





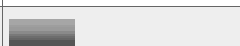



	worse 1		same 3		better 5		Total
a. Management skills	0% (1)	1% (2)	<b>32% (91)</b>	28% (79)	14% (40)	24% (67)	<b>280</b>
b. Understanding of the political environment	0% (1)	2% (5)	17% (48)	<b>32% (88)</b>	26% (73)	22% (62)	<b>277</b>
c. Quantitative ability	0% (0)	3% (8)	<b>27% (74)</b>	25% (70)	21% (59)	24% (66)	<b>277</b>
d. Leadership potential	0% (0)	1% (4)	29% (79)	<b>31% (86)</b>	16% (44)	23% (63)	<b>276</b>
e. General performance	0% (1)	1% (3)	24% (66)	<b>35% (96)</b>	18% (49)	22% (62)	<b>277</b>
<b>Total Respondents</b>							<b>280</b>
(skipped this question)							<b>114</b>

6. What is your perception of the value of the following degrees to your organization (e.g. your agency such as FDA in HHS)?

	Not valuable 1	2	3	4	Extremely valuable 5	UNSURE	Response Total
a. Juris doctorate (J.D./Law)	8% (33)	11% (45)	23% (89)	<b>27% (107)</b>	27% (106)	3% (12)	<b>392</b>
b. Master in Public Administration or Public Affairs (MPA)/Master in Public Policy (MPP)	2% (9)	9% (34)	19% (74)	<b>38% (150)</b>	24% (94)	8% (30)	<b>391</b>
c. Master in Business Administration (MBA)	1% (5)	9% (35)	25% (98)	<b>38% (148)</b>	24% (95)	3% (12)	<b>393</b>
d. Master in Social Work (MSW)	<b>32% (125)</b>	29% (113)	19% (73)	8% (32)	8% (32)	3% (13)	<b>388</b>
e. Master in Public Health (MPH)	<b>31% (121)</b>	28% (107)	16% (63)	12% (47)	10% (40)	3% (11)	<b>389</b>
f. Master in International Relations	23% (89)	24% (92)	<b>24% (93)</b>	17% (68)	7% (28)	5% (19)	<b>389</b>
g. Master in Economics	11% (42)	21% (80)	<b>28% (110)</b>	22% (87)	15% (58)	3% (11)	<b>388</b>
<b>Total Respondents</b>							<b>393</b>
(skipped this question)							<b>1</b>

7. When compared to another job candidate who has an undergraduate degree only, how would having an MPA/MPP increase the likelihood of the MPA/MPP candidate being hired by your organization?

		Response Percent	Response Total
No effect at all on their candidacy		4.9%	19
1		6.6%	26
2		17.4%	68
3		<b>32.2%</b>	<b>126</b>
4		29.9%	117
Would significantly boost their candidacy		9%	35
5			
UNSURE			
<b>Total Respondents</b>			<b>391</b>

8. When compared to another job candidate who has a master's degree in another area (Master in Economics, etc), how would having an MPA/MPP increase the likelihood of the MPA/MPP candidate being hired by your organization?

		Response Percent	Response Total
No effect at all on their candidacy		13.7%	54
1		13.7%	54
2		23.7%	93
3		28.8%	113
4		9.4%	37
Would significantly boost their candidacy		10.7%	42
5			
UNSURE		10.7%	42
<b>Total Respondents</b>			<b>393</b>
(skipped this question)			2

9. When compared to another job candidate who has an undergraduate degree only, by how much would having an MPA/MPP increase the salary for someone hired by your organization?

		Response Percent	Response Total
0%		12.9%	50
10%		21.6%	84
20%		15.7%	61
30%		8.5%	33
40%		4.6%	18
UNSURE		36.8%	143
<b>Total Respondents</b>			<b>389</b>
(skipped this question)			6

10. When compared to another job candidate who has a master degree in another area (Master in Economics, etc), by how much would having an MPA/MPP increase the salary for someone hired by your organization?

		Response Percent	Response Total
0%		41.4%	162
10%		11%	43
20%		6.6%	26
30%		4.6%	18
40%		2%	8
UNSURE		34.3%	134
<b>Total Respondents</b>			<b>391</b>
(skipped this question)			4

11. How would having an Executive (Mid-career) MPA/MPP Degree in addition to several years work experience affect a candidate's chance of being hired?

		Response Percent	Response Total
Less likely to be hired			
1		0.5%	2
2		1.3%	5
No difference			
3		11.8%	46
4		35.5%	139
<b>More likely to be hired</b>			
<b>5</b>		<b>41.4%</b>	<b>162</b>
UNSURE		9.5%	37
<b>Total Respondents</b>			<b>391</b>
(skipped this question)			4

12. In thinking about your organization's management needs over the next five years, how would you evaluate the importance of each of the following types of management knowledge and skills:

	Not at all important 1	2	3	4	Extremely important 5	UNSURE	Response Total
a. Decision making/problem solving	0% (0)	0% (1)	2% (7)	19% (73)	<b>79% (310)</b>	0% (1)	<b>392</b>
b. Budgeting and financial management	1% (3)	2% (9)	14% (55)	39% (151)	<b>44% (173)</b>	0% (1)	<b>392</b>
c. Staff supervision/personnel management	1% (2)	2% (6)	6% (23)	32% (125)	<b>60% (233)</b>	1% (2)	<b>391</b>
d. Performance measure management	1% (3)	3% (11)	13% (50)	28% (109)	<b>54% (213)</b>	1% (5)	<b>391</b>
e. E-governance applications/solutions	3% (11)	7% (27)	25% (97)	<b>39% (151)</b>	24% (94)	3% (11)	<b>391</b>
f. Information technology	1% (2)	4% (17)	21% (82)	<b>41% (161)</b>	32% (127)	1% (3)	<b>392</b>
g. Communication skills	0% (0)	1% (2)	2% (8)	20% (78)	<b>77% (301)</b>	1% (3)	<b>392</b>
h. Policy analysis	2% (6)	6% (25)	22% (85)	<b>38% (150)</b>	31% (121)	1% (5)	<b>392</b>
i. Media/public relations	3% (13)	13% (52)	<b>36% (143)</b>	33% (128)	13% (51)	1% (5)	<b>392</b>
j. Statistical analysis	2% (6)	11% (44)	29% (114)	<b>36% (142)</b>	21% (81)	1% (5)	<b>392</b>
k. Strategic planning	1% (3)	3% (10)	11% (41)	36% (141)	<b>50% (194)</b>	0% (1)	<b>390</b>
l. Leadership	0% (0)	1% (4)	3% (13)	15% (60)	<b>80% (312)</b>	0% (1)	<b>390</b>
m. Negotiation	2% (9)	5% (19)	18% (71)	<b>41% (160)</b>	33% (129)	1% (4)	<b>392</b>
n. Marketing	8% (32)	15% (60)	<b>36% (141)</b>	29% (115)	9% (37)	1% (5)	<b>390</b>
o. Teamwork	1% (3)	1% (3)	5% (18)	20% (77)	<b>74% (283)</b>	0% (1)	<b>385</b>
<b>Total Respondents</b>							<b>392</b>
(skipped this question)							2

13. Again, looking ahead to the next five years, how would you evaluate the importance of each of the following types of knowledge and skills to your organization:

	Not at all important 1	2	3	4	Extremely important 5	UNSURE	Response Total
a. Ethics and integrity	0% (0)	1% (3)	2% (9)	14% (55)	<b>83% (327)</b>	0% (1)	<b>395</b>
b. Political/legal institutions	3% (12)	11% (42)	34% (132)	<b>35% (136)</b>	14% (56)	3% (13)	<b>391</b>
c. Political-policy interactions	3% (12)	11% (42)	29% (113)	<b>34% (134)</b>	21% (83)	2% (8)	<b>392</b>
d. Openness to citizen participation and involvement	4% (16)	12% (47)	30% (116)	<b>31% (121)</b>	21% (84)	2% (8)	<b>392</b>
e. Intergovernmental relations	2% (9)	8% (32)	25% (98)	<b>34% (135)</b>	29% (114)	2% (6)	<b>394</b>
f. Economic/community development	12% (49)	19% (75)	<b>35% (137)</b>	20% (78)	12% (46)	2% (8)	<b>393</b>
g. Program evaluation and accountability	1% (5)	1% (4)	10% (41)	34% (135)	<b>52% (205)</b>	1% (4)	<b>394</b>
h. Public budgetary processes	3% (11)	8% (30)	22% (85)	<b>40% (156)</b>	26% (103)	2% (6)	<b>391</b>
i. Public private partnerships	7% (26)	14% (55)	<b>30% (117)</b>	27% (105)	20% (80)	2% (9)	<b>392</b>
j. Organization and group behavior	0% (1)	3% (10)	13% (49)	35% (138)	<b>48% (189)</b>	1% (4)	<b>391</b>
<b>Total Respondents</b>							<b>394</b>
(skipped this question)							<b>0</b>

14. Below are several descriptions for a hiring situation. Which of these best describes your hiring process?

	Response Percent	Response Total
a. The specific hiring unit or department handles recruitment and selection	21.3%	84
<b>b. Human Resources handles recruitment and initial selection and refers qualified applicants to hiring unit</b>	<b>69.8%</b>	<b>275</b>
c. Recruitment and initial selection is outsourced and qualified applicants are referred back to the hiring unit	6.3%	25
Other (please specify)	5.8%	23
<b>Total Respondents</b>		<b>394</b>
(skipped this question)		<b>0</b>

15. What is the size--in FTEs--(Full Time Employees) of your organization (e.g. Coast Guard not the Department of Homeland Security; or FDA not HHS)?










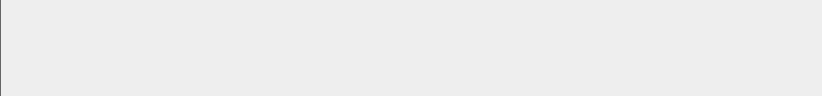

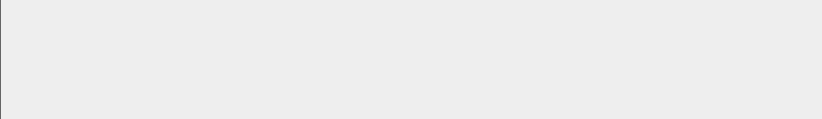

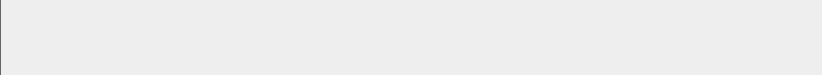

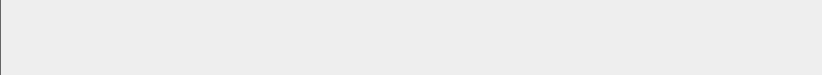





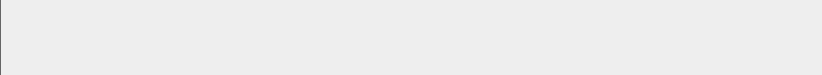
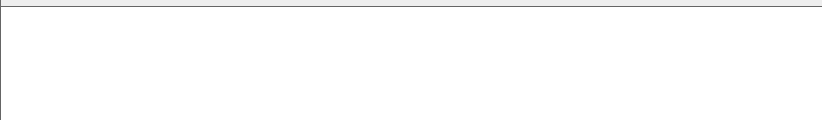


	Response Percent	Response Total
0-499	23.1%	89
500-999	8.8%	34
1,000-1,499	5.4%	21
1,500-1,999	6.2%	24

2,000-2,499		5.4%	21
2,500-2,999		4.1%	16
3,000-3,499		5.2%	20
3,500-3,999		3.1%	12
4,000-4,499		0.8%	3
4,500-4,999		2.6%	10
<b>Over 5,000</b>		<b>35.2%</b>	<b>136</b>
<b>Total Respondents</b>			<b>386</b>
(skipped this question)			9

16. What is your job classification?			
		Response Percent	Response Total
<b>SES</b>		<b>22.5%</b>	<b>89</b>
GS 15		20.8%	82
GS 14		18.2%	72
GS 13		15.9%	63
GS 12		11.1%	44
GS 11		3.5%	14
Political Appointee		0.5%	2
Contractor		1.3%	5
Other (please specify)		6.1%	24
<b>Total Respondents</b>			<b>395</b>
(skipped this question)			0

17. Where do you work within your organization?			
		Response Percent	Response Total
Program Management		25.3%	99
Office of the Inspector General		2%	8
Office of the Chief Financial Officer		3.8%	15
Office of the Chief Information Officer		1.5%	6
Office of the Chief Human Capital Officer		26.3%	103
Office of the Chief Operating Officer		7.1%	28
<b>Other (please specify)</b>		<b>36.5%</b>	<b>143</b>
<b>Total Respondents</b>			<b>392</b>
(skipped this question)			2

18. In which federal agency do you work?			
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		Response Percent	Response Total
Agriculture - Food Safety and Inspection Service		1.3%	5
Agriculture - Forest Service		1%	4
Agriculture - Natural Resources Conservation Service		0.3%	1
Agriculture - Other		2.8%	11
Air Force		6.4%	25
Army - US Army Corps of Engineers		1.3%	5
Army - Other		10.5%	41
Central Intelligence Agency		0%	0
Commerce - Census		0.5%	2
Commerce - National Institute of Standards and Technology		0%	0
Commerce - National Oceanic and Atmospheric Administration		1%	4
Commerce - Patent and Trademark Office Commerce - Other		0.8%	3
Congressional Budget Office		0%	0
Defense - Defense Contract Management Agency		0%	0
Defense - Defense Finance and Accounting Service		0.8%	3
Defense - Defense Logistics Agency		0.8%	3
Defense - Other		4.8%	19
Education		0.5%	2
Energy		2.8%	11
Environmental Protection Agency		2.3%	9
Executive Office of the President		0.5%	2
Federal Deposit Insurance Corporation		0.5%	2
General Services Administration - Public Buildings Service		0.8%	3
General Services Administration - Other		1.5%	6
Government Accountability Office		0.5%	2

Health and Human Services - Centers for Disease Control and Prevention		0.5%	2
Health and Human Services - Indian Health Service		0.3%	1
Health and Human Services - National Institutes of Health		0.5%	2
Health and Human Services - Other		3.8%	15
Homeland Security - Bureau of Customs and Border Protection		1%	4
Homeland Security - Bureau of Immigration and Customs Enforcement		0.8%	3
Homeland Security - Federal Emergency Management Agency		0.3%	1
Homeland Security - Transportation Security Administration		1%	4
Homeland Security - U.S. Coast Guard		2%	8
Homeland Security - U.S. Secret Service 0 Homeland Security - Other		0.8%	3
Housing and Urban Development		1%	4
Interior - Bureau of Land Management		0%	0
Interior - Indian Affairs		0.3%	1
Interior - National Park Service		0.3%	1
Interior - Other		1.8%	7
Justice - Alcohol, Tobacco, Firearms & Explosives		0.8%	3
Justice - Bureau of Prisons/Federal Prison System		0.5%	2
Justice - Drug Enforcement Administration		0.3%	1
Justice - Executive Office of the U.S. Attorney		0%	0
Justice - Federal Bureau of Investigation		0.8%	3
Justice - Other		1.3%	5
Labor		2.3%	9
National Aeronautics and Space Administration		0.5%	2
Navy - U.S. Marine Corps		2%	8

Navy - Other		3.6%	14
Office of Personnel Management		3.3%	13
Social Security Administration		2.6%	10
State Department		0%	0
Transportation - Federal Aviation Administration		1.8%	7
Transportation - Other		2%	8
Treasury - Internal Revenue Service		5.1%	20
Treasury - Office of the Comptroller of Currency		0%	0
Treasury - Other		1.3%	5
Veterans Affairs - Veterans Benefits Administration		2.3%	9
Veterans Affairs - Veterans Health Administration		4.1%	16
Veterans Affairs - Other		0.8%	3
<b>Other (please specify)</b>		<b>14%</b>	<b>55</b>
<b>Total Respondents</b>			<b>392</b>
<b>(skipped this question)</b>			<b>2</b>

19. Do you typically work at your agency's headquarters office (typically in Washington DC) or in a field location?			
		<b>Response Percent</b>	<b>Response Total</b>
<b>Headquarters</b>		<b>50.4%</b>	<b>199</b>
Field		44.3%	175
Other (please specify)		5.3%	21
<b>Total Respondents</b>			<b>395</b>
<b>(skipped this question)</b>			<b>0</b>

20. For how many years have you been a Federal civil service employee? (Please round to the nearest year.)	
<b>Total Respondents</b>	<b>393</b>
<b>(skipped this question)</b>	<b>1</b>