

# Physical Management Laboratory Diversity Team Survey

## WELCOME

This Survey is issued to all the employees (federal employees) and Affiliates (non- federal employees – i.e. contractors, students, ...) of Physical Measurements Laboratory (PML) through the PML Diversity Team (PML DT). The PML DT intends to gain insights about the concerns and interests that PML Staff and Affiliates have (hereafter referred to as “staff”) on issues surrounding diversity policies and programs within PML. The staff’s replies gathered from this survey instrument will be used to help improve diversity awareness amongst individual staff, as well as to assist in increasing diversity hiring and retention. As an employee of PML, we are interested in your thoughts and opinions regarding your project team communication, PML diversity policies and your general job satisfaction.

The survey should take approximately 10 minutes at most. It will be taken off line within 2 weeks to be analyzed. The results will be summarized and a report will be made available to all staff.

THIS SURVEY IS COMPLETELY ANONYMOUS and CONFIDENTIAL. Please feel free to be as open and candid as possible.

Thank you in advance for your time and input. We greatly appreciate your participation.

Physical Measurements Laboratory Diversity Team  
Employee Satisfaction and Information Survey  
OMB Control # 0693-0031 (expires 02/29/2012)

NOTE: This questionnaire contains collection of information requirements subject to the Paperwork Reduction Act (PRA). Notwithstanding any other provisions of the law, no person is required to respond to, nor shall any person be subject to penalty for failure to comply with, a collection of information subject to the requirements of the PRA, unless that collection of information displays a currently valid OMB Control Number. The estimated response time for this questionnaire is 10 minutes. The response time includes the time for reviewing instructions, searching existing data sources, gathering and maintaining the data needed, and completing and reviewing the collection of information.

Send comments regarding this estimate or any other aspects of this collection of information, including suggestions for reducing the length of this questionnaire, to the NIST PML DT care of:

Leila Vale  
Leila.vale@NIST.GOV  
303-497-5121

# Physical Management Laboratory Diversity Team Survey

## DEMOGRAPHICS

### 1. Which of the following PML Divisions do you work in?

- PML Laboratory Office, 680
- Semiconductor & Dimensional Metrology Division, 683
- Quantum Measurement Division, 684
- Sensor Science Division, 685
- Radiation and Biomolecular Physics Division, 682
- Quantum Electronics and Photonics Division, 686
- Electromagnetics Division, 687
- Time and Frequency Division, 688
- Quantum Physics Division, 689

### 2. Which of the following best describes your current position within PML?

- Supervisor (Laboratory Management, Division Chief, Group Leader, Project Leader)
- Administrative/Support
- Scientist/Researcher/Technical

### 3. What is the highest level of education you have completed?

- Less than high school
- High school diploma
- Associate's degree
- Bachelor's degree
- Master's degree
- Doctoral degree
- Specialist degree

Other (please specify)

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## 4. How long have you worked for NIST?

- Less than six months
- Six months to 1 year
- 1-2 years
- 3-5 years
- 6-10 years
- 11-15 years
- 16-20 years
- More than 20 years

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## DEMOGRAPHICS

### 5. What is your gender?

- Male
- Female

### 6. What is your ethnicity?

- Hispanic or Latino
- Not Hispanic or Latino

### 7. What is your race? Please select one or more.

- American Indian or Alaskan Native.
- Asian
- Black or African American
- Native Hawaiian or Other Pacific Islander
- White

### 8. Which age group do you fall within?

- Less than 20
- 20-29
- 30-39
- 40-49
- 50-59
- Over 60

### 9. Which of the following best describes your employment status?

- Full-time permanent
- Full-time temporary
- Affiliate/contractor/associate/guest researcher

Other (please specify)

# Physical Management Laboratory Diversity Team Survey

## DEMOGRAPHICS

**10. If you are a NIST employee, what is your career path?**

- ZT
- ZP/ST
- ZS
- ZA





# Physical Management Laboratory Diversity Team Survey

## EMPLOYEE EXPERIENCES

**13. Have you experienced or witnessed discrimination or harassment in the workplace based upon any of the following? Please check all that apply.**

- Race/ethnicity
- Gender
- Age
- Sexual orientation
- Religious beliefs
- Disability
- None of the above

Other (please specify)

**14. Please tell us about any instances of discrimination in the workplace that you have encountered while working at NIST.**

**15. Have you ever been made to feel inferior by someone in the workplace due to your:**

- Education level
- Job position
- Affiliate employee status
- Race/ethnicity
- Gender
- Age
- Disability
- Sexual orientation
- None of the above

Other (please specify)

## Physical Management Laboratory Diversity Team Survey

**16. In the past 10 years, have you ever worked at NIST as an affiliate/contractor/guest researcher?**

Yes

No

# Physical Management Laboratory Diversity Team Survey

## AFFILIATE EXPERIENCES

**17. Do you ever feel treated differently from NIST employees because of your affiliate/contractor/guest researcher status?**

- Frequently
- Occasionally
- Seldom
- Never

**18. Please let us know the reasons you feel treated differently from NIST employees, and how this treatment has affected your job performance.**

# Physical Management Laboratory Diversity Team Survey

## ORGANIZATION COMMUNICATION

**19. Please indicate the extent to which you agree or disagree with the following statements.**

	Strongly Agree	Agree Somewhat	Neither Agree Nor Disagree	Disagree Somewhat	Disagree Strongly	Don't Know
I have enough information from my Advisor/Supervisor to perform my job effectively.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I would like my Advisor/Supervisor to talk with me more frequently about my career goals and job satisfaction.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I feel well informed by PML Management regarding the health of the organization.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Advisors/Supervisors communicate frequently with staff regarding project status and issues.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
There is good communication between the PML Boulder and Gaithersburg campuses.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I am aware of how my project team's goals fit into the overall organization.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I have a good understanding of what each of the different divisions do within PML.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I have a good understanding of the future direction of PML.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

**20. Please tell us about any additional information or communication you would like to receive from PML.**

# Physical Management Laboratory Diversity Team Survey

## DIVERSITY COMMUNICATION

**21. Please indicate the extent to which you agree or disagree with the following statements.**

	Strongly Agree	Agree Somewhat	Neither Agree Nor Disagree	Disagree Somewhat	Disagree Strongly	Don't Know
I know who I can go to if I experience discrimination or harassment in the workplace.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I feel comfortable discussing workplace/diversity issues with my Advisor/Supervisor.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I feel staff members that have an education level higher than mine respect my opinion.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

**22. What do you think could be done to improve communication or diversity issues within PML?**

# Physical Management Laboratory Diversity Team Survey

## DIVERSITY TEAM

### 23. Are you aware that there is a PML Diversity Team?

- Yes
- No

### 24. Please indicate which of the following services you believe are provided by the PML Diversity Team. Please select all that apply.

- Diversity training
- Annual Diversity Day event
- Diversity book and video library
- Employee advocacy
- Liaison between staff and management
- Staff diversity issue support
- None of the above
- Don't know

Other (please specify)

### 25. Do you feel that the diversity training or events you attended during the past three years were worthwhile?

- Mostly worthwhile
- Somewhat worthwhile
- Not worthwhile
- Did not attend

## Physical Management Laboratory Diversity Team Survey

**26. Please let us know which diversity training topics you think would benefit PML staff.**

**Please select all that apply.**

- Conflict resolution
- Respect in the workplace
- Interpersonal cooperation
- Workplace harassment training
- Workplace gender training
- Generational training
- Disability awareness
- Intercultural communication
- None of the above

Other (please specify)

# Physical Management Laboratory Diversity Team Survey

## THANK YOU

Thank you for taking the time to complete this survey. We greatly appreciate your feedback and will notify you when the results are available for your review.

If you have any questions, please feel free to call Leila Vale, PML Diversity Team, at (303) 497-5121.