

## **Early Career Doctorate Study: Methodological Pilot Questionnaire Draft**

Submitted to the  
National Center of Science and Engineering Statistics  
National Science Foundation  
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Arlington, VA 22230

By RTI International  
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Screen: IRESPCON

Wording: Before beginning, it is important to verify that we are interviewing the correct person. Are you [Y\_FNAME] [Y\_LNAME], an employee of [SCHOOL\_NAME]?

Item: IRESPCON

1=Yes

2=No

Routing: If IRESPCON =1 go to IINFCON; else go to End1.

---

Screen: End1

Wording: If you are not [Y\_FNAME] [Y\_LNAME] or you are not an employee of [SCHOOL\_NAME], please log out and call our Help Desk toll-free at 1-XXX-XXX-XXXX.

If you are [Y\_FNAME] [Y\_LNAME], an employee of [SCHOOL\_NAME], please click the 'Previous' button and change your answer to "yes."

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Screen: IINFCON            **INFORMED CONSENT**

Wording: The National Center for Science and Engineering Statistics, a center within the National Science Foundation (NSF), is conducting a research study to learn about the career paths and research opportunities of individuals who earned their first doctorate (PhD, MD, or other equivalent doctorate degree) within the last 10 years. You are one of approximately 3,000 individuals who have been selected to participate in the Early Career Doctorate Study (ECDS).

This information is solicited under the authority of the NSF Act of 1950 as amended, and the Confidential Information Protection and Statistical Efficiency Act of 2002. This information that you provide will be used only for research and statistical purposes. Your responses will be kept confidential. Your response is voluntary and failure to provide some or all of the requested information will not in any way adversely affect you. Once you begin the questionnaire, you may stop at any time or skip any question.

The average time to complete this survey is about 30 minutes. Please send any comments on the time required to complete this survey to the National Science Foundation, 4201 Wilson Blvd, Suite 295, Arlington, VA 22230, Attn: NSF Reports Clearance Officer.

Your participation is critical to the study's success. You have been scientifically selected and cannot be replaced. If you have questions about the ECDS, you may contact the study's director Mr. Peter Einaudi at {toll-free number}. If you have questions about your rights as a study participant, you may contact RTI's Office of Research Protection at 1-866-214-2043.

Thank you in advance for completing this survey. The resulting survey data will provide NSF with key information regarding the career paths and research opportunities open to early career doctorates and will inform future decisions regarding the best ways to support the work done by this important segment of the scientific workforce.

If you agree to participate, please select "Yes" and press "Next" to begin the questionnaire.

Item: IINFCON

1=Yes

2=No

Routing: If IINFCON=1 go to A\_Intro; else go to End2.

---

Screen: End2

Wording: Thank you for your time. If you would like to answer the questionnaire, please click the 'Previous' button and change your answer to "Yes."

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Screen: A\_Intro

Wording: The first set of questions is about each educational degree that you have received.

Routing: Go to A1.

---

Screen: A1

Wording: Please start by thinking about your highest degree. (If you have more than one research doctorate or doctorate-level professional degree, think about the one you received first.)

What type of degree is it?

Item: A1

1=Research doctorate (e.g., PhD, ScD)

2=Doctorate-level professional degree (e.g., MD, DO, DDS, DVM)

3=Master's degree (e.g., MS, MA, MPH, Diplom, etc.)

4=Undergraduate degree (e.g., BS, BA, AB)

5=Other degree

Item: A1\_OTHER

Item wording: Please specify:

Routing: If A1=1 go to A1a; else if A1=2 go to A1b; else if A1=3 go to A1c; else if A1=4 go to A1d; else if A1=5 go to A1e; else go to Q1 (Demographics).

---

Screen: A1a

Wording: You have indicated that the highest degree you received is a research doctorate. Please select the option that best describes your research doctorate.

Item: A1a

1=PhD (Doctor of Philosophy)

2=ScD (Doctor of Science)

- 3=International degree equivalent to U.S. research doctorate
- 4=Other research doctorate

Item: A1a\_OTHER

Item wording: Please specify:

Routing: Go to A2.

---

Screen: A1b

Wording: You have indicated that the highest degree you received is a doctorate-level professional degree. Please select the option that best describes your doctorate-level professional degree.

Item: A1b

- 1=DDS (Doctor of Dental Surgery)
- 2=DO (Doctor of Osteopathic Medicine)
- 3=DVM (Doctor of Veterinary Medicine)
- 4=MD (Doctor of Medicine)
- 5=International degree equivalent to U.S. doctorate-level professional degree
- 6=Other doctorate-level professional degree

Item: A1b\_OTHER

Item wording: Please specify:

Routing: Go to A2.

---

Screen: A1c

Wording: You have indicated that the highest degree you received is a master's degree. Please select the option that best describes your master's degree.

Item: A1c

- 1=MA (Master of Arts)
- 2=MPH (Master of Public Health)
- 3=MS (Master of Science)
- 4=International degree equivalent to U.S. research doctorate or doctorate-level professional degree
- 5=Other master's degree

Item: A1c\_other

Item wording: Please specify:

Routing: Go to A2.

---

Screen: A1d

Wording: You have indicated that the highest degree you received is an undergraduate degree. Please select the option that best describes your undergraduate degree.

Item: A1d

1=BA (Bachelor of Arts)

2=BS (Bachelor of Science)

3=International degree equivalent to U.S. research doctorate or doctorate-level professional degree

4=Other undergraduate degree

Item: A1d\_other

Item wording: Please specify:

Routing: Go to A2.

---

Screen: A1e

Wording: You have indicated that the highest degree you received was some other type of degree. Please select the option that best describes your highest degree.

Item: A1e

1=International degree equivalent to U.S. research doctorate or doctorate-level professional degree

2=Other degree

Item: A1e\_other

Item wording: Please specify:

Routing: Go to A2.

---

Screen: A2

Pre-Logic: If A1=1 or A1=2 or A1c=4 or A1d=3 or A1e=1 go to A2; else go to Q1 (Demographics)

Wording: In what month and year was this degree awarded?

Item: A2MN

Item wording: Month:

-9=- Select one -

1=January

2=February

3=March

4=April

5=May

6=June

7=July

8=August

9=September

10=October  
11=November  
12=December

Item: A2YR  
Item wording: Year:

Routing: Go to A3.

---

Screen: A3

Wording: Using the Field of Study listing below, please enter the three-digit code of your primary field of study for this degree.

[Link to Field of Study listing](#)

Item: A3  
Item wording: Code for field of study:

Routing: Go to A4.

---

Screen: A4

Wording: What is the full name and location of the institution from which you received this degree?

Item: A4INSTNAME  
Item wording: Institution Name:

Item: A4INSTCITY  
Item wording: City or Branch:

Item: A4STATE  
Item wording: State or province:

Item: A4COUNTRY  
Item wording: Country:

-9=- Select one -

1=Australia

2=Canada

3=China

4=France

5=Germany

6=India

7=Israel

8=Italy

9=Japan

10=Russia

11=South Korea  
12=Spain  
13=Taiwan  
14=United Kingdom  
15=United States  
16=Other

Item: A4COUNTRY\_OTHER  
Item wording: Please specify:

Routing: Go to A5.

---

Screen: A5

Wording: What other degrees have you received?

Item: A5\_1

Item wording: [If A1=1, Display "Another doctorate"; If A1<>1, Display "Doctorate"] degree (e.g., PhD, DSc, Candidates of science, Doctorates of science, etc.)

0=No  
1=Yes

Item: A5\_2

Item wording: [If A1=2, Display "Another professional"; If A1<>2, Display "Professional"] degree (e.g., MD, DO, DDS, DVM, etc.)

0=No  
1=Yes

Item: A5\_3

Item wording: [If A1=3, Display "Another master's"; If A1<>3, Display "Master's"] degree (e.g., MS, MA, MPH, Diplom, etc.)

0=No  
1=Yes

Item: A5\_4

Item wording: [If A1=4, Display "Another undergraduate"; If A1<>4, Display "Undergraduate"] degree (e.g., BS, BA, AB)

0=No  
1=Yes

Item: A5\_5

Item wording: Other Degree

0=No  
1=Yes

Item: A5\_5\_OTHER

Item wording: Please specify:

Item: A5\_6

Item wording: I did not receive any other degree

0=No

1=Yes

Routing: If A5\_6=1 go to B\_INTRO (First Employment); else go to DEGDATE01.

---

Screen: DEGDATE01

Wording: In what month and year was your [degree fill from A5] degree awarded?

Item: DEGMN01

Item wording: Month:

-9=- Select one -

1=January

2=February

3=March

4=April

5=May

6=June

7=July

8=August

9=September

10=October

11=November

12=December

Item: DEGYR01

Item wording: Year:

Routing: Go to DEGCODE01.

---

Screen: DEGCODE01

Wording: Using the Field of Study listing below, please enter three-digit the code of your primary field of study for this degree.

[Link to Field of Study listing](#)

Item: DEGCODE01

Routing: Go to DEGINST01.

---

Screen: DEGINST01

Wording: What is the full name and location of the institution from which you received this degree?



Item: DEGINM01

Item wording: Institution name:

Item: DEGICY01

Item wording: City or Branch:

Item: DEGIST01

Item wording: State or province:

Item: DEGICTY01

Item wording: Country:

-9=-Select one-

1=United States

2=Australia

3=Canada

4=China

5=France

6=Germany

7=India

8=Israel

9=Italy

10=Japan

11=Russia

12=South Korea

13=Spain

14=Taiwan

15=United Kingdom

16=Other

Item: DEGICTY01\_other

Item wording: Please specify:

Routing: If additional degree selected on A5 go to DEGDATE\*\* ; else go to A6.

---

Screen: A6

Wording: At the time that you received your [If A1a=3 or A1b=5 or A1c=4 or A1d=3 or A1e=1 display "doctorate-level international," else if A1=1 display "doctorate," else display "professional"] degree, how much money did you owe in private and/or federal student loans, including amounts for all undergraduate and graduate loans?

Item: A6OWE

Item wording: \$10,000 or less

0=\$0

1=\$1 - \$10,000

2=\$10,001 - \$20,000

3=\$20,001 - \$30,000

4=\$30,001 - \$40,000

5=\$40,001 - \$50,000

6=\$50,001 - \$60,000

7=\$60,001 - \$70,000

8=\$70,001 or more

Item: A6OWE\_OTHER

Item wording: Please specify amount greater than \$70,000:

Routing: Go to B\_Intro.

---

Screen: B\_Intro

Wording: Now for questions about your work and research positions after receiving your [T\_DEG] degree.

Routing: Go to B1.

---

Screen: B1

Wording: Since receiving your [T\_DEG] degree in [{RESTORE A1\_2a AND A1\_2b RESPONSES}], how many different full-time paid positions, including your current position have you had? Please include any postdoctoral appointments, residencies, fellowships, and internships.

Item: B1

Item wording: Paid Positions:

Routing: If B1=0 go to Q\_Intro (Demographics); else go to B2.

---

Screen: B2

Wording: Thinking about your first full-time job or postdoc after receiving your [T\_DEG] degree in [A1\_2b], in what month and year did this position begin?

Item: B2a

Item wording: Month:

-9=- Select one -

1=January

2=February

3=March

4=April

5=May

6=June

7=July

8=August

9=September

10=October

11=November

12=December

Item: B2b

Item wording: Year:

Routing: Go to B3.

---

Screen: B3

Wording: In what month and year did this position end?

Item: B3a

Item wording: Month:

-9=- Select one -

1=January

2=February

3=March

4=April

5=May

6=June

7=July

8=August

9=September

10=October

11=November

12=December

Item: B3b

Item wording: Year:

Item: B3c

Item wording: Has not ended, still in position.

0=No

1=Yes

Routing: If B3c=1 go to C\_Intro; else go to B4.

---

Screen: B4

Wording: Was it a postdoctoral appointment (i.e., postdoc, residency, fellowship, internship)?

Item: B4

1=Yes

2=No

Routing: Go to B5.

---

Screen: B5

Wording: What was the official title of your first full-time paid position after receiving your [T\_DEG] degree?

Item: B5 [OPEN ENDED RESPONSE]

Routing: Go to B6.

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Screen: B6

Wording: What was the full name and location of the organization where you held your first full-time paid position after receiving your [T\_DEG] degree?

*If your employer had more than one location, report the location that employed you.*

*If you worked for a contracting or consulting company, report the name of that company, not the client organization.*

Item: B6a

Item wording: Full name of the organization:

Item: B6b

Item wording: Department or division:

Item: B6c

Item wording: City or branch:

Item: B6d

Item wording: State or province:

Item: B6e

Item wording: ZIP Code:

Item: B6f

Item wording: Country:

-9--Select one-

1=United States

2=Australia

3=Canada

4=China

5=France

6=Germany

7=India

8=Israel

9=Italy

10=Japan

11=Russia

- 12=South Korea
- 13=Spain
- 14=Taiwan
- 15=United Kingdom
- 16=Other

Item: B6f\_OTHER

Item wording: Please specify:

Routing: Go to B7.

---

Screen: B7

Wording: Which of the following best describes the employer's main business or industry?

Item: B7

- 1=Education
- 2=Government other than education
- 3=Private sector other than education (e.g., business, nonprofit, self-employed)
- 4=Other
- 5=Don't know

Item: B7\_OTHER

Item wording: Please specify:

Routing: Go to B7f.

---

Screen: B7f

Wording: Which one of the following best describes the type of organization where you held your first full-time paid position?

Item: B7f

- 1=Medical school including university-affiliated hospital or medical center
- 2=University or a 4-year college other than a medical school
- 3=University-affiliated research institute
- 4=Community or two-year college
- 5=Preschool, elementary, middle, secondary school or school system
- 6=U.S. federal government
- 7=U.S. state government
- 8=U.S. local government
- 9=Foreign government
- 10=Self-employed individual or a business owner
- 11=A non-profit organization (including tax-exempt and charitable organizations)
- 12=A for-profit company or organization
- 13=Other

Item: B7f\_OTHER

Item wording: Please specify:

Routing: If B7f=11 go to B7g; else go to B7h.

---

Screen: B7g

Wording: Is the organization at which you held your first full-time paid position a ...

Item: B7g

1=Research institute, including medical research organization

2=Hospital, medical care facility, or community health system

3=Professional or technical society

4=Advocacy group

5=Private foundation

6=Other

Item: B7g\_other

Item wording: Please specify:

Routing: Go to B7h.

---

Screen: B7h

Pre-Logic: If B7f in (2, 3, 6, 7, 8, 12, 13) or (B7f=11 and B7g in (-9, 1)) go to B7h; else go to B8

Wording: Is the organization where you held your first full-time paid position a Federally Funded Research and Development Center (FFRDC)?

Item: B7h

1=Yes

2=No

Routing: Go to B8.

---

Screen: B8

Wording: Thinking about your first full-time paid position, which of the following did you receive after receiving your [T\_DEG] degree?

Item: B8a

Item wording: Dental insurance

1=Yes

2=No

Item: B8b

Item wording: Health insurance

1=Yes

2=No

Item: B8c

Item wording: Paid sick days

1=Yes

2=No

Item: B8d

Item wording: Paid vacation days

1=Yes

2=No

Item: B8e

Item wording: Paternity or maternity leave

1=Yes

2=No

Item: B8f

Item wording: Retirement plan

1=Yes

2=No

Item: B8g

Item wording: Childcare subsidy

1=Yes

2=No

Item: B8h

Item wording: Other

1=Yes

2=No

Item: B8h\_other

Item wording: Please specify:

Routing: Go to B9.

---

Screen: B9

Wording: What was your basic starting annual salary before deductions on your first full-time paid position?

If you were not salaried, please estimate your earned income.

Item: B9

Item wording: \$

Routing: If B9 = missing go to B10; else go to B11.

---

Screen: B10

Wording: Which category best describes the basic starting annual salary for your first full-time paid position?

If you are not salaried, please estimate your earned income.

Item: B10

- 1=\$30,000 or less
- 2=\$30,001 - \$35,000
- 3=\$35,001 - \$40,000
- 4=\$40,001 - \$50,000
- 5=\$50,001 - \$60,000
- 6=\$60,001 - \$70,000
- 7=\$70,001 - \$80,000
- 8=\$80,001 - \$90,000
- 9=\$90,001 - \$100,000
- 10=\$100,001 - \$110,000
- 11=\$110,001 or more
- 12=Don't know

Routing: If B10 in (-9 12) go to B12; else go to B11

---

Screen: B11

Wording: Over how many months was this salary earned?

Item: B11

Item wording: \_\_\_\_ months

Routing: Go to B12

---

Screen: B12

Wording: To what extent was your first full-time paid position related to your [T\_DEG] degree?

Item: B12

- 1=Closely related
- 2=Somewhat related
- 3=Not related

Routing: Go to B13.

---

Screen: B13

Pre-Logic: If B3c = 1 go to C\_Intro; else go to B13.



Wording: What was the primary reason you left your first full-time paid position after receiving your [T\_DEG] degree?

Item: B13

- 1=Pay
- 2=Working conditions (e.g., hours, equipment, and working environment)
- 3=Change in professional interests
- 4=Family-related reasons (e.g., children, spouse's or partner's job location)
- 5=Location of position (unrelated to family reasons)
- 6=Job terminated
- 7=Funding not renewed
- 8=Term-limited position ended
- 9=Lack of employment benefits (e.g., health insurance, vacation days)
- 10=Not enough opportunity to conduct your own research
- 11=Not enough opportunity to publish
- 12=Not enough opportunity to teach
- 13=Visa issues
- 14=Other

Item: B13\_OTHER

Item wording: Please specify:

Routing: Go to C\_Intro.

---

Screen: C\_Intro

Wording: Now we are interested in learning about your current work or research.

Routing: If B3c=1 go to C2; else go to C1.

---

Screen: C1

Wording: Are you currently working for pay?

Item: C1

- 1=Yes
- 2=No

Routing: Go to C2.

---

Screen: C2

Wording: Are you currently engaged in any research activities?

Item: C2

- 1=Yes
- 2=No

Routing: Go to E1.

---

Screen: E1

Wording: Listed below are common expectations and requirements of early career research positions. For each characteristic, please tell us if it is a requirement of your current position.  
The position...

Item: E1a

Item wording: Requires a PhD or an equivalent doctorate degree (such as a ScD, MD, DO, DVM, or DDS)

1=Yes

2=No

Item: E1b

Item wording: Requires that the doctorate was recently awarded

1=Yes

2=No

Item: E1c

Item wording: Is a temporary position

1=Yes

2=No

Item: E1d

Item wording: Is intended to provide training in research

1=Yes

2=No

Item: E1e

Item wording: Is intended to advance professional skills

1=Yes

2=No

Item: E1f

Item wording: Requires a full-time commitment to research

1=Yes

2=No

Item: E1g

Item wording: Requires that you work under the direction of a senior scholar

1=Yes

2=No

Item: E1h

Item wording: Cannot exceed a specified number of years

1=Yes

2=No

Item: E1j

Item wording: Requires publication of research in scholarly journals

1=Yes

2=No

Item: E1k

Item wording: Requires mentorship for professional development

1=Yes

2=No

Item: E1m

Item wording: Is intended to prepare you for an independent career

1=Yes

2=No

Routing: Go to E2.

---

Screen: E2

Wording: Are you a...

Item: E2a

Item wording: Clinical researcher?

0=No

1=Yes

Item: E2b

Item wording: Clinical fellow?

0=No

1=Yes

Item: E2c

Item wording: Clinical practitioner?

0=No

1=Yes

Item: E2d

Item wording: None of the above

0=No

1=Yes

Routing: Go to C3.

---

Screen: C3

Wording: Are you a postdoctoral researcher (i.e., “postdoc”)?

Item: C3  
1=Yes  
2=No

Routing: Go to C3a.

---

Screen: C3a

Wording: How many postdoctoral appointments, in total, have you had? A postdoctoral appointment or “postdoc” is a temporary position primarily for training in research.

[IF C3=1 display “Include your current postdoc.”]

Item: C3a  
Item wording: Postdocs:

Routing: T\_POS: [FILL: IF C3=1 display “postdoc”; else display “position”]

Go to C3b.

---

Screen: C3b

Wording: Is a postdoc expected in your field?

Item: C3b  
1=Yes  
2=No

Routing: Go to C4.

---

Screen: C4

Wording: In what field of study [IF C3=1 DISPLAY “is your postdoc”; IF C3=2 AND C1=2 AND C2=1 DISPLAY “are you conducting research”; OTHERWISE DISPLAY “are you currently working”]?

Please use the Field of Study listing to select a code and record the three-digit code in the box below.

Item: C4  
Item wording: Code for field of study:

Routing: If (C1=1 or C2=1 or C3=1) and (A3 in {science, engineering or related fields} or C4 in {science, engineering or related fields}) go to C5; else go to Q\_Intro (Demographics).

---

Screen: C5

Pre-Logic: If A3=C4 go to C6; else go to C5

Wording: To what extent is the field of study of your current [T\_POS] related to the field of study of your [T\_DEG] degree?

Item: C5

1=Closely related

2=Somewhat related

3=Not related

Routing: Go to C6.

---

Screen: C6

Pre-Logic: {SHOW C6 IF C5=3 OTHERWISE GO TO C7}

Wording: Did these factors influence your decision to work in an area outside the field of your [T\_DEG] degree?

Item: C6a

Item wording: Pay

1=Yes

2=No

Item: C6b

Item wording: Working conditions (e.g., hours, equipment, working environment)

1=Yes

2=No

Item: C6c

Item wording: Change in professional interests

1=Yes

2=No

Item: C6d

Item wording: Family-related reasons (e.g., children, spouse's or partner's job location)

1=Yes

2=No

Item: C6e

Item wording: Location of position (unrelated to family reasons)

1=Yes

2=No

Item: C6f

Item wording: Position in doctorate field of study not available

1=Yes

2=No

Item: C6g

Item wording: Opportunity for training outside doctorate field of study

1=Yes

2=No

Item: C6h

Item wording: Some other reason

1=Yes

2=No

Item: C6h\_other

Item wording: Please specify:

Routing: Go to C7.

---

Screen: C7

Wording: What is the official title of your [T\_POS]?

Item: C7

Item wording: Title:

Routing: Go to C8.

---

Screen: C8

Pre-Logic: If B3c=1 go to C9; else go to C8

Wording: During what month and year did you begin this [T\_POS]?

Item: C8a

Item wording: Month:

-9=- Select one -

1=January

2=February

3=March

4=April

5=May

6=June

7=July

8=August

9=September

10=October

11=November

12=December

Item: C8b

Item wording: Year:

Routing: Go to C9.

---

Screen: C9

Pre-Logic: If C3=1 hide item C9c

Wording: When you were offered this [T\_POS], were you provided with information about...

Item: C9a

Item wording: Salary?

1=Yes

2=No

3=Don't remember

4=Not applicable

Item: C9b

Item wording: Benefits?

1=Yes

2=No

3=Don't remember

4=Not applicable

Item: C9c

Item wording: The end date of the position?

1=Yes

2=No

3=Don't remember

4=Not applicable

Item: C9d

Item wording: Research project(s) that you would be working on?

1=Yes

2=No

3=Don't remember

4=Not applicable

Item: C9e

Item wording: The responsibilities of the position?

1=Yes

2=No

3=Don't remember

4=Not applicable

Routing: Go to C10.

---

Screen: C10

Pre-Logic: If C3=1 go to C10; else go to D\_Intro.

Wording: How does your institution classify your postdoc appointment?

Item: C10

- 1=Employee
- 2=Student
- 3=Other
- 4=Don't know

Item: C10\_OTHER

Item wording: Please specify:

Routing: Go to D\_Intro.

---

Screen: D\_Intro

Wording: Now for a few questions about what you do in your position.

Routing: Go to D1.

---

Screen: D1

Wording: Now for a few questions about what you do in your position. Since the beginning of your current position, how many...

Item: D1a

Item wording: Papers have you published in conference proceedings?

Item: D1b

Item wording: Papers have you (co)authored for presentation at regional, national, or international conferences? (Do not include papers published in conference proceedings.)

Item: D1c

Item wording: Articles have you had accepted for publication or already published in a peer-reviewed journal?

Item: D1d.

Item wording: Articles have you submitted for publication in a peer-reviewed journal but were not accepted for publication or published? (If you have submitted one paper multiple times, count it only once.)

Item: D1e

Item wording: Books or book chapters have you published?

Routing: Go to D2.

---

Screen: D2



Wording: Since the beginning of your current position have you...

Item: D2a

Item wording: Written technical reports or working papers other than those presented at conferences or submitted for publication?

1=Yes

2=No

Item: D2b

Item wording: Attended professional conferences when you were not presenting papers?

1=Yes

2=No

Item: D2c

Item wording: Served as a reviewer for a conference, journal, or an agency, institution, or organization?

1=Yes

2=No

Item: D2d

Item wording: Supervised graduate students, postdocs, or research staff?

1=Yes

2=No

Item: D2e

Item wording: Taught courses?

1=Yes

2=No

Item: D2f

Item wording: Developed marketable products?

1=Yes

2=No

Item: D2g

Item wording: Worked with researchers not a part of your department or lab?

1=Yes

2=No

Item: D2h

Item wording: Served as the principal or co-investigator on currently funded grants?

1=Yes

2=No

Item: D2i

Item wording: Prepared grant proposals, funded or not, in which you are listed as the principal or co-investigator (include fellowship proposals)?

1=Yes

2=No

Item: D2j

Item wording: Prepared grant proposals, funded or not, in which you are not listed as a principal or co-investigator?

1=Yes

2=No

Routing: Go to D3\_1.

---

Screen: D3\_1

Wording: The next question is about activities performed in your current position. Which of the following activities occupies at least 10 percent of your time during a typical work week?

Item: D3\_1a

Item wording: Accounting, finance, contracts

1=Yes

2=No

Item: D3\_1b

Item wording: Basic research - study directed toward gaining scientific knowledge primarily for its own sake

1=Yes

2=No

Item: D3\_1c

Item wording: Applied research - study directed toward gaining scientific knowledge to meet a recognized need

1=Yes

2=No

Item: D3\_1d

Item wording: Development - using knowledge gained from research for the production of materials, devices

1=Yes

2=No

Item: D3\_1e

Item wording: Design of equipment, processes, structures, models

1=Yes

2=No

Item: D3\_1f

Item wording: Computer programming, systems or applications development

1=Yes

2=No

Item: D3\_1g

Item wording: Human resources - including recruiting, personnel development, training

1=Yes

2=No

Item: D3\_1h

Item wording: Managing or supervising people or projects

1=Yes

2=No

Item: D3\_1i

Item wording: Production, operations, maintenance (e.g., chip production, operating lab equipment)

1=Yes

2=No

Item: D3\_1j

Item wording: Professional services (e.g., health care, counseling, financial services, legal services)

1=Yes

2=No

Item: D3\_1k

Item wording: Sales, purchasing, marketing, customer service, public relations

1=Yes

2=No

Item: D3\_1l

Item wording: Quality or productivity management

1=Yes

2=No

Item: D3\_1m

Item wording: Teaching courses

1=Yes

2=No

Item: D3\_1n

Item wording: Other

1=Yes

2=No

Item: D3\_1n\_other

Item wording: Please specify:

Routing: If (more than one option selected on D3\_1) go to D4\_1; else go to D5.

---

Screen: D4\_1

Wording: Which activity below do you work the most hours during a typical week on this position?

Item: D4\_1

1=Accounting, finance, contracts

2=Basic research - study directed toward gaining scientific knowledge primarily for its own sake

3=Applied research - study directed toward gaining scientific knowledge to meet a recognized need

4=Development - using knowledge gained from research for the production of materials, devices

5=Design of equipment, processes, structures, models

6=Computer programming, systems or applications development

7=Human resources - including recruiting, personnel development, training

8=Managing or supervising people or projects

9=Production, operations, maintenance (e.g., chip production, operating lab equipment)

10=Professional services (e.g., health care, counseling, financial services, legal services)

11=Sales, purchasing, marketing, customer service, public relations

12=Quality or productivity management

13=Teaching courses

14=Other

Routing: If (more than two options selected on D3\_1) go to D4\_2; else go to D5.

---

Screen: D4\_2

Pre-Logic: If (more than two items on D3\_1 =1) go to D4\_2; else go to D5

Wording: Which activity below do you work the second most hours during a typical week on this position?

Item: D4\_2

1=Accounting, finance, contracts

2=Basic research - study directed toward gaining scientific knowledge primarily for its own sake

3=Applied research - study directed toward gaining scientific knowledge to meet a recognized need

4=Development - using knowledge gained from research for the production of materials, devices

5=Design of equipment, processes, structures, models

6=Computer programming, systems or applications development

7=Human resources - including recruiting, personnel development, training

8=Managing or supervising people or projects

9=Production, operations, maintenance (e.g., chip production, operating lab equipment)

10=Professional services (e.g., health care, counseling, financial services, legal services)

11=Sales, purchasing, marketing, customer service, public relations

12=Quality or productivity management

13=Teaching courses

14=Other

Routing: Go to D5.

---

Screen: D5

Wording: "During a typical week in this position, how many hours do you [{"If B3c = 1 or C1=1} "work"; {else} "conduct research"]? "

Item: D5

Routing: Go to D6.

---

Screen: D6

Pre-Logic: Go to D6a

Wording: Since the beginning of your current position, have you been named as an inventor on any application for a U.S. Patent?

Item: D6

1=Yes

2=No

Routing: If D6=1 then go to D6a; else go to D7.

---

Screen: D6a

Pre-Logic: If D6=1 go to D6a; else go to D7

Wording: Since the beginning of your current position, how many applications for U.S. patents have named you as an inventor?

Item: D6a

Item wording: Patent applications:

Routing: Go to D6b.

---

Screen: D6b

Pre-Logic: If D6a>0 go to D6b; else go to D7

Wording: Since the beginning of your current position, how many U.S. patents have been granted to you as an inventor?

Item: D6b

Routing: If D6b > 0 go to D6d; else go to D7.

---

Screen: D6d

Wording: What type of patent(s) has been granted to you as an inventor?

Item: D6d\_1

Item wording: Utility patents (i.e., patents for inventions)

1=Yes

2=No

Item: D6d\_2

Item wording: Plant patents (i.e., patents for fundamentally altered plant species)

1=Yes

2=No

Item: D6d\_3

Item wording: Design patents (i.e., patents for appearance)

1=Yes

2=No

Routing: Go to D6e.

---

Screen: D6e

Wording: Since the beginning of your current position, how many of these patents resulted in commercialized products or processes or have been licensed?

Item: D6e

Item wording: Patents that resulted in commercialized products or processes or have been licensed:

Routing: Go to D7.

---

Screen: D7

Wording: Since the beginning of your current position, have you been named as an inventor on any application for a foreign patent?

Item: D7

1=Yes

2=No

Routing: Go to D7a.

---

Screen: D7A

Pre-Logic: If D7=1 go to D7a; else go to D8

Wording: Since the beginning of your current position, how many applications for foreign patents have named you as an inventor?

Item: D7a

Item wording: Foreign patent applications:

Routing: Go to D8.

---

Screen: D8

Wording: Since the beginning of your current position, have you attended any training workshops or training courses about the following topics?

Item: D8a

Item wording: Grant writing

1=Yes

2=No

Item: D8b

Item wording: Publishing

1=Yes

2=No

Item: D8c

Item wording: Orientation to various career paths

1=Yes

2=No

Item: D8d

Item wording: Supervising people

1=Yes

2=No

Item: D8e

Item wording: Project management

1=Yes

2=No

Item: D8f

Item wording: Teaching

1=Yes

2=No

Item: D8g

Item wording: Intellectual property

1=Yes

2=No

Item: D8h

Item wording: Research ethics

1=Yes

2=No

Item: D8i

Item wording: Other training workshops or training courses

1=Yes

2=No

Item: D8j\_other

Item wording: Please specify:

Routing: Go to F\_Intro.

---

Screen: F\_Intro

Wording: Next we have some questions about the organization in which you work.

Routing: Go to F1.

---

Screen: F1

Wording: What is the full name and location of the organization at which you [{"If B3c=1 or C1=1} "work"; {else} "conduct research"]?

*If you have more than one position, report the one for which you work the most hours.*

*If your employer has more than one location, report the location that employs you.*

*If you work for a contracting or consulting company, report the name of that company, not the client organization.*

Item: F1a

Item wording: Full name of the organization:

Item: F1b

Item wording: Department or division:

Item: F1c

Item wording: City or branch:

Item: F1d

Item wording: State or province:

Item: F1e

Item wording: ZIP code:

Item: F1f

Item wording: Country:

-9--Select one-

1=United States

2=Australia

3=Canada



- 4=China
- 5=France
- 6=Germany
- 7=India
- 8=Israel
- 9=Italy
- 10=Japan
- 11=Russia
- 12=South Korea
- 13=Spain
- 14=Taiwan
- 15=United Kingdom
- 16=Other

Item: F1f\_OTHER

Item wording: Please specify:

Routing: If F1f in (2 3 4 5 6 7 8 9 10 11 12 13 14 15 16) go to Q\_Intro (Demographics); else go to F2\_1.

---

Screen: F2\_1

Wording: Which of the following best describes your employer's main business or industry?

If your principal employer has more than one type of business, report the type of business primarily performed at the location where you worked.

Item: F2\_1

- 1=Education
- 2=Government other than education
- 3=Private sector other than education (e.g., business, nonprofit, self-employed)

Routing: If F2\_1 = 1 go to F2\_1a; else if F2\_1 = 2 go to F2\_1b; else if F2\_1 = 3 go to F2\_1c; else go to G\_Intro.

---

Screen: F2\_1a

Wording: Is the employer...

Item: F2\_1a

- 1=A medical school including a university-affiliated hospital or medical center?
- 2=A university or a 4-year college other than a medical school?
- 3=A university-affiliated research institute?
- 4=A community or two-year college?
- 5=A preschool, elementary, middle, secondary school or school system?

Routing: Go to F4.

---

Screen: F2\_1b

Wording: Is the employer...

Item: F2\_1b

- 1=U.S. federal government?
- 2=U.S. state government?
- 3=U.S. local government?
- 4=Foreign government?

Routing: Go to F4.

---

Screen: F2\_1c

Wording: Is the employer...

Item: F2\_1c

- 1=A non-profit organization (include tax-exempt and charitable organizations)?
- 2=A for-profit company or organization?
- 3=Yourself (are you a self-employed individual or a business owner)?

Routing: If F2\_1c = 1 go to F3\_1; else go to F4.

---

Screen: F3\_1

Wording: Is the organization at which you [{"If B3c=1 or C1=1} "work"; {else} "conduct research"] a...

Item: F3\_1

- 1=Research institute, including medical research organization
- 2=Hospital, medical care facility, or community health system
- 3=Professional or technical society
- 4=Advocacy group
- 5=Private foundation
- 6=Other

Item: F3\_1\_OTHER

Item wording: Please specify:

Routing: Go to F4.

---

Screen: F4

Pre-Logic: If F2\_1a in (2, 3, 4, 5) or F2\_1b in (1, 2, 3) or F2\_1c=2 or [F2\_1c=1 and F3\_1 in (1, missing)] go to F4; else go to G\_Intro.

Wording: Is the organization where you currently [{"If B3c=1 or C1=1} "work"; {else} "conduct research"] a Federally Funded Research and Development Center (FFRDC)?

Item: F4  
1=Yes  
2=No

Routing: Go to G\_Intro.

---

Screen: G\_Intro  
Wording: The next questions are about your current compensation.

Routing: Go to G1.

---

Screen: G1  
Wording: Thinking about your current position, which of the following benefits does your employer offer to you?

Item: G1a  
Item wording: Dental insurance  
1=Yes  
2=No

Item: G1b  
Item wording: Vision insurance  
1=Yes  
2=No

Item: G1c  
Item wording: Health insurance  
1=Yes  
2=No

Item: G1d  
Item wording: Paid sick days  
1=Yes  
2=No

Item: G1e  
Item wording: Paid vacation days  
1=Yes  
2=No

Item: G1f  
Item wording: Paternity or maternity leave  
1=Yes  
2=No

Item: G1g

Item wording: Retirement plan

1=Yes

2=No

Item: G1h

Item wording: Childcare subsidy

1=Yes

2=No

Item: G1i

Item wording: Other

1=Yes

2=No

Item: G1j\_OTHER

Item wording: Please specify:

Routing: Go to G2.

---

Screen: G2

Wording: What is your basic annual salary before deductions for this position?

*Do not include bonuses, overtime, or additional compensation for summertime teaching or research. If you are not salaried, please estimate your earned income.*

Item: G2

Item wording: \$

Routing: If G2 is missing go to G3; else go to G4.

---

Screen: G3

Wording: Which category best describes the basic annual salary for this position?

*Do not include bonuses, overtime, or additional compensation for summertime teaching or research. If you are not salaried, please estimate your earned income.*

Item: G3

1=\$30,000 or less

2=\$30,001 - \$35,000

3=\$35,001 - \$40,000

4=\$40,001 - \$50,000

5=\$50,001 - \$60,000

6=\$60,001 - \$70,000

7=\$70,001 - \$80,000  
8=\$80,001 - \$90,000  
9=\$90,001 - \$100,000  
10=\$100,001 - \$110,000  
11=\$110,001 or more  
12=Don't know

Routing: Go to G4.

---

Screen: G4

Pre-Logic: If G2 > 0 OR G3 in (1 2 3 4 5 6 7 8 9 10 11) go to G4; else go to H\_Intro.

Wording: Over how many months was this salary earned?

Item: G4

Item wording: \_\_\_\_ months

Routing: Go to H\_Intro.

---

Screen: H\_Intro

Wording: The next questions are about your job search and your decision to take your current position.

Routing: Go to H1.

---

Screen: H1

Wording: What was the primary way you found your current position?

Item: H1

1=Referred by a colleague  
2=Referred by your advisor for your PhD or equivalent professional degree  
3=Directly contacted by current employer  
4=You directly contacted your current employer  
5=An advertisement in a journal, publication, or website  
6=A conference job center or career fair  
7=Professional recruiter  
8=Other

Item: H1\_OTHER

Item wording: Please specify:

Routing: Go to H2.

---

Screen: H2

Wording: Were you offered other positions at the time you accepted your current position?

Item: H2  
1=Yes  
2=No

Routing: If H2=1 go to H2a; else go to H3.

---

Screen: H2a

Wording: What type of position were you offered at the time you accepted your current position?

Item: H2a  
Item wording: Permanent position(s)  
0=No  
1=Yes

Item: H2b  
Item wording: Postdoc(s)  
0=No  
1=Yes

Item: H2c  
Item wording: Temporary position other than a postdoc  
0=No  
1=Yes

Routing: Go to H3.

---

Screen: H3

Wording: How important were the following factors in your decision to choose your current position?

Item: H3a  
Item wording: Opportunity to publish  
1=Not important at all  
2=Somewhat important  
3=Very important

Item: H3b  
Item wording: Opportunity to conduct your own independent research  
1=Not important at all  
2=Somewhat important  
3=Very important

Item: H3c  
Item wording: Opportunity to increase knowledge in PhD or equivalent professional degree field of study

- 1=Not important at all
- 2=Somewhat important
- 3=Very important

Item: H3d

Item wording: Opportunity for training outside of PhD or equivalent professional degree field of study

- 1=Not important at all
- 2=Somewhat important
- 3=Very important

Item: H3e

Item wording: Opportunity to [{"If B3c=1 or C1=1} "work"; {else} "conduct research"] with a particular researcher

- 1=Not important at all
- 2=Somewhat important
- 3=Very important

Item: H3f

Item wording: Likelihood of receiving a fellowship

- 1=Not important at all
- 2=Somewhat important
- 3=Very important

Item: H3g

Item wording: Success of your current supervisor's former staff (e.g., postdocs, research staff)

- 1=Not important at all
- 2=Somewhat important
- 3=Very important

Item: H3h

Item wording: Prestige of the institution

- 1=Not important at all
- 2=Somewhat important
- 3=Very important

Item: H3i

Item wording: Opportunity to [{"If B3c=1 or C1=1} "work"; {else} "conduct research"] in a particular lab

- 1=Not important at all
- 2=Somewhat important
- 3=Very important

Item: H3j

Item wording: Opportunity to teach

- 1=Not important at all
- 2=Somewhat important
- 3=Very important

Item: H3k

Item wording: Other positions not available

- 1=Not important at all
- 2=Somewhat important
- 3=Very important

Item: H3l

Item wording: Promotion opportunities

- 1=Not important at all
- 2=Somewhat important
- 3=Very important

Item: H3m

Item wording: Need for U.S. academic training to advance your career in your home country

- 1=Not important at all
- 2=Somewhat important
- 3=Very important

Routing: If more than one of {H3a - H3m} has a value greater than 1 go to H4; else go to H5.

---

Screen: H4

Wording: Which of these factors was most important in your decision to choose this position?

Item: H4

- 1=Opportunity to publish
- 2=Opportunity to conduct your own independent research
- 3=Opportunity to increase knowledge in PhD or equivalent professional degree field of study
- 4=Opportunity for training outside of PhD or equivalent professional degree field of study
- 5=Opportunity to [if B3c = 1 or C1=1 "work"; else "conduct research"] with a particular researcher
- 6=Likelihood of receiving a fellowship
- 7=Success of your current supervisor's former staff (e.g., postdocs, research staff)
- 8=Prestige of the institution
- 9=Opportunity to [if B3c = 1 or C1=1 "work"; else "conduct research"] in a particular lab
- 10=Opportunity to teach
- 11=Other positions not available
- 12=Promotion opportunities
- 13=Need for U.S. academic training to advance your career in your home country

Routing: Go to H5.

---

Screen: H5

Wording: How important were the following factors in your decision to choose your current position?



Item: H5a

Item wording: Benefits provided by the institution (e.g., health insurance)

- 1=Not important at all
- 2=Somewhat important
- 3=Very important

Item: H5b

Item wording: Family-related reasons (e.g., children, spouse's or partner's job location)

- 1=Not important at all
- 2=Somewhat important
- 3=Very important

Item: H5c

Item wording: Geographic location of position (unrelated to family reasons)

- 1=Not important at all
- 2=Somewhat important
- 3=Very important

Item: H5d

Item wording: Opportunity to maintain legal status in the U.S.

- 1=Not important at all
- 2=Somewhat important
- 3=Very important

Item: H5e

Item wording: Working conditions (e.g., hours, equipment, and working environment)

- 1=Not important at all
- 2=Somewhat important
- 3=Very important

Routing: If more than one of {H5a - H5e} has a value greater than 1 go to H6; else go to H7.

---

Screen: H6

Wording: Which of these factors was most important in your decision to choose this position?

Item: H6

- 1=Benefits provided by the institution (e.g., health insurance)
- 2=Family-related reasons (e.g., children, spouse's or partner's job location)
- 3=Geographic location of position (unrelated to family reasons)
- 4=Opportunity to maintain legal status in the U.S.
- 5=Working conditions (e.g., hours, equipment, and working environment)

Routing: Go to H7.

---

Screen: H7

Pre-Logic: If H4 ne missing and H6 ne missing go to H7; else go to H8

Wording: Overall, what factor was more important to the reason you chose your current position?

Item: H7

1={Restore response to H4}

2={Restore response to H6}

Routing: Go to H8.

---

Screen: H8

Wording: Please provide other factors that were important to your decision to take your current position that were not mentioned previously.

Item: H8 [OPEN ENDED RESPONSE]

Routing: Go to K\_Intro.

---

Screen: K\_Intro

Wording: Now we ask you to evaluate your current position. Remember, no one from your organization will ever see your answers.

Routing: Go to K1.

---

Screen: K1

Wording: How much does your current position meet your expectations in the following areas?

Item: K1a

Item wording: Increase in subject matter knowledge

1=Less than expected

2=As expected

3=More than expected

4=No expectations

5=Not applicable

Item: K1b

Item wording: Research opportunities

1=Less than expected

2=As expected

3=More than expected

4=No expectations

5=Not applicable

Item: K1c

Item wording: Publication of papers

- 1=Less than expected
- 2=As expected
- 3=More than expected
- 4=No expectations
- 5=Not applicable

Item: K1d

Item wording: Presentation of papers at professional conferences

- 1=Less than expected
- 2=As expected
- 3=More than expected
- 4=No expectations
- 5=Not applicable

Item: K1e

Item wording: Teaching experience

- 1=Less than expected
- 2=As expected
- 3=More than expected
- 4=No expectations
- 5=Not applicable

Item: K1f

Item wording: Supervisory experience

- 1=Less than expected
- 2=As expected
- 3=More than expected
- 4=No expectations
- 5=Not applicable

Item: K1g

Item wording: Grant writing experience

- 1=Less than expected
- 2=As expected
- 3=More than expected
- 4=No expectations
- 5=Not applicable

Item: K1h

Item wording: Grant submissions under your name

- 1=Less than expected
- 2=As expected
- 3=More than expected
- 4=No expectations
- 5=Not applicable

Item: K1i

Item wording: Conduct of your own independent research

- 1=Less than expected
- 2=As expected
- 3=More than expected
- 4=No expectations
- 5=Not applicable

Item: K1j

Item wording: Exposure to an interdisciplinary research environment

- 1=Less than expected
- 2=As expected
- 3=More than expected
- 4=No expectations
- 5=Not applicable

Item: K1k

Item wording: Networking with colleagues

- 1=Less than expected
- 2=As expected
- 3=More than expected
- 4=No expectations
- 5=Not applicable

Item: K1l

Item wording: Development of marketable products or technologies

- 1=Less than expected
- 2=As expected
- 3=More than expected
- 4=No expectations
- 5=Not applicable

Routing: Go to K2.

---

Screen: K2

Wording: How satisfied are you with your current position?

Item: K2

- 1=Very dissatisfied
- 2=Dissatisfied
- 3=Satisfied
- 4=Very satisfied

Routing: If K2 = 1 go to K3; else if K2 = 4 go to K4; else go to K5.

---

Screen: K3

Wording: Describe the aspects of your current position you feel are the least satisfying.

Item: K3 [OPEN ENDED RESPONSE]

Routing: Go to K5.

---

Screen: K4

Wording: Describe the aspects of your current position you feel are the most satisfying.

Item: K4 [OPEN ENDED RESPONSE]

Routing: Go to K5.

---

Screen: K5

Pre-Logic: If C3 = 1 go to K5; else go to L\_Intro.

Wording: Does your organization have...

Item: K5a

Item wording: A postdoctoral association?

1=Yes

2=No

3=Don't know

Item: K5b

Item wording: A postdoctoral office?

1=Yes

2=No

3=Don't know

Item: K5c

Item wording: A postdoctoral compact?

1=Yes

2=No

3=Don't know

Routing: If K5a = 1 go to K6; else if K5b = 1 go to K7; else go to L\_Intro.

---

Screen: K6

Wording: How often do you participate in activities sponsored by your organization's postdoctoral association?

Item: K6

1=Never

2=Once a year

- 3=Several times per year, but not every month
- 4=Once a month
- 5=More than once a month

Routing: If K5b = 1 go to K7; else go to L\_Intro.

---

Screen: K7

Wording: How often do you participate in activities sponsored by your organization's postdoctoral office?

Item: K7

- 1=Never
- 2=Once a year
- 3=Several times per year, but not every month
- 4=Once a month
- 5=More than once a month

Routing: Go to L\_Intro.

---

Screen: L\_Intro

Wording: This next section is about your work-life balance.

Routing: Go to L1.

---

Screen: L1

Wording: Would you say that your current position is...

Item: L1

- 1=Not stressful at all
- 2=Somewhat stressful
- 3=Very stressful
- 4=Extremely stressful

Routing: Go to L2.

---

Screen: L2

Wording: Please indicate how much you agree or disagree with the following statements about balancing your current professional and personal responsibilities.

Item: L2a

Item wording: You can manage the demands of your position and at home.

- 1=Strongly disagree
- 2=Disagree

- 3=Neither agree nor disagree
- 4=Agree
- 5=Strongly agree

Item: L2b

Item wording: Demands at home limit your professional activities (e.g., going to conferences).

- 1=Strongly disagree
- 2=Disagree
- 3=Neither agree nor disagree
- 4=Agree
- 5=Strongly agree

Item: L2c

Item wording: Your current work schedule allows you to maintain the overall quality of life you want.

- 1=Strongly disagree
- 2=Disagree
- 3=Neither agree nor disagree
- 4=Agree
- 5=Strongly agree

Item: L2d

Item wording: Your current work schedule provides the flexibility to take care of demands at home.

- 1=Strongly disagree
- 2=Disagree
- 3=Neither agree nor disagree
- 4=Agree
- 5=Strongly agree

Item: L2e

Item wording: Your supervisor understands when demands at home interfere with your professional responsibilities.

- 1=Strongly disagree
- 2=Disagree
- 3=Neither agree nor disagree
- 4=Agree
- 5=Strongly agree

Item: L2f

Item wording: Demands at home have slowed down progress on your work activities.

- 1=Strongly disagree
- 2=Disagree
- 3=Neither agree nor disagree
- 4=Agree
- 5=Strongly agree

Routing: Go to L3.

---

Screen: L3

Wording: Since you completed your [if A1 = 2 "professional"; else "doctorate"] degree, have you ever taken time off for six months or more...

Item: L3a

Item wording: For health reasons?

1=Yes

2=No

Item: L3b

Item wording: To start a family or have more children

1=Yes

2=No

Item: L3c

Item wording: To care for a sick family member?

1=Yes

2=No

Item: L3d

Item wording: To write papers from your dissertation for publication?

1=Yes

2=No

Item: L3e

Item wording: To travel?

1=Yes

2=No

Item: L3f

Item wording: For additional education?

1=Yes

2=No

Item: L3g

Item wording: For some other reason?

1=Yes

2=No

Item: L3g\_OTHER

Item wording: Please specify:

Routing: If any of {L3a - L3g} = 1 go to L4; else go to M\_Intro.

---

Screen: L4

Wording: How many months or years did you take off?



Item: L4a

Item wording: \_\_\_ year(s)

Item: L4b

Item wording: \_\_\_ month(s)

Routing: Go to M\_Intro.

---

Screen: M\_Intro

Wording: The next questions are about the mentoring and supervision you receive in your current position.

Routing: Go to M1.

---

Screen: M1

Wording: Whom do you consider to be your mentor?

(Select all that apply)

Item: M1a

Item wording: Current supervisor

0=No

1=Yes

Item: M1b

Item wording: A senior colleague in the department or lab other than your current supervisor

0=No

1=Yes

Item: M1c

Item wording: Advisor for your PhD or equivalent professional degree

0=No

1=Yes

Item: M1d

Item wording: Other

0=No

1=Yes

Item: M1d\_OTHER

Item wording: Please specify:

Item: M1e

Item wording: Do not have a mentor

0=No  
1=Yes

Routing: Go to M2.

---

Screen: M2

Wording: How often do you and your supervisor meet to discuss your research?

(Do not count lab and departmental meetings)

Item: M2

- 1=Once a day or more
- 2=At least once a week but not every day
- 3=At least once a month but not every week
- 4=At least once a year but not every month
- 5=Never
- 7=Do not have a supervisor

Routing: If M2=7 then go to M8; else go to M3.

---

Screen: M3

Wording: Have you and your supervisor written a plan that outlines the expectations and responsibilities of your position?

Item: M3

- 1=Yes
- 2=No

Routing: If M3=2 then go to M4; else go to M6.

---

Screen: M4

Wording: Have you and your supervisor discussed the option of developing a plan?

Item: M4

- 1=Yes
- 2=No

Routing: If M4=1 then go to M5; else go to M6.

---

Screen: M5

Wording: How much does the plan reflect your personal career development goals?

Item: M5

- 1=Not at all
- 2=Somewhat
- 3=A great deal

Routing: Go to M6.

---

Screen: M6

Wording: Has your supervisor provided you with a performance evaluation (i.e., regularly scheduled, formal feedback either written or oral)?

Item: M6

- 1=Yes
- 2=No

Routing: If M6=2 then go to M6a; else go to M7.

---

Screen: M6a

Wording: Do you expect one in the future?

Item: M6a

- 1=Yes
- 2=No

Routing: Go to M7.

---

Screen: M7

Wording: With regard to your supervisor, please indicate the extent to which you agree or disagree with the following statements. Your supervisor...

Item: M7a

Item wording: Provides appropriate recognition for your work/research.

- 1=Strongly disagree
- 2=Disagree
- 3=Neither agree nor disagree
- 4=Agree
- 5=Strongly agree

Item: M7b

Item wording: Encourages collaboration with other researchers.

- 1=Strongly disagree
- 2=Disagree
- 3=Neither agree nor disagree
- 4=Agree
- 5=Strongly agree

Item: M7c

Item wording: Encourages increasing independence in your research.

- 1=Strongly disagree
- 2=Disagree
- 3=Neither agree nor disagree
- 4=Agree
- 5=Strongly agree

Item: M7d

Item wording: Encourages presenting work/research outside the department or lab.

- 1=Strongly disagree
- 2=Disagree
- 3=Neither agree nor disagree
- 4=Agree
- 5=Strongly agree

Item: M7e

Item wording: Provides opportunities to work on grant proposals.

- 1=Strongly disagree
- 2=Disagree
- 3=Neither agree nor disagree
- 4=Agree
- 5=Strongly agree

Item: M7f

Item wording: Supports publishing papers.

- 1=Strongly disagree
- 2=Disagree
- 3=Neither agree nor disagree
- 4=Agree
- 5=Strongly agree

Item: M7g

Item wording: Provides career guidance.

- 1=Strongly disagree
- 2=Disagree
- 3=Neither agree nor disagree
- 4=Agree
- 5=Strongly agree

Item: M7h

Item wording: Encourages work-life balance.

- 1=Strongly disagree
- 2=Disagree
- 3=Neither agree nor disagree
- 4=Agree
- 5=Strongly agree

Routing: Go to M8.

---

Screen: M8

Wording: Whom do you primarily rely on for career development advice?

Item: M8

- 1=Current supervisor
- 2=A senior colleague in the department or lab other than your current supervisor
- 3=Advisor for your PhD or equivalent professional degree
- 4=Other
- 5=Do not have a mentor

Item: M8\_OTHER

Item wording: Please specify:

Routing: Go to N\_Intro.

---

Screen: N\_Intro

Wording: Now, we would like to know about the funding you receive in your current position.

Routing: Go to N1.

---

Screen: N1

Wording: Which of the following sources primarily funds your current position?

Item: N1

- 1=Federal research grant or contract (e.g., National Institutes of Health (NIH), Environmental Protection Agency (EPA), Department of Energy (DOE), National Science Foundation (NSF))
- 2=Federal fellowship or training grant
- 3=Private foundation funds
- 4=State or university funds (including teaching assistantship)
- 5=Non-profit organization (other than a private foundation) funds
- 6=For-profit business funds
- 7=Personal funds
- 8=Foreign (non-U.S.) government funds
- 9=Other sources
- 10=Don't know

Item: N1\_OTHER

Item wording: Please specify:

Routing: If N1 = 1 or 2 then go to N2; else go to P\_Intro.

---

Screen: N2

Wording: How many [IF N1=1 DISPLAY "grants or contracts"; IF N1=2, DISPLAY "fellowships"] support your current position?

Item: N2

Item: N2DK

Item wording: Don't know

0=No

1=Yes

Routing: Go to N3.

---

Screen: N3

Wording: Thinking about the federal fellowship, grant or contract that primarily funds your current position, to whom is that fellowship, grant or contract awarded?

(If your position is funded by two sources equally, please consider both in answering this question)

Item: N3

1=Directly to you

2=Your current supervisor or the Principal Investigator of the project you work on

3=A research center, consortium, or lab of which your supervisor or Principal Investigator is a member

4=Other

5=Don't know

Item: N3\_OTHER

Item wording: Please specify:

Routing: Go to N4.

---

Screen: N4

Wording: Which government agency primarily funds your current position?

Item: N4

1=Department of Agriculture

2=Department of Commerce

3=Department of Defense

4=Department of Energy

5=Department of Homeland Security

6=Department of the Interior

7=Department of Labor

8=Department of Transportation

9=Department of Veterans Affairs  
10=National Science Foundation  
11=National Institutes of Health  
12=Other

Item: N4\_OTHER

Item wording: Please specify:

Routing: Go to P\_Intro.

---

Screen: P\_Intro

Wording: Now we would like you to think about your future career plans.

Routing: Go to P1.

---

Screen: P1

Wording: Currently, are you actively looking for another position?

Item: P1

1=Yes

2=No

Routing: If P1=1 then go to P2; else go to P6a.

---

Screen: P2

Wording: What type of position are you actively looking for? (Select all that apply)

Item: P2\_1

Item wording: Permanent position

0=No

1=Yes

Item: P2\_2

Item wording: Postdoc

0=No

1=Yes

Item: P2\_3

Item wording: Temporary position other than a postdoc

0=No

1=Yes

Routing: Go to P3.

---

Screen: P3

Wording: Are you looking for a position primarily in...

Item: P3

- 1=An academic institution?
- 2=A government agency?
- 3=A for-profit business?
- 4=A nonprofit organization?

Routing: Go to P4.

---

Screen: P4

Pre-Logic: IF C3=1 AND P2\_2=1 OR P2\_3=1 then go to P4; else go to P5

Wording: Why are you seeking a {IF P2\_2=1, DISPLAY "postdoc"; IF P2\_3=1, DISPLAY "temporary position"}?

Item: P4a

Item wording: Desire time to publish

- 1=Yes
- 2=No

Item: P4b

Item wording: Opportunity to conduct your own independent research

- 1=Yes
- 2=No

Item: P4c

Item wording: Expected to take {IF P2\_2=1, DISPLAY "another postdoc"; IF P2\_3=1, DISPLAY "a temporary position"} in your PhD or equivalent professional degree field of study

- 1=Yes
- 2=No

Item: P4d

Item wording: To increase knowledge in your PhD or equivalent professional degree field of study

- 1=Yes
- 2=No

Item: P4e

Item wording: To train in an area outside of your PhD or equivalent professional degree field of study

- 1=Yes
- 2=No

Item: P4f

Item wording: Opportunity to {IFC1=1, DISPLAY "work"; IFC1<>1, DISPLAY "conduct research"} with a particular researcher



1=Yes

2=No

Item: P4g

Item wording: Opportunity to {IF C1=1, DISPLAY "work"; IFC1<>1, DISPLAY "conduct research"}  
in a particular lab or department

1=Yes

2=No

Item: P4h

Item wording: Desire additional work experience in the U.S. to advance career in home country

1=Yes

2=No

3=N/A

Item: P4i

Item wording: To maintain legal status in the U.S.

1=Yes

2=No

3=N/A

Item: P4j

Item wording: Family-related reasons (e.g., children, spouse's or partner's job location)

1=Yes

2=No

Item: P4k

Item wording: Other position not available

1=Yes

2=No

Item: P4l

Item wording: Other reason

1=Yes

2=No

Item: P4l\_other

Item wording: Please specify:

Routing: Go to P5.

---

Screen: P5

Wording: To what extent, if at all, has your job search been limited by...

Item: P5a

Item wording: Family responsibilities?

1=Not at all

2=Some extent  
3=A great extent  
4=Not applicable

Item: P5b

Item wording: Spouse's or partner's career?

1=Not at all  
2=Some extent  
3=A great extent  
4=Not applicable

Item: P5c

Item wording: Burden of educational debt?

1=Not at all  
2=Some extent  
3=A great extent  
4=Not applicable

Item: P5d

Item wording: Condition of the job market?

1=Not at all  
2=Some extent  
3=A great extent  
4=Not applicable

Item: P5e

Item wording: Visa requirements?

1=Not at all  
2=Some extent  
3=A great extent  
4=Not applicable

Item: P5f

Item wording: Desire not to relocate or move?

1=Not at all  
2=Some extent  
3=A great extent  
4=Not applicable

Item: P5i

Item wording: Other?

1=Not at all  
2=Some extent  
3=A great extent  
4=Not applicable

Item: P5i\_other

Item wording: Please specify:

Routing: Go to P6a.

---

Screen: P6a

Wording: Of the following career paths, which one are you most interested in pursuing in the next 10 years?

Item: P6a

- 1=Tenure-track faculty position with an emphasis on teaching
- 2=Tenure-track faculty position with an emphasis on research
- 3=Research position
- 4=Administrative position
- 5=Position in journalism/science writing
- 6=Position in law/patent law/intellectual property
- 7=Independent consultant or business owner
- 8=Other

Item: P6a\_OTHER

Item wording: Please specify:

Routing: Go to P6b.

---

Screen: P6b

Wording: In the next 10 years, do you expect to work in...

Item: P6b

- 1=An academic institution?
- 2=A medical school at an academic institution?
- 3=A government agency?
- 4=A nonprofit organization?
- 5=A for-profit company?
- 6=Other?

Item: P6b\_OTHER

Item wording: Please specify:

Routing: Go to P7.

---

Screen: P7

Wording: In the next 10 years, do you plan to pursue a career in the U.S.?

Item: P7

- 1=Yes
- 2=No

Routing: Go to P8.

---

Screen: P8

Wording: Since initially completing your {IF A1=1, DISPLAY "doctorate"; IF A1=2, DISPLAY "professional"} degree, have your career interests changed or stayed the same?

Item: P8

- 1=Changed
- 2=Stayed the same

Routing: If P8=1 then go to P9; else go to Q\_Intro.

---

Screen: P9

Wording: What is the primary reason for the change in your career interests since completing your {IF A1=1, DISPLAY "doctorate"; IF A1=2, DISPLAY "professional"} degree?

Item: P9

- 1=Change in research focus
- 2=Obtain autonomy
- 3=Job market
- 4=Balance professional and personal life
- 5=Pay
- 6=Benefits
- 7=Spouse's or partner's career
- 8=Other

Item: P9\_OTHER

Item wording: Please specify:

Routing: Go to P10.

---

Screen: P10

Wording: Which one of the following reasons primarily draws you to a long-term position outside of academia?

Item: P10

- 1=Work environment
- 2=Work hours/schedule
- 3=Chance to focus on your own research interests
- 4=Salary
- 5=Benefits
- 6=No available academic positions in your field
- 7=Location of available academic positions

8=Lack of emphasis on publishing  
9=Other

Item: P10\_OTHER

Routing: Go to P11.

---

Screen: P11

Wording: How well do you feel your current position prepares you for a career outside of academia?

Item: P11

1=Not well at all  
2=Somewhat  
3=Very well

Routing: Go to Q\_Intro.

---

Screen: Q\_Intro

Wording: Now some questions about you.

Routing: Go to Q1.

---

Screen: Q1

Wording: Are you...

Item: Q1

1=Male  
2=Female

Routing: Go to Q2.

---

Screen: Q2

Wording: In what year were you born?

Item: Q2

Item wording: Year: |

Routing: Go to Q4.

---

Screen: Q4

Wording: Are you of Hispanic, Latino, or Spanish origin?

Item: Q4

1=No, not of Hispanic, Latino, or Spanish origin

2=Yes, Mexican, Mexican Am., Chicano

3=Yes, Puerto Rican

4=Yes, Cuban

5=Yes, another Hispanic, Latino, or Spanish origin

Routing: Go to Q6.

---

Screen: Q6

Wording: What is your race? (Select all that apply )

Item: Q6a

Item wording: White

0=No

1=Yes

Item: Q6b

Item wording: Black, African Am., or Negro

0=No

1=Yes

Item: Q6c

Item wording: American Indian or Alaska Native

Item: Q6d

Item wording: Asian Indian

0=No

1=Yes

Item: Q6e

Item wording: Chinese

0=No

1=Yes

Item: Q6f

Item wording: Filipino

0=No

1=Yes

Item: Q6g

Item wording: Japanese

0=No

1=Yes

Item: Q6h

Item wording: Korean

0=No  
1=Yes

Item: Q6i

Item wording: Vietnamese

0=No  
1=Yes

Item: Q6j

Item wording: Native Hawaiian

0=No  
1=Yes

Item: Q6k

Item wording: Guamanian or Chamorro

0=No  
1=Yes

Item: Q6l

Item wording: Samoan

0=No  
1=Yes

Item: Q6m

Item wording: Other Asian

Item: Q6n

Item wording: Other Pacific Islander

Item: Q6o

Item wording: Some other race

Item: Q6o\_OTHER

Item wording: Please specify:

Item: Q6n\_OTHER

Item wording: Please specify (e.g., Fijian, Tongan):

Item: Q6m\_OTHER

Item wording: Please specify (e.g., Hmong, Laotian, Thai, Pakistani, Cambodian)

Item: Q6c\_OTHER

Item wording: Please specify name of enrolled or principal tribe:

Routing: Go to Q7.

---

Screen: Q7

Wording: Are you a citizen of the United States?

Item: Q7

- 1=Yes, born in the United States
- 2=Yes, born in Puerto Rico, Guam, the U.S. Virgin Islands, or Northern Marianas
- 3=Yes, born abroad of American parent or parents
- 4=Yes, a U.S. citizen by naturalization
- 5=No, a permanent U.S. Resident Visa (green card)
- 6=No, a temporary U.S. Resident Visa

Routing: If Q7=6 then go to Q8; else go to Q9.

---

Screen: Q8

Wording: What type of visa do you have?

Item: Q8

- 1=H-1B or other H series temporary visa
- 2=F-1 or other F series temporary visa
- 3=J-1 or other J series temporary visa
- 4=O-1 or other O series temporary visa
- 5=L-1 or other L series temporary visa
- 6=K-1 or other K series temporary visa
- 7=V temporary visa
- 8=TN-1 or other T series temporary visa
- 9=Other type of temporary visa

Item: Q8\_OTHER

Item wording: Please specify:

Routing: Go to Q9.

---

Screen: Q9

Wording: Of which country do you hold citizenship?

Item: Q9

Item wording: Country:

Routing: Go to Q10.

---

Screen: Q10

Pre-Logic: IF Q7=4 OR 5 go to Q10; ; else go to Q11

Wording: In what year did you come to the United States for the first time to stay for a period of 6 months or more?



Item: Q10

Item wording: Year:

Routing: Go to Q11.

---

Screen: Q11

Pre-Logic: IF Q7=2 go to Q11; ; else go to Q17

Wording: Which of the following factors influenced your decision to come to the United States?

Item: Q11a

Item wording: Needed a U.S. position to advance career in home country

1=Yes

2=No

Item: Q11b

Item wording: To work with a particular researcher/individual

1=Yes

2=No

Item: Q11c

Item wording: To work in a particular department/lab/organization

1=Yes

2=No

Item: Q11d

Item wording: Career opportunities

1=Yes

2=No

Item: Q11e

Item wording: Followed the example of other colleagues who moved to the U.S.

1=Yes

2=No

Item: Q11f

Item wording: Encouraged by family or friends in the U.S.

1=Yes

2=No

Item: Q11g

Item wording: Economic conditions in home country

1=Yes

2=No

Item: Q11h

Item wording: Political situation in home country

1=Yes

2=No

Item: Q11i

Item wording: Opportunity to participate in exchange program (institutional exchange, home country government fellowships for study abroad, etc.)

1=Yes

2=No

Item: Q11j

Item wording: Other

1=Yes

2=No

Item: Q11j\_other

Item wording: Please specify:

Routing: Go to Q12.

---

Screen: Q12

Wording: Before arriving in the United States for the first time, did you plan to return to your home country?

Item: Q12

1=Yes

2=No

Routing: Go to Q13.

---

Screen: Q13

Wording: How many years in total have you lived in the U.S.?

Item: Q13

Item wording: Years:

Routing: Go to Q14.

---

Screen: Q14

Wording: Were you already in the United States on a visa before applying for your current position?

Item: Q14

1=Yes

2=No

Routing: Go to Q16.

---

Screen: Q16

Wording: Do you now plan to return to your home country to stay?

Item: Q16

1=Yes

2=No

Routing: Go to Q15.

---

Screen: Q15

Pre-Logic: If Q16 = 1 then go to Q15; else go to Q17

Wording: Which factors have had the greatest influence on your decision to stay in the United States?

Item: Q15a

Item wording: Need for work experience in the U.S. to advance career in home country

1=Yes

2=No

Item: Q15b

Item wording: Career opportunities in U.S.

1=Yes

2=No

Item: Q15c

Item wording: Enjoy living in the U.S.

1=Yes

2=No

Item: Q15d

Item wording: Economic conditions in home country

1=Yes

2=No

Item: Q15e

Item wording: Political situation in home country

1=Yes

2=No

Item: Q15f

Item wording: Other

1=Yes

2=No

Item: Q15f\_other

Routing: Go to Q17.

---

Screen: Q17

Wording: What is your current marital status?

Item: Q17

- 1=Single, never married
- 2=Married
- 3=Living in a marriage-like relationship
- 4=Widowed
- 5=Separated
- 6=Divorced

Routing: If Q17 = 2 or 3 then go to Q18; else go to Q19.

---

Screen: Q18

Wording: Does your spouse or partner currently have a paid position?

Item: Q18

- 1=Yes
- 2=No

Routing: Go to Q19.

---

Screen: Q19

Wording: Do you have any children?

Item: Q19

- 1=Yes
- 2=No

Routing: If Q19 = 1 then go to Q20; else go to Q22.

---

Screen: Q20

Wording: How many children do you have?

Item: Q20

- 1=1
- 2=2
- 3=3
- 4=4
- 5=5

6=6  
7=7  
8=8  
9=9  
10=10 or more

Routing: Go to Q21.

---

Screen: Q21

Wording: if Q20 > 1

How old are your children?; else if Q20=1

How old is your child?

Item: Q21\_1

Item wording: Oldest child

-9=Please select

0=Less than 1

1=1

2=2

3=3

4=4

5=5

6=6

7=7

8=8

9=9

10=10

11=11

12=12

13=13

14=14

15=15

16=16

17=17

18=18

19=19

20=20

21=21

22=22

23=23

24=24

25=25 or older

Item: Q21\_2

Item wording: Second oldest child

-9=Please select

0=Less than 1

1=1  
2=2  
3=3  
4=4  
5=5  
6=6  
7=7  
8=8  
9=9  
10=10  
11=11  
12=12  
13=13  
14=14  
15=15  
16=16  
17=17  
18=18  
19=19  
20=20  
21=21  
22=22  
23=23  
24=24  
25=25 or older

Item: Q21\_3

Item wording: Third oldest child

-9=Please select

0=Less than 1

1=1  
2=2  
3=3  
4=4  
5=5  
6=6  
7=7  
8=8  
9=9  
10=10  
11=11  
12=12  
13=13  
14=14  
15=15  
16=16  
17=17  
18=18

19=19  
20=20  
21=21  
22=22  
23=23  
24=24  
25=25 or older

Item: Q21\_4

Item wording: Fourth oldest child

-9=Please select

0=Less than 1

1=1

2=2

3=3

4=4

5=5

6=6

7=7

8=8

9=9

10=10

11=11

12=12

13=13

14=14

15=15

16=16

17=17

18=18

19=19

20=20

21=21

22=22

23=23

24=24

25=25 or older

Item: Q21\_5

Item wording: Fifth oldest child

-9=Please select

0=Less than 1

1=1

2=2

3=3

4=4

5=5

6=6

- 7=7
- 8=8
- 9=9
- 10=10
- 11=11
- 12=12
- 13=13
- 14=14
- 15=15
- 16=16
- 17=17
- 18=18
- 19=19
- 20=20
- 21=21
- 22=22
- 23=23
- 24=24
- 25=25 or older

Item: Q21\_6

Item wording: Sixth oldest child

-9=Please select

0=Less than 1

- 1=1
- 2=2
- 3=3
- 4=4
- 5=5
- 6=6
- 7=7
- 8=8
- 9=9
- 10=10
- 11=11
- 12=12
- 13=13
- 14=14
- 15=15
- 16=16
- 17=17
- 18=18
- 19=19
- 20=20
- 21=21
- 22=22
- 23=23
- 24=24



25=25 or older

Item: Q21\_7

Item wording: Seventh oldest child

-9=Please select

0=Less than 1

1=1

2=2

3=3

4=4

5=5

6=6

7=7

8=8

9=9

10=10

11=11

12=12

13=13

14=14

15=15

16=16

17=17

18=18

19=19

20=20

21=21

22=22

23=23

24=24

25=25 or older

Item: Q21\_8

Item wording: Eighth oldest child

-9=Please select

0=Less than 1

1=1

2=2

3=3

4=4

5=5

6=6

7=7

8=8

9=9

10=10

11=11

12=12

13=13  
14=14  
15=15  
16=16  
17=17  
18=18  
19=19  
20=20  
21=21  
22=22  
23=23  
24=24  
25=25 or older

Item: Q21\_9

Item wording: Ninth oldest child

-9=Please select

0=Less than 1

1=1

2=2

3=3

4=4

5=5

6=6

7=7

8=8

9=9

10=10

11=11

12=12

13=13

14=14

15=15

16=16

17=17

18=18

19=19

20=20

21=21

22=22

23=23

24=24

25=25 or older

Item: Q21\_10

Item wording: Youngest child

-9=Please select

0=Less than 1

1=1  
2=2  
3=3  
4=4  
5=5  
6=6  
7=7  
8=8  
9=9  
10=10  
11=11  
12=12  
13=13  
14=14  
15=15  
16=16  
17=17  
18=18  
19=19  
20=20  
21=21  
22=22  
23=23  
24=24  
25=25 or older

Routing: Go to Q22.

---

Screen: Q22

Wording: {IF Q19=1 DISPLAY "Is your child"; IF Q19>1 DISPLAY "Are any of your children"} living with you in your household?

Item: Q22

1=Yes

2=No

Routing: Go to Q23.

---

Screen: Q23

Wording: The next several questions are designed to help us better understand the career paths of individuals with different physical abilities.

Item: Q23a

Item wording: Seeing words or letters in ordinary newsprint (with glasses/contact lenses, if you usually wear them)?

- 1=None
- 2=Slight
- 3=Moderate
- 4=Severe
- 5=Unable to do

Item: Q23b

Item wording: Hearing what is normally said in conversation with another person (with hearing aid, if you usually wear one)?

- 1=None
- 2=Slight
- 3=Moderate
- 4=Severe
- 5=Unable to do

Item: Q23c

Item wording: Walking or using stairs without human or mechanical assistance?

- 1=None
- 2=Slight
- 3=Moderate
- 4=Severe
- 5=Unable to do

Item: Q23d

Item wording: Lifting or carrying something as heavy as 10 pounds, such as a bag of groceries?

- 1=None
- 2=Slight
- 3=Moderate
- 4=Severe
- 5=Unable to do

Routing: Go to Q24a.

---

Screen: Q24a

Wording: What is the highest level of education completed by your father (stepfather or male guardian)?

Item: Q24a

- 1=Less than high school diploma
- 2=High school diploma or equivalent
- 3=Some college , vocational, or trade school
- 4=Associate degree (e.g., AA, AS, AAS)
- 5=Undergraduate degree (e.g., BS, BA, AB)
- 6=Master's degree (e.g., MS, MA, MPH)
- 7=Professional degree (e.g., MD, DO, DDS, DVM, etc.)
- 8=Doctorate degree (e.g., PhD, DSc, Candidates of science, Doctorates of science, etc.)
- 9=Other

10=Don't know

Item: Q24a\_OTHER

Item wording: Please specify:

Routing: Go to Q24b.

---

Screen: Q24b

Wording: What is the highest level of education completed by your mother (stepmother or female guardian)?

Item: Q24b

1=Less than high school diploma

2=High school diploma or equivalent

3=Some college, vocational, or trade school

4=Associate degree (e.g., AA, AS, AAS)

5=Undergraduate degree (e.g., BS, BA, AB)

6=Master's degree (e.g., MS, MA, MPH)

7=Professional degree (e.g., MD, DO, DDS, DVM, etc.)

8=Doctorate degree (e.g., PhD, DSc, Candidates of science, Doctorates of science, etc.)

9=Other

10=Don't know

Item: Q24b\_OTHER

Item wording: Please specify:

Routing: Go to R\_Intro.

---

Screen: R\_Intro

Wording: In this last section, we would like to collect some contacting information in case NSF needs to clarify some of the information you have provided.

Routing: Go to R1.

---

Screen: R1

Wording: Please provide a primary and an alternate phone number and email address where you can be reached.

Item: R1a

Item wording: Primary telephone number:

Item: R1b

Item wording: Alternative telephone number:

Item: R1c

Item wording: Primary email:

Item: R1d

Item wording: Alternative email:

Routing: Go to R2.

---

Screen: R2

Wording: NSF is interested in how education and employment change over time. Therefore, NSF may want to recontact you. Please provide the name and contact information for two people who are likely to know where you can be reached. Do not include someone who lives in your household.

Contact 1

Item: R2\_1FN

Item wording: First Name

Item: R2\_1LN

Item wording: Last Name

Item: R2\_1Phone

Item wording: Telephone

Item: R2\_1Email

Item wording: Email

Item: R2\_1Street1

Item wording: Street

Item: R2\_1Street2

Item: R2\_1Zip

Item wording: Zip Code

Item: R2\_1City

Item wording: City

Item: R2\_1State

Item wording: State

Item: R2\_1FAddress

Item wording: Foreign Address

Item: R2\_1FCity

Item wording: Foreign City

Item: R2\_1FState

Item wording: Foreign State/Province

Item: R2\_1FCountry

Item wording: Foreign Country

Item: R2\_1FZip

Item wording: Foreign Zip/Postal Code

Item: R2\_1Internat

Item wording: Address is an International Address

0=No

1=Yes

## Contact 2

Item: R2\_2FN

Item wording: First Name

Item: R2\_2LN

Item wording: Last Name

Item: R2\_2Phone

Item wording: Telephone

Item: R2\_2Email

Item wording: Email

Item: R2\_2Street1

Item wording: Street

Item: R2\_2Street2

Item: R2\_2Zip

Item wording: Zip Code

Item: R2\_2City

Item wording: City

Item: R2\_2State

Item wording: State

Item: R2\_2FAddress

Item wording: Foreign Address

Item: R2\_2FCity

Item wording: Foreign City

Item: R2\_2FState

Item wording: Foreign State/Province

Item: R2\_2FCountry

Item wording: Foreign Country

Item: R2\_2FZip

Item wording: Foreign Zip/Postal Code

Item: R2\_2FInternat

Item wording: Address is an International Address

0=No

1=Yes

Routing: Go to R3.

---

Screen: R3

Wording: How do you prefer to participate in research surveys?

Item: R3

1=Online/web

2=Telephone

3=Mail

Routing: Go to End2.

---

Screen: End2

Wording: Please provide any additional details about your career experiences that you want to share with NSF.

Item: End2 [OPEN ENDED RESPONSE]

Routing: Go to End2a.

---

Screen: End2a

Wording: Thank you for your participation in this important study about early career doctorate holders. You may now close your browser.

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