

Manager/Supervisor Questions (14-19)

The Manager/Supervisor Experiences and Perceptions section was comprised of newly developed items and are only addressed to those holding a supervisory, 1st line, 2nd line, or senior leadership position. Questions were asked that allowed managers to list the additional resources needed to effectively respond to concerns, understand the role of management with respect to upholding scientific integrity, share experiences related to obstruction and having staff report misconduct allegations. Further, managers were asked about their participation in management training and its utility.

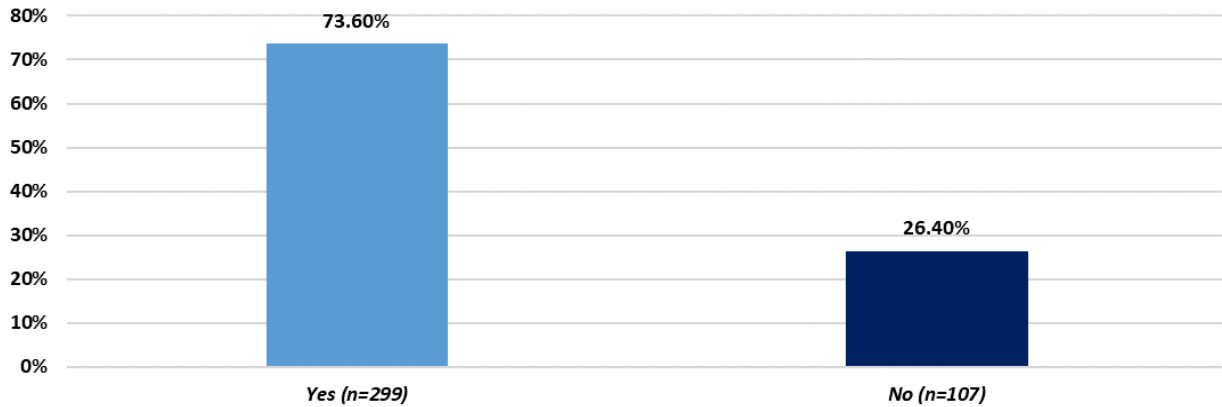
The questions in this section were only presented to those who did not select “No” for Question 13, *Are you a supervisor/manager at EPA?* Throughout this section, additional skip logic and were implemented for certain questions to allow participants to skip parts that were irrelevant and focus on areas that were applicable. These questions have a total number of respondents less than the total number who identified as a supervisor/manager (< 406). The table below outlines the questions that were impacted by the survey’s additional skip logic:

Question	Skip logic applied
Question 15: <i>Did the management training help you feel more equipped to address scientific integrity issues as a supervisor/manager of scientific activities at EPA?</i>	Participants who did not select “No” for Question 14, <i>Have you ever participated in any type of management training on scientific integrity at EPA?</i>
Question 17: <i>Currently, as a supervisor, what additional resources do you need most to effectively respond to scientific integrity concerns? Please choose your top 2.</i>	Participants who selected “Yes” for Question 16, <i>Over the past two calendar years (2019-2020), did anyone from your staff report a scientific integrity concern to you?</i>

14. Have you ever participated in any type of management training on scientific integrity at EPA? *n* %

<i>Total</i>		406	
Yes		299	73.6
No		107	26.4

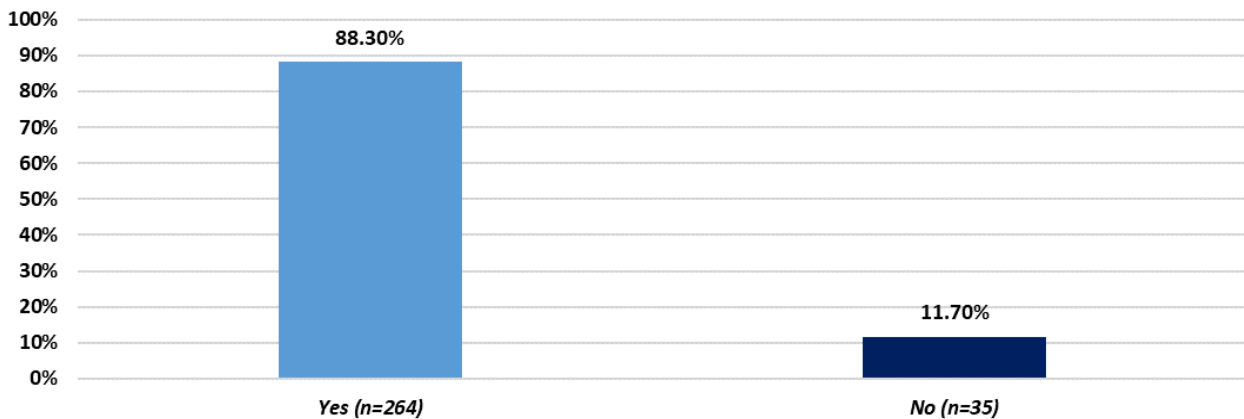
*Have you ever participated in any type of management training on scientific integrity at EPA?
(n=406)*



15. Did the management training help you feel more equipped to address scientific integrity issues as a supervisor/manager of scientific activities at EPA? *n* %

<i>Total</i>		299	
Yes		264	88.3
No		35	11.7

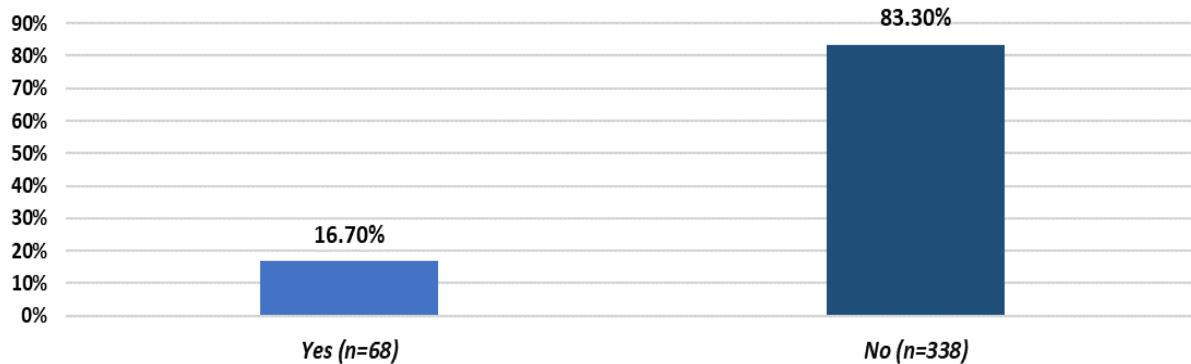
Did the management training help you feel more equipped to address scientific integrity issues as a supervisor/manager of scientific activities at EPA? (n=299)



16. Over the past 2 calendar years (2019-2020), did anyone from your staff report a scientific integrity concern to you? *n* %

<i>Total</i>		406	
Yes	68		16.7
No	338		83.3

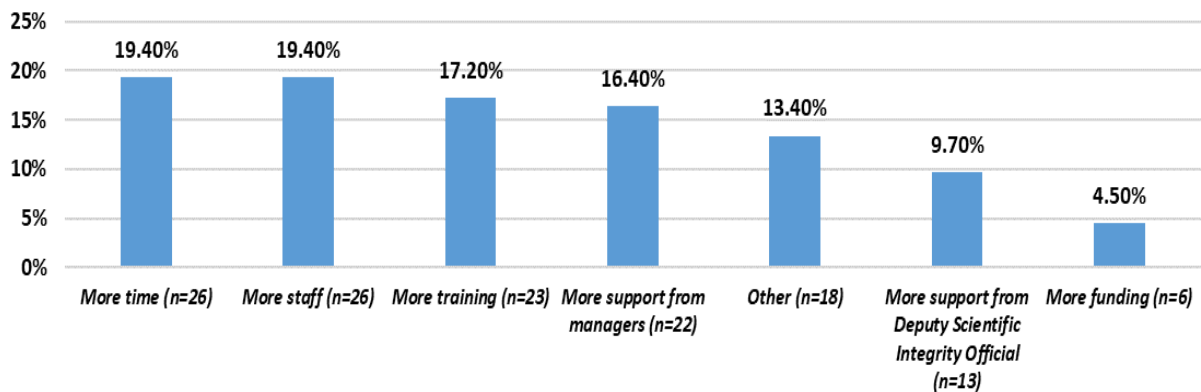
Did anyone from your staff report a scientific integrity concern to you? (n=406)



17. Currently, as a supervisor/manager, what additional resources do you most need to effectively respond to scientific integrity concerns? Please choose your top 2. *n* %

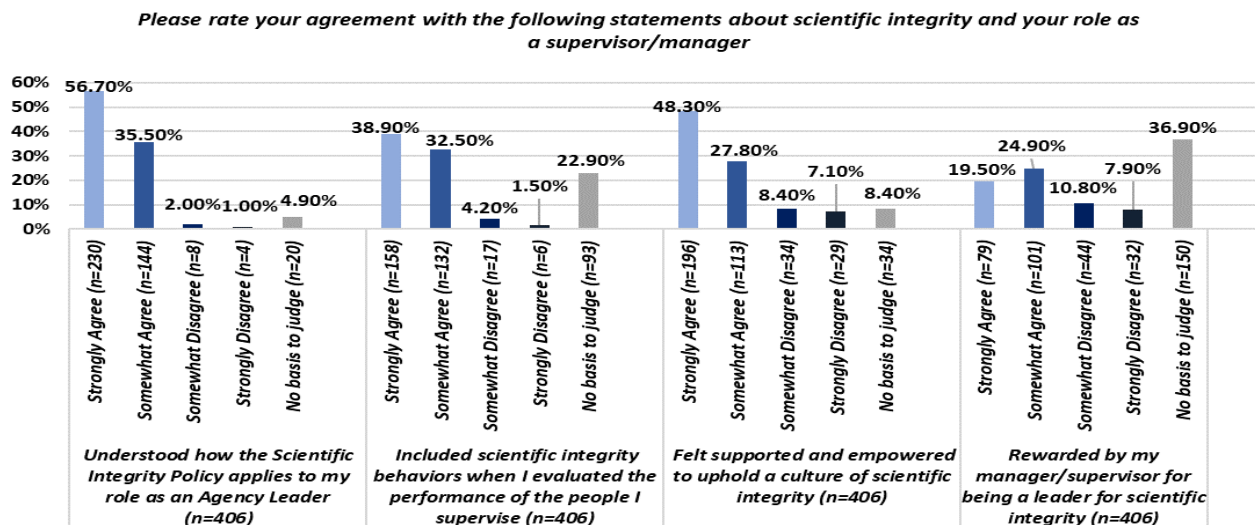
<i>Total</i>		134	
More time	26		19.4
More staff	26		19.4
More training	23		17.2
More support from my managers	22		16.4
Other, please specify	18		13.4
More support from my Deputy Scientific Integrity Official	13		9.7
More funding	6		4.5

What additional resources do you most need to effectively respond to scientific integrity concerns? (n=134)



18. Thinking of your experience over the past 2 calendar years (2019-2020), please rate your agreement with the following statements about scientific integrity and your role as a supervisor/manager n %

<i>As a supervisor/manager, I understood how the Scientific Integrity Policy applies to my role</i>	406	
Strongly agree	230	56.7
Somewhat agree	144	35.5
Somewhat disagree	8	2.0
Strongly disagree	4	1.0
Not applicable/No basis to judge	20	4.9
<i>As a supervisor/manager, I included scientific integrity behaviors when I evaluated the performance of the people I supervise</i>	406	
Strongly agree	158	38.9
Somewhat agree	132	32.5
Somewhat disagree	17	4.2
Strongly disagree	6	1.5
Not applicable/No basis to judge	93	22.9
<i>As a supervisor/manager, I felt supported and empowered to uphold a culture of scientific integrity</i>	406	
Strongly agree	196	48.3
Somewhat agree	113	27.8
Somewhat disagree	34	8.4
Strongly disagree	29	7.1
Not applicable/No basis to judge	34	8.4
<i>I was rewarded by my manager/supervisor for upholding a culture of scientific integrity</i>	406	
Strongly agree	79	19.5
Somewhat agree	101	24.9
Somewhat disagree	44	10.8
Strongly disagree	32	7.9
Not applicable/No basis to judge	150	36.9



19. If you have additional comments about your experiences as a supervisor/manager upholding scientific integrity, or suggestions for how you as a supervisor/manager could be better supported in your efforts, please share them below.

Answers to open-ended questions are being separately analyzed and these results will be made available when this analysis is complete.