

**2000 PEER Survey**  
**New Mexico Department of Game & Fish**

*In August, PEER mailed surveys to all NMDGF employees. PEER has thus far received 83 responses of the 227 sent out, not including undeliverables and returns--a 37% percent rate of return. Surveys continue to arrive daily. Below are the results.*

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**GOALS**

1. NMDGF is adequately funded and staffed to manage the state's wildlife resources.

*2% strongly agree 10% agree 0% no opinion 34% disagree 34% strongly disagree*

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2. NMDGF has an effective program for managing and conserving the state's wildlife.

*4% strongly agree 34% agree 7% no opinion 39% disagree 17% strongly disagree*

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3. Nongame management and endangered species receive adequate emphasis from NMDGF administration.

*4% strongly agree 35% agree 7% no opinion 28% disagree 27% strongly disagree*

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4. New Mexico laws provide an adequate basis for the management and protection of all wildlife of the state.

*2% strongly agree 32% agree 4% no opinion 33% disagree 29% strongly disagree*

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5. New Mexico's wildlife resources are better protected today than five years ago.

*4% strongly agree 24% agree 19% no opinion 36% disagree 17% strongly disagree*

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**II. LEADERSHIP**

6. NMDGF is a well managed agency.

*1% strongly agree 17% agree 10% no opinion 40% disagree 31% strongly disagree*

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7. NMDGF leadership provides clear and consistent directions on controversial issues.

*0% strongly agree 17% agree 7% no opinion 45% disagree 31% strongly disagree*

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8. I am confident that the selection process for the next director will produce the most qualified candidates.

*2% strongly agree 16% agree 32% no opinion 27% disagree 23% strongly disagree*

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### **III. STATE GAME COMMISSION**

9. The State Game Commission appears concerned about all aspects of New Mexico's wildlife needs, rather than just game species.

*0% strongly agree 11% agree 14% no opinion 28% disagree 47% strongly disagree*

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10. The State Game Commission carefully considers the biological analyses and recommendations from NMDGF.

*0% strongly agree 0% agree 9% no opinion 28% disagree 63% strongly disagree*

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11. In my experience, the State Game Commission inappropriately interferes in staff matters.

*31% strongly agree 36% agree 23% no opinion 6% disagree 4% strongly disagree*

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### **IV. PROFESSIONALISM**

12. Selection to supervisory positions within NMDGF is based primarily on education, experience and accomplishment.

*6% strongly agree 29% agree 10% no opinion 42% disagree 13% strongly disagree*

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13. Staff are encouraged to grow professionally at NMDGF through in-service training, short courses, professional conferences, and membership in professional societies.

*17% strongly agree 57% agree 6% no opinion 15% disagree 20% strongly disagree*

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14. I trust NMDGF top administrators to defend the state's wildlife resources against any special interests or political pressures.

*5% strongly agree 12% agree 15% no opinion 33% disagree 35% strongly disagree*

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15. I respect the integrity and professionalism of NMDGF administrators.

*9% strongly agree 28% agree 21% no opinion 27% disagree 16% strongly disagree*

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16. I have been directed or encouraged by a supervisor to ignore a specific threat or remain silent regarding a specific threat to a wildlife resource.

*20% yes 6% no opinion 73% no*

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## **V. CREDIBILITY**

17. NMDGF administration generally provides complete and accurate information to the public on controversial issues.

*6% strongly agree 51% agree 12% no opinion 22% disagree 10% strongly disagree*

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18. NMDGF administration generally provides complete and accurate recommendations to the Game Commission on controversial issues.

*11% strongly agree 53% agree 19% no opinion 10% disagree 7% strongly disagree*

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19. NMDGF decision-makers rely upon input from the staff who must implement or will be affected by the decisions.

*7% strongly agree 33% agree 18% no opinion 34% disagree 8% strongly disagree*

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20. In my experience, many decisions of NMDGF ignore sound wildlife or fishery biology.

*11% strongly agree 48% agree 16% no opinion 14% disagree 11% strongly disagree*

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21. NMDGF administration clearly explains the basis of its decisions to staff.

*2% strongly agree 22% agree 16% no opinion 40% disagree 20% strongly disagree*

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22. NMDGF is effective in presenting its funding and legislative needs to the state legislature and the governor.

*4% strongly agree 25% agree 23% no opinion 23% disagree 25% strongly disagree*

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23. The name of New Mexico Department of Game and Fish should be changed to New Mexico Department of Wildlife Resources.

*17% strongly agree 12% agree 17% no opinion 18% disagree 36% strongly disagree*

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## **VI. MORALE**

24. When I do a good job, I feel my efforts are generally appreciated.

*45% yes 24% uncertain 31% no*

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25. My supervisor trusts my work, and does not second-guess my efforts and decisions.

*22% always 62% most of the time 7% occasionally 4% rarely 5% never*

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26. I fear job-related retaliation for openly advocating protection of the state's wildlife resources.

*27% yes 30% uncertain 43% no*

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27. Discrimination based on sex, age or race is a problem within in NMDGF

*5% strongly agree 17% agree 17% no opinion 31% disagree 30% strongly disagree*

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28. Morale among NMDGF employees is:

*4% excellent 10% good 24% fair 46% poor 17% very poor*

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## **VII. EXPERIENCE**

29. I have worked for NMDGF:

*28% less than 5 years 17% 5-10 years 55% more than 10 years*

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30. My work for the New Mexico Department of Game and Fish is primarily:

*28% Field conservation officer 28% Biologist 14% Administration 30% Other*