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Start Survey	Edit Questions	Order Questions	HTML Design	Test Drive	Publish	View Results	Chart Results
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Active Survey: GRC Survey: Great Place to Work

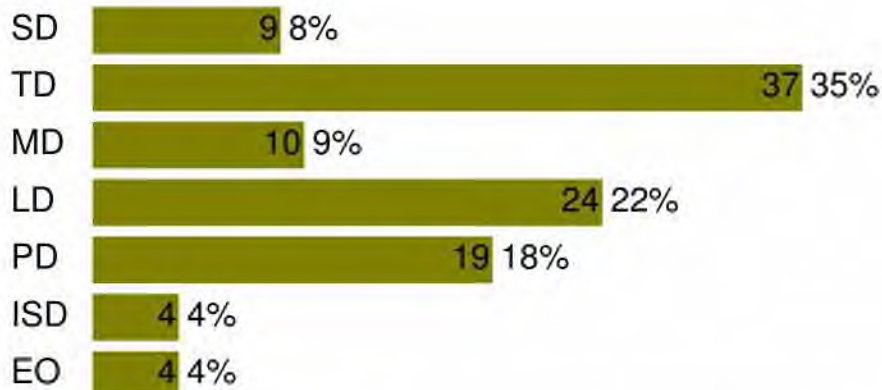
Data Analysis Tool

Raw Data Results

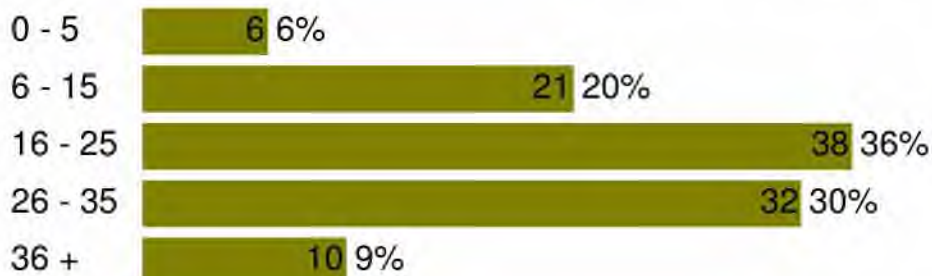
INSTRUCTIONS: The purpose of this survey is to capture the climate, ideas and recommendations of the DTSA workforce so the Director can maintain what is already great about DTSA and change what is not. The survey responses will be anonymous. Please respond, but only once.

DEMOGRAPHIC INFO:

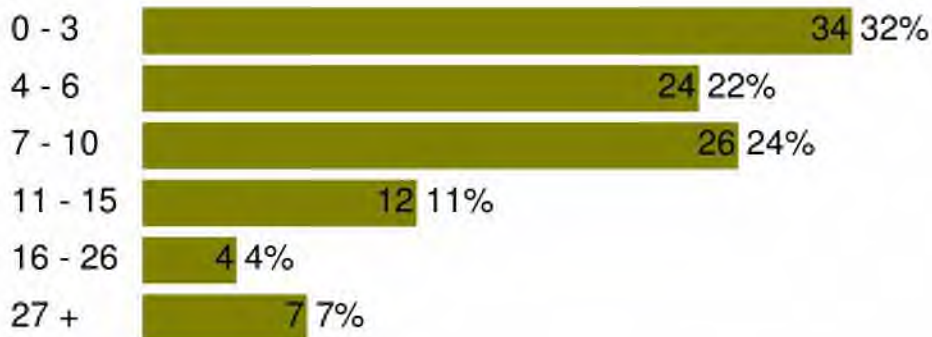
1. Directorate?



2. Years in Government (Civilian and Military)



3. Years in DTSA?



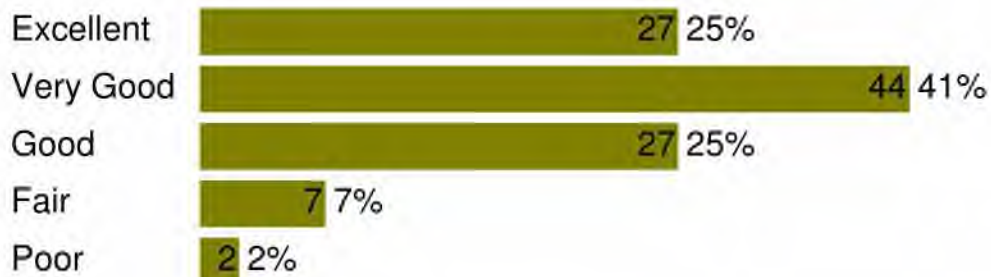
4. Years before retirement?



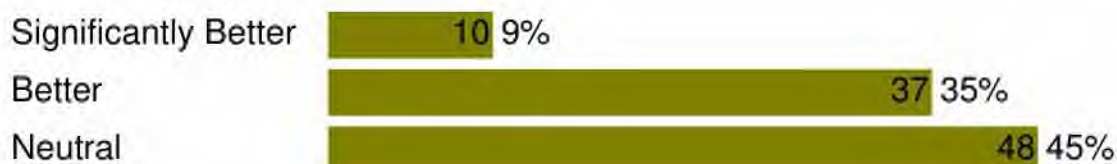
Each of the following questions are broken into two (2) parts. Part A is how you rate the current status of each area (Excellent to Poor). Part B is how you rate DTSA's trend in each area (do not go back more than 5 years please).

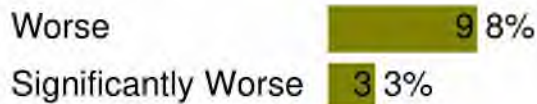
GENERAL ASSESSMENT:

5. A. Overall assessment of DTSA as a great place to work:

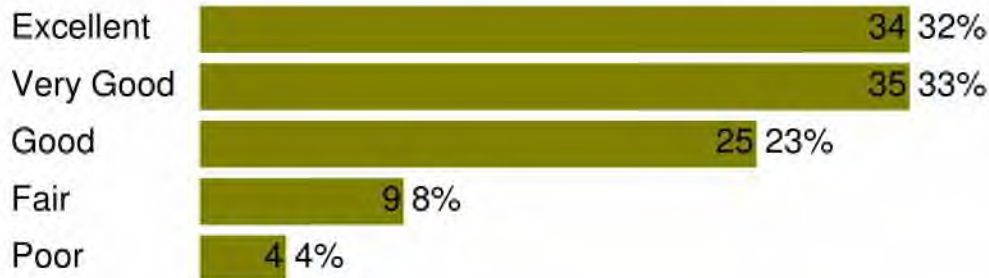


5. B. As a trend, is it getting:

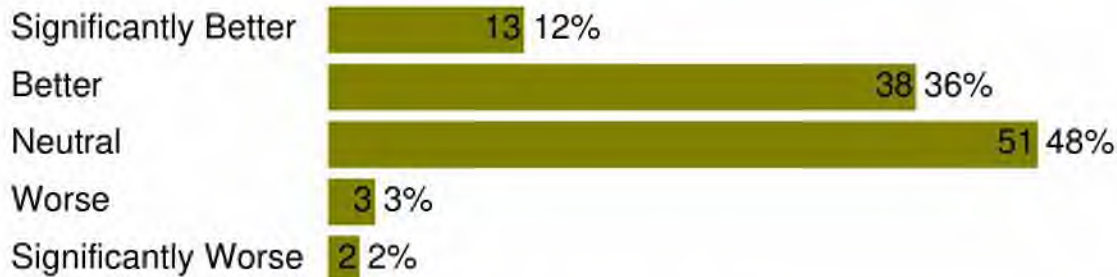




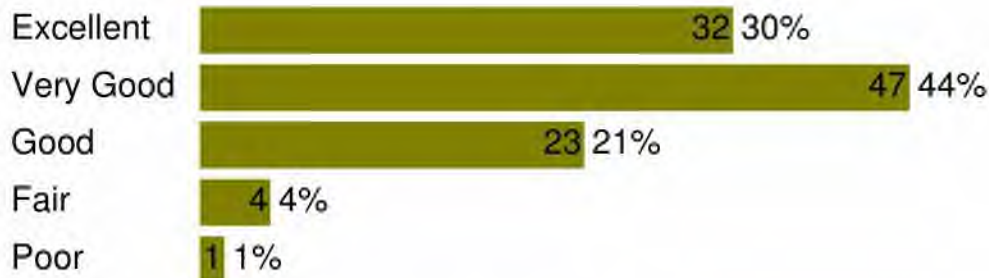
6. A. Overall relationship with management:



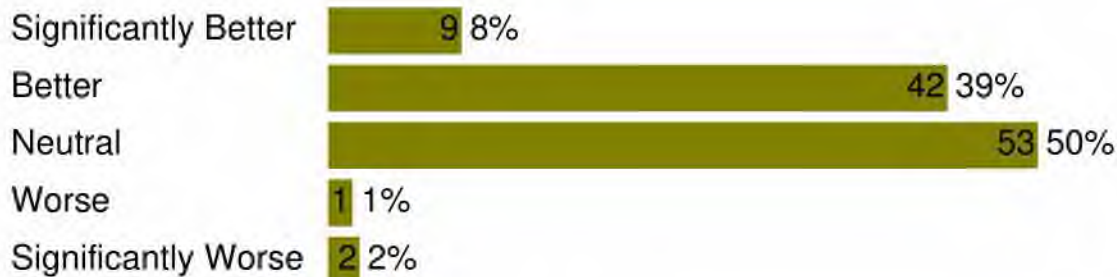
6. B. As a trend, is it getting:



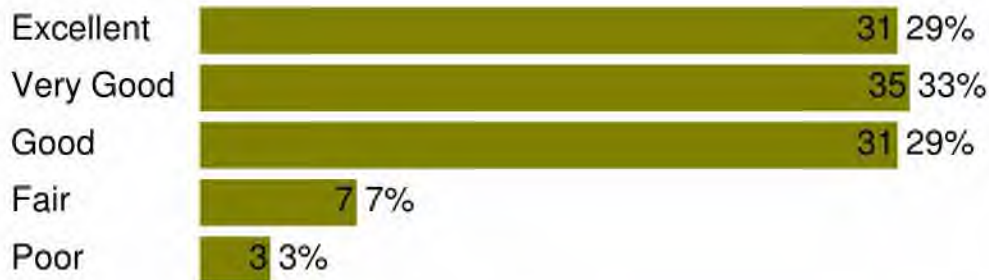
7. A. Overall relationship with coworkers:



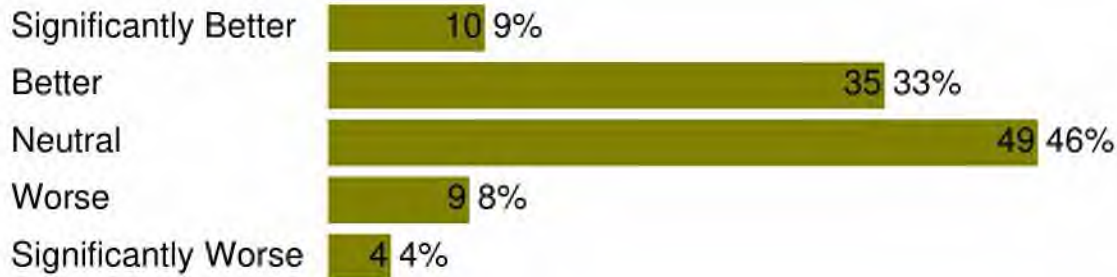
7. B. As a trend, is it getting:



8. A. Overall relationship with job:



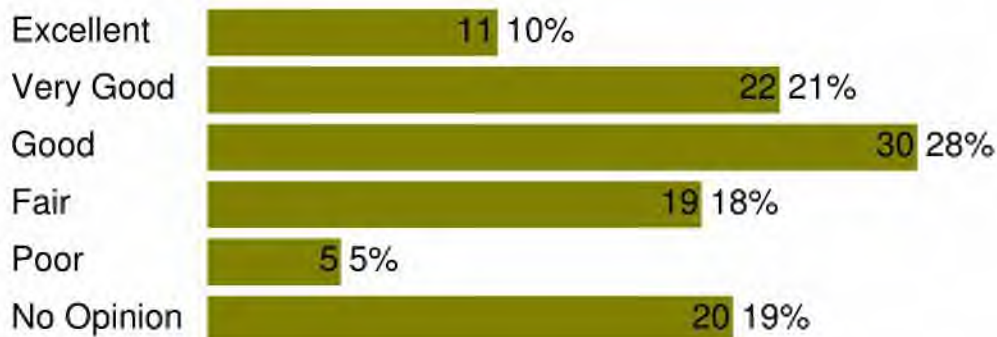
8. B. As a trend, is it getting:



DETAILED ASSESSMENT:

There are 28 attributes that may affect how you assess DTSA as a great place to work. If time is constrained, please rate your top ten (10). Others rate as 'No Opinion' (default).

9. A. Diversity (age, race):

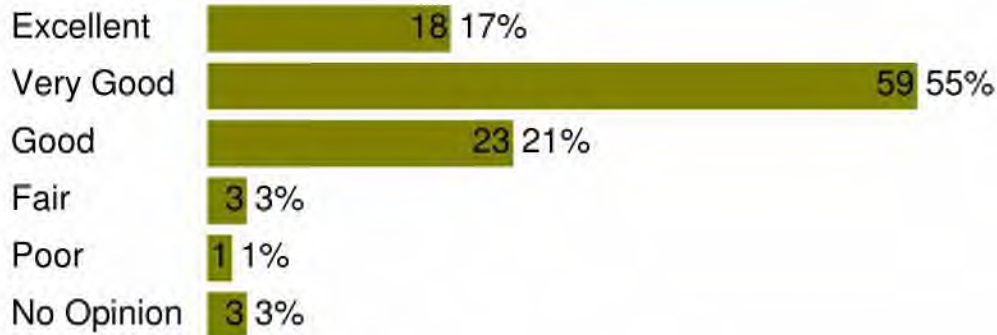


9. B. As a trend, is it getting:

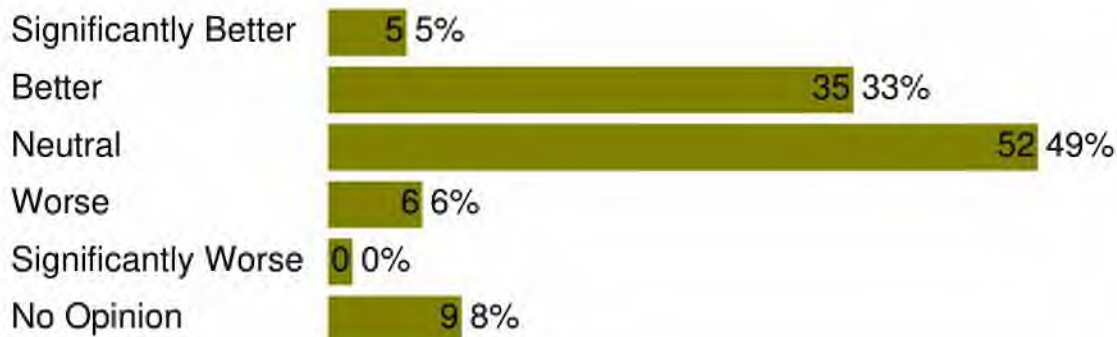




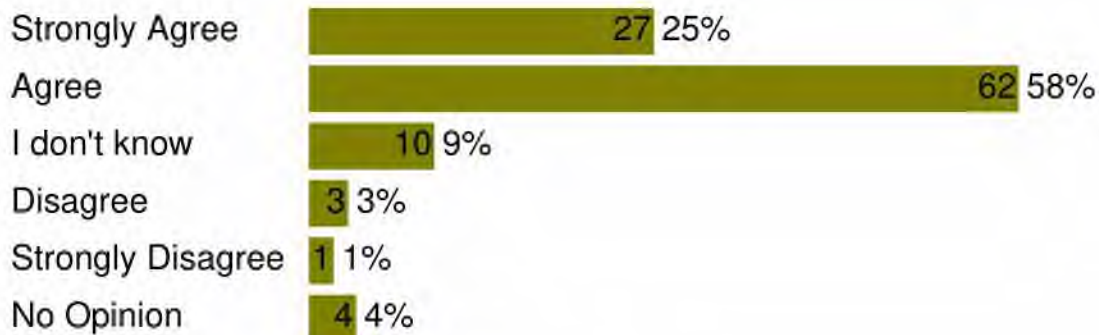
10. A. Subject Matter Expertise:



10. B. As a trend, is it getting:

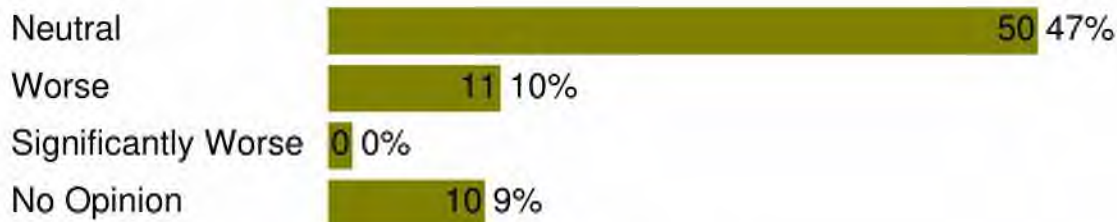


11. A. Enjoy job:

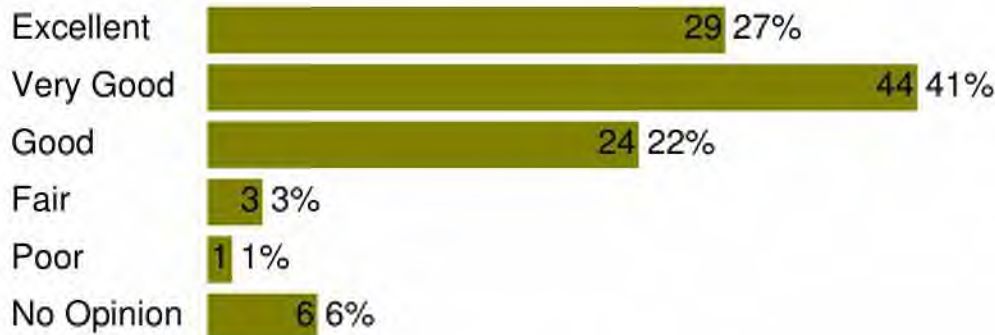


11. B. As a trend, is it getting:

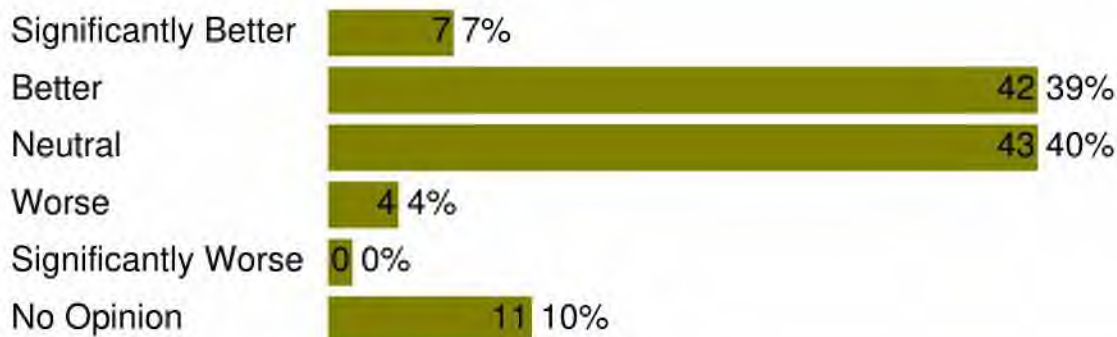




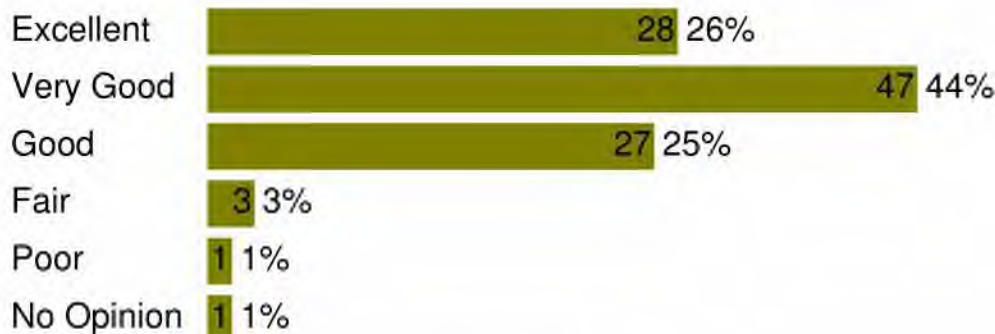
12. A. Support Overall DTSA Mission:



12. B. As a trend, is it getting:

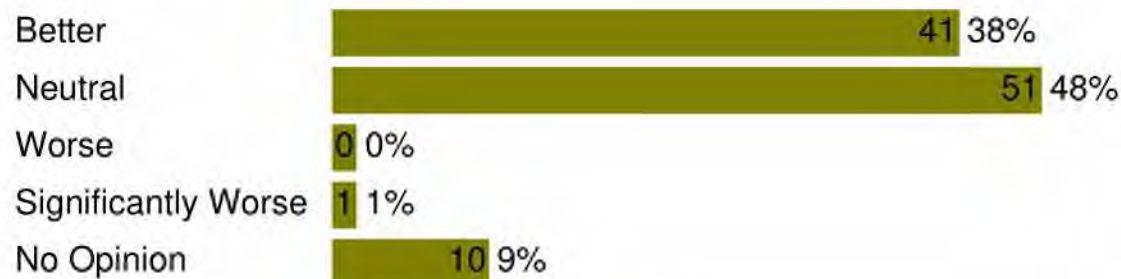


13. A. Enjoy coworkers:

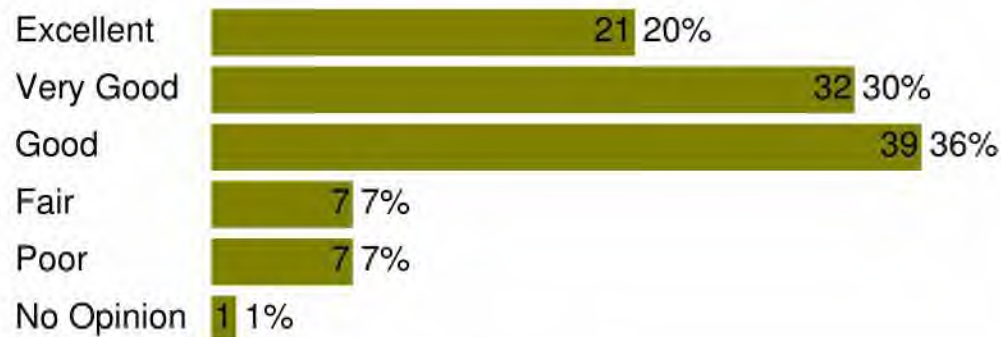


13. B. As a trend, is it getting:

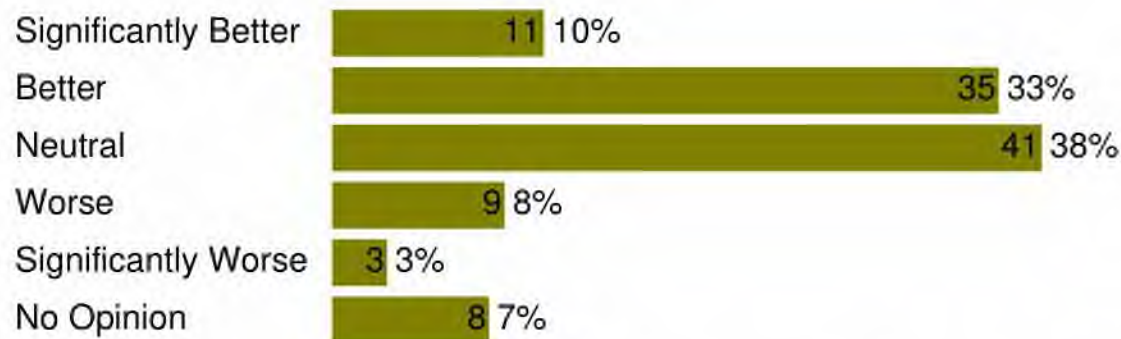




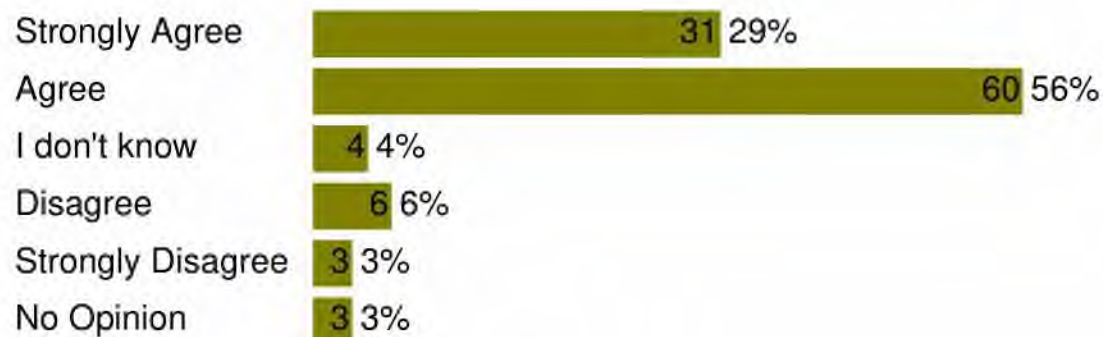
14. A. Open Communications:



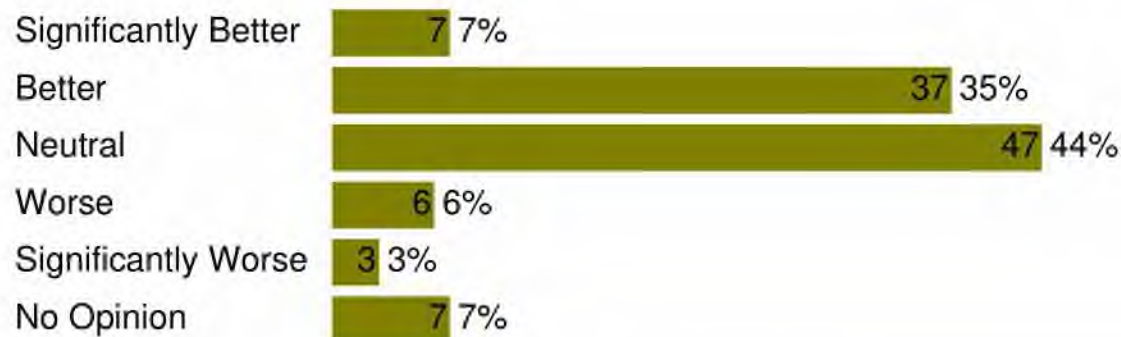
14. B. As a trend, is it getting:



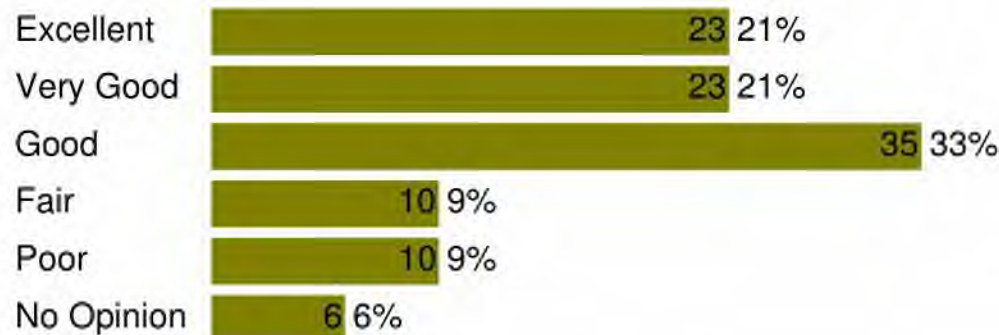
15. A. Atmosphere is professional and respectful:



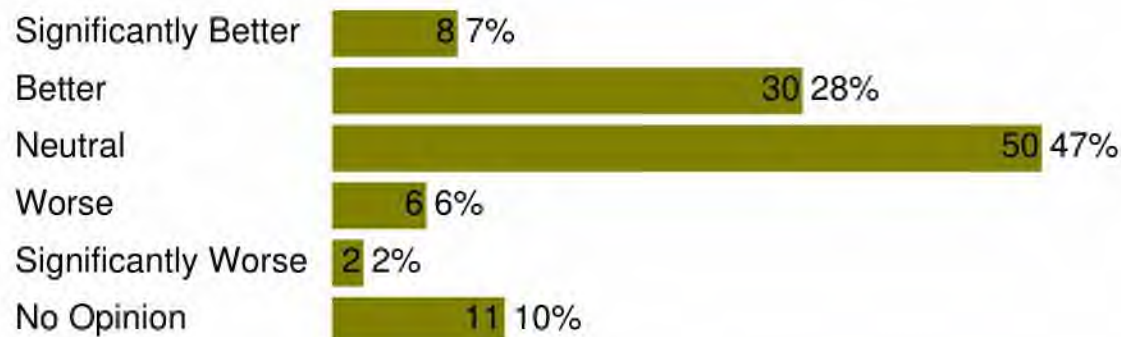
15. B. As a trend, is it getting:



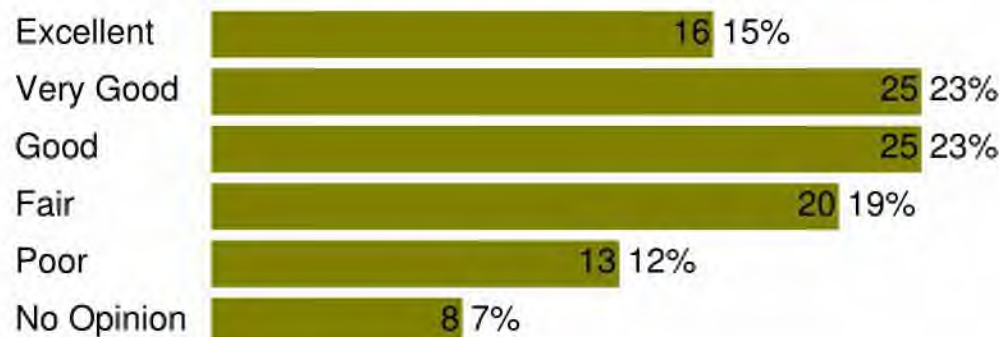
16. A. Training Opportunities:



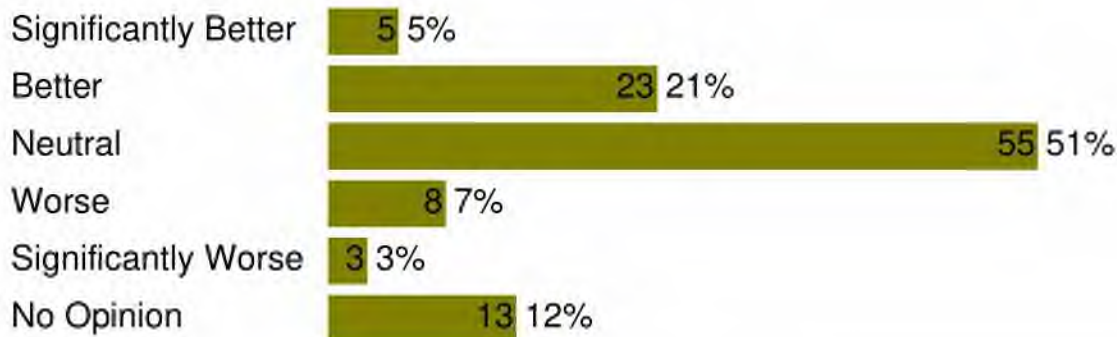
16. B. As a trend, is it getting:



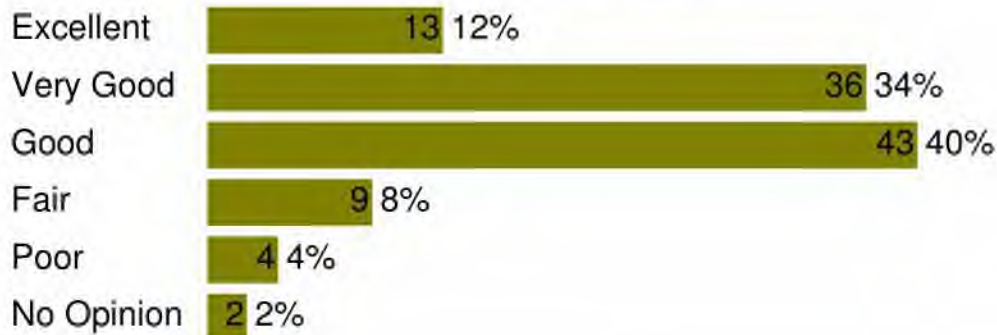
17. A. Travel Opportunities:



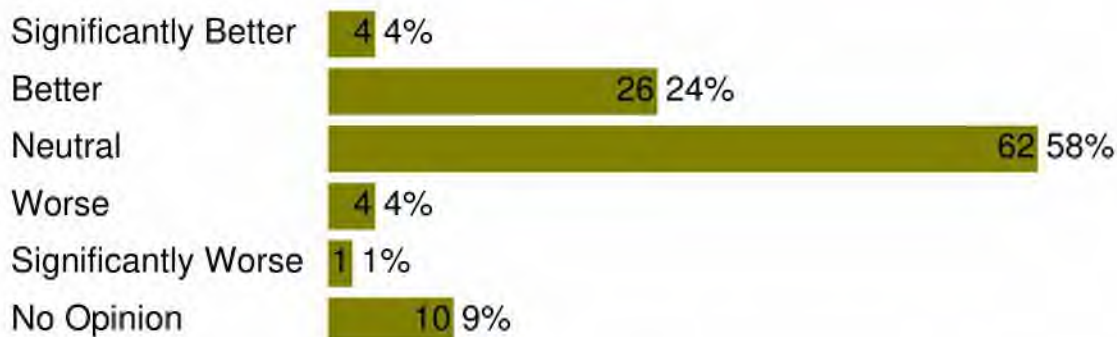
17. B. As a trend, is it getting:



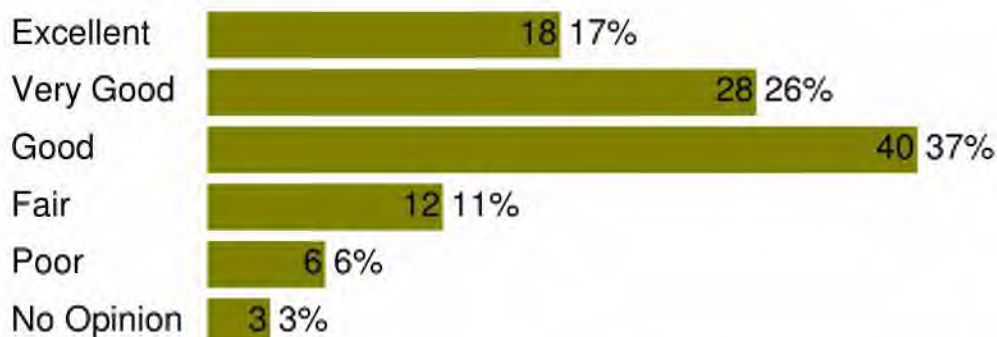
18. A. Resources to accomplish job:



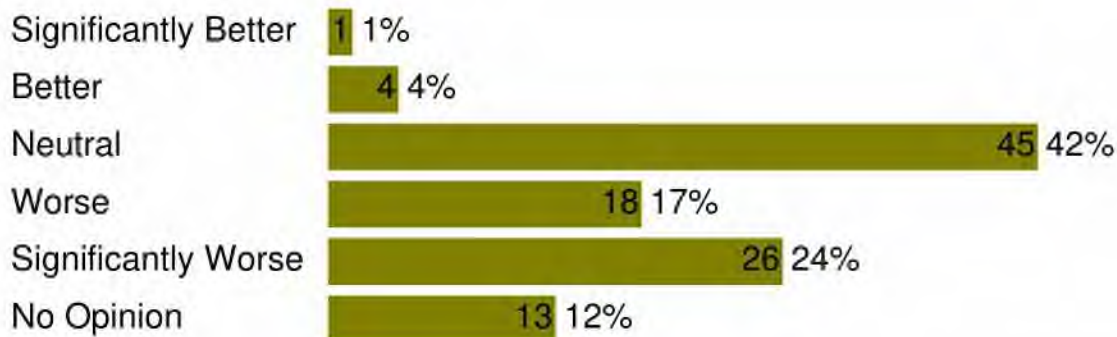
18. B. As a trend, is it getting:



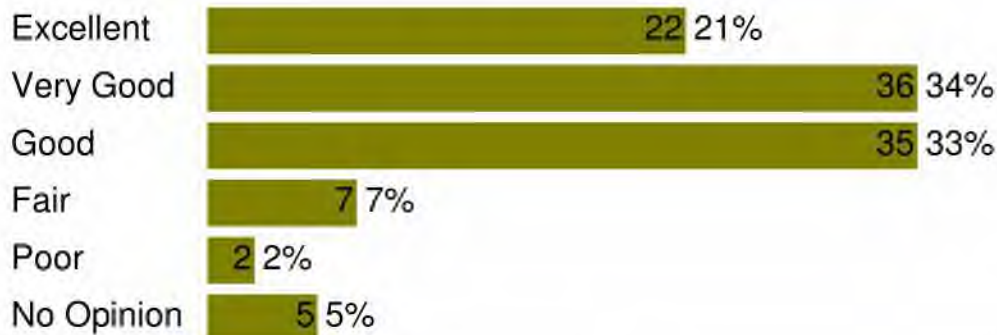
19. A. Proximity to mass transit and interstate:



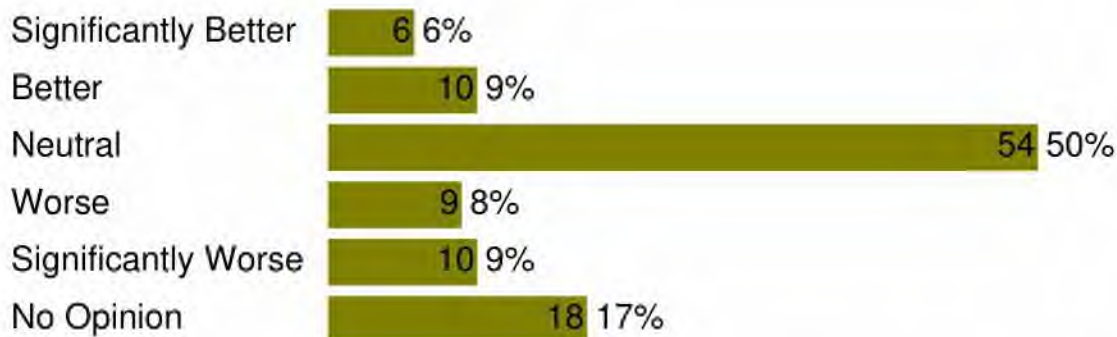
19. B. As a trend, is it getting:



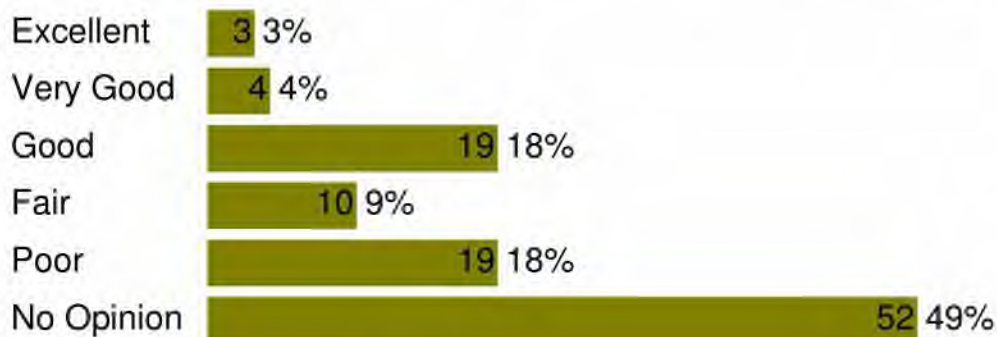
20. A. Kitchen (fridge, sink, microwave):



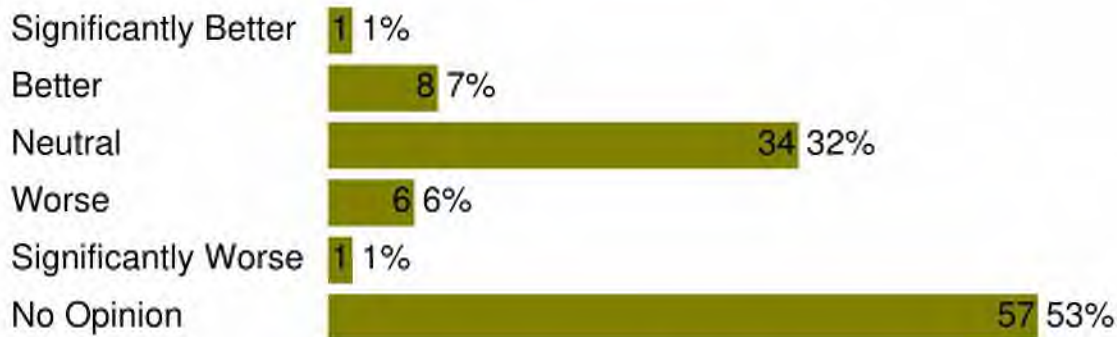
20. B. As a trend, is it getting:



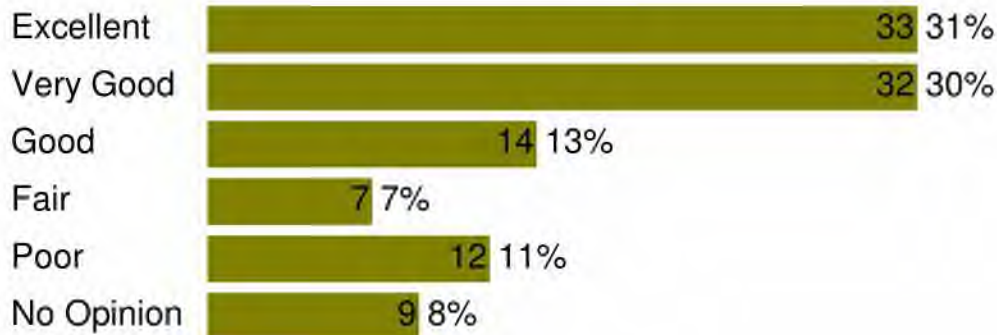
21. A. Formal mentoring program (to be started/3rd party mentor):



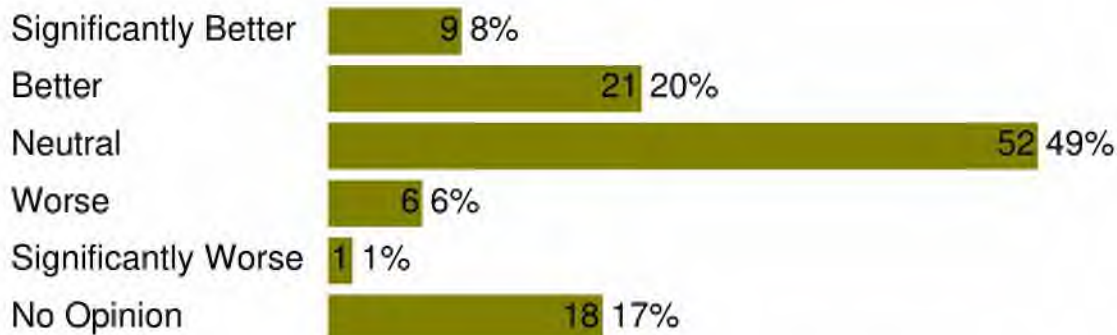
21. B. As a trend, is it getting:



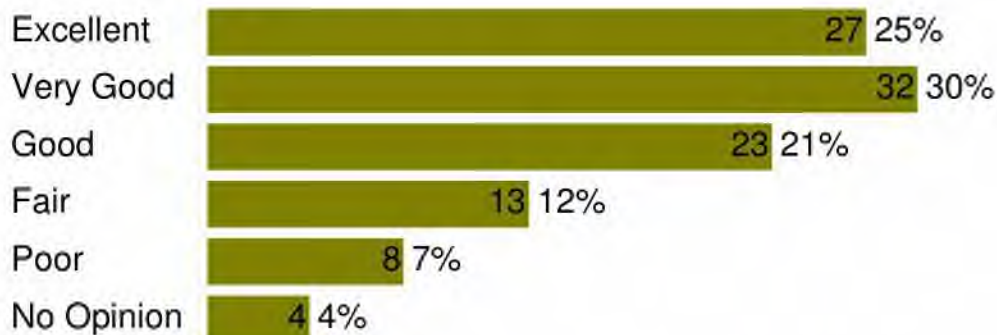
22. A. Work schedule options (CWS, Flex, Standard, Telework, etc.)



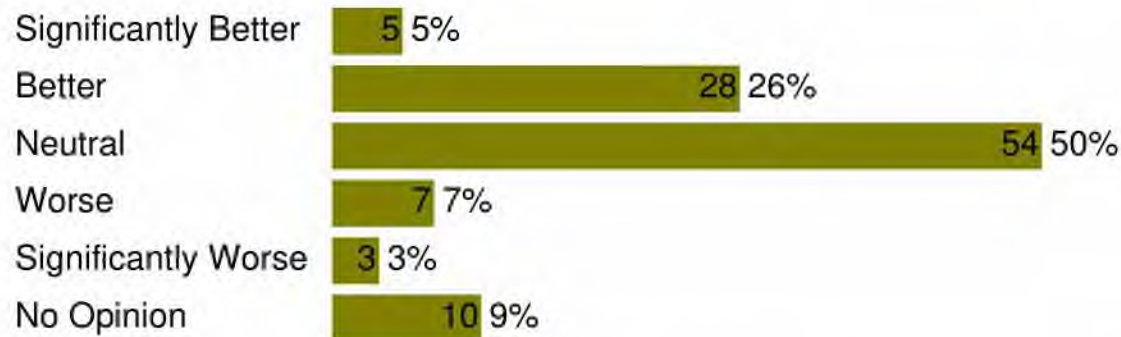
22. B. As a trend, is it getting:



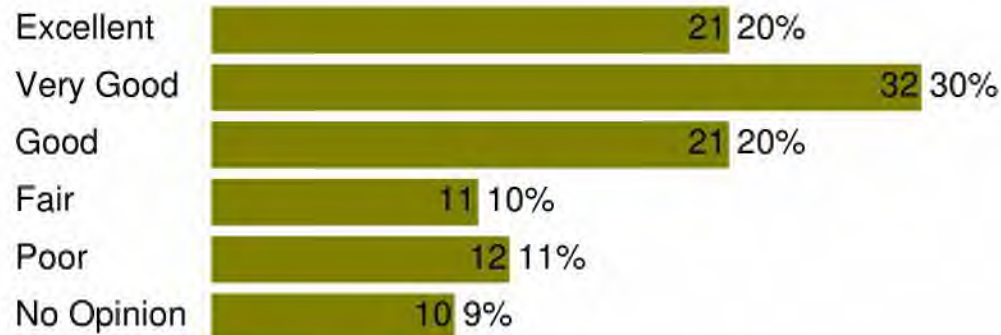
23. A. Perception of fair and reasonable treatment:



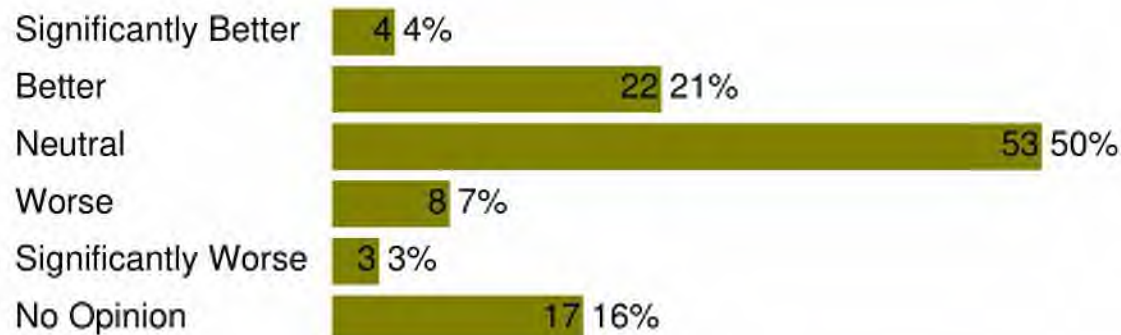
23. B. As a trend, is it getting:



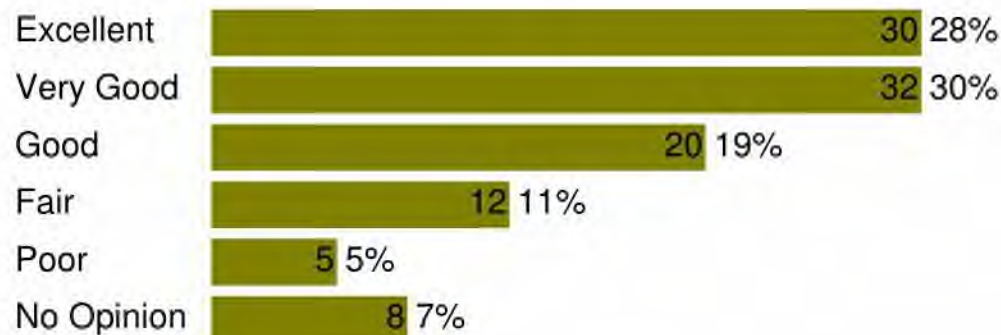
24. A. Equitable treatment/consistency:



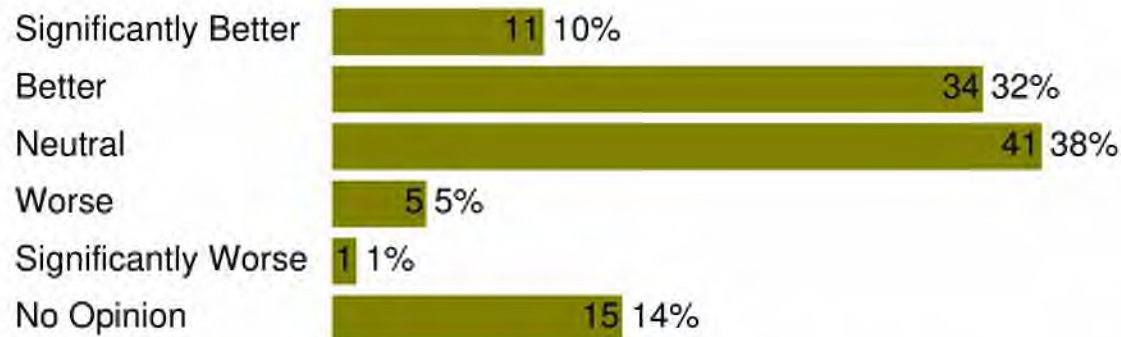
24. B. As a trend, is it getting:



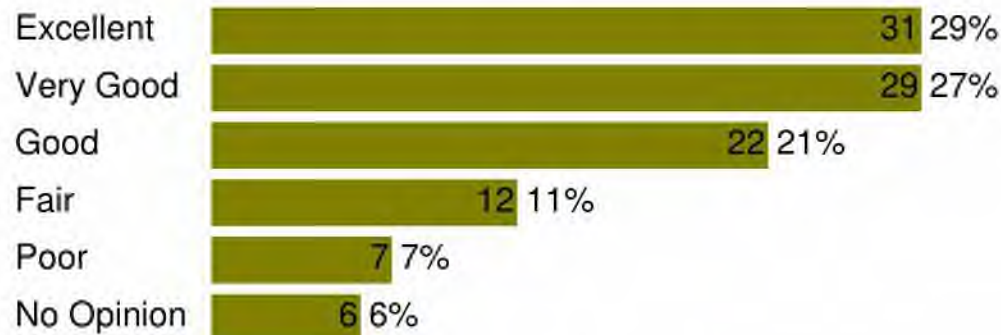
25. A. Management/Leadership:



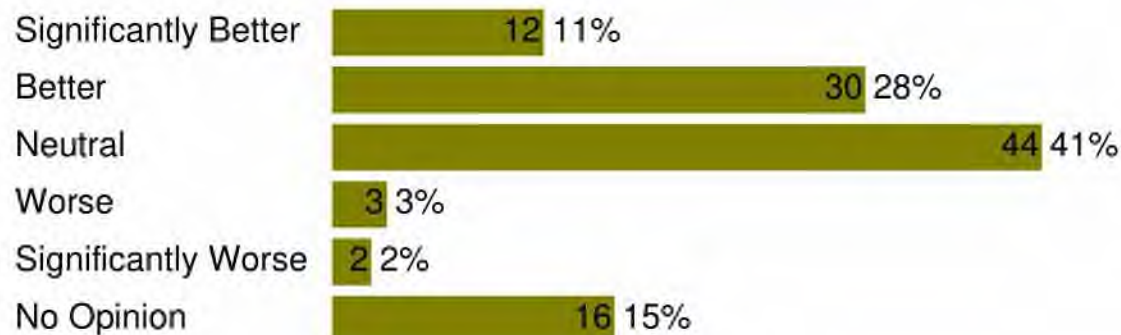
25. B. As a trend, is it getting:



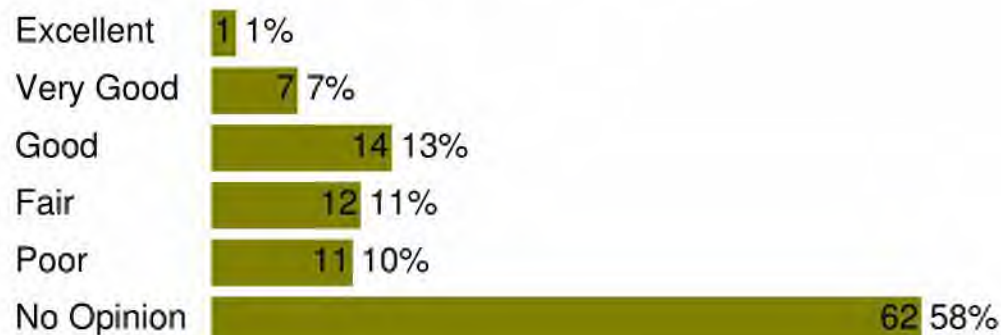
26. A. Level of trust in management/leadership:



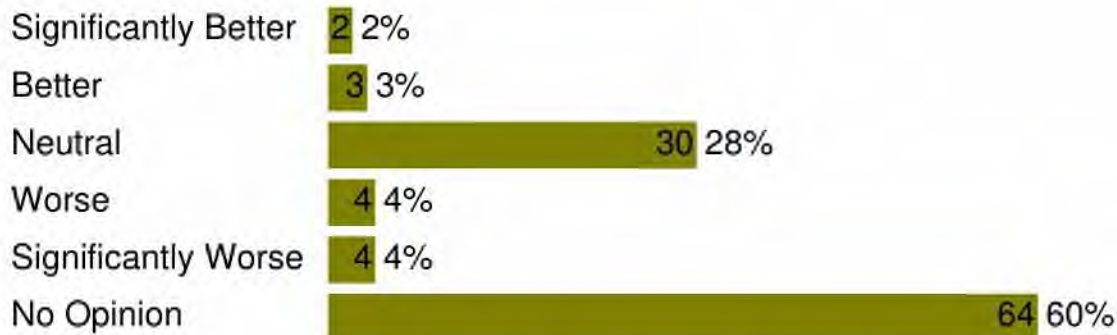
26. B. As a trend, is it getting:



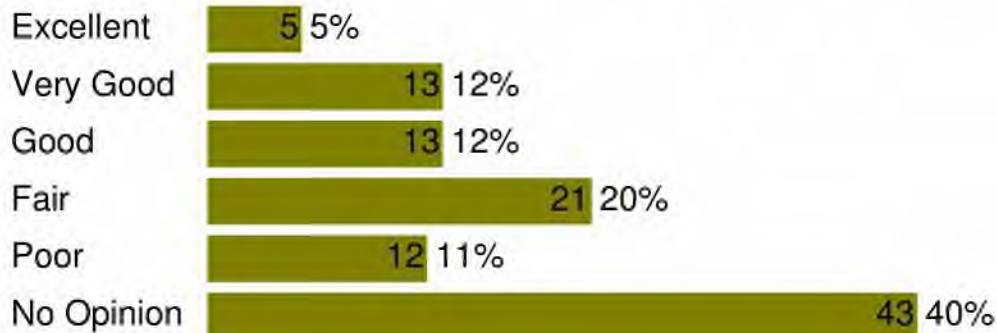
27. A. Impact of rumor mill:



27. B. As a trend, is it getting:



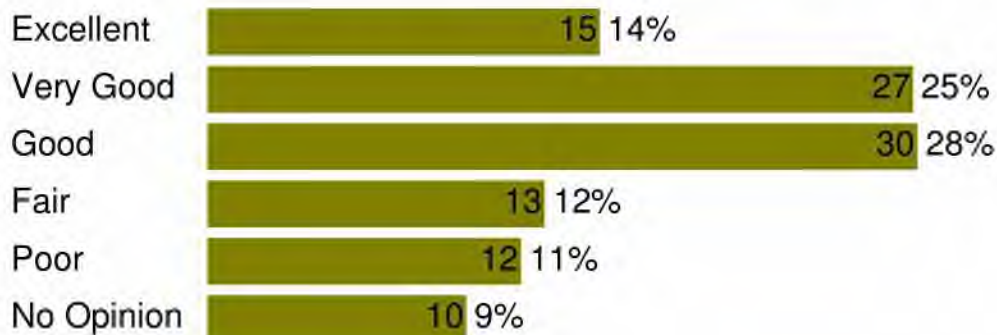
28. A. Promotion Opportunity (in and out of DTSA/capstone vs stepping stone):



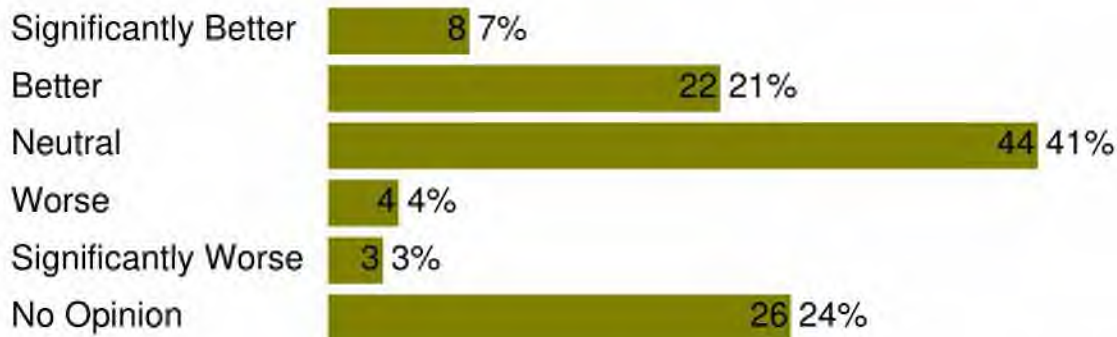
28. B. As a trend, is it getting:



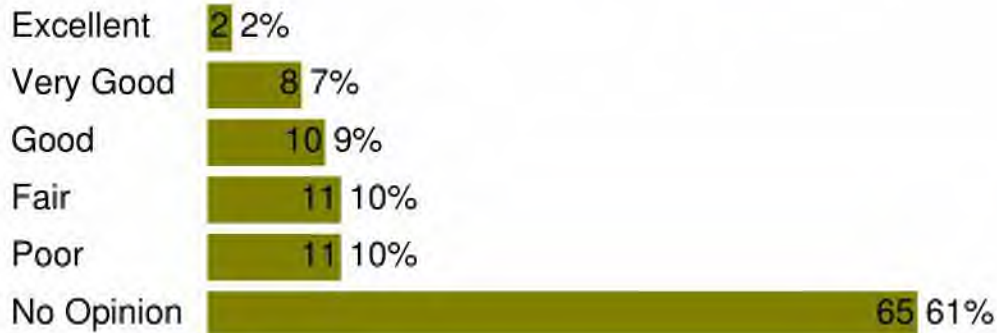
29. A. Management visibility in workplace:



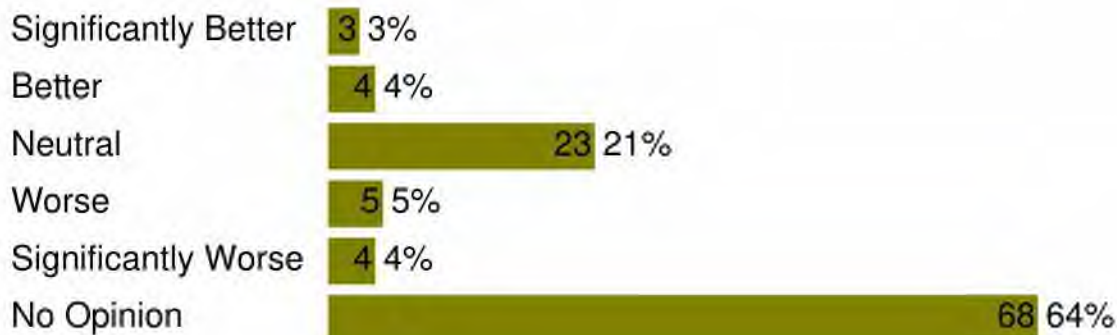
29. B. As a trend, is it getting:



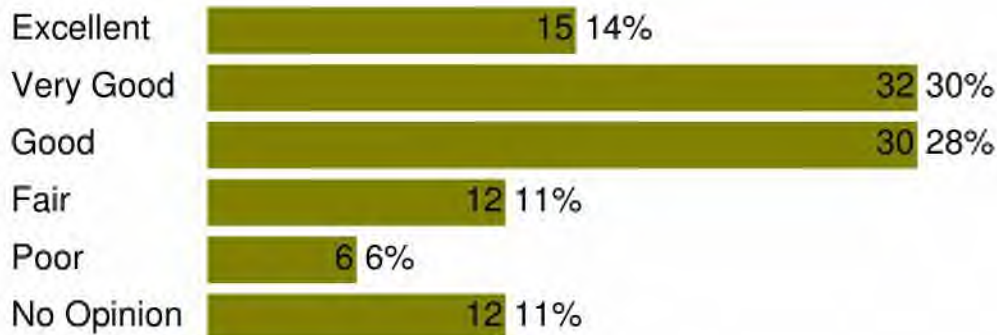
30. A. Impact of office favorites:



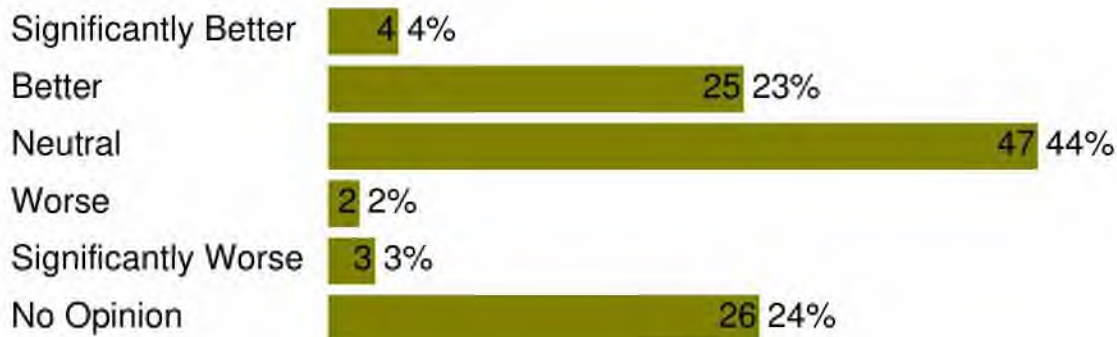
30. B. As a trend, is it getting:



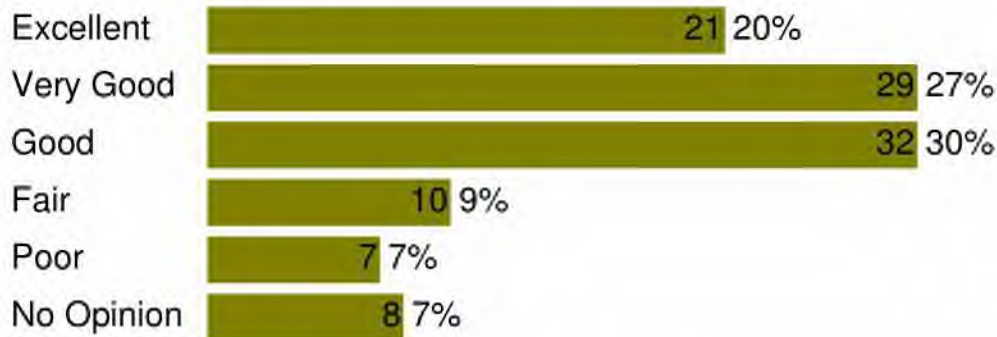
31. A. Opportunity to excel:



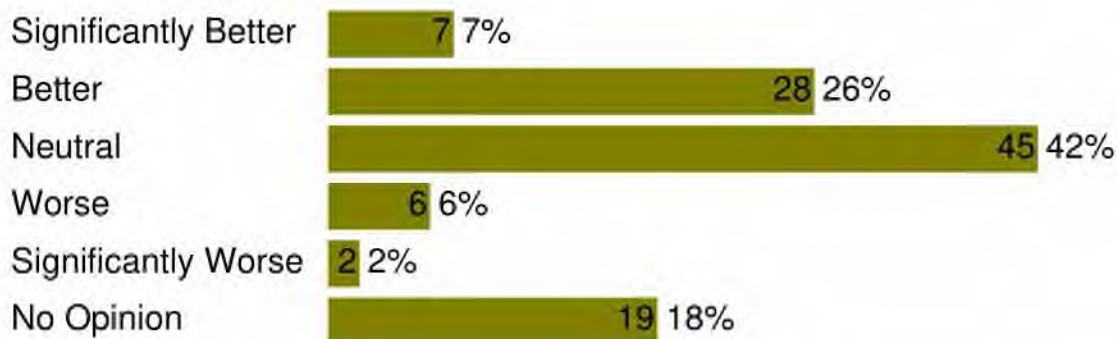
31. B. As a trend, is it getting:



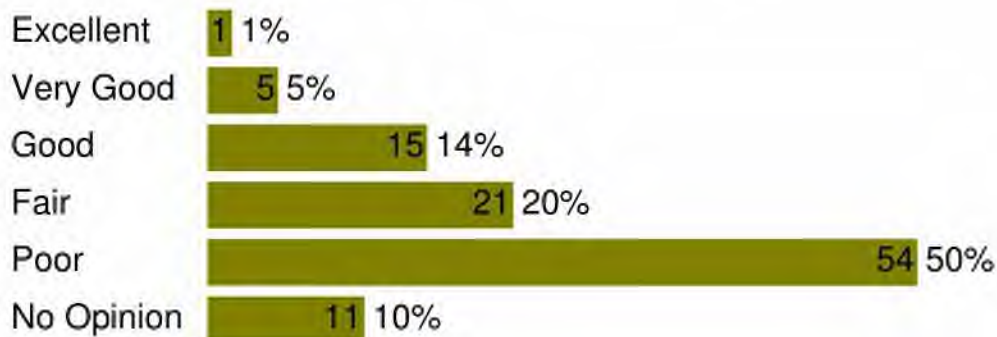
32. A. Concern for employee well being:



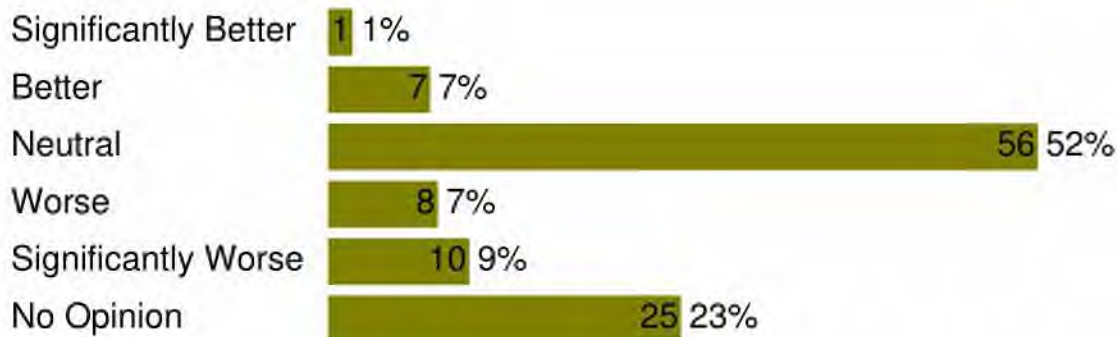
32. B. As a trend, is it getting:



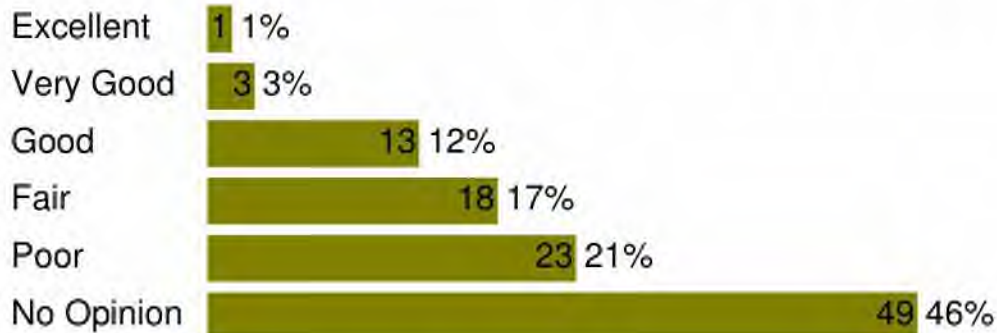
33. A. Dining Options:



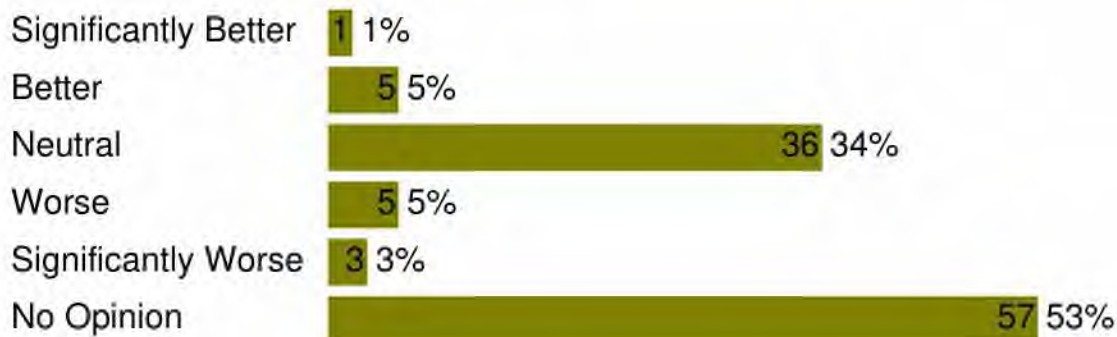
33. B. As a trend, is it getting:



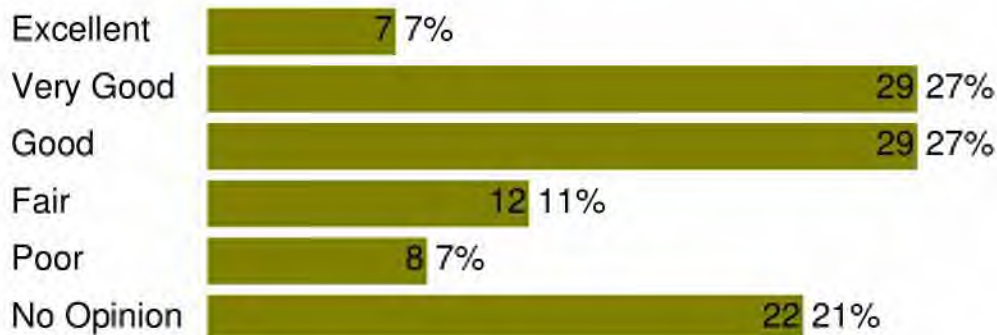
34. A. Rotational Opportunities (short and long term):



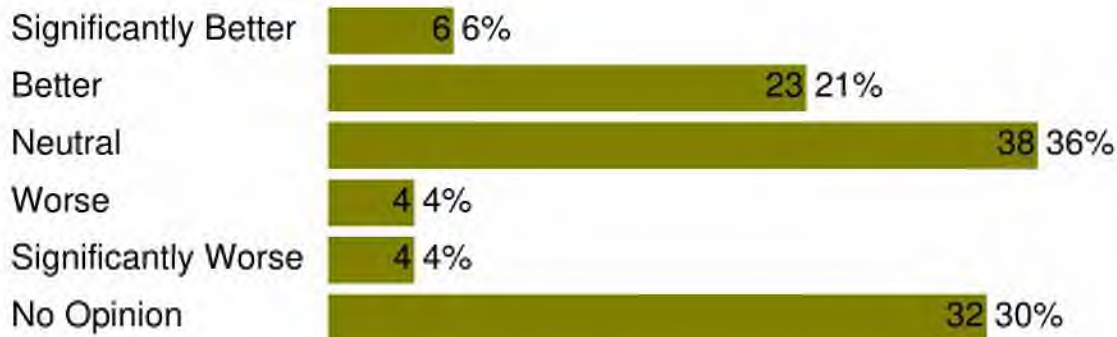
34. B. As a trend, is it getting:



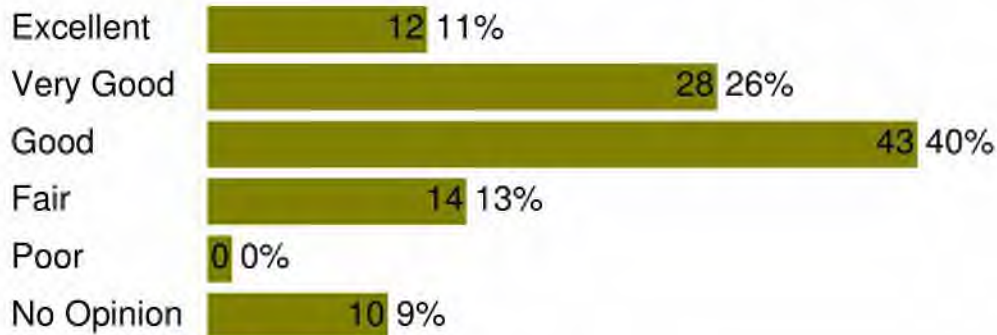
35. A. Recognition Program - process and participation:



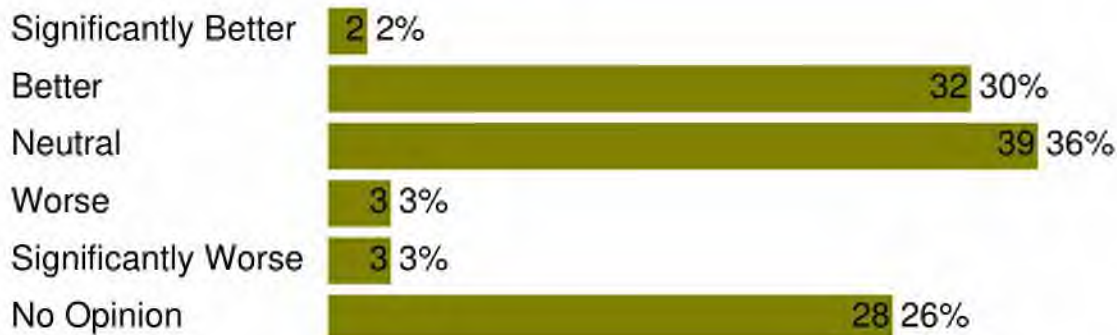
35. B. As a trend, is it getting:



36. A. Physical plant (safety, accommodations, technology support, etc.):



36. B. As a trend, is it getting:



FINAL QUESTION:

If you were the Director of DTSA, what is the one thing you would change within your power?

On:2010-05-18 16:35:58

By:70.108.54.20

Breakdown the walls, structures, and personalities that do not allow directorate integration and team-work connection. DTSA needs a referee Executive Secretary/ Chief of Staff to direct the orchestra and task with authority and leadership.

On:2010-05-18 07:27:02

By:140.185.17.104

I would really try to work on the communication aspects as regards to people moving without any explanation. Here today - gone tomorrow. Most folks end up finding out the truth thru the DTSA grapevine which is fairly robust and pretty accurate and definitely should not be discounted. A second thing I would change (and I know we were only asked for one) was to finish up the team lunches. Some of us have been scheduled three times or more only to be cancelled at the last minute. In my opinion, not good because it only goes to show that employee lunches are not taken that seriously and if as the Director, you are not walking around into offices if you have a spare minute just to see how folks are doing as people and not just what they haven't given you, then you miss valuable opportunities to connect with your folks at a more basic level.

On:2010-05-18 06:13:07

By:140.185.16.231

Flexible hours, laptops issued.

On:2010-05-17 07:00:30

By:140.185.16.216

I would institute a 360 degree assessment program. Employees need to have a way to rate and critic management. They need to be able to bring things to the attention of the Director and Deputy Director of DTSA. The current one-way flow does not give an accurate assessment of what's taking place on a daily basis at the working level. The Director and his Deputy have no idea about how things are working on a daily basis in so many important areas that don't make it to their level. There are many favorites who have things steered their way. They are given opportunities to shine and are compensated very nicely. If you're in, you're in -- if you're out, you're out. Also, as Director, I would mandate off-site opportunities for Directorates and Teams to get to know each other better, work together on office concerns and work on developing real teams and not teams in name only. I would bring in outside, trained facilitators to run these sessions.

On:2010-05-17 06:02:18

By:140.185.17.73

Do whatever us necessaary to NOT move to the MARK Center location. If not able, then modify work hours such that employees are provided the maximum flexibility to deal with the impending horrendous commute.

On:2010-05-13 14:29:35

By:140.185.17.187

>> For all the metrics associated with Strategic Plan and reported to Director, how much does the Director witness first hand? Leadership, from top down, do not spend much time out among the employee population and there is a lot to be gained at making DTSA a better place to work by seeing it first hand instead or relying on hearsay and reported figures. I was hoping there would be a comment box like in the other survey for further discussion on the "attributes" of DTSA as a Great Place to Work. So will put a few thoughts here for Director and others to consider. It is provided as constructive criticism and perhaps areas that can be addressed by management in the future overall. >Certain attributes like 'diversity' is odd as DTSA is traditionally an older work force with very few 'young' entry/mid-level folks, and unfortunately among the older folks population, some folks that are hanging around way too long across directorates providing little input to overall mission. Also, seems more and more retired/former military getting hired (would be an interesting statistic to see). > Different directorates do things differently and unfortunately are still stove piped in many respects, but in LD

things like travel opps, rotational opps, promo opps and 'mentoring' or leadership involved in employee development are non-existent. > DTSA wide, the 'rumor mill' runs rampant filled with negative energy dragging down morale with little effort from leadership to squash it. The infrequent updates on BRAC or perceived unwillingness to pursue BRAC alternatives only adds fuel to the fire. Rumor mill also has it that leadership has a monthly social activity, which is great and fine with me - but the whole organization should have more social activities to help break down individual directorate walls and create more homogenous and singular DTSA TEAM. > Equal treatment/DTSA favorites are interesting attributes - from one perspective, it seemed that in the old days that DTSA was first and foremost a licensing agency and directorates supported LD for this primary function, and the last few years with (b)(6) departure and arrival of new front office leadership from Pentagon, it now seems like we are Policy/PD centric or at least PD is being more aggressive in grabbing mission focus (as well as employees) than LD or other directorates. OSD-Policy still exists in the Pentagon, but it seems DTSA is becoming more and more Big Policy clone - at least from my perspective PD should focus on the capabilities/tech transfer/tech security and not so much duplication of country/regional efforts - this could be done with fewer people too and they could reach out to OSD-P for regional expertise instead of duplicating it and the extra personnel could be put back on DTSA 'field activity' mission. > Co-workers are great around here, but the different approaches across directorates to working hours, dress codes, extended lunches, are wide ranging and a bit confusing. We are largely an organization left alone to do a job, but some discipline or standards of conduct would be beneficial for those taking advantage of the autonomous nature. > Parking - why do so many employees have to park illegally at Strayer University or around the complex - I don't personally care being a mass transit person, but always wonder why - as it seems to be inconsistent with the annual 'ethics' training and what we should represent as an organization. Coupled with looking ahead to the parking nightmare anticipated with the upcoming move will require more employees to consider creative parking alternatives. > NSPS to GS conversion - it is my guess that there will a larger negative effect on LD than other directorates due to AOs in some directorates can be GS-15s, but not in LD as only supervisory personnel are 15s (in most cases) and it would be good to stats by directorate at the YA-03 or equivalent for TD and the after conversion GS ratings by number would be descriptive enough. Again, I would ask that this input be part of an aggregate as promised and not singled out, as it truly is provided as constructive criticism and food for thought in taking action in making DTSA a great place to work vice just being part of a slogan. Perhaps future surveys could allow for comments with each attribute to better correlate assessments ranking for the specific attribute.

On:2010-05-13 06:26:42

By:140.185.17.187

1) Step back and look at DTSA's focus since the two leaders from OSD-Policy backgrounds took over. Are we trying to become OSD-Policy Junior? We used to be "little P", but now seem to be expanding away from our historical support of the specific tech transfer implications and issues, export licensing process and CFIUS. Our PDA support to the organization has become stagnant which is critical to all tech transfer issues. We in PD never seem to see a mission that isn't ours to take control over, and appear to have become that Goldfish in the Dr Seuss story that keeps growing into the size of each new container. 2) Encourage leadership from Director on down (all levels) to get out and about to get a sense of what is really going on in the cubicles / offices. I understand there are parties in the front office monthly for "leadership", but not sure that provides much in the way of organizational professional development. 3) What is DTSA's philosophy on discipline within the organization? Core hours are touted, but much of the time folks are just not around. Or those that come to work and clock in, and then eat breakfast or take off for a couple hour lunch. Help me understand the DTSA dress code, especially those folks at DTSA that come to work in t-shirts and blue jeans. It is embarrassing to have guests in the building and be exposed to those folks that dress just shy of casually. Is there not an OSD-Policy / USG basic dress code that could be adhered to? 4) Is BRAC still going on? We should probably have a BRAC update periodically in email updates (or newsletter like the insufferable self-aggrandizing PDAR cocktail party circuit after the fact report). Is anyone asking about the opting out option for BRAC or alternative site location and giving up our space to larger organizations moving there to allow more space, or even another small organization that could benefit from being isolated from others as will be required since there is not enough parking for tenants, outside guest visits to DTSA will not be possible. 5) The rumor mill and negative gossip surrounding BRAC is a result of the lack of information and lack of leadership engaging on the issue - if things are beyond our control is one thing, but also efforts at things that could be affected and dissemination of that information is one thing. 6) NSPS to GS conversion - can stats be compiled and promulgated on the conversion as to numbers by directorate and how it played out (#s in NSPS grade and resulting #s in GS conversion (broken down by step) as to provide indication of positive and negative effects of conversion? Thanks for this opportunity and I look forward to the results and leadership's response.

On:2010-05-13 06:17:41

By:140.185.17.64

TD is the most important and most valuable component of DTSA. Other DoD organizations and U.S. government Departments have policy, licensing and administrative support personnel but they do not have significant technical expertise. Without TD, DTSA would be just another ordinary policy and AO shop. If I were Director of DTSA, I would ensure that I personally recognized and rewarded TD personnel on a regular basis for their contributions to the organization. The higher salary structure in TD only goes so far. TD technical staff would greatly appreciate Director acknowledgment of their work when it is the foundation for DTSA meeting organizational objectives, and a greater emphasis on TD would enable more effective recruitment and retention of talented and motivated engineers.

On:2010-05-13 06:12:21 By:140.185.16.117

I think upper level management is totally missing the ball on the single most important issue facing this org, the move to the Marks Center. The move to Marks Center is nothing but rumours because there is next to no info coming out of the front office. I don't care if you don't know anything, that is an excuse, find out what is going on! The latest rumour is that we will be moving in before parking is available so we will need to go park at the pentagon or the navy annex and be bussed over. Exactly what parking at those two facilities is available...NONE! Are you kidding me? That is not an acceptable plan and if the senior leadership has not voiced that then shame on you. This org needs to get ahead of the problems that are coming with this move. We could be leading with providing telework opportunities but I see the same lame comments like "great, so we can all telecommute from Paris." There are ways to make it work effectively and in the best interest of the org. One more thing, what are we doing discussing travel opportunities on this survey? I pay taxes and I don't pay them to fund a sightseeing adventure for senior managers and Policy. What ever happened to being a good steward of the taxpayers money? Have people try a phonecon once and a while, it is just as effective and alot lighter on my taxes.

On:2010-05-12 15:12:45 By:140.185.16.49

I would eliminate the influence of DoC.

On:2010-05-12 14:16:49 By:140.185.17.82

Minimize the negative impact of the BRAC move on employee quality of life.

On:2010-05-12 12:33:07 By:140.185.17.85

Since the move to Mark Center seems to be beyond DTSA control, implement a telecommuting program that reduces time in the office to 50% or less: buy laptops to work from home, establish relationships with telecommuting centers in the region. A large part of the workload can be executed in an unclassified environment.

On:2010-05-12 11:19:04 By:140.185.17.94

Attempt to stay in current location vs. move to Mark Center which has inadequate access to public transportation, no road improvements, and possibly limited parking spaces available to DTSA employees.

On:2010-05-12 11:16:08 By:140.185.16.61

n/a

On:2010-05-12 10:30:56 By:140.185.16.115

I would fire the people that wrote this survey and the other. Both are poorly written. e.g. "As a trend, is it getting:<6 choices>" The response is written like a question. In survey's, one is normally answering a question. I.e., "As a trend, it is getting: <6 choices>"

On:2010-05-12 10:30:04 By:140.185.16.111

The one thing I would change is the move to Marc Center. The Army and Jim Moran made a bad choice in selecting the Marc Center. This area is already congested with traffic. In fact, I use to live in that area and had always noticed the off ramp from 395 to Seminary road is already a mile long to get off the exit. Now add another few thousand automobiles to that and imagine the chaos. I for one am NOT happy about the move. I m actively seeking other employment to another government agency that is closer to where I live just so I don t have to face this move to Marc Center. I think I would start a list of people who are actively seeking employment away from DTSA because on this move.

On:2010-05-12 09:58:57

By:140.185.16.98

DTSA is a great place to work. This is a tough job but it is enjoyable because of the people/management. One opportunity for improvement would be new or upgraded computers. The current computers just cannot keep up with all of the latest and greatest software we are running. Crashing/freezing and rebooting of computers diminishes morale and productivity. When we first deployed USX the computers were state-of-the-art. Now, my home computer is far superior...

On:2010-05-12 09:10:17

By:140.185.16.147

I would provide all export control analysts with the same analytic tools that law enforcement is using when conducting intelligence functions. These tools would enable analysts to allow them to make more informed recommendations on export license requests because they would help to determine, track, and communicate linkages between exports and proliferation activities. These analytic tools would include Mapping/Geographic Information System (GIS), Statistical Analysis Software, Timeline/Flowcharting, Link Analysis, and Data Mining/Text Mining software. http://www.it.ojp.gov/documents/analyst_toolbox.pdf

On:2010-05-07 14:08:07

By:140.185.17.78

1. Begin communicating the need for import controls to balance the export controls for military list items and significant dual use items. The movement of production of non-controlled articles to cheaper labor markets, where the related facilities and labor workforce also makes dual-use/military articles means that DoD must then pay for the entire upkeep of the facility along with the labor costs. As this is not done, we are losing the manufacturing base for many items. The only way to ensure some production capability is to also prevent the import of those articles whose domestic capability supports production for the military. 2. Not move to new building until traffic/parking is dealt with.

On:2010-05-07 13:34:03

By:140.185.17.166

1.) I would not lose sight of how important it is to have your Deputy fully engaged in running the day-to-day operations of the organization. Limit as much as possible those activities that de-track from that role. 2.) Work within DoD/DoD Policy to see if it really makes sense to have DTSA as part of the BRAC move, and offer the move opportunity to have another DoD organization who may have an interest. 3.) Investigate if it is within my power to offer up to 3 hours per week, during the work day, that I could allow my employees to do a physical workout without having to make-up the time. 4.) Get rid of the Wedgewood metric requirement that supports the DTSA strategic plan. 5.) Investigate the possibility of telework for parts of DTSA that have set processes. 6.) Bring back NSPS

On:2010-05-07 05:23:47 By:140.185.16.172

I have only been a part of DTSA for a short time, therefore I can't answer the above question.

On:2010-05-07 04:46:48 By:140.185.16.131

Prevent the move to the MARK Center.

On:2010-05-06 12:22:19 By:140.185.16.76

Uniform work hours/days.

On:2010-05-06 11:58:16 By:140.185.16.107

The director is on the right track....he has changed a lot already in his short tenure and the feeling is that things will continue to improve around here!

On:2010-05-06 10:14:36 By:140.185.16.64

Generally, DTSA is a great place to work and I enjoy my job. My one recommendation would be for management to levy the same or substantially similar expectations on everyone. Why is policy not allowed to have RDOs? Why does PD have to have such a robust back-up system when other directorates routinely decline to attend important meetings because it's their RDO? Why does PD have to submit trip reports within 1-2 days when other directorates NEVER submit trip reports? Why is one director allowed to be consistently on travel and then doesn't share the goings-on of his trips with the folks working the country issues - or even his own staff? Why does PD get tasked to rewrite papers from other directorates because there is no expectation that LD and TD should have to communicate clearly? Why does PD provide a PDAR but no other directorate tells the rest of the staff what it is doing that might affect others? There is no consistent expectation for high performance or information sharing - this is a very territorial organization with stove-piped communication rather than broadly distributed information. If someone goes to a country, the desk officer in PDR should know about it - better to find out from our colleagues within DTSA than to find out, as often happens, from our international colleagues.

On:2010-05-06 08:46:37 By:140.185.17.61

Better training opportunities for every one.

On:2010-05-06 07:32:11 By:140.185.16.174

If time permits I would at least every two weeks make it a point to walk around and see what is going on in the different directorates and talk to people who necessarily don't have that one on one all the time.

On:2010-05-06 06:51:49 By:140.185.16.168

As individuals, we need to be more proactive less reactionary. We need maintain an in depth knowledge of technological developments in and be more proactive with outreach to industry. Very often, one action after another becomes the highest priority resulting in just enough time to breathe but little time to think. The one thing I would change to move towards a more proactive environment would be to resolve the interagency wrangling over practically every action. This has been a major problem for the last couple of years which has continued to get worse.

On:2010-05-06 06:30:07 By:140.185.17.163

Management....

On:2010-05-06 06:24:01 By:140.185.17.160

Display leadership more overtly. Determine if mid-management is doing their job responsibly and, if not, hold them accountable. Easy questions that are missing here: "Does your manager leave his/her office?" How often does your manager stop by your cubicle?"; "How often does your manager ask how you / your family is doing?"

On:2010-05-06 06:21:29 By:140.185.16.110

The competitive spirit among the offices and within the offices - make this a place of synergy and collaboration. Praise professional discussions of differing opinions but shun bullying by volume or position or bullying by cutting off information flow. Also praising the source of competence no matter how low the level from which it ascends. And require that statements be backed up back facts no matter how high the level from which those assertions are made. (or at the least clearly identify a hunch as a hunch or a gut feeling as a gut feeling but don't send us out to the interagency with nothing but smoke and mirrors.)

On:2010-05-06 04:51:59 By:140.185.17.98

Work to move us to Crystal City and closer to the Pentagon vs Seminary Road

On:2010-05-04 14:18:25 By:140.185.16.165

Not enough time here to make an honest opinion.

On:2010-05-03 12:39:00 By:140.185.16.123

Implement 360 process for supervisors.

On:2010-05-03 11:13:40 By:140.185.16.163

So far so good! Tighter reins on the security posture

On:2010-04-30 10:26:37 By:140.185.16.210

Questions 11 and 12 are unclear what you are asking!

On:2010-04-30 09:20:34 By:140.185.16.85

The relocation to the Mark Center! If this can not be changed then serious consideration has to be given to increased work schedule flexibility (larger range of start and stop times), increased use of compressed work schedules for all including management (i.e, 5/4/9 & 4/10), and telecommuting/work from home/satellite offices.

On:2010-04-29 06:43:34 By:140.185.17.91

When we get to the new building commuting for most people will significantly worsen. I would allow more telecommuting and institute more flexible work times, such as to allow earlier or later start times. This would also require eliminating or changing the core hours, such as to 10:00 to 1:00 or 10:00 to 2:00.

On:2010-04-29 06:25:10 By:140.185.17.100

Choose to opt out of the move to the Marc Center until transportation options are better. Provide formal mentors and allow time for increased responsibility learning/application for technical, high-grade personnel, examples higher degrees, leadership training, SES training, government decision making, sabbatical, rotation assignments, etc. Increase manning to allow for time to study as much as two hours per day--20% manning increase, keep some level of technical currency. Require one technical, journaled paper per year from the technical personnel. Authorize acquisition positions for technical personnel and provide training and certification--program management, SPRDE, test/evaluation, etc.

On:2010-04-28 11:10:52 By:140.185.17.69

work from home opportunities

On:2010-04-28 04:34:46 By:140.185.16.70

I would STOP the move to Marc Center. It's going to be a nightmare. If impossible, then I would: (1) seek early out opportunities for those who are eligible so they can be spared the commuting misery; (2) point out all the benefits of wasting an extra 1-2 hours in daily commute; (3) help others with transition to outside organizations who aren't relocating to the Marc Center; (4) offer telecommuting option(s); (5) keep everyone informed regularly.

On:2010-04-27 13:47:14 By:140.185.17.81

Do NOT move DTSA to the MARC center, work hard now to stay here or relocate to Crystal City. Office morale/productivity will be gravely impacted.

On:2010-04-27 03:56:26 By:140.185.17.75

Implement telework 1-2 days a week at new work site.

On:2010-04-26 13:53:08 By:140.185.16.71

Spend time outside of Front office - few minutes each day. Walk around MD, PD, SD, TD, and LD - not just in EO.

On:2010-04-26 10:39:28 By:140.185.16.175

Would not change anything right now

On:2010-04-26 04:40:07 By:140.185.17.184

I would avoid the BRAC move. DTSA is a "Great Place to Work" because of its mission but also the quality of life it offers to its employees. This move will make the senior personnel leave early leaving a large gap as well as forcing mid-level personnel to seek employment elsewhere. I have begun looking for new work to avoid the move.

On:2010-04-22 07:43:07 By:140.185.16.162

Quality of life in the agency.

On:2010-04-22 07:41:18 By:140.185.16.117

Not move to the I-395 monster. This is providing me with the most dissatisfaction with this organization, otherwise, it is a great place to work.

On:2010-04-21 04:53:43 By:140.185.17.45

As far as SD is concerned, remove its current director. Begin careful vetting process to select an individual who's qualified not only technically, but, more important, possesses leadership qualities (such as sound judgment, compassion, and fairness) that would effect all of the positive feedbacks this survey seeks to identify and obtain.

On:2010-04-20 12:33:11

By:140.185.17.16

Stay in this building vs. moving (BRAC). Encourage rotations between Directorate employees (cross-pollinate). Reinforce the need for fair evaluations accross DTSA. It was clear what was meant by "Impact of office favorites."

On:2010-04-19 12:23:40

By:140.185.17.62

The move to Seminary Road. We will most likely lose good people as a result, since the good ones can find jobs elsewhere.

On:2010-04-19 11:38:14

By:140.185.17.63

Too many of the negative things associated with DTSA (e.g., BRAC and associated transportation and facilities) are outside of the Director's scope. One thing I would do is to seek solutions for any directorate to offer employees flex hours or RDO.

On:2010-04-19 10:58:07

By:140.185.17.30

Get out of moving to Mark Center.

On:2010-04-19 05:12:30

By:140.185.16.100

When granting 59 minutes, suggest you give notice in the morning, not at 1530 hrs. It's a hollow gesture to receive 59 minutes when you are walking out the door or already gone. Also delaying notification until late in the afternoon gives the impression that the notice and employee are an after thought. To treat all employees fairly, in the morning, send notice that they may leave 59 minutes prior to the end of their normal schedule. Holidays are not surprises so a little prior planning is all that is needed. Of course early release is contingent on mission requirements.

On:2010-04-16 13:21:33

By:140.185.16.46

I would get access to Policy intranet restored.

On:2010-04-16 11:33:57

By:140.185.17.149

The engineers of SD by-and-large have the same licensing experience as their fellow engineers in TD, yet the SD folk are GS-14 (equivalents) while the TD folk are GS-15 equivalents. I would even the playing field by raising the SD folk to GS-15 status during the NSPS to GS crossover.

On:2010-04-16 07:39:41

By:140.185.16.125

I would ensure that AOs have "FULL" internet connectivity with OSD-Policy.

On:2010-04-16 07:28:18

By:140.185.16.54

Never would've taken away military training days. Civilians get RDOs but military that don't work in TD don't get anything.

On:2010-04-16 06:06:21

By:140.185.16.148

We seem to focus on defense rather than offense in the export control business. Much effort is placed on doing licenses. Little intellectual effort is given to identifying emerging technologies that need to be protected.

On:2010-04-16 05:27:31

By:140.185.16.43

I would establish a certification process when people are hired and recuring training to keep DTSA members up to date on changing USG policies, rapidly advancing technologies, and the evolution of geo-politics and globalization. We are all hired for our knowledge, skills, abilities, experience in international affairs, foreign disclosure, export licensing, technology analysis, etc. However, not everyone has the same level of understanding of the governing statutes, regulations, executive orders, and policies. No matter what directorate you work in, you should have a basic understanding of these areas. To stay current requires a constant effort to keep up with changes to the ITAR, developing USG policy as other countries change their policies. As we cut and paste provisos from precedent cases we need to make sure that the policies that drove the original provisos are still in effect, that the geopolitics that requiried that policy still exist, and the technology on the license is the same, or we need to re-evaluate the provisos.

On:2010-04-16 05:25:57

By:140.185.16.79

Remember it is a TEAM effort... NO invented here, it is our project, we don't have to coordinate and the best one, its my way or no way. Other Directorates have something to contribute...let them!

On:2010-04-16 05:23:06

By:140.185.16.124

Justify SD posistions to GS-15. Most of us have done the jobs (licensing) that are currently being done by TD in addition to field monitoring.

On:2010-04-16 05:13:12

By:140.185.17.97

Formal mentor program. More access to rotational programs within State and DoD.

On:2010-04-16 05:08:40

By:140.185.16.95

BRAC move will be a very great disincentive to remain at DTSA

On:2010-04-16 05:07:49

By:140.185.16.78

Upward mobility for support staff to move to higher responsibilities, with movement toward higher grades/positions. ECS positions have been dead end streets at DTSA. They have had to move to other organizations (Army, Navy, etc) to get promoted. We've lost a number of quite capable people that way.

On:2010-04-16 04:19:02

By:140.185.16.48

No comment.

On:2010-04-16 04:17:10

By:140.185.17.173

I don't know that I could offer an intelligent response to this one since I don't have the overarching perspective that he does.

On:2010-04-15 11:57:14

By:140.185.16.164

Make sure all deirectorates had all the compressed work week options.