Appendix 1. Survey questions.

1. What type(s) of physical and biological management challenges does your office currently face? (Please check all that apply)

   □ Erosion
   □ Flooding
   □ Wetland Loss
   □ Air Quality
   □ Water Quality
   □ Climate Change
   □ Noise or Light Pollution
   □ Fire Management
   □ Species and Habitat Management
   □ Restoration from Fire or Other Disturbance
   □ Other (please specify)

2. What type(s) of other management challenges does your office currently face? (Please check all that apply)

   □ Stakeholder Conflicts
   □ Development of Adjacent Lands
   □ Lack of Funding
   □ Personnel Constraints
   □ Unpermitted Access on Closed Areas
   □ Participation in Unauthorized Activities
   □ Permitting Decisions
   □ Conflicting Mandates
   □ Other (please specify)

3. Which three of the issues listed in Questions 1 & 2 (physical, biological or other challenges) would you judge to be the most challenging for your office at present? (Please list in order of perceived priority)

   1. ______________________________
   2. ______________________________
   3. ______________________________
4. How would you rate the severity of the top management challenge (#1 in Question 3)? Please consider “severity” in terms of environmental and/or social/economic impacts.

   The Top Management Challenge in My Office is:

   □ Not Serious at All
   □ Slightly Problematic
   □ Moderate
   □ Severe
   □ Very severe

5. Based on your knowledge and views, how might climate change impact public lands that are specifically managed by your office? Even if you have not previously considered the potential impacts of climate change on the public lands managed by your office, please offer your best estimate.

<table>
<thead>
<tr>
<th>Event</th>
<th>Very Low Possibility</th>
<th>Low Possibility</th>
<th>Moderate Possibility</th>
<th>High Possibility</th>
<th>Don’t Expect to Change</th>
<th>Don’t Know</th>
</tr>
</thead>
<tbody>
<tr>
<td>Increased Local Air Temperatures</td>
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<tr>
<td>Increased Local Water Temperatures</td>
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<tr>
<td>Changes in Local Runoff Timing</td>
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<tr>
<td>More Local Flooding</td>
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<tr>
<td>Less Local Flooding</td>
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<td>More Frequent Local Storms</td>
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<tr>
<td>Less Frequent Local Storms</td>
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<tr>
<td>Changes in Local Spawning Times of Species</td>
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<tr>
<td>Decreases in Local Water Quality</td>
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<tr>
<td>Decrease in Local Water Quantity</td>
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<tr>
<td>Increase in Local Potential for Catastrophic Wildfire</td>
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<tr>
<td>Positive Impacts on Local Ecosystems</td>
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<tr>
<td>Negative Impacts on Local Wildlife</td>
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<td>Negative Impacts on Local</td>
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<td>Recreation</td>
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<tr>
<td>Positive Impacts on Local Recreation</td>
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<td>Negative Impacts on Local Permittees</td>
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<tr>
<td>Negative Impacts on Nearby Communities</td>
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<tr>
<td>Positive Impacts on Nearby Communities</td>
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<tr>
<td>Other (please specify)</td>
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</tbody>
</table>

6. What, if any, changes has or will your office make in your management plans in response to climate change? (Please check all that apply)

- [ ] Update Flood Risk Maps
- [ ] Provide Additional Information / Educational Materials to the Public
- [ ] Changes in Locations of Activities Allowed
- [ ] Inventorying Greenhouse Gas Emissions (From Vehicles, Buildings etc.)
- [ ] Limiting / Reducing Emissions (From Vehicles, Buildings etc.)
- [ ] Reducing the Intensity of Land Use
- [ ] Changes in Types of Activities Allowed
- [ ] Forest Thinning/ Fuel Reduction
- [ ] Additional Measures to Protect Wildlife
- [ ] No Change in Response to Climate Change
- [ ] Other (please specify)

7. Has your local office developed strategies or plans to deal with the potential impacts from climate change?

- [ ] Yes, Plan is Currently Being Developed
- [ ] Yes, Plan is Being Carried Out
- [ ] No
- [ ] Don’t Know

8. Which of the following statements regarding climate change do you agree with most?

- [ ] Climate change is real and already happening now
☐ Climate change is probably happening and we will start seeing impacts in the near future
☐ Climate change may become a problem in the longer term future
☐ Climate change is probably not happening now and will not cause problems in the future

9. In your opinion, how serious is the problem of climate change?
   ☐ Not Serious at All
   ☐ Somewhat Serious
   ☐ Serious
   ☐ Very Serious
   ☐ Don't Know

10. How well informed do you feel you are about climate change?
   ☐ Well Informed
   ☐ Moderately Informed
   ☐ Not Well Informed
   ☐ Not at All Informed
   ☐ Don't Know

11. From your perspective, what are the most important factors preventing you from planning for adaptation to climate change? (Please rank your top three choices with 1 being the most important)

<table>
<thead>
<tr>
<th>Factor</th>
<th>1</th>
<th>2</th>
<th>3</th>
</tr>
</thead>
<tbody>
<tr>
<td>Budget Constraints</td>
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<tr>
<td>Conflicting Mandates</td>
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<tr>
<td>Lack of Information at Relevant Scales</td>
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<tr>
<td>Lack of Specific Agency Direction</td>
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<tr>
<td>Lack of Useful Information</td>
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<tr>
<td>Not a High Priority in My Office</td>
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<tr>
<td>Personnel Constraints</td>
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<tr>
<td>Stakeholder Conflicts</td>
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<tr>
<td>Uncertainty in Available Information</td>
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<tr>
<td>Other (Please Specify)</td>
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</tbody>
</table>
12. Whether or not your office has already taken action to prepare for the possible impacts of climate change, how much of a hurdle do you perceive the following issues to be in planning for climate change? (Please check one box per possible reason)

<table>
<thead>
<tr>
<th>Issue</th>
<th>Big Hurdle</th>
<th>Small Hurdle</th>
<th>Not a Hurdle</th>
</tr>
</thead>
<tbody>
<tr>
<td>Lack of Public Awareness or Demand to Take Action</td>
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<tr>
<td>Insufficient Staff Time to Get Informed About Issue, Gather Relevant Information</td>
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<tr>
<td>Available Science is at the Wrong Scale</td>
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<tr>
<td>Lack of Perceived Importance to Public</td>
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<tr>
<td>Science is Difficult to Understand</td>
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<tr>
<td>Insufficient Staff Resources to Analyze and Assess Relevant Information</td>
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<tr>
<td>Legal Pressures to Maintain Status Quo</td>
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<tr>
<td>Not a High Priority in My Office</td>
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<tr>
<td>Lack of Social Acceptability of Strategies That Take Global Warming into Account</td>
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<tr>
<td>Lack of Perceived Solution Options</td>
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<tr>
<td>Science is Too Uncertain</td>
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<tr>
<td>Budget Constraints</td>
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<tr>
<td>No Legal Mandate to Take Global Warming Impacts Into Account</td>
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<tr>
<td>Currently Pressing Issues are All-consuming</td>
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<tr>
<td>Opposition from Stakeholder Groups</td>
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<tr>
<td>Lack of “Best Available Science”</td>
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</tbody>
</table>

13. Some actions taken in response to predicted changes in climate are similar to, or the same as, plans that are already in place for alternative reasons. For example, forest thinning is sometimes considered adaptation to climate change but often takes place for alternative reasons as well. To what degree will climate change adaptation plans differ from prior management plans?

- No Change
- Differ Slightly
- Differ Significantly
- Don't Know
- N/A

14. Which Federal land agency do you currently work for? (choose all that apply)

- BLM
15. Which of the following best describes the position you fill in your agency?

- Planner
- Field Practitioner / Technician
- Executive / Director
- Park / Forest Ranger
- Office Support
- Forest Supervisor
- Wildlife Manager
- Engineer
- Water Resources Manager
- Environmental Specialist
- Field Manager
- Staff Scientist
- Public Outreach / Education
- Recreation Planner / Technician / Specialist
- Other (please specify)

16. In an average week, approximately what percentage of your work deals with land management issues?

I spend the following amount of my time each week dealing with land management issues:

- None
- Under 20% (up to 1 day/week)
- 20 – 50% (approx. 1 – 2.5 days/ week)
- 50– 75% (approx. 2.5 – 4 days/ week)
- Over 75% (more than 4 days/ week)
17. How old are you?

18. Gender

☐ Male
☐ Female

19. Your race/ethnicity (Select one or more)

☐ White (nonhispanic)
☐ Asian / Pacific Islander
☐ Native American
☐ Black
☐ Hispanic
☐ Other

20. What is the highest level of education you have completed?

☐ Less Than 12th Grade (No Diploma)
☐ High School Graduate or Equivalent
☐ Some College, No Degree
☐ Associate’s Degree
☐ Bachelor’s Degree
☐ Graduate or Professional Degree

21. If applicable, what was your major in college?

☐ Biological Sciences
☐ Physical Sciences
☐ Social Sciences
☐ Business
☐ Engineering
☐ Humanities
22. How many years have you been employed by your agency?

23. How many years have you held the current position in which you are now employed?

24. Where is your office located?
   
   State: ________________

25. Which type of office do you work in?

   □ Regional Office
   □ District Office
   □ Research Station
   □ State Office
   □ Field Office
   □ Supervisors Office
   □ Other (please specify)