

| National Science Foundation 2024 FEVS AES Report | | Agency Information | |
|---|----------------------|--------------------|--|
| Field Period | May 20 - Jul 5, 2024 | | |
| Sample or Census | Census | | |
| Number of Surveys Completed | 978 | | |
| Number of Surveys Administered | 1413 | | |
| Response Rate | 69.2% | | |
| Number of items identified as Strengths (65% positive or higher) | 69 | | |
| Number of items identified as Challenges (35% negative or higher) | 2 | | |
| 2024 Engagement Index | 72.9% | | |
| Leaders Lead Subindex | 56.1% | | |
| Supervisors Subindex | 83.9% | | |
| Intrinsic Work Experience Subindex | 78.7% | | |

Note: Number of items identified as strengths and challenges are based on items 1-90, excluding item 16.

A "-nr" indicates that there were no responses to the item.

| Category | Prescribed Survey Questions | Results | # of Respondents | Index/ Performance Dimension | Strongly Agree/ Always/ Very Good/ Very Satisfied | Agree/ Most of the time/ Good/ Satisfied | Neither Agree nor Disagree/ Sometimes/ Fair/ Neither Satisfied nor Dissatisfied | Disagree/ Rarely/ Poor/ Dissatisfied | Strongly Disagree/ Never/ Very Poor/ Very Dissatisfied | Do Not Know/ No Basis to Judge/ There have been no recent hires in my work unit /I do not have any accessibility needs |
|---|--|---------|------------------|---------------------------------------|--|---|--|---|---|---|
| Leadership and Management Practices that Contribute to Agency Performance | Q19: My work unit has the job-relevant skills necessary to accomplish organizational goals. | 85% | 973 | Foundations: Performance Resources | 452 | 381 | 81 | 45 | 14 | 4 |
| | Q59: Managers communicate the goals of the organization. | 62% | 952 | Employee Engagement: Leaders Lead | 241 | 347 | 156 | 114 | 94 | 4 |
| | Q47: I believe the results of this survey will be used to make my agency a better place to work. | 54% | 929 | Other | 256 | 243 | 181 | 137 | 112 | 33 |

| Category | Prescribed Survey Questions | Results | # of Respondents | Index/ Performance Dimension | Strongly Agree/ Always/ Very Good/ Very Satisfied | Agree/ Most of the time/ Good/ Satisfied | Neither Agree nor Disagree/ Sometimes/ Fair/ Neither Satisfied nor Dissatisfied | Disagree/ Rarely/ Poor/ Dissatisfied | Strongly Disagree/ Never/ Very Poor/ Very Dissatisfied | Do Not Know/ No Basis to Judge/ There have been no recent hires in my work unit / I do not have any accessibility needs |
|--|---|---------|------------------|------------------------------------|---|--|---|--------------------------------------|--|---|
| Employee Satisfaction with Leadership Policies and Practices | Q67: How satisfied are you with your involvement in decisions that affect your work? | 53% | 953 | Employee Focused- Employee Voice | 199 | 307 | 191 | 161 | 95 | N/A |
| | Q68: How satisfied are you with the information you receive from management on what is going on in your organization? | 53% | 951 | Foundations: Communication | 198 | 305 | 182 | 168 | 98 | N/A |
| | Q72: Considering everything, how satisfied are you with your organization? | 65% | 951 | Global Satisfaction | 268 | 350 | 158 | 105 | 70 | N/A |
| Work Environment | Q15: The people I work with cooperate to get the job done. | 86% | 977 | Foundations: Cooperation | 539 | 332 | 57 | 35 | 14 | N/A |
| | Q5: My workload is reasonable. | 51% | 971 | Employee Focused-Work-Life Support | 191 | 308 | 160 | 180 | 132 | N/A |
| | Q70: Considering everything, how satisfied are you with your job? | 70% | 951 | Global Satisfaction | 309 | 355 | 144 | 96 | 47 | N/A |
| | Q8: I can disclose a suspected violation of any law, rule or regulation without fear of reprisal. | 76% | 931 | Foundations: Merit Principles | 408 | 308 | 114 | 54 | 47 | 44 |

| Category | Prescribed Survey Questions | Results | # of Respondents | Index/ Performance Dimension | Strongly Agree/ Always/ Very Good/ Very Satisfied | Agree/ Most of the time/ Good/ Satisfied | Neither Agree nor Disagree/ Sometimes/ Fair/ Neither Satisfied nor Dissatisfied | Disagree/ Rarely/ Poor/ Dissatisfied | Strongly Disagree/ Never/ Very Poor/ Very Dissatisfied | Do Not Know/ No Basis to Judge/ There have been no recent hires in my work unit /I do not have any accessibility needs |
|---|---|---------|------------------|--|---|--|---|--------------------------------------|--|--|
| Rewards and Recognition | Q17: In my work unit, differences in performance are recognized in a meaningful way | 53% | 829 | Goal-Oriented: Recognition | 150 | 292 | 202 | 112 | 73 | 145 |
| | Q69: How satisfied are you with the recognition you receive for doing a good job? | 64% | 951 | Goal-Oriented Recognition | 291 | 324 | 169 | 102 | 65 | N/A |
| Opportunities for Professional Development and Growth | Q1: I am given a real opportunity to improve my skills in my organization | 79% | 976 | Employee Focused Employee Development | 403 | 367 | 110 | 67 | 29 | N/A |
| | Q6: My talents are used well in the workplace. | 69% | 967 | Employee Engagement: Intrinsic Work Experience | 287 | 379 | 117 | 132 | 52 | N/A |
| Opportunity to Contribute to Achieving Organizational Mission | Q7: I know how my work relates to the agency's goals | 88% | 971 | Employee Engagement: Intrinsic Work Experience | 470 | 381 | 57 | 39 | 24 | N/A |
| | Q46: I recommend my organization as a good place to work. | 72% | 963 | Global Satisfaction | 366 | 331 | 137 | 84 | 45 | N/A |