

Information Paper

Subject: Password Options for Defense Equal Opportunity Management Institute (DEOMI) Organizational Climate Survey (DEOCS) v4.1 Administration

Purpose: This paper discusses password options for DEOCS v4.1, challenges identified during the launch of DEOCS v4.1, and modifications that will be made as DEOMI works through password challenges.

Background:

- DEOCS v4.1 was launched on 1 August 2017. Updates from v4.0 centered on reducing survey fatigue, updating the survey to cover contemporary issues, improving survey validity for commanders, and applying Service and field recommendations.
- In order to improve survey validity and apply field recommendations, DEOMI suspended survey respondents' direct access through a single access code (password). Providing a single access code was identified to potentially produce less reliable results for commanders and did not allow respondents to reenter the survey if not finished on their first attempt.
- Two previously used options (single password and paper survey) remained available; and a third option was developed that allows DEOMI to send emails with individual passwords to respondents.

Discussion:

- During the beta testing of DEOCS v4.1, DEOMI discovered some unforeseen technical challenges relating to mail servers which prevented the immediate deployment of the new email password option. These challenges are currently being worked through, but only leave the print password and paper survey options available.
- DEOMI understands the increased workload and the logistical challenges this situation created for some organizations, and as such, concluded *the single password option will again be made available*. It is important to note that DEOMI continually strives to provide the most reliable information possible to leaders, but we also know that we must balance this with the usability and utility of our DEOCS system. This option will be made available starting immediately.

Prepared by: Dr. Daniel P. McDonald, DEOMI, 321-494-2746