

Attachment 2
Instrument: Survey of Former Employees

ORC Macro, an independent research firm, is conducting this survey on behalf of NIH. ORC Macro will hold your responses confidential and will not provide your identities or your individual responses to NIH. Results will be provided only in aggregate with other employees who have left NIH.

The information we collect in this study is in accordance with the clearance requirements of the Paperwork Reduction Act of 1995. We may not conduct or sponsor, and you are not required to respond to, a collection of information unless it displays a valid control number from the Office of Management and Budget in the Federal Government. We estimate that it will take you approximately 10 minutes to complete the survey, including the time for reviewing instructions, and completing and reviewing the collection of information. Send comments regarding this burden estimate or any other aspect of this collection of information, including suggestions for reducing this burden to: NIH, Project Clearance Branch, 6705 Rockledge Drive, MSC 7974, Bethesda, MD 20892-7974, ATTN: PRA (0925-xxxx)

1. Which best describes why you left NIH?

- O₁ My term ended and was not renewed by NIH
 O₂ My term ended and was renewed by NIH, but I chose to leave NIH anyway
 O₃ I retired [skip to Question 3]
 O₄ I voluntarily left NIH for another job in academia
 O₅ I voluntarily left NIH for another job in the Federal Government
 O₆ I voluntarily left NIH for another job outside academia and the Federal Government
 O₇ I left NIH for personal or family reasons
 O₉ Other [please specify]

2. The following factors may have had some influence on your decision to leave your position with the NIH. For each one, please indicate whether it greatly influenced your decision, moderately influenced your decision, slightly influenced your decision, or did not have any influence on your decision.

- | | Greatly | Moderately | Slightly | No Influence |
|---|----------------|----------------|----------------|-------------------------------|
| a. A better professional opportunity | O ₁ | O ₂ | O ₃ | O ₄ |
| b. A higher salary in another position | O ₁ | O ₂ | O ₃ | O ₄ |
| c. More favorable benefits in another position | | O ₁ | O ₂ | O ₃ O ₄ |
| d. Greater intellectual freedom in another position | | O ₁ | O ₂ | O ₃ O ₄ |
| e. Insufficient NIH resources | O ₁ | O ₂ | O ₃ | O ₄ |
| f. The new conflict of interest or ethics rules | | O ₁ | O ₂ | O ₃ O ₄ |
| g. A change in IC or lab/branch leadership | | O ₁ | O ₂ | O ₃ O ₄ |
| h. A change in research mission or focus | | O ₁ | O ₂ | O ₃ O ₄ |
| i. Administrative or bureaucratic hassles | | O ₁ | O ₂ | O ₃ O ₄ |
| j. Not receiving tenure | O ₁ | O ₂ | O ₃ | O ₄ |
| k. Relocation of a spouse or partner | O ₁ | O ₂ | O ₃ | O ₄ |
| l. Access to child/family care | O ₁ | O ₂ | O ₃ | O ₄ |
| m. An illness or health concern | O ₁ | O ₂ | O ₃ | O ₄ |

[NEW ETHICS RULES]

Next we would like to ask you a series of questions about the new ethics rules. As you most likely know, changes to the ethics rules (also called the Conflict of Interest rules) applicable to NIH employees were first proposed in February of 2005. After comments were submitted and considered, the rules were further amended and made final in August of 2005.

For this survey, please base your responses on the Final Rule, which includes the revisions published on August 25, 2005.

IF YOU RETIRED FROM NIH**3. How much did NIH's new ethics rules influence your decision to retire at the time you did?**

- O₁ Great influence

- O₂ Moderate influence
- O₃ Slight influence
- O₄ No influence

4. Please explain.**IF THE ETHICS RULES INFLUENCED YOUR DECISION TO LEAVE****5. What aspect of the ethics rules had the most influence on your decision to leave NIH?**

- O₁ Restrictions on outside activities
- O₂ Restrictions on the financial holdings of staff
- O₃ Restrictions on the types of gifts you could accept that are associated with awards

6. Please describe the impact, if any, that the new ethics rules would have had on your job, career, or financial planning.**7. Prior to any of the new ethics rules being announced (i.e., before February 2005), did you believe there was a need for NIH to address the rules governing conflicts of interest?**

- O₁ Yes
- O₂ No

8. Which best describes your views about the changes to the ethics rules? Looking back to the previous rules that existed before any of the new rules were announced...

- O I think NIH needed to strengthen the ethics rules to address conflicts of interest
- O I think NIH should have kept the rules they had, but should have enforced the rules better
- O There was no change needed, the rules and enforcement were fine
- O I have little or no knowledge of the previous rules

ABOUT YOU

Now, we would like to ask you to provide some information about yourself so that we can analyze the data from subgroups of employees. Again, ORC

Macro emphasizes we will hold your identity and responses confidential. Results will be provided to NIH only in aggregate—we will not provide any individual responses or identifying information.

9. What month did you leave NIH?

- | | |
|---|--------------------------------------|
| <input type="radio"/> December 2004 or before | <input type="radio"/> December 2005 |
| <input type="radio"/> January 2005 | <input type="radio"/> January 2006 |
| <input type="radio"/> January 2005 | <input type="radio"/> February 2006 |
| <input type="radio"/> February 2005 | <input type="radio"/> March 2006 |
| <input type="radio"/> March 2005 | <input type="radio"/> April 2006 |
| <input type="radio"/> April 2005 | <input type="radio"/> May 2006 |
| <input type="radio"/> May 2005 | <input type="radio"/> June 2006 |
| <input type="radio"/> June 2005 | <input type="radio"/> July 2006 |
| <input type="radio"/> July 2005 | <input type="radio"/> August 2006 |
| <input type="radio"/> August 2005 | <input type="radio"/> September 2006 |
| <input type="radio"/> September 2005 | <input type="radio"/> October 2006 |
| <input type="radio"/> October 2005 | <input type="radio"/> November 2006 |
| <input type="radio"/> November 2005 | <input type="radio"/> December 2006 |

10. How old are you?

- 30 or younger
- 31-40
- 41-50
- 51-60
- 61 or older

11. How long had you worked for NIH?

- Less than 1 year
- 1-5 years
- 6-10 years
- 11-20 years
- 21-30 years
- 31 years or more

12. Which best describes your pay plan when you left NIH?

- GS 1-8
- GS 9-12
- GS 13-14
- GS 15 or SES
- WG 1-4
- WG 5-8

- WG 9+
- Commissioned Corps
- Administratively Determined (AD- Title 42)