

# Smithsonian Institution

Index Score: 76.0 (Ranked #4 out of varied totals)

The increase and diffusion of knowledge

## Scores and Rankings by Class

Class	2011 Score	Rank (out of varied totals)
<a href="#">Employee Skills/Mission Match</a>		
<a href="#">Strategic Management</a>		
<a href="#">Teamwork</a>		
<a href="#">Effective Leadership</a>		
<a href="#">Effective Leadership - Empowerment</a>		
<a href="#">Effective Leadership - Fairness</a>		
<a href="#">Effective Leadership - Senior Leaders</a>		
<a href="#">Effective Leadership - Supervisors</a>		
<a href="#">Performance Based Rewards and Advancement</a>		
<a href="#">Training and Development</a>		
<a href="#">Support for Diversity</a>		
<a href="#">Pay</a>		
<a href="#">Family Friendly Culture and Benefits</a>		
<a href="#">Work/Life Balance</a>		

Scores by Class	2010	2009	2007	2005	2003
<a href="#">Employee Skills/Mission Match</a>					
<a href="#">Strategic Management</a>					
<a href="#">Teamwork</a>					
<a href="#">Effective Leadership</a>					
<a href="#">Performance Based Rewards and Advancement</a>					
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<a href="#">Pay</a>					
<a href="#">Family Friendly Culture and Benefits</a>					
<a href="#">Work/Life Balance</a>					

## Index Scores

Year	Score
2011	76.0
2010	76.2
2009	
2007	
2005	
2003	

## Scores and Rankings by Demographic

Demographic	Score	Rank (out of varied totals)
<a href="#">Female</a>		
<a href="#">Male</a>		
<a href="#">40 and over</a>		
<a href="#">Under 40</a>		
<a href="#">Asian</a>		
<a href="#">Black or African-American</a>		
<a href="#">Hispanic or Latino</a>		
<a href="#">Multi-racial</a>		
<a href="#">White</a>		
<a href="#">American Indian or Native American</a>		

Scores by Demographic	2010	2009	2007	2005	2003
<a href="#">Female</a>					
<a href="#">Male</a>					
<a href="#">40 and over</a>					
<a href="#">Under 40</a>					
<a href="#">Asian</a>					
<a href="#">Black or African-American</a>					
<a href="#">Hispanic or Latino</a>					
<a href="#">Multi-racial</a>					
<a href="#">White</a>					
<a href="#">American Indian or Native American</a>					

## Staff/Manager Alignment

**Score: 0**

### Less Aligned / More Satisfied:

Agencies in this group have *Best Places* Index scores that exceed government-wide norms, but less-than-normal alignment between staff and managers on key workforce issues. Despite good scores on the *Best Places* index, agencies in this group should therefore examine the areas of high disconnect between staff and managers.

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## Workforce Size and Trends

Number of Employees in:	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010
			4,684	4,578	4,541	4,697	4,589	4,701	4,777	4,754

**Employees joined (2009):** 327

**Percentage joined (2009):** 6.90%

**Average joined (2004-2009):** 400

**Employees left (2009):** 375

**Percentage left (2009):** 7.90%

**Average left (2004-2009):** 402

**Rookie ratio (percentage of workforce with less than three years of service):** 16.50%

## More About the Agency

Headquartered in Washington, DC

Other Locations: Chantilly, VA; New York, NY

<http://www.si.edu/>