

# Employee Survey on the NIST Scientific Integrity and Responsible Conduct of Research Programs



We would appreciate your time in completing this survey on NIST's Scientific Integrity and Research Programs.

NIST has separate directives in support of the Scientific Integrity Policy (NIST P 5100, first issued in 2011) and Responsible Conduct of Research (NIST P 5200, first issued in 2014). The purpose of this survey is to assess NIST staff's understanding of both sets of policies. The results of this survey will be shared with NIST leadership and will be used to inform the programs.

No identifying information about you will be collected. Survey data will be summarized, and aggregated results will be included in presentations and publications which may be shared with NIST management, staff and the public. The raw, individual data will be accessed only by the team administering this survey, which is led by Anne Andrews.

The survey is completely voluntary. If you have any questions, please contact Anne Andrews, PhD, Director, Research Protections Office, and also NIST Scientific Integrity Officer and NIST Research Conduct Officer. [anne.andrews@nist.gov](mailto:anne.andrews@nist.gov) or 301.975.5445

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A Federal agency may not conduct or sponsor, and a person is not required to respond to, nor shall a person be subject to a penalty for failure to comply with an information collection subject to the requirements of the Paperwork Reduction Act of 1995 unless the information collection has a currently valid OMB Control Number. The approved OMB Control Number for this information collection is 0693-0033. Without this approval, we could not conduct this survey/information collection. Public reporting for this information collection is estimated to be approximately 15 minutes per response, including the time for reviewing instructions, searching existing data sources, gathering and maintaining the data needed, and completing and reviewing the information collection. All responses to this information collection are voluntary. Send comments regarding this burden estimate or any other aspect of this information collection, including suggestions for reducing this burden to the NIST at: 100 Bureau Drive, Gaithersburg, MD 20899, ATTN: Anne Andrews.

Which statement below best describes your current role at NIST? (Check all that apply) \*

- Conduct science through original research or analysis of existing data
- Utilize scientific data or conclusions to inform NIST actions or decisions, or develop policies, guidance or r...
- Communicate science through any type of media
- Manage science, scientists or technical activities involving personnel performing these tasks
- Other position not directly involved with scientific activities (e.g., plant, facilities, etc.)



# Knowledge of Scientific Integrity Policy



It is NIST Policy to promote scientific integrity by creating a culture of personal and organizational responsibility where the practice and management of scientific research and of its products are free from personal, political or social allegiances, beliefs or interests that are not essential to the practice of science.

How familiar are you with NIST's Scientific Integrity Policy?

- I am aware there is a policy, but have not read it
- I am aware there is a policy, and I have read it
- I was not aware there is a policy until I saw this survey



How did you learn about the Scientific Integrity Policy?

- Online training module
- NIST website
- My supervisor
- Scientific Integrity Officer/Research Conduct Officer
- This survey
- Other...

Do you know how to report instances or allegations about scientific integrity?

- Yes
- No

To whom would you feel comfortable reporting instances or allegations about scientific integrity?

- Supervisor
- Union
- Office of Inspector General (OIG)
- Scientific Integrity Officer/Research Conduct Officer
- Office of Chief Counsel
- Other...



# Knowledge of Research Conduct Policy



It is NIST Policy to strive for and promote excellence and rigor in its research activities. Research misconduct is defined as the fabrication, falsification, or plagiarism in proposing, performing, or reviewing research, or in reporting research results. It does not include honest error or differences of opinion.

How familiar are you with NIST's Research Conduct Policy?

- I am aware there is a policy, but have not read it
- I am aware there is a policy, and I have read it
- I was not aware there is a policy until I saw this survey

How did you learn about the Research Conduct Policy?

- Online training module
- NIST website
- My supervisor
- Scientific Integrity Officer/Research Conduct Officer
- This survey
- Other...

Do you know how to report instances or allegations of research misconduct?

- Yes
- No

To whom would you feel comfortable reporting instances or allegations of research misconduct?

- Supervisor
- Union
- Office of Inspector General (OIG)
- Scientific Integrity Officer/Research Conduct Officer
- Office of Chief Counsel
- Other...





## Beliefs about culture of scientific integrity and ethical conduct of research



Please indicate to what extent you agree or disagree with the following statements.



The work of NIST is informed by robust science

- Strongly agree
- Agree
- Neutral
- Disagree
- Strongly Disagree
- No basis to judge or don't know

Scientific findings are generated, reviewed, and shared in a timely manner

- Strongly agree
- Agree
- Neutral
- Disagree
- Strongly Disagree
- No basis to judge or don't know



The public appreciates and understands NIST's work

- Strongly agree
- Agree
- Neutral
- Disagree
- Strongly Disagree
- No basis to judge or don't know

Scientists are able to do their best work knowing they are protected from intimidation or coercion to alter scientific data or findings

- Strongly agree
- Agree
- Neutral
- Disagree
- Strongly Disagree
- No basis to judge or don't know



# Beliefs about culture of scientific integrity at NIST

Please indicate to what extent you agree or disagree with the following statements

In my official capacity at NIST, I can openly express my scientific opinions about NIST's scientific work without fear of retaliation

- Strongly agree
- Agree
- Neutral
- Disagree
- Strongly Disagree
- No basis to judge or don't know

In my personal capacity, I can freely express my scientific views provided I specify that I am not speaking on behalf of, or as a representative of, the agency

- Strongly agree
- Agree
- Neutral
- Disagree
- Strongly Disagree
- No basis to judge or don't know

My management chain consistently stands behind scientific staff who put forth scientifically defensible positions that may be controversial

- Strongly agree
- Agree
- Neutral
- Disagree
- Strongly Disagree
- No basis to judge or don't know

I have the right to review, correct and approve the scientific content of a NIST document, before public dissemination, that significantly relies on my scientific research, identifies me as an author, or represents my scientific opinion

- Strongly agree
- Agree
- Neutral
- Disagree
- Strongly Disagree
- No basis to judge or don't know

The scientific or technical products to which I contribute are released to the public in a timely fashion

- Strongly agree
- Agree
- Neutral
- Disagree
- Strongly Disagree
- No basis to judge or don't know

NIST policies regarding speaking to the news media support accurate representation of my scientific research to the general public

- Strongly agree
- Agree
- Neutral
- Disagree
- Strongly Disagree
- No basis to judge or don't know



# Beliefs about release of scientific information to the public



Please indicate to what extent you agree or disagree with the following statements

The Editorial Review Board process is consistent

- Strongly agree
- Agree
- Neutral
- Disagree
- Strongly Disagree
- No basis to judge or don't know



The clearance procedure for scientific papers is transparent

- Strongly agree
- Agree
- Neutral
- Disagree
- Strongly Disagree
- No basis to judge or don't know

I can accurately predict the amount of time it will take to clear a scientific paper

- Strongly agree
- Agree
- Neutral
- Disagree
- Strongly Disagree
- No basis to judge or don't know

The process in my office for deciding who can attend and participate in meetings sponsored by scientific or professional societies is transparent

- Strongly agree
- Agree
- Neutral
- Disagree
- Strongly Disagree
- No basis to judge or don't know

I am provided with the appropriate time and encouragement to keep up with advances in my profession, including attending conferences and participation in scientific or professional societies

- Strongly agree
- Agree
- Neutral
- Disagree
- Strongly Disagree
- No basis to judge or don't know

If you have had training on how to communicate scientific topics to the media, please indicate where you received that training (select all that apply):

- Through training at NIST
- Through training at another federal organization
- Through a professional society
- Through an academic institution
- Communicating scientific topics to the media is not something my job requires me to do
- Other training elsewhere
- I have not received training



# Comments



Please use this section to provide any comments or thoughts. However, please do not provide any sensitive information such as personally identifiable information or allegations. Please contact Anne Andrews, [anne.andrews@nist.gov](mailto:anne.andrews@nist.gov), to discuss anything sensitive or potential allegations.

Do you have any additional comments about NIST's Scientific Integrity Policy that you would like to include?

Long answer text

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Do you have any additional comments about NIST's Research Conduct Policy that you would like to include?

Long answer text

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# Demographic Information



Description (optional)

What is your employment status?

- Federal employee
- NIST Associate
- Contractor
- Other...

What is your career path?

- ZP
- ZS
- ZT
- ZA
- ST/SES/SEL
- Other...

What is your band?

- I
- II
- III
- IV
- V
- Other...

How many years have you worked at NIST in any capacity? This can include positions such as student, contractor, Associate or Federal employee.

- <1 year
- 1-5 years
- 6-10 years
- 11-15 years
- 16-20 years
- >20 years

What is your highest level of education?

- High school
- Bachelor's
- Master's
- JD
- PhD
- Other...



Are you a supervisor?

Yes

No

After section 8 Continue to next section





# Thank you



Thank you for your time completing this survey. Summary results of this survey will be shared with NIST leadership and posted to the NIST webpage.