



The Office of People Analytics (OPA) will launch several enhancements to the DEOCS 5.0 starting in February 2022 as part of our efforts to continually improve the survey and ensure that users’ needs are met. In this document, we provide a high-level overview of the DEOCS 5.0 FY22 enhancements. Enhancements will be made to the Registration Portal, how participants access the survey, the survey instrument, and the Interactive Dashboard. These enhancements will not impact the ability to trend results from other DEOCS 5.0 surveys (i.e., any DEOCS 5.0 surveys registered January 4, 2021 or later). This document highlights the enhancements that will be available to users beginning in February 2022 and being released on a rolling basis throughout early 2022. OPA is continually working on additional enhancements that will be released in the future.

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Registration Portal Enhancements

The DEOCS Registration Portal updates will enhance user experience, making it easier for users to tailor the survey instrument to their unit or organization. An overview of the enhancements happening to the Registration Portal are described below.

- **Updated Instruction Text.** Registration instructions will be updated to highlight important registration processes and make the overall registration process clearer and easier to follow.
- **New Service Component Options.** The Service Component drop-down menu will now include the U.S. Coast Guard Academy (USCGA) and the Military Service Academy (MSA) Preparatory Schools. Additionally, we have added new options for a “Faculty or Staff” DEOCS for all of the Military Service Academies and Military Service Academy Preparatory Schools.
- **Updates to Service Component Naming.** Naming conventions of Service components will be updated in the Service Component drop-down menu to be consistent with standard naming conventions and clearly distinguish between active duty and reserve components as well as students and faculty/staff.
- **Updates to Command Levels and Unit Types.** The Command Level and Unit Type fields will be updated to include additional, and more accurate, options.



- **New Service Fields.** A Service drop-down will be added to the Commander/Leader's Information and the Commander/Leader's Supervisor's Information sections.
- **New Rank/Title Fields.** A Rank/Title drop-down will be added to the Commander/Leader's Information and the Commander/Leader's Supervisor's Information sections.
- **New Unit/Organization Personnel Information Sections.** Two optional sections will be added to the registration, an Equal Opportunity Advisor (EOA)/Command Climate Specialist (CCS) Information section and a Senior Non-Commissioned Officer (NCO)/Senior Enlisted Leader (SEL) Information section.
 - Much like the other personnel sections, these new sections will include fields for the personnel's Service, rank, first name, last name, e-mail address, and phone number.
 - If an EOA/CCS is identified on the registration, they (like the survey administrator or commander) will have access to the survey registration and results.
- **Updates to Survey Automatic Extension.** Open DEOCS 5.0 surveys will be automatically extended by one week to allow more time for participants to complete their unit or organizations DEOCS and to help ensure there are sufficient responses to generate DEOCS 5.0 results. The automatic extension will occur three days before the survey closes if either a unit or organizations DEOCS 5.0 survey has:
 - Fewer than 16 participants or
 - Less than a 30% response rate

Survey Access Enhancements

In FY22 all DEOCS 5.0 surveys will move from the legacy login method to a new secure login method. As a result, rather than accessing the survey using a link and passcode provided by survey administrators, participants will use the confidential secure survey login process. With this switch, if e-mail addresses are provided in the roster, participants will automatically be e-mailed a link to access the secure login page. To access their unit or organization DEOCS, participants will enter their e-mail or phone number that was listed in the roster during registration. If a participant is registered for multiple DEOCS they will have the option to select which DEOCS they wish to take.

The benefits of the new confidential secure survey login include:

- **Easy Access.** Participants will access the survey via a link automatically sent to their e-mail, rather than waiting for survey administrators to send a link and



passcode. The link can also be included on flyers, posters, or other recruitment materials and distributed widely.

- **Automated Outreach.** If e-mail addresses are provided on the roster, recruitment and reminder e-mails will automatically be sent to all survey participants. If, however, only phone numbers are provided on the roster, survey administrators will still need to notify unit or organization members that the survey is open and provide them the link to the survey.
- **Decreased Burden on Survey Administrators.** If survey administrators provide e-mail addresses of unit or organization members on the roster, they will no longer have to send the DEOCS link and passcodes to their unit or organization.
- **Flexible Access for Participants.** Participants will be able to stop the survey at any time, save their responses, and return when it is convenient for them.
- **User Authentication.** Only participants whose e-mails or phone numbers are included on that unit or organization's roster will be able to take the survey.
- **Enhanced Data Protection.** Once participants submit their DEOCS, they will not be able to take the survey again.
- **Additional Data Analysis Capabilities.** Confidential data can be weighted and compared across units and organizations and over time.

An experiment of the DEOCS 5.0 legacy login method and the new secure login found that response rates and survey results are comparable across login methods. Therefore, we are confident that the new secure login enhancement will reduce burden to survey administrators, make the survey access process more user friendly, and improve data quality without reducing the quality of DEOCS data collected.¹

Survey Instrument Enhancements

The DEOCS 5.0 survey instrument will be updated to include additional populations, provide consistent definitions, and ensure that survey items are clear and concise. A description of the enhancements to the survey instrument are provided below.

- **Updates to Survey to Include Additional Populations.** The Service component selection, question instructions, and survey text will be updated to reflect two additional populations, the MSA Preparatory Schools and the U.S. Coast Guard Academy.
- **Increased Frequency of Definitions.** Survey items using the terms listed below will be updated to include the definition if it was not previously provided.
 - Immediate Supervisor

¹ For more information regarding the confidential secure survey login, navigate to the Assessment to Solutions (A2S) homepage at <https://www.defenseculture.mil/Assessment-to-Solutions/A2S-Home/> and under step 1, Prepare, select the document titled "DEOCS Portal: Secure Survey Login 101."



- First Cadet in Chain of Command
- First Midshipman in Chain of Command
- First Cadet Candidate in Chain of Command
- First Midshipman Candidate in Chain of Command
- **Updated Naming of Unit Leader.** The phrase “unit leader” will be changed to “unit commander” to ensure participants are aware these items are asking about their military unit commander.
- **Inclusion of Commander/Leader Rank and Name.** The definitions for unit commander and organization leader will include the commander or leader’s rank/title and last name, when possible.

Interactive Dashboard Enhancements

The DEOCS Interactive Dashboard will be revised to ensure a more user-friendly and streamlined experience. These enhancements are described below.

- **New Factor Ratings Tab.** The Protective Factors, Risk Factors, and Summary tabs will be combined into a single Factor Ratings tab, which will present the information in a more convenient format and will include the following information:
 - All factors presented across two graphs
 - Factor Interpretation Guides with helpful information for interpreting DEOCS results
 - Alerts for users regarding factors of concern for their unit or organization
- **New Factor-Specific Pages.** Users will be able to click on each factor to see the following information:
 - Definition of the factor
 - Overall factor score
 - Factor scores by demographic groups and subgroups
 - Summary of the items that make up each factor
 - Score Interpretation guides for each factor
- **New Trending Functionality.** Users will be able to compare their results to past DEOCS 5.0 administrations. Registrations must have both the same UIC/PAS/OPFAC and commander/leader. Trending will also only be available for DEOCS 5.0 registrations (registered January 4, 2021, or later). Users are still unable to trend between DEOCS 4.1 and DEOCS 5.0 administrations.
- **New Multiple Unit/Organization View.** Users will now be able to select multiple units or organizations from a Service component and view response rates and factor rating results on one screen.



DEOCS Enhancements – February FY22

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Contact DEOCS Help Desk

If you have questions or have any problems with your DEOCS, please contact our help desk at:

- deocs@datarecognitioncorp.com
- 1-833-867-5674