Federal, Full-time,							Valid %	18%	43%	19%	13%	7%		
	Permanent Employees	61%	59%		41%	1620	93%	Weighted #	295	696	306	207	117	67	53
My immediate work unit is able to	All Fodoral Services	61%	E0%/		40%	1640	02%	Valid %	18%	43%	19%	13%	7%		
recruit people with the right skills.	All Federal Employees	61%	59%		42%	1649	93%	Weighted #	300	710	314	208	118	70	54
	All Trust Employees	75%	70%		65%	605	93%	Valid %	24%	51%	15%	6%	4%		
	An must Employees	15%	10%		00%	005	33 /0	Weighted #	143	309	92	38	22	27	16
	All Smithsonian	74%	72%		68%	210	94%	Valid %	27%	47%	19%	5%	2%		
	Enterprise Employees				00,0		5175	Weighted #	57	100	40	10	4	6	7
	All STRI Panama	73%	67%		61%	168	93%	Valid %	14%	60%	15%	9%	3%		
	Employees							Weighted #	23	100	25	15	5	6	7

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

Table 2 y: Survey Resp (continued)

2010 SEPS Question	Smithsonian Workforce Component	2010 Favorable Score (% Strongly Agree plus % Agree)	2009 Favorable Score (% Strongly Agree plus % Agree)	2010 Federal Employee Viewpoint Survey Favorable Score (% Strongly Agree plus % Agree)	2010 Net Favorable Score (Favorable Score minus % Disagree an % Strongly Disagree	Number of employees answering question	Question Response Rate (# Valid Responses/# Asked Question)	Statistic	Strongly agree	Agree	Uncertain whether to agree or disagree	Disagree	Strongly disagree	Do not know	Not answered/ Not applicable
	All Smithsonian	7.4%			50%	0700	200%	Valid %	22%	51%	12%	10%	4%		
	Employees	74%			59%	2783	98%	Weighted #	626	1426	327	291	113	14	29
	All Federal & Trust	74%	73%		59%	2390	99%	Valid %	22%	51%	12%	10%	4%		
	Employees (NFC)	14%	13%		35%	2350	33%	Weighted #	530	1231	284	247	99	11	20
	All Federal, Full-time, Permanent	74%	73%		61%	1716	99%	Valid %	22%	52%	12%	10%	4%		
Physical conditions (such as, noise	Employees	1170	10,0		01/0	1110	5576	Weighted #	377	897	208	163	70	8	16
level, temperature, lighting,	All Federal Employees	74%	74%		61%	1750	99%	Valid %	22%	52%	12%	10%	4%		
cleanliness in the workplace) allow employees to perform their jobs well.								Weighted #	384	916	212	167	71	8	16
	All Trust Employees	72%	71%		55%	641	99%	Valid %	23%	49%	11%	13%	4%		
						-		Weighted #	146	315	72	80	28	4	4
	All Smithsonian	72%	71%		56%	214	96%	Valid %	26%	46%	11%	12%	5%		
	Enterprise Employees							Weighted #	56	98	24	25	10	2	8
	All STRI Panama	77%	78%		64%	179	99%	Valid %	22%	54%	11%	11%	2%		
	Employees							Weighted #	40	97	19	19	4	1	1
	All Smithsonian	82%			75%	2792	99%	Valid %	26%	56%	10%	6%	1%		
	Employees							Weighted #	725	1574	282	171	38	8	27
	All Federal & Trust Employees (NFC)	82%	80%		75%	2402	99%	Valid %	26%	56%	11%	6%	1%		
								Weighted #	630	1340	256	142	33	4	16
ľ	All Federal, Full-time, Permanent	81%	79%		74%	1724	99%	Valid %	25%	56%	12%	6%	2%		
	Employees							Weighted #	435	958	204	99	28	4	13
I have enough information to do my job well.	All Federal Employees	81%	79%		74%	1757	99%	Valid %	25%	56%	12%	6%	2%		
job wom								Weighted #	443	978	208	101	28	4	13
	All Trust Employees	85%	82%		78%	644	99%	Valid %	29%	56%	7%	6%	1%		
								Weighted #	187	363	48	41	5	1	3
	All Smithsonian Enterprise Employees	84%	81%		74%	211	95%	Valid %	27%	56%	6%	8%	2%		10
								Weighted # Valid %	58 21%	119 64%	14 7%	16 7%	4	2	10
	All STRI Panama Employees	85%	91%		77%	179	99%		37	115	1%	13	1%	1	1
								Weighted # Valid %	37 29%	44%	13	13	1 5%	1	1
	All Smithsonian Employees	73%			59%	2779	98%	Weighted #	29% 817	1214	342	268	138	13	34
								Valid %	30%	43%	12%	9%	5%	13	34
	All Federal & Trust Employees (NFC)	74%	72%		60%	2385	98%	Weighted #	725	1036	292	9% 216	116	10	27
	All Federal, Full-time,							Valid %	29%	43%	14%	9%	5%	10	21
	Permanent Employees	72%	69%		57%	1708	98%	Weighted #	493	735	234	160	87	7	24
	Employees							Valid %	29%	43%	14%	9%	5%		
I feel encouraged to come up with new and better ways of doing things.	All Federal Employees	72%	70%		58%	1742	98%	Weighted #	501	753	236	163	88	7	24
								Valid %	35%	44%	9%	8%	4%		
	All Trust Employees	79%	77%		66%	643	99%	Weighted #	224	282	56	53	27	3	3
	All Smitheenien							Valid %	29%	46%	11%	9%	5%	-	-
	All Smithsonian Enterprise Employees	75%	68%		61%	216	97%	Weighted #	62	100	23	20	11	2	5
								Valid %	17%	44%	15%	18%	6%	-	-
	All STRI Panama Employees	61%	64%		37%	178	98%	Weighted #	30	78	27	32	11	1	2

# 2010 Smithsonian Employee Perspective Survey: Survey Responses by Smithsonian Workforce Component

							r	r				1		1	
2010 SEPS Question	Smithsonian Workforce Component	2010 Favorable Score (% Strongly Agree plus % Agree)	2009 Favorable Score (% Strongly Agree plus % Agree)	2010 Federal Employee Viewpoint Survey Favorable Score (% Strongly Agree plus % Agree)	2010 Net Favorable Score (Favorable Score minus % Disagree an % Strongly Disagree	Number of employees answering question	Question Response Rate (# Valid Responses/# Asked Question)	Statistic	Strongly agree	Agree	Uncertain whether to agree or disagree	Disagree	Strongly disagree	Do not know	Not answered/ Not applicable
	All Smithsonian	55%			25%	2772	98%	Valid %	14%	42%	14%	21%	10%		
	Employees	55%			25%	2112	56%	Weighted #	382	1152	400	569	269	17	34
	All Federal & Trust	53%	53%		22%	2384	99%	Valid %	13%	40%	15%	21%	11%		
	Employees (NFC)							Weighted #	313	962	349	508	252	11	23
	All Federal, Full-time, Permanent	51%	50%		18%	1705	98%	Valid %	12%	39%	16%	22%	12%		
I have sufficient resources to get my	Employees							Weighted # Valid %	197 12%	672 40%	268 16%	371 22%	198 11%	10	21
job done (for example, people,	All Federal Employees	51%	51%		18%	1739	98%	Valid % Weighted #	202	40% 688	273	375	200	10	21
materials, budget, etc.).								Valid %	17%	42%	12%	21%	200	10	21
	All Trust Employees	60%	55%		31%	645	100%	Weighted #	111	274	75	133	53	1	2
	All Smithsonian							Valid %	20%	49%	16%	10%	5%	-	
	Enterprise Employees	69%	59%		54%	213	95%	Weighted #	42	104	35	22	10	4	6
	All STRI Panama							Valid %	15%	49%	9%	22%	4%		
	Employees	65%	66%		38%	175	97%	Weighted #	27	86	16	39	7	1	5
	All Smithsonian							Valid %	30%	52%	9%	6%	3%		
	Employees	82%			73%	2755	98%	Weighted #	830	1438	241	168	78	24	44
	All Federal & Trust	82%	77%		72%	2368	98%	Valid %	31%	51%	9%	6%	3%		
	Employees (NFC)	62%	1170		12/0	2300	36%	Weighted #	733	1203	210	149	72	19	32
	All Federal, Full-time, Permanent	80%	76%		71%	1698	98%	Valid %	29%	51%	10%	6%	3%		
	Employees							Weighted #	495	870	170	106	57	15	24
Employees in my immediate work unit share job knowledge with each	All Federal Employees	80%	76%		71%	1732	98%	Valid %	29%	51%	10%	6%	3%		
other.							-	Weighted #	510	883	173	108	57	15	24
	All Trust Employees	85%	84%		77%	636	98%	Valid %	35%	50%	6%	6%	2%		
								Weighted #	223 29%	320 55%	37 10%	41 5%	15 2%	4	8
	All Smithsonian Enterprise Employees	84%	80%		77%	216	97%	Valid % Weighted #	63	118	21	5%	2% 4	1	6
	All STRI Panama							Valid %	20%	68%	6%	5%	4		0
	Employees	88%	85%		82%	171	94%	Weighted #	34	117	10	8	2	4	6
	All Smithsonian						İ	Valid %	24%	46%	17%	7%	6%		
	Employees	70%			57%	2501	89%	Weighted #	595	1155	421	187	142	257	58
	All Federal & Trust	70%			5704	0101	00%	Valid %	24%	46%	17%	7%	6%		
	Employees (NFC)	70%			57%	2161	90%	Weighted #	512	996	370	155	129	211	39
	All Federal, Full-time, Permanent	66%			51%	1578	91%	Valid %	20%	46%	20%	7%	7%		
	Employees	00%			51%	1919	91%	Weighted #	319	720	309	116	114	124	28
I can disclose a suspected violation of any law, rule or regulation without	All Federal Employees	66%			52%	1605	91%	Valid %	20%	46%	19%	7%	7%		
fear of reprisal.								Weighted #	325	735	312	119	114	130	29
	All Trust Employees	80%			71%	556	86%	Valid %	34%	47%	10%	7%	3%		
								Weighted #	187	260	57	36	15	81	10
	All Smithsonian Enterprise Employees	73%			62%	195	87%	Valid %	28%	46%	15%	9%	3%		
								Weighted #	54	89	29	18	5	16	12
	All STRI Panama Employees	69%			54%	144	80%	Valid %	21%	49%	15%	10%	6%		-
	Employees							Weighted #	30	70	22	14	8	30	7

# 2010 Smithsonian Employee Perspective Survey: Survey Responses by Smithsonian Workforce Component

2010 SEPS Question	Smithsonian Workforce Component	2010 Favorable Score (% Strongly Agree plus % Agree)	2009 Favorable Score (% Strongly Agree plus % Agree)	2010 Federal Employee Vlewpoint Survey Favorable Score (% Strongly Agree plus % Agree)	2010 Net Favorable Score (Favorable Score minus % Disagree an % Strongly Disagree	Number of employees answering question	Question Response Rate (# Valid Responses/# Asked Question)	Statistic	Strongly agree	Agree	Uncertain whether to agree or disagree	Disagree	Strongly disagree	Do not know	Not answered/ Not applicable
	All Smithsonian	89%			85%	2780	99%	Valid %	36%	53%	7%	3%	1%		
	Employees	85%			85%	2780	55%	Weighted #	995	1480	199	72	34	9	27
	All Federal & Trust	89%			85%	2390	99%	Valid %	36%	53%	7%	3%	1%		
	Employees (NFC)							Weighted #	866	1257	172	61	33	4	18
	All Federal, Full-time, Permanent	89%			85%	1712	99%	Valid %	36%	53%	7%	2%	2%		
	Employees							Weighted #	609	911	126	39	28	3	15
I know what is expected of me on the job.	All Federal Employees	89%			85%	1746	99%	Valid %	35% 617	53%	8%	2%	2%		45
								Weighted # Valid %	39%	931 51%	131 6%	39 3%	28 1%	3	15
	All Trust Employees	89%			85%	644	99%	Weighted #	249	327	41	22	5	1	3
	All Smithsonian							Valid %	31%	61%	5%	2%	1%	-	-
	Enterprise Employees	92%			89%	217	97%	Weighted #	67	132	11	5	1	3	4
	All STRI Panama							Valid %	35%	52%	9%	3%	0%		
	Employees	87%			84%	173	96%	Weighted #	61	90	16	6	0	3	5
	All Smithsonian							Valid %	66%	32%	1%	0%	0%		
	Employees	98%			97%	2786	99%	Weighted #	1829	904	35	8	9	5	20
	All Federal & Trust	98%			98%	2387	99%	Valid %	66%	32%	1%	0%	0%		
	Employees (NFC)	36%			56%	2387	55%	Weighted #	1583	761	28	7	8	4	15
	All Federal, Full-time, Permanent	98%			97%	1706	99%	Valid %	65%	33%	2%	0%	0%		
	Employees							Weighted #	1102	566	26	6	6	4	14
When needed, I am willing to put in	All Federal Employees	98%			97%	1739	99%	Valid %	65%	33%	2%	0%	0%		
the extra effort to get a job done.							-	Weighted #	1122	578	27	6	6	4	15
	All Trust Employees	99%			99%	648	100%	Valid %	71%	28%	0%	0%	0%		
								Weighted #	461 62%	183 36%	2 2%	1 0%	2	0	0
	All Smithsonian Enterprise Employees	97%			97%	218	98%	Valid % Weighted #	134	36% 78	2% 5	1	0%	1	4
								Valid %	62%	36%	5 1%	0%	1%	-	4
	All STRI Panama Employees	98%			98%	180	99%	Weighted #	112	65	2	0	1	0	1
	All Smithsonian							Valid %	53%	43%	3%	0%	- 0%		-
	Employees	96%			95%	2776	99%	Weighted #	1464	1199	96	10	7	7	27
	All Federal & Trust							Valid %	53%	42%	4%	0%	0%		
	Employees (NFC)	96%			95%	2380	99%	Weighted #	1269	1009	85	10	7	4	23
	All Federal, Full-time,	05%			0.1%	1700	00%	Valid %	53%	42%	4%	0%	0%		
	Permanent Employees	95%			94%	1700	99%	Weighted #	893	718	75	8	6	4	21
I am constantly looking for ways to	All Federal Employees	95%			94%	1733	99%	Valid %	53%	42%	4%	0%	0%		
do my job better.	All I Sucrai Employees	35%			3470	1135	5576	Weighted #	912	732	75	8	6	4	22
	All Trust Employees	98%			97%	647	100%	Valid %	55%	43%	2%	0%	0%		
								Weighted #	356	277	10	3	1	0	1
	All Smithsonian	96%			96%	218	97%	Valid %	49%	47%	4%	0%	0%		
	Enterprise Employees							Weighted #	107	103	8	0	0	2	4
	All STRI Panama	98%			98%	178	99%	Valid %	49%	49%	2%	0%	0%		
	Employees							Weighted #	88	87	3	0	0	1	1

# 2010 Smithsonian Employee Perspective Survey: Survey Responses by Smithsonian Workforce Component

(continued)

	1		1		ODED Not Franchis	1	1			1				1	
2010 SEPS Question	Smithsonian Workforce Component	2010 Favorable Score (% Strongly Agree plus % Agree)	2009 Favorable Score (% Strongly Agree plus % Agree)	2010 Federal Employee Viewpoint Survey Favorable Score (% Strongly Agree plus % Agree)	2010 Net Favorable Score (Favorable Score minus % Disagree an % Strongly Disagree	Number of employees answering question	Question Response Rate (# Valid Responses/# Asked Question)	Statistic	Strongly agree	Agree	Uncertain whether to agree or disagree	Disagree	Strongly disagree	Do not know	Not answered/ Not applicable
	All Smithsonian	72%			62%	2582	92%	Valid %	24%	47%	19%	7%	2%		
	Employees	12%			62%	2582	92%	Weighted #	628	1218	495	185	55	136	90
	All Federal & Trust	71%			62%	2209	92%	Valid %	25%	46%	20%	7%	2%		
	Employees (NFC)	.170			02,0	2200	52.70	Weighted #	542	1026	433	162	46	123	70
	All Federal, Full-time, Permanent	69%			58%	1592	93%	Valid %	24%	44%	21%	8%	3%		
	Employees					-		Weighted #	384	707	340	121	41	80	49
The skill level in my immediate work	All Federal Employees	69%			59%	1623	92%	Valid %	24%	45%	21%	8%	3%		
unit has improved in the last year.								Weighted #	391	724	346	122	41	82	50
	All Trust Employees	77%			69%	586	90%	Valid %	26%	52%	15%	7%	1%		
								Weighted #	151	302	87	41	6	41	20
	All Smithsonian Enterprise Employees	72%			64%	204	91%	Valid %	28%	45%	19%	6%	2%	-	
								Weighted # Valid %	56 18%	91 60%	40 13%	12	5 2%	7	12
	All STRI Panama Employees	78%			69%	168	93%	Valid % Weighted #	18% 30	60% 101	13% 22	7% 11	2% 4	6	7
								Valid %	30 41%	47%	8%	2%	4	0	1
	All Smithsonian Employees	89%			86%	2751	98%	Weighted #	41% 1136	1307	230	2% 54	25	22	33
								Valid %	43%	46%	8%	2%	1%		33
	All Federal & Trust Employees (NFC)	89%			86%	2360	98%	Weighted #	1006	1085	197	48	24	18	25
	All Federal, Full-time,							Valid %	40%	46%	10%	2%	1%		
	Permanent Employees	87%			83%	1691	98%	Weighted #	682	781	167	40	20	10	21
The overall quality of work done by	Linpioyeea							Valid %	40%	46%	10%	2%	1%		
my immediate work unit is very good.	All Federal Employees	87%			83%	1724	98%	Weighted #	694	801	169	40	20	10	21
8								Valid %	49%	45%	4%	1%	1%		
	All Trust Employees	94%			92%	635	98%	Weighted #	312	284	28	7	4	8	5
	All Smithsonian							Valid %	38%	50%	11%	2%	0%		
	Enterprise Employees	87%			85%	216	97%	Weighted #	82	107	23	4	0	3	4
	All STRI Panama	93%			91%	175	97%	Valid %	27%	65%	6%	1%	1%		
	Employees	93%			91%	175	97%	Weighted #	48	114	10	2	1	1	4
	All Smithsonian	75%			62%	2565	92%	Valid %	5%	9%	11%	35%	40%		
	Employees	75%			62%	2565	92%	Weighted #	133	222	276	909	1024	93	144
	All Federal & Trust	76%			63%	2239	93%	Valid %	5%	8%	11%	35%	41%		
	Employees (NFC)	10%			03%	2233	55%	Weighted #	110	187	238	779	924	65	94
Mithin the next to the second	All Federal, Full-time, Permanent	73%			58%	1596	93%	Valid %	6%	10%	12%	35%	38%		
Within the past twelve months, I have heard language, or witnessed	Employees	13%			30%	1330	55%	Weighted #	89	154	191	560	602	53	67
behavior, in my workplace that I considered insensitive to my identity	All Federal Employees	73%			58%	1626	93%	Valid %	6%	10%	12%	35%	38%		
(race, ethnicity, national origin,								Weighted #	92	155	196	569	614	56	68
gender, religion, disability, sexual orientation, and/or age). **	All Trust Employees	85%			77%	613	95%	Valid %	3%	5%	7%	34%	51%		
								Weighted #	19	32	43	210	310	9	26
	All Smithsonian	71%			54%	187	84%	Valid %	6%	10%	12%	41%	29%		
	Enterprise Employees						ļ	Weighted #	12	20	23	77	55	14	23
	All STRI Panama	71%			51%	139	77%	Valid %	8%	12%	10%	38%	32%		
	Employees							Weighted #	11	16	14	53	45	14	27

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