

Fellows Survey

Purpose of Survey

As part of a study of NSF's ADVANCE program, Westat, a social science research firm in Rockville, Maryland, is contacting recipients of ADVANCE Fellows awards. We request that you complete the attached survey, which asks about your experiences as a Fellow and how having received the grant has helped you or not in progressing towards your career goals. Please be assured that we respect your privacy and will keep individual responses confidential and secure. Although Westat staff will be able to identify your responses, evaluation results will be reported in the aggregate and include no individual identifying information.

It should take you approximately 50 minutes to complete this survey.

If you have any questions about the purpose of this survey, the items, or how the data will be used, please contact the Project Director, Dr. Susan Berkowitz, at 301-294-3936 or susanberkowitz@westat.com.

Pursuant to 5 CFR 1320.5(b), an agency may not conduct or sponsor, and a person is not required to respond to an information collection unless it displays a valid OMB control number. The OMB control number for this collection is 3145-0000. Public reporting burden for this collection of information is estimated to average 50 minutes per response, including the time for reviewing instructions. Send comments regarding this burden estimate and any other aspect of this collection of information, including suggestions for reducing this burden, to: Suzanne Plimpton, Reports Clearance Officer, Information Dissemination Branch, Division of Administrative Services, National Science Foundation, Arlington, VA 22230.

Section A: Personal Information

Please confirm the start and end dates of your ADVANCE Fellowship period, the institution(s) at which it was carried out, and the year you received your doctorate.

A1. Start date of ADVANCE Fellowship: (prefill start date) _____

A2. End date of ADVANCE Fellowship, including no-cost extensions: (prefill end date)_____

A3. Name of institution(s) at which the ADVANCE Fellowship was carried out: (prefill institution(s))

A4. Year you received your doctorate: (prefill Ph.D. year) _____

A5. What is your racial background? (Circle one or more.)

- a. American Indian or Alaska Native 1
- b. Native Hawaiian or other Pacific Islander..... 2
- c. Asian..... 3
- d. Black or African American..... 4
- e. White..... 5

A6. Are you Hispanic or Latina/o?

- a. Yes..... 1
- b. No..... 2

A7. What is your birth date?

Month		Day		19	Year	

A8. Are you currently married or in a long-term committed relationship?

- a. Yes..... 1
- b. No..... 2

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Section B. At the Time You Applied for the ADVANCE Fellowship

The questions in this section ask about your professional and personal circumstances **at the time you applied for the ADVANCE Fellowship**.

B1. At the time you applied for the ADVANCE Fellowship, what was your employment status? Were you employed in a... (Circle only one.)

Full time

- a. Full-time tenure-track faculty appointment..... 1
- b. Full-time non-tenure-track faculty appointment 2
- c. Full-time non-tenure-track term-limited faculty appointment 3
- d. Full-time academic administrative appointment 4
- e. Full-time research appointment (including postdoctoral position)..... 5
- f. Full-time position in industry..... 6
- g. Full-time position in government 7
- h. Full-time position in the non-profit sector..... 8
- i. Full-time other (specify)_____ 9

Part time

- j. Part-time tenure-track faculty appointment..... 10
- k. Part-time non-tenure-track faculty appointment 11
- l. Part-time non-tenure-track term-limited faculty appointment 12
- m. Part-time academic administrative appointment 13
- n. Part-time research appointment (including postdoctoral position)..... 14
- o. Part-time position in industry..... 15
- p. Part-time position in government 16
- q. Part-time position in the non-profit sector..... 17
- r. Part-time other (specify)_____ 18

Other (specify)_____ 19

s. Unemployed (For how long? _____ months)..... 20

B2. Were you married or in a long-term committed relationship at the time of application?

- a. Yes 1
- b. No..... 2 **GO TO QB7**

B3. What was your spouse or partner’s highest degree at the time of application?

- a. No diploma or degree 1
- b. High school diploma/GED..... 2
- c. Bachelor’s degree..... 3
- d. Master’s degree..... 4
- e. Doctoral degree..... 5
- f. Other professional degree (e.g., M.D., D.D.S., J.D.)..... 6

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- B4. Was your spouse or partner employed at the time you applied for the Fellowship?
- a. Yes..... 1
- b. No..... 2 **GO TO QB7**

- B5. Was your spouse or partner working in a STEM* field?
- a. Yes..... 1
- b. No..... 2
- *STEM=Science, Technology, Engineering, and Mathematics**

- B6. Was your spouse or partner working in academia?
- a. Yes..... 1
- b. No..... 2

- B7. In the **two-year period before you applied for the ADVANCE Fellowship award**, had you applied for a **job in a STEM field**?
- a. Yes 1
- b. No..... 2 **GO TO QB13**

B8. For each of the following types of positions, please use the checkboxes to indicate the number of applications you submitted. *If you did not submit an application, please mark 0.*

Type of position	Number of applications			
	0	1-2	3-4	5+
a. Tenure-track faculty appointment.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. Non-tenure-track faculty appointment	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. Non-tenure-track term-limited faculty appointment	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. Academic administrative appointment	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e. Research appointment (including postdoctoral position).....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
f. Position in industry	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
g. Position in government.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
h. Position in the non-profit sector	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
i. Other (<i>specify</i>)_____	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

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B9. For any of the positions referred to in **question B8**, did you receive any offers that you turned down?

- a. Yes 1
- b. No..... 2 **GO TO QB13**

B10. How many **total offers in a STEM field** did you turn down? (*Circle only one.*)

- a. One or two 1
- b. Three or four..... 2
- c. Five or more 3

B11. Which type(s) of positions did you turn down? (*Circle all that apply.*)

- a. Tenure-track faculty appointment..... 1
- b. Non-tenure-track faculty appointment 2
- c. Non-tenure-track term-limited faculty appointment 3
- d. Academic administrative appointment 4
- e. Research appointment (including postdoctoral position) 5
- f. Position in industry..... 6
- g. Position in government..... 7
- h. Position in the non-profit sector 8
- i. Other (*specify*)_____ 9

B12. What were your reason(s) for not accepting the offer(s)? (*Circle all that apply.*)

- a. Position was not full time..... 1
- b. Position was temporary 2
- c. Position was not tenure track..... 3
- d. Geographic location 4
- e. Position did not offer desired research opportunities 5
- f. Position did not offer desired teaching opportunities 6
- g. Teaching load was too heavy 7
- h. Position did not allow desired work/life balance 8
- i. Position did not offer sufficient opportunity for advancement..... 9
- j. Other (*specify*)_____ 10

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B13. Please indicate the extent to which the following circumstances were affecting your career advancement at the **time you applied for the ADVANCE Fellowship**. (Circle one for each row.)

Circumstance	Not at all	Somewhat	To a great extent
Personal circumstances			
a. Caregiving for child(ren).....	1.....	2	3
b. Caregiving for other family member(s).....	1.....	2	3
c. Spouse or partner's career.....	1.....	2	3
d. Health	1.....	2	3
e. Other personal (<i>specify</i>) _____		2	3
Professional circumstances			
f. Unemployment	1.....	2	3
g. Job search difficulties.....	1.....	2	3
h. Working outside area of research interest.....	1.....	2	3
i. Limited research opportunities.....	1.....	2	3
j. Equipment-related issues.....	1.....	2	3
k. Computer-related issues.....	1.....	2	3
l. Lab space-related issues.....	1.....	2	3
m. Lack of time to do research.....	1.....	2	3
n. Lack of funds to hire research assistants.....	1.....	2	3
o. Lack of funds to travel for research-related purposes	1.....	2	3
p. Lack of opportunities to collaborate.....	1.....	2	3
q. Lack of ability to independently pursue grants/ serve as a PI	1.....	2	3
r. Lack of mentoring support.....	1.....	2	3
s. Teaching-related issues (heavy teaching load, not able to teach desired courses).....	1.....	2	3
t. Advising commitments.....	1.....	2	3
u. Service-related issues (e.g., heavy committee service obligations).....	1.....	2	3
v. Limited opportunities for advancement.....	1.....	2	3
w. Non-supportive work climate.....	1.....	2	3
x. Other professional (<i>specify</i>) _____		2	3

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ADVANCE Fellows Survey

B14. At the time you applied for the ADVANCE Fellowship, what was your primary long-term employment goal? (*Circle only one.*)

- a. To obtain a tenure-track faculty position in a STEM field..... 1
- b. To obtain a non-tenure-track faculty position in a STEM field..... 2
- c. To obtain a research appointment in a STEM field..... 3
- d. To obtain a position in industry in a STEM field..... 4
- e. To obtain a position in government in a STEM field..... 5
- f. To obtain a position in the non-profit sector in a STEM field..... 6
- g. Other (*specify*) _____ 7

B15. Indicate the extent to which you had each of the following professional and personal goals at the time you applied for the ADVANCE Fellowship. (*Circle one for each row.*)

Goal	Not at all	Somewhat	To a great extent
Research related			
a. Extend the line of research you were conducting.....	1	2	3
b. Restart a previous research program.....	1	2	3
c. Pursue a new line or area of research.....	1	2	3
d. Pursue a multi-disciplinary research program.....	1	2	3
e. Other research related (<i>specify</i>) _____		2	3
Teaching related			
f. Teach/advise graduate students.....	1	2	3
g. Teach/advise undergraduate students.....	1	2	3
h. Teach advanced courses in your field.....	1	2	3
i. Develop a new course or courses.....	1	2	3
j. Other teaching related (<i>specify</i>) _____		2	3
Personal			
k. Be able to live in the same place as spouse/ partner	1	2	3
l. Secure satisfactory career for you	1	2	3
m. Secure satisfactory career for your spouse/partner	1	2	3
n. Secure a position that would support desired work/life balance.....	1	2	3
o. Other personal (<i>specify</i>) _____		2	3

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Section C. During the ADVANCE Fellowship Period

These questions ask primarily about your activities and experiences during your ADVANCE Fellowship.

C1. Use the checkboxes to indicate the best description of the position(s) you held during the ADVANCE Fellowship for two points in time: 1) at the start, and 2) at the end of the ADVANCE Fellowship. (Please provide one response for each point in time regardless of whether your position changed.)

Position	Start of Fellowship	At the end of Fellowship
Full time		
a. Full-time tenure-track faculty appointment.....	<input type="checkbox"/>	<input type="checkbox"/>
b. Full-time non-tenure-track faculty appointment	<input type="checkbox"/>	<input type="checkbox"/>
c. Full-time non-tenure-track term-limited faculty appointment	<input type="checkbox"/>	<input type="checkbox"/>
d. Full-time research appointment (including postdoctoral position) . .	<input type="checkbox"/>	<input type="checkbox"/>
e. Other full time (<i>specify</i>) _____	<input type="checkbox"/>	<input type="checkbox"/>
Part time		
f. Part-time tenure-track faculty appointment	<input type="checkbox"/>	<input type="checkbox"/>
g. Part-time non-tenure-track faculty appointment	<input type="checkbox"/>	<input type="checkbox"/>
h. Part-time non-tenure-track term-limited faculty appointment	<input type="checkbox"/>	<input type="checkbox"/>
i. Part-time research appointment (including postdoctoral position)	<input type="checkbox"/>	<input type="checkbox"/>
j. Other part time (<i>specify</i>) _____	<input type="checkbox"/>	<input type="checkbox"/>

C2. During the period in which you held your ADVANCE Fellowship, what was the approximate percentage of time you spent on the following professional activities during a typical week?

Research..... _____ %
 Teaching _____ %
 Service (e.g., serving on committee(s), community outreach)..... _____ %
 Other (e.g., advising) (*specify*) _____ %
 100%

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C3. Did you use your ADVANCE ancillary funds* to do any of the following? (Circle all that apply.)

- a. Purchase research equipment and supplies..... 1
- b. Hire research assistants..... 2
- c. Travel to conduct research off site (e.g., field work, at other labs)..... 3
- d. Travel to meet with research collaborators (e.g., write joint proposals, papers, share and discuss findings)..... 4
- e. Attend STEM conferences 5
- f. Attend professional development events 6
- g. Subsidize child care costs..... 7
- h. Reimburse publication costs..... 8
- i. Other (specify)_____ 9

*Ancillary funds are those you were able to use in discretionary fashion according to program rules, excluding fringe benefits.

C4. Please indicate the extent to which you participated in each of the following activities during the period of the ADVANCE Fellowship. (Circle one for each row.)

Activity	Not at all	Somewhat	To a great extent
a. Collaborated with other STEM researchers.....	1	2	3
b. Mentored someone.....	1	2	3
c. Served on a departmental committee	1	2	3
d. Served on a college/university committee.....	1	2	3
e. Served on the editorial board of a STEM professional journal.....	1	2	3
f. Served as a reviewer for a STEM professional journal.....	1	2	3
g. Served as a grant reviewer.....	1	2	3
h. Served in a formal role (e.g., as an officer) in a STEM professional association.....	1	2	3
i. Provided local community service of any sort.....	1	2	3
j. Other (specify)_____		2	3

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ADVANCE Fellows Survey

C5. Please indicate your level of satisfaction with each of the following during the ADVANCE Fellowship period. (Circle one for each row.)

	Very unsatisfied	Un- satisfied	Neither satisfied nor unsatisfied	Satisfied	Very Satisfied	Not applicable
Equipment/space						
a. Equipment.....	1	2	3	4	5	NA
b. Computer resources.....	1	2	3	4	5	NA
c. Lab space.....	1	2	3	4	5	NA
d. Other equipment/space (specify) _____	1	2	3	4	5	
Research related						
e. Time to do research.....	1	2	3	4	5	NA
f. Access to graduate research assistants.....	1	2	3	4	5	NA
g. Access to undergraduate research assistants.....	1	2	3	4	5	NA
h. Departmental start-up funds.....	1	2	3	4	5	NA
i. Departmental travel funds.....	1	2	3	4	5	NA
j. Opportunities to pursue grants/serve as a PI.....	1	2	3	4	5	NA
k. Other research related (specify) _____	1	2	3	4	5	
Teaching related						
l. Course load.....	1	2	3	4	5	NA
m. Teaching assignments.....	1	2	3	4	5	NA
n. Other teaching related (specify) _____	1	2	3	4	5	
Mentoring						
o. Mentoring from peers in your department.....	1	2	3	4	5	NA
p. Mentoring from senior faculty in your department.....	1	2	3	4	5	NA
q. Mentoring from senior faculty outside your department but within your institution.....	1	2	3	4	5	NA
r. Mentoring from senior faculty outside your institution	1	2	3	4	5	NA
s. Other mentoring (specify) _____	1	2	3	4	5	

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ADVANCE Fellows Survey

C5. Please indicate your level of satisfaction with each of the following during the ADVANCE Fellowship period. (Circle one for each row.)—Continued

	Very unsatisfied	Un- satisfied	Neither satisfied nor unsatisfied	Satisfied	Very Satisfied	Not applicable
Collaboration and professional development						
u. Opportunities to collaborate with peers in your department	1	2	3	4	5	NA
v. Opportunities to collaborate with senior faculty in your department	1	2	3	4	5	NA
w. Opportunities to collaborate with senior faculty outside your department but within your institution	1	2	3	4	5	NA
x. Opportunities to collaborate with senior faculty outside your institution	1	2	3	4	5	NA
y. Opportunities for networking	1	2	3	4	5	NA
z. Other opportunities for collaboration/professional development (<i>specify</i>)	1	2	3	4	5	
Other						
aa. Clarity of departmental and institutional policies and procedures	1	2	3	4	5	NA
bb. Other (<i>specify</i>) _____	1	2	3	4	5	

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C6. Please indicate how each of the following affected your ability to reach your desired goals during the ADVANCE Fellowship period. (*Circle one for each row.*)

	Impeded consider- ably	Impeded somewhat	Neither impeded nor facilitated	Facilitated somewhat	Facilitated consider- ably	Not applicable
a. Department or institute's receptivity to you.....	1	2	3	4	5	NA
b. Climate/culture of the department	1	2	3	4	5	NA
c. Climate/culture of the institution.....	1	2	3	4	5	NA
d. Alignment of your career goals with the goals of the department/institution.....	1	2	3	4	5	NA
e. Fit between your research and broader departmental research agenda.....	1	2	3	4	5	NA
f. Career advice from department chair	1	2	3	4	5	NA
g. Career advice from colleagues.....	1	2	3	4	5	NA
h. Hiring policies of institution	1	2	3	4	5	NA
i. Hiring freeze at institution.....	1	2	3	4	5	NA
j. Being the recipient of an ADVANCE Fellowship.....	1	2	3	4	5	NA
k. Other (<i>specify</i>).....	1	2	3	4	5	

C7. At the end of your ADVANCE Fellowship, what was your primary long-term employment goal? (*Circle only one.*)

- a. To obtain a tenure-track faculty position in a STEM field..... 1
- b. To obtain a non-tenure-track faculty position in a STEM field..... 2
- c. To obtain a research appointment in a STEM field..... 3
- d. To obtain a position in industry in a STEM field..... 4
- e. To obtain a position in government in a STEM field..... 5
- f. To obtain a position in the non-profit sector in a STEM field..... 6
- g. Other (*specify*)..... 7

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ADVANCE Fellows Survey

C8. Please use the checkboxes to indicate the numbers of the following professional activities and accomplishments in which you engaged during two time periods: 1) the period in which you held the ADVANCE Fellowship, and 2) the three-year period after completion of your Fellowship.

Activity/accomplishment	During Fellowship						3 year period after Fellowship					
	0	1	2	3-4	5-6	7+	0	1	2	3-4	5-6	7+
Research publications												
a. Number of STEM research articles in refereed journals for which you are an author	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. Number of papers in STEM conference proceedings for which you are sole or a co-author	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. Number of book chapters for which you are an author	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. Number of books for which you are an author or editor	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Funding												
e. Number of proposals submitted for funding	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
f. Number of proposals funded/awarded	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Presentations												
g. Number presentations at a STEM research conference	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
h. Number of presentations to government or community groups	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
i. Number of other presentations (<i>specify</i>)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Teaching												
j. Number of distinct graduate-level STEM courses you taught	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
k. Number of distinct graduate-level STEM courses you taught that you had not taught before your Fellowship	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
l. Number of distinct undergraduate STEM courses you taught	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Patents												
m. Number U.S. of patents for which you applied	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
n. Number of U.S. patents for which you were named as an inventor	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

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Continued

Activity/accomplishment	During Fellowship						3-year period after Fellowship					
	0	1	2	3-4	5-6	7+	0	1	2	3-4	5-6	7+
Mentoring												
o. Number of graduate students you mentored who earned their master's or doctorate degrees	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
p. Number of postdoctoral researchers mentored	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
q. Number of undergraduate researchers mentored	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Committees												
r. Number of positions on departmental committees	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
s. Number of positions on university committees	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Other awards/accomplishments												
t. (specify)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

C9. Please provide the following information for all research awards for which you played or currently play a lead role (e.g., were/are the PI or co-PI or equivalent) **starting in the year in which you received your ADVANCE Fellowship through the present.**

Funding source	Research topic	Role in project	Start date (month/year)	Duration	Amount of funding
a.					
b.					
c.					
d.					
e.					
f.					
g.					
h.					
i.					

Westat Internal Use

Fellowship recipient: _____

Date received: _____

Alphanumeric identifier: _____

Completed by Westat staff: _____

Section D. From the End of the ADVANCE Fellowship Until Today

*This section asks about your personal and professional circumstances **from the end of your ADVANCE Fellowship through the present**, as well as your assessment of the influence of having been a Fellow on your subsequent career path and professional growth.*

D1. What is your current employment status?

- a. Employed 1
- b. Not employed..... 2 **GO TO QD6**

D2. Which of the following best describes the type of position you currently hold as your principal job? (Choose only one type of position, indicating whether or not it is in a STEM field. If applicable, use the checkboxes to indicate whether or not you are tenured and as of when.)

Type of position	STEM field?		Are you tenured?		
	STEM	Non-STEM	Yes	No	If yes, what month/year?
Full time					
a. Full-time tenure-track faculty appointment	1	2	<input type="checkbox"/>	<input type="checkbox"/>	_____
b. Full-time non-tenure-track faculty appointment	1	2			
c. Full-time non-tenure-track term-limited faculty appointment	1	2			
d. Full-time academic administrative appointment	1	2	<input type="checkbox"/>	<input type="checkbox"/>	_____
e. Full-time research appointment (including postdoctoral position)	1	2	<input type="checkbox"/>	<input type="checkbox"/>	_____
f. Full-time position in industry	1	2			
g. Full-time position in government	1	2	<input type="checkbox"/>	<input type="checkbox"/>	_____
h. Full-time position in the non-profit sector.	1	2			
i. Full-time other (specify) _____ 7	1	2	<input type="checkbox"/>	<input type="checkbox"/>	_____
Part time					
j. Part-time tenure-track faculty appointment	1	2	<input type="checkbox"/>	<input type="checkbox"/>	_____
k. Part-time non-tenure-track faculty appointment	1	2			
l. Part-time non-tenure-track term-limited faculty appointment					
m. Part-time academic administrative appointment	1	2	<input type="checkbox"/>	<input type="checkbox"/>	_____
n. Part-time research appointment (including postdoctoral position)	1	2	<input type="checkbox"/>	<input type="checkbox"/>	_____
o. Part-time position in industry	1	2			
p. Part-time position in government	1	2	<input type="checkbox"/>	<input type="checkbox"/>	_____
q. Part-time position in the non-profit sector	1	2			
r. Part-time other (specify) _____	1	2	<input type="checkbox"/>	<input type="checkbox"/>	_____

Westat Internal Use

Fellowship recipient: _____

Date received: _____

Alphanumeric identifier: _____

Completed by Westat staff: _____

D3. If your main job is in academia, what is your current academic rank? (Circle only one).

- a. Not applicable: no ranks designated at this institution..... 1
- b. Not applicable: no ranks designated for my position..... 2
- c. Professor..... 3
- d. Associate Professor..... 4
- e. Assistant Professor..... 5
- f. Instructor..... 6
- g. Lecturer..... 7
- h. Other academic rank (specify)_____ 8
- i. My main job is not in academia 9

D4. How long have you held your current position? (Circle only one.)

- a. Less than one year..... 1
- b. One to three years..... 2
- c. Three to five years 3

D5. Have you held your current position during the entire period since the end of the ADVANCE Fellowship?

- a. Yes 1
- b. No..... 2

D6. Please use the checkboxes to indicate the number of applications you submitted for each of the following **types of STEM positions since the end of your ADVANCE Fellowship**. If you did not apply for a position, please mark 0.

Type of position	Number of applications			
	0	1-2	3-4	5+
a. Tenure-track faculty appointment.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. Non-tenure-track faculty appointment	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. Non-tenure-track term-limited faculty appointment	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. Academic administrative appointment	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e. Research appointment (including postdoctoral position)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
f. Position in industry.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
g. Position in government.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
h. Position in the non-profit sector.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
i. Other (specify)_____	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Westat Internal Use

Fellowship recipient: _____

Date received: _____

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Completed by Westat staff: _____

D7. For any of the positions referred to in question D6, did you receive any offers that you turned down?

- a. Yes 1
- b. No..... 2 **GO TO QD11**

D8. How many total offers in a **STEM field** did you turn down? (*Circle only one.*)

- a. One or two..... 1
- b. Three or four 2
- c. Five or more 3

D9. Which type(s) of positions did you turn down? (*Circle all that apply.*)

- a. Tenure-track faculty appointment..... 1
- b. Non-tenure-track faculty appointment 2
- c. Non-tenure-track term-limited faculty appointment 3
- d. Academic administrative appointment 4
- e. Research appointment (including postdoctoral position) 5
- f. Position in industry..... 6
- g. Position in government..... 7
- h. Position in the non-profit sector 8
- i. Other (*specify*) _____ 9

D10. What were your reason(s) for not accepting the offer(s)? (*Circle all that apply.*)

- a. Position was not full time..... 1
- b. Position was temporary 2
- c. Position was not tenure track..... 3
- d. Geographic location 4
- e. Position did not offer desired research opportunities 5
- f. Position did not offer desired teaching opportunities 6
- g. Teaching load was too heavy 7
- h. Position did not allow desired work/life balance..... 8
- i. Position did not offer sufficient opportunity for advancement..... 9
- j. Other (*specify*) _____ 10

Westat Internal Use

Fellowship recipient: _____

Date received: _____

Alphanumeric identifier: _____

Completed by Westat staff: _____

D11. Please indicate the extent to which the following circumstances have affected your STEM career advancement **since the end of your ADVANCE Fellowship**. (Circle one for each row.)

Circumstance	Not at all	Somewhat	To a great extent
Personal circumstances			
a. Caregiving for child(ren).....	1	2	3
b. Caregiving for other family member(s).....	1	2	3
c. Spouse or partner’s career	1	2	3
d. Health	1	2	3
e. Other personal (<i>specify</i>) _____		2	3
Professional circumstances			
f. Unemployment	1	2	3
g. Job search difficulties.....	1	2	3
h. Working outside area of research interest	1	2	3
i. Limited research opportunities.....	1	2	3
j. Equipment-related issues.....	1	2	3
k. Computer-related issues.....	1	2	3
l. Lab space-related issues.....	1	2	3
m. Lack of time to do research.....	1	2	3
n. Lack of funds to hire research assistants.....	1	2	3
o. Lack of funds to travel for research-related purposes	1	2	3
p. Lack of opportunities to collaborate.....	1	2	3
q. Lack of ability to independently pursue grants/ serve as a PI	1	2	3
r. Lack of mentoring support.....	1	2	3
s. Teaching-related issues (heavy teaching load, not able to teach desired courses).....	1	2	3
t. Advising commitments.....	1	2	3
u. Service-related issues (e.g., heavy committee service obligations)	1	2	3
v. Limited opportunities for advancement.....	1	2	3
w. Non-supportive work climate.....	1	2	3
x. Other professional (<i>specify</i>) _____		2	3

Westat Internal Use

Fellowship recipient: _____

Date received: _____

Alphanumeric identifier: _____

Completed by Westat staff: _____

D12. Indicate the extent to which you have been able to realize the following professional and personal goals **since the end of your ADVANCE Fellowship**. (Circle one for each row.)

Goal	Not at all	Somewhat	To a great extent
Research related			
a. Extend the line of research you were conducting at the time you applied for the ADVANCE Fellowship.....	1.....	2.....	3
b. Restart a previous research program.....	1.....	2.....	3
c. Pursue a new line or area of research.....	1.....	2.....	3
d. Pursue a multi-disciplinary research program	1	2	3
e. Other research related (<i>specify</i>) _____		2	3
Teaching related			
f. Teach/advise graduate students.....	1.....	2.....	3
g. Teach/advise undergraduate students.....	1.....	2.....	3
h. Teach advanced courses in your field.....	1.....	2.....	3
i. Develop a new course or courses	1	2	3
j. Other teaching related (<i>specify</i>) _____		2	3
Personal			
k. Be able to live in the same place as spouse/ partner	1.....	2.....	3
l. Secure satisfactory career for yourself	1.....	2.....	3
m. Secure satisfactory career for your spouse/partner.....	1.....	2.....	3
n. Secure a position that would support desired work/life balance.....	1.....	2.....	3
o. Other personal (<i>specify</i>) _____		2	3

Westat Internal Use

Fellowship recipient: _____

Date received: _____

Alphanumeric identifier: _____

Completed by Westat staff: _____

D13. Please indicate the extent to which the ADVANCE Fellowship has contributed to your overall professional growth in each of the following areas. (Circle one for each row.)

Area of Professional Growth	Not at all	Somewhat	To a great extent
a. Building an independent research program.....	1.....	2	3
b. Creating a strong collaborative network with fellow STEM researchers	1.....	2	3
c. Recruiting graduate students	1.....	2	3
d. Increasing your career satisfaction	1.....	2	3
e. Allowing you to remain in academia.....	1.....	2	3
f. Preparing you to obtain a tenure-track position	1.....	2	3
g. Preparing you to be a more effective teacher	1.....	2	3
h. Helping you get research published.....	1.....	2	3
i. Preparing you to assume leadership roles in professional associations.....	1.....	2	3
j. Preparing you to assume departmental or institution-wide leadership roles	1.....	2	3
k. Enhancing your professional reputation/visibility.....	1.....	2	3
l. Helping you succeed in your job.....			
	1	2	3
m. Enabling you to serve as a role model/mentor	1.....	2	3
n. Other (specify)_____			
		2	3

D14. Overall, depending on your responses to question D13, what are the top three areas that most contributed to your professional growth?

Area # 1: _____

Westat Internal Use

Fellowship recipient: _____

Date received: _____

Alphanumeric identifier: _____

Completed by Westat staff: _____

Area # 2: _____

Area # 3 _____

D15. Please provide any additional information you deem relevant to helping us understand the influence of the ADVANCE Fellowship on your career.

Continue to next page.

Westat Internal Use

Fellowship recipient: _____

Date received: _____

Alphanumeric identifier: _____

Completed by Westat staff: _____

Section E. Questions for Comparison Purposes

Questions in this section of the survey refer to your status as of October 1, 2008. While we realize that this reference date is unusual, we need to ask the questions in this way to compare your responses as an ADVANCE Fellow to the 2008 data from NSF’s biannual Survey of Doctorate Recipients (SDR).

E1. Were you working for pay or profit during the week of October 1, 2008? (Working includes being self-employed, on a postdoctoral appointment, or on any type of paid or unpaid leave, including vacation. Circle your answer.)

- a. Yes..... 1
- b. No..... 2 **GO TO QE17**

E2. During what month and year did you start this job (that is, the principal job you held during the week of October 1, 2008)?

	Month	Year						
PRINCIPAL JOB STARTED	<table border="1" style="display: inline-table; border-collapse: collapse;"> <tr> <td style="width: 20px; height: 20px;"></td> <td style="width: 20px; height: 20px;"></td> </tr> </table>			<table border="1" style="display: inline-table; border-collapse: collapse;"> <tr> <td style="width: 20px; height: 20px;"></td> <td style="width: 20px; height: 20px;"></td> <td style="width: 20px; height: 20px;"></td> <td style="width: 20px; height: 20px;"></td> </tr> </table>				

E3. As of the week of October 1, 2008, what was your basic annual salary on your principal job, before deductions?

Do not include bonuses, overtime, or additional compensation for summertime teaching or research.

If you were not salaried as of that week, estimate your earned income, excluding business expenses.

\$.00
ANNUAL SALARY OR EARNED INCOME								

E4. Was this salary for the job you held on October 1, 2008, based on a 52-week year or less than that? Include paid vacation and sick leave.

- a. 52-week year..... 1
- b. Less than 52 weeks 2

(NUMBER OF WEEKS PER YEAR _____)

E5. During a typical week on your principal job, how many hours did you work?

NUMBER OF HOURS WORKED PER WEEK_____

Westat Internal Use

Fellowship recipient: _____ Date received: _____
 Alphanumeric identifier: _____ Completed by Westat staff: _____

ADVANCE Fellows Survey

E6. Which one of the following best describes your principal employer during the week of October 1, 2008? Were you... (Circle one answer.)

SELF-EMPLOYED or a BUSINESS OWNER

- a. In a non-incorporated business, professional practice, or farm..... 1
- b. In an incorporated business, professional practice, or farm..... 2

PRIVATE SECTOR employee

- c. In a for-profit company or organization..... 3
- d. In a non-profit organization (including tax-exempt and charitable organizations)..... 4

GOVERNMENT employee

- e. In a local government (e.g., city, county, school district) 5
- f. In a state government (including state colleges/universities) 6
- g. In the U.S. military service, active duty or Commissioned Corps (e.g., USPHS, NOAA) 7
- h. In the U.S. government (e.g., civilian employee) 8

OTHER type of employee

- i. Other (*specify type of employer*)_____ 9

E7. Was your principal employer an educational institution?

- a. Yes..... 1
- b. No..... 2 **GO TO QE14**

E8. Was the educational institution where you worked a... (Circle one answer.)

- j. Preschool, elementary, middle, or secondary school or system 1 **GO TO QE14**
- k. Two-year college, community college, or technical institute..... 2
- c. Four-year college or university, other than a medical school..... 3
- d. Medical school (including university-affiliated hospital or medical center) 4
- e. University-affiliated research institute..... 5
- f. Other (*specify*)_____ 6

Westat Internal Use

Fellowship recipient: _____ Date received: _____
 Alphanumeric identifier: _____ Completed by Westat staff: _____

ADVANCE Fellows Survey

E9. During the week of October 1, 2008, what type of academic position(s) did you hold at this institution? *(Circle all that apply.)*

- a. President, Provost, or Chancellor (any level)..... 1
- b. Dean (any level), department head or chair..... 2
- c. Research faculty, scientist, associate, or fellow..... 3
- d. Teaching faculty..... 4
- e. Adjunct faculty..... 5
- f. Postdoc (e.g., postdoctoral fellow or associate)..... 6
- g. Research assistant..... 7
- h. Teaching assistant..... 8
- i. Other (*specify*)_____ 9

E10. What was your faculty rank? *(Circle one answer.)*

- a. Not applicable: no ranks designated at this institution..... 1
- b. Not applicable: no ranks designated for my position..... 2
- c. Professor..... 3
- d. Associate Professor..... 4
- e. Assistant Professor..... 5
- f. Instructor..... 6
- g. Lecturer..... 7
- h. Other (*specify*)_____ 8

E11. What was your tenure status? *(Circle one answer.)*

- a. Not applicable: no tenure system at this institution..... 1 **GO TO QE16**
- b. Not applicable: no tenure system for my position 2 **GO TO QE16**
- c. Tenured..... 3 **GO TO QE12**
- d. On tenure track but not tenured..... 4 **GO TO QE12**
- e. Not on tenure track..... 5 **GO TO QE16**

E12. When did you begin the tenure-track position you held on October 1, 2008?

Month

Year

**IF TENURED ON
OCTOBER 1, 2008. GO TO
QE13.
IF NOT, GO TO QE16.**

E13. When did you receive tenure?

Month

Year

GO TO QE16

Westat Internal Use

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 Alphanumeric identifier: _____ Completed by Westat staff: _____

ADVANCE Fellows Survey

E14. What was the title of the principal job you held during the week of October 1, 2008?

Examples: Laboratory scientist; high school physics teacher

E15. What kind of work were you doing on this job—that is, what were your duties and responsibilities on your principal job? Please be as specific as possible, including any area of specialization.

Examples: Supervising others in conducting bench research in microbiology; teaching AP physics to high school students

E16. How would you rate your overall satisfaction with the principal job you held during the week of October 1, 2008? (*Circle one answer.*)

- Very satisfied..... 1
- Somewhat satisfied..... 2
- Somewhat dissatisfied..... 3
- Very dissatisfied..... 4

E17. Counting all jobs held in 2007, what was your total earned income for 2007, before deductions? (*Include all wages, salaries, bonuses, overtime, commissions, consulting fees, net income from businesses, summertime teaching or research, or other work associated with scholarships.*)

\$.00
----	--	--	--	--	--	--	--	-----

EARNED INCOME

Westat Internal Use

Fellowship recipient: _____ Date received: _____
 Alphanumeric identifier: _____ Completed by Westat staff: _____

ADVANCE Fellows Survey

E18. As of the week of October 1, 2008, were you... (*Circle only one.*)

- Married.....1
- Living in a marriage-like relationship..... 2
- Widowed..... 3
- Separated..... 4
- Divorced..... 5
- Never married.....6

E19. As of the week of October 1, 2008, did you have any children living with you as part of your family?

- a. Yes..... 1
- b. No..... 2

Westat Internal Use

Fellowship recipient: _____ Date received: _____
Alphanumeric identifier: _____ Completed by Westat staff: _____

Section F. Closing

Thank you so much for completing the survey. We appreciate the time you have taken to respond.

- F1. Please attach the most recent copy of your detailed **curriculum vitae** so that we may better understand your career experiences in the context of the ADVANCE Fellows program.
- F2. Please provide your current email address and telephone number and indicate which is the best method of contact should we need to follow up to clarify responses. Once again, we wish to assure you that your responses and all materials you submit will be kept confidential and secure. Moreover, data will never be reported in a way that can be linked to you individually.

Email: _____

Telephone number: _____
Area code

Best method of contact: _____

Thank you, once again, for your help in answering this survey.

Westat Internal Use

Fellowship recipient: _____

Date received: _____

Alphanumeric identifier: _____

Completed by Westat staff: _____