

## **Attachment 5: Cognitive Interview Protocol**

## Cognitive Interview Protocol

Four rounds of cognitive interviews will be conducted. The structure of the cognitive interview protocol will be adapted as we move through the four rounds of testing. In the early rounds we will use a think-aloud technique to encourage respondents to verbalize their thoughts as they work through the questionnaire. The cognitive interviewer will probe as necessary to obtain additional information from the respondent. The full SED web instrument will be cognitively tested in the think-aloud protocol.

As questionnaire revisions are tested and finalized over the rounds of interviewing, we will move from the think-aloud approach to one based primarily on concurrent and retrospective probing. As outlined earlier, several items in the SED instrument have been selected for focus in the cognitive testing.

### *Think-Aloud Interviews (anticipated for Rounds 1 through 3)*

In the Think-Aloud interviews, all items in the SED will be explored, but we will focus on items that have been identified as requiring evaluation and new items that are being developed. During the Think-Aloud interview, respondents will be trained on how to “think aloud” as they complete the questionnaire. Attachment 1 is the paper version of the SED. Exhibit 3 at the end of this attachment lists all the current SED items. As shown in the Exhibit, items that will receive focus in these interviews include probes for the interviewer to use as well as notes on issues with the items that are being explored. However, note that the protocol and items will be subject to modification during cognitive testing.

### *Think-Aloud Protocol*

Step 1: The interviewer will explain the study and obtain informed consent (Attachment 6) for participation in the interview and for audio-recording.

Step 2: The interviewer will explain the think-aloud process. The respondent will do a practice activity.

“While you fill out the survey I want you to think out loud about how you are answering each question. Hearing you talk about how you answer the questions will help me understand how to improve the survey questions. To help you get started on thinking aloud, we are going to do a practice activity.”

“Try to visualize the place where you live, and think about how many windows there are in that place. As you count up the windows, tell me what you are seeing and thinking about.”<sup>1</sup>

“Now I would like you to do the same thinking aloud while you complete the questionnaire. While you are completing the questionnaire, I will also ask you some questions about some of the items.”

Step 3: The interviewer will observe the respondent completing the questionnaire while thinking aloud and note any issues that require follow-up probing:

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<sup>1</sup> Willis, G. B. (2004). *Cognitive interviewing: A tool for improving questionnaires*. Thousand Oaks: Sage.

- What questions does the respondent ask while completing the questionnaire?
- Does the respondent make comments to qualify the responses he/she has chosen?
- Are there items that the respondent spent extra time on?
- Are there items that the respondent skipped because they were unsure how to answer?
- Did the respondent provide any answers that were inconsistent with other answers (there are specific items to check in the cognitive interview protocol)?

During the think-aloud, the interviewer will conduct concurrent probing on selected questions, as shown in the cognitive interview protocol (see Exhibit 3 below). In addition to these scripted probes, the interviewer will include additional probing about other issues that were noted. Since respondents will vary in a number of characteristics, including field of study, educational history, citizenship and type of doctoral institution, they will likely vary in which aspects of the questionnaire they find difficult or confusing. Therefore, it is not possible to script in advance the probes that may be asked of a particular respondent. Interviewers will probe spontaneously as needed to explore issues in greater depth. Interviewers will be trained to probe on the unique issues that may arise in each interview.

Step 4: The interview will wrap up with several retrospective probes. The interviewer will ask the respondent about what questions were the easiest or most difficult to answer, and whether the respondent has additional suggestions for improving any of the survey items.

Step 5: At the conclusion of the interview, the interviewer will answer any questions the respondent may have about the study. The interviewer will give the respondent \$50 for their participation and obtain a signed receipt.

#### *Respondent Debriefing Interviews (anticipated for Round 4)*

In the Respondent Debriefing interviews, the full instrument will be cognitively tested. Instead of a think-aloud approach, these interviews will rely primarily on retrospective probing to explore the respondent's approach to the questionnaire. We expect to move to Respondent Debriefing by Round 4 of the interviews.

After the respondent has completed the questionnaire independently, the interviewer will conduct a cognitive debriefing with the respondent. On occasion the debriefing questions may be asked concurrently or at the end of a section, should the interviewer observe an issue that requires exploration. Probing more immediately instead of at the end of the survey may allow the respondent to recall more fully their thought processes on any problematic items. Since most issues with the questionnaire items are expected to have been explored and addressed in the early rounds of testing, we do not anticipate the wide use of concurrent probing.

#### *Respondent Debriefing Protocol*

Step 1: The interviewer will explain the study and obtain informed consent (Attachment 6) for participation in the interview and for audio-recording.

- Step 2: The interviewer will instruct the respondent to complete the questionnaire independently. During survey completion, the interviewer will observe and note any issues that require follow-up probing (see list in Step 3 of the Think-Aloud Protocol above).
- Step 3: After the respondent has completed the questionnaire, the interviewer will review selected questions with the respondent. Since the specific items to be tested will depend on the results of earlier rounds of testing, suggestions for probes will be prepared after the data from earlier rounds have been analyzed. The interviewer will include additional spontaneous probing about other issues that arise.
- Step 4: At the conclusion of the interview, the interviewer will answer any questions the respondent may have about the study. The interviewer will give the respondent \$50 for their participation and obtain a signed receipt.

**Exhibit 3: Cognitive Interview Protocol for the Think-Aloud Interviews**

**PART A - EDUCATION**

1.	<p><b>A1a. Did you complete a dissertation for your doctorate, or did you instead complete a performance, project report, or a musical or literary composition?</b></p> <p><input type="radio"/> Did a dissertation</p> <p><input type="radio"/> Did a performance, project report, or a musical or literary composition instead of a dissertation</p>
2.	<p><b>A1b. What is the title of your dissertation?</b></p> <input data-bbox="363 716 1425 772" type="text"/>
3.	<p><b>A2a. Please type in the name of the primary field of your dissertation research.</b></p> <input data-bbox="354 961 1273 989" type="text"/> Name of Field
<p>Please enter the code that best describes the primary field of your dissertation research using the specialties list below.</p> <input data-bbox="354 1129 412 1157" type="text"/> Number of Field	
<p><b>Probes:</b></p> <ul style="list-style-type: none"><li>• How did you decide on the name of the primary field of your dissertation research?</li><li>• How did you decide which code to choose?</li></ul> <p><i>Notes to interviewer:</i></p> <p>Does R select a field name off the list or describe the field in his or her own words? Is the R able to find a code that matches his or her field?</p>	
4.	<p><b>A2b. If your dissertation research was interdisciplinary, please enter the name of your secondary field.</b></p> <p><input type="checkbox"/> Check here if your dissertation research was NOT interdisciplinary</p> <input data-bbox="354 1583 1289 1610" type="text"/> Name of Field
<p>Please enter the code that best describes the secondary field of your dissertation research using the specialties list below.</p> <input data-bbox="354 1677 412 1705" type="text"/> Number of Field	
<p><b>Probes:</b></p> <ul style="list-style-type: none"><li>• In your own words, what is this question asking?</li><li>• In your own words, what is interdisciplinary research?</li><li>• Tell me how you decided on your answer.</li></ul>	

**Notes to interviewer:**

Does R select a field name off the list or does the R describe the field in his or her own words? Is the R able to find the code that matches his or her field? Does R have difficulty deciding whether his or her research is interdisciplinary? Does R have difficulty selecting the secondary field?

5. **A3. Please name the department (or interdisciplinary committee, center, institute, etc.) of the university that supervised your doctoral studies.**

Department/Committee/Center/Institute/Program

**Probes:**

- In your own words, what is this question asking?
- What did you think about in deciding which department supervised your doctoral studies?

**Notes to interviewer:**

Does the respondent have any difficulty deciding on an answer to this question?

6. **A4. Did you receive full or partial tuition remission (waiver) for your doctoral studies?**  
*Select one*

- No, I did not receive any tuition remission
- Yes, I received remission for less than 1/3 of tuition
- Yes, I received between 1/3 and 2/3 of tuition
- Yes, I received remission for more than 2/3 of tuition, but less than full
- Yes, I received full tuition remission

7. **A5. Please indicate whether each of the following was a source of financial support during graduate school.**  
*Mark Yes or No for each*

	Yes	No
Fellowship, scholarship	<input type="radio"/>	<input type="radio"/>
Grant	<input type="radio"/>	<input type="radio"/>
Teaching assistantship	<input type="radio"/>	<input type="radio"/>
Research assistantship	<input type="radio"/>	<input type="radio"/>
Other assistantship	<input type="radio"/>	<input type="radio"/>
Traineeship	<input type="radio"/>	<input type="radio"/>
Internship, clinical residency	<input type="radio"/>	<input type="radio"/>
Loans (from any source)	<input type="radio"/>	<input type="radio"/>
Personal savings	<input type="radio"/>	<input type="radio"/>
Personal earnings during graduate school (other than sources listed above)	<input type="radio"/>	<input type="radio"/>
Spouse's, partner's, or family's earnings or savings	<input type="radio"/>	<input type="radio"/>
Employer reimbursement/assistance	<input type="radio"/>	<input type="radio"/>
Foreign (non-U.S.) support	<input type="radio"/>	<input type="radio"/>
Other (Please describe on the next page)	<input type="radio"/>	<input type="radio"/>



8. **A7a. When you receive your doctoral degree, how much money will you owe that is directly related to your undergraduate education?**

- None
- \$10,000 or less
- \$10,001 - \$20,000
- \$20,001 - \$30,000
- \$30,001 - \$40,000
- \$40,001 - \$50,000
- \$50,001 - \$60,000
- \$60,001 - \$70,000
- \$70,001 - \$80,000
- \$80,001 - \$90,000
- \$90,001 or more (Please specify:) \$



9. **A7b. When you receive your doctoral degree, how much money will you owe that is directly related to your graduate education?**

None  
 \$10,000 or less  
 \$10,001 - \$20,000  
 \$20,001 - \$30,000  
 \$30,001 - \$40,000  
 \$40,001 - \$50,000  
 \$50,001 - \$60,000  
 \$60,001 - \$70,000  
 \$70,001 - \$80,000  
 \$80,001 - \$90,000  
 \$90,001 or more (Please specify:) \$



10. **A8a(1). Please provide the following information for this research doctoral degree.**

**Month/Year degree granted**    December    2014  
(YYYY)

**Month/Year that you started your degree**    Select one      
(YYYY)

[Note: Although the screen shot above displays “December 2014” as the month/year the degree was granted, respondents will see the month and year they self-report when completing the online SED web survey registration.]

**Probes:**

- In your own words, what is this question asking?
- How did you decide on the dates that you gave?
- The question asks about when your degree was granted. What does the word “granted” mean to you?

**Notes to interviewer:**  
Does R have any difficulty determining the date he or she started or was granted the doctoral degree? Does R notice that date granted is asked before date started the degree?

11. **A8a(2). Please type in the name of the primary field of study for this research doctoral degree.**

Name of Field

Please enter the number of your primary field using the specialties list below.

Number of Field

**Probes:**

- How did you decide on the name of the primary field of study for your doctoral degree?
- How did you decide which code to choose?

**Notes to interviewer:**  
Does R select a field name off the list or describe the field in his or her own words? Is R able to find the code that



matches his or her field? Does R note any redundancy between this question and A3?

12. **A8a(3). Please provide the following information for this research doctoral degree.**

**Institution name:**

**Branch or city:**

**State or U.S. territory:**

**Country:**

[Note: Although the screen shot above displays “Univ. of Chicago” as the institution name, respondents will see the institution name they self-report when completing the online SED web survey registration.]

13. **A8b. The next few questions ask about other degrees you have received.**

**Have you received a master's degree (e.g., MS, MA, MBA) or equivalent?**

Yes  No

**Notes to interviewer:**

Does R have any difficulty deciding how to respond?

14. **A8b(1). Please provide the following information for your most recent master's degree (e.g., MS, MA, MBA) or equivalent.**

**Month/Year degree granted**   (YYYY)

**Month/Year that you started your degree**   (YYYY)

**Probes:**

- In your own words, what is this question asking?
- How did you decide on the dates that you gave?

**Notes to interviewer:**

Does R have any difficulty determining the date he or she started or was granted the degree? Does R notice that this question concerns the most recent master's degree? Do the dates of the master's degree overlap with the dates of the doctoral degree? If so, was this a joint degree program?

15. **A8b(2). Please type in the name of the primary field of study for your most recent master's degree.**

Name of Field

**Please enter the number of your primary field using the specialties list below.**

Number of Field

**Probes:**

- How did you decide on the name of the primary field of your most recent master's degree?
- How did you decide which code to choose?

**Notes to interviewer:**  
Does R report on the field for the most recent master's? Does R select a field name off the list or describe the field in his or her own words? Is the respondent able to find a code that matches his or her field?

16. **A8b(3). Please provide the following information for your most recent master's degree (e.g., MS, MA, MBA) or equivalent**

**Institution name:**

**Branch or city:**

**State or territory (if in U.S.):**

**Province (if not U.S.):**

**Country:**

17. **A8c. The next few questions ask about other degrees you have received.**

**Have you received a bachelor's degree (e.g., BA, BS, AB) or equivalent?**

Yes  No

**Notes to interviewer:**  
Does R have any difficulty deciding how to respond?

18. **A8c(1). Please provide the following information for your first bachelor's degree (e.g., BA, BS, AB) or equivalent.**

**Month/Year degree granted**   (YYYY)

**Month/Year that you started your degree**   (YYYY)

**Probes:**

- In your own words, what is this question asking?
- How did you decide on the dates that you gave?

**Notes to interviewer:**

Does R have any difficulty determining the date he or she started or was granted the degree? Does R notice that this question concerns first bachelor's degree? Do the dates of the first bachelor's degree overlap with the dates of the most recent master's degree? If so, was this a joint degree program?

19. A8c(2). Please type in the name of the primary field of study for your first bachelor's degree.

Name of Field

Please enter the number of your primary field using the specialties list below.

Number of Field

**Probes:**

- How did you decide on the name of the primary field of your first bachelor's degree?
- How did you decide which code to choose?

**Notes to interviewer:**

Does R report on the field for the first bachelor's? Does R select a field name off the list or describe the field in his or her own words? Is the respondent able to find a code that matches his or her field?

20. A8c(3). Please provide the following information for your first bachelor's degree (e.g., BA, BS, AB) or equivalent

**Institution name:**

**Branch or city:**

**State or territory (if in U.S.):**

**Province (if not U.S.):**

**Country:**

21. A9. Excluding those already listed, have you attained any additional postsecondary degrees?

Yes  No

**Probes:**

- In your own words, what is this question asking?
- What does the term "postsecondary" mean to you?
- How did you decide on your answer to this question?

**Notes to interviewer:**

Has R considered all degrees earned after high school? Has R considered community college degrees?

22.	<p><b>A9a. Please list the additional degree(s), granting institution(s), and years.</b></p> <p><b>First Additional Degree</b></p> <p>Degree type: <input type="text"/></p> <p>Degree field: <input type="text"/></p> <p>Field Number (see below): <input type="text"/></p> <p>Month granted: <input type="text" value="Select one"/></p> <p>Year granted: <input type="text"/> (YYYY)</p> <p>Institution: <input type="text"/></p> <p>Branch or city: <input type="text"/></p> <p>State or country: <input type="text"/></p> <p><b>Second Additional Degree</b></p> <p>Degree type: <input type="text"/></p> <p>Degree field: <input type="text"/></p> <p>Field Number (see below): <input type="text"/></p> <p>Month granted: <input type="text" value="Select one"/></p> <p>Year granted: <input type="text"/> (YYYY)</p> <p>Institution: <input type="text"/></p> <p>Branch or city: <input type="text"/></p> <p>State or country: <input type="text"/></p>
<p><b>Probe:</b></p> <ul style="list-style-type: none"> <li>How easy or difficult was it to provide this information?</li> </ul> <p><i>Notes to interviewer:</i></p> <p>Do the dates for any degrees reported across the educational history questions overlap? Probe the overlap. Was R in a joint degree program? Did R misreport dates? How certain is R of the dates? If needed, ask R to step through the timeline of degrees earned and compare to degrees reported.</p>	
23.	<p><b>A9b. Excluding those already listed, have you attained any <u>additional</u> postsecondary degrees?</b></p> <p><input type="radio"/> Yes <input type="radio"/> No</p>
<p><i>Notes to interviewer:</i></p> <p>Does R have any difficulty deciding what degrees to include? Does R have difficulty deciding how to respond?</p>	
24.	<p><b>A10. Was a master's degree a prerequisite for admission to your doctoral program?</b></p> <p><input type="radio"/> Yes <input type="radio"/> No</p>
<p><b>Probes:</b></p> <ul style="list-style-type: none"> <li>In your own words, what is this question asking?</li> <li>What does the phrase "prerequisite for admission" mean to you?</li> <li>How did you decide on your answer?</li> </ul>	

<b>Notes to interviewer:</b> How does R interpret this question? How did R decide whether a master's degree was a prerequisite for admission?	
25.	<b>A11. In what month and year did you first enter <u>any</u> graduate school in <u>any</u> program or capacity?</b>  Month: <input type="text" value="Select one"/> Year: <input type="text"/> (YYYY)
<b>Probes:</b> <ul style="list-style-type: none"> <li>• In your own words, what is this question asking?</li> <li>• What does the phrase “any program or capacity” mean to you?</li> <li>• How did you decide on your answer?</li> <li>• How did you decide on the date that you gave?</li> </ul>	
<b>Notes to interviewer:</b> How does R interpret this question? What graduate schools did R consider? What did R include?	
26.	<b>A12. How many years were you:</b>  <b>a. taking courses or preparing for exams for this doctoral degree (including a master's degree, if that was part of your doctoral program)?</b> <input type="text"/> Years (Round to whole years)  <b>b. working on your dissertation after coursework and exams (non-course related preparation and research, writing and defense)?</b> <input type="text"/> Years (Round to whole years)
<b>Probes:</b> <ul style="list-style-type: none"> <li>• In your own words, what is this question asking?</li> <li>• How did you decide on your answer?</li> <li>• How easy or difficult was it to determine your answer?</li> </ul>	
<b>Notes to interviewer:</b> How does R interpret the question? How does R arrive at an answer? Does R have difficulty separating time spent on coursework and exams from time spent working on the dissertation? Does R have difficulty rounding? What was R including in the answer to each part of this question?	
27.	<b>A13. Was there any time between the year you entered your doctoral program and the award of your doctorate that you were not working on your degree (that is, not taking courses or working on your dissertation)?</b>  <input type="radio"/> Yes <input type="radio"/> No
<b>Probes:</b> <ul style="list-style-type: none"> <li>• In your own words, what is this question asking?</li> <li>• How did you decide on your answer?</li> </ul>	
<b>Notes to interviewer:</b> Does R have any difficulty deciding on an answer?	

28. **A13a. If yes, how many years were you not working on your degree?**

Years (Round to whole years)

**Probes:**

- How did you decide on your answer?

*Notes to interviewer:*  
Does R have any difficulty deciding on an answer? What was R doing during the time he or she was not working on the degree? Does R have any difficulty rounding?

29. **A14. Did you earn college credit from a community or two-year college?**

Yes  No

**Probes:**

- In your own words, what is this question asking?
- In your own words, what is a community college? What is a two-year college?
- How did you decide on your answer?
- What did you include in your answer?

*Notes to interviewer:*  
Does R have any difficulty deciding on an answer? Does R consider credits that transferred to a 4-year college? Did R consider credits that did not transfer?

30. **A15. Are you earning, or have you earned, an MD or a DDS?**

	ARE EARNING?	HAVE EARNED?
<b>MD</b>	<input type="radio"/> Yes <input type="radio"/> No	<input type="radio"/> Yes <input type="radio"/> No
<b>DDS</b>	<input type="radio"/> Yes <input type="radio"/> No	<input type="radio"/> Yes <input type="radio"/> No

**Probes:**

- In your own words, what is this question asking?
- How did you decide which option(s) to select?
- How easy or difficult was it to answer this question?

*Notes to interviewer:*  
Does R have any difficulty deciding on an answer? Note if R asks how many radio buttons to choose.

PART B – POSTGRADUATION PLANS

31.	<p><b>B1. In what country or state do you intend to live after graduation (within the next year)?</b></p> <p style="margin-left: 40px;">State or territory: <input type="text" value="Select one"/></p> <p style="margin-left: 40px;">OR Country: <input type="text" value="Select one"/></p>
<p><b>Probes:</b></p> <ul style="list-style-type: none"> <li>• What did you think about to arrive at your answer?</li> <li>• What period of time are you referencing to arrive at your answer?</li> </ul> <p><i>Notes to interviewer:</i> Does R have any difficulty providing a response?</p>	
32.	<p><b>B2. Do you intend to take a "postdoc" position?</b></p> <p style="margin-left: 40px;">(A "postdoc" is a temporary position primarily for gaining additional education and training in research, awarded in academe, industry, government, or a non-profit organization.)</p> <p style="margin-left: 40px;"><input type="radio"/> Yes <input type="radio"/> No</p>
<p><b>Probes:</b></p> <ul style="list-style-type: none"> <li>• What did you think about to arrive at your answer?</li> <li>• What period of time are you referencing to arrive at your answer?</li> <li>• What does "postdoc" mean to you?</li> <li>• In your field of study, are new PhDs expected to have postdocs or not?</li> </ul> <p><i>Notes to interviewer:</i> Does R have any difficulty providing a response?</p>	
33.	<p><b>B3. What is the status of your postgraduate plans (in the next year)?</b> <i>Select one</i></p> <ul style="list-style-type: none"> <li><input type="radio"/> Returning to, or continuing in, predoctoral employment</li> <li><input type="radio"/> Have signed contract or made definite commitment for a "postdoc" or other work</li> <li><input type="radio"/> Negotiating with one or more specific organizations</li> <li><input type="radio"/> Seeking position but have no specific prospects</li> <li><input type="radio"/> Other full-time degree program (e.g., MD, DDS, JD, MBA, etc.)</li> <li><input type="radio"/> Do not plan to work or study (e.g., family commitments, etc.)</li> <li><input type="radio"/> Other - Specify <input style="width: 300px;" type="text"/></li> </ul>
<p><b>Probes:</b></p> <ul style="list-style-type: none"> <li>• What did you think about to arrive at your answer?</li> <li>• In your own words, what is this question asking?</li> <li>• What period of time are you referencing to arrive at your answer?</li> <li>• [If "other" chosen] Why did you pick "Other"?</li> <li>• What does "organizations" mean to you in the context of this question?</li> <li>• Can you think of other plans that should be listed here, but are not?</li> </ul> <p><i>Notes to interviewer:</i></p>	

Does R understand what the question is asking? Does R have any issues choosing a response? Does R have any difficulty with specific terms in the response options?

34. **B4. What best describes your postgraduate plans (within the next year)?**  
*Select one*
- "Postdoc" or further training
  - Employment

**Probe (If necessary):**

- Could you tell me more about your answer?

**Notes for interviewer:**

Does R have difficulty choosing a response? What time period is R thinking about when answering this question?

35. **B4a. What best describes the nature of your further training or study?**  
*Select one*
- "Postdoc" fellowship
  - "Postdoc" research associateship
  - Traineeship
  - Internship, clinical residency
  - Other Training - Specify

**Probes:**

- How did you decide which answer to choose?
- In your own words, what are these responses?
- [If "other" chosen] Why did you pick "Other"?

**Notes to interviewer:**

Does R have any difficulty finding a response that matches his or her training or study? Is R able to distinguish between each of the response options?

36. **B4b. What best describes the nature of your employment?**  
*Select one*
- Employment (other than military service)
  - Military service



37.	<p><b>B5. What will be the main source of financial support for your "postdoc" or further training within the next year?</b>  <i>Select one</i></p> <ul style="list-style-type: none"> <li><input type="radio"/> U.S. government</li> <li><input type="radio"/> Industry/business</li> <li><input type="radio"/> College or university</li> <li><input type="radio"/> Private foundation</li> <li><input type="radio"/> Nonprofit, other than private foundation or college</li> <li><input type="radio"/> Foreign government</li> <li><input type="radio"/> Other - Specify <input style="width: 150px;" type="text"/></li> <li><input type="radio"/> Unknown</li> </ul>
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**Notes to interviewer:**

Does R have any difficulty finding a response that matches his or her main source of financial support? Does R have any issues selecting just one response? What time period is R thinking about when answering this question?

38.	<p><b>B6. What <u>one</u> type of principal employer will you be working for (or training with) in the next year?</b></p> <p><b>EDUCATION</b></p> <ul style="list-style-type: none"> <li><input type="radio"/> U.S. 4-year college or university other than medical school</li> <li><input type="radio"/> U.S. medical school (including university-affiliated hospital or medical center)</li> <li><input type="radio"/> U.S. university-affiliated research institute</li> <li><input type="radio"/> U.S. community or two-year college</li> <li><input type="radio"/> U.S. preschool, elementary, middle, secondary school or school system</li> <li><input type="radio"/> Foreign educational institution</li> </ul> <p><b>GOVERNMENT (other than educational institution)</b></p> <ul style="list-style-type: none"> <li><input type="radio"/> Foreign government</li> <li><input type="radio"/> U.S. federal government</li> <li><input type="radio"/> U.S. state government</li> <li><input type="radio"/> U.S. local government</li> </ul> <p><b>PRIVATE SECTOR (other than educational institution)</b></p> <ul style="list-style-type: none"> <li><input type="radio"/> Not for profit organization</li> <li><input type="radio"/> Industry (for profit)</li> </ul> <p><b>OTHER</b></p> <ul style="list-style-type: none"> <li><input type="radio"/> Self-employed</li> <li><input type="radio"/> Other - Specify <input style="width: 300px;" type="text"/></li> </ul>
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**Probes:**

- How did you decide which answer to choose?
- [If "other" chosen] Why did you pick "Other"?
- Are there any types of employers you think should be on this list, but are not there? (In other words, what's missing?)

**Notes to interviewer:**

Does R have any difficulty finding a response that matches his or her principal employer? Is R able to choose just one response? What time period is R thinking about when answering this question?

39. **B7. Please name the organization and geographic location where you will work or study.**

Organization:

State or territory (if U.S.):

OR Country (if not U.S.):

Is this a college or a university?  YES  NO

**Notes to interviewer:**  
 Is R's response consistent with the response provided for B6? If not, ask R to explain how he arrived at his/her response to B6.

40. **B8. What will be your basic annual salary for this principal job (in the next year)? Do not include bonuses or additional compensation for summertime teaching or research. If you are not salaried, please estimate your earned income.**

\$

**B8a. If you prefer not to report an exact amount, please indicate into which range you expect your salary to fall:**

Select one

\$30,000 or less                       \$70,001 - \$80,000  
 \$30,001 - \$35,000                   \$80,001 - \$90,000  
 \$35,001 - \$40,000                   \$90,001 - \$100,000  
 \$40,001 - \$50,000                   \$100,001 - \$110,000  
 \$50,001 - \$60,000                   \$110,001 or above  
 \$60,001 - \$70,000                   Don't know

41. **B9. How many months does this salary cover?**

Number of months:  (1-12)

42. **B10a. What will be your primary work activity?**

Select one

Research and development  
 Teaching  
 Management or administration  
 Professional services to individuals  
 Other - Specify

	<p><b>B10b. What will be your secondary work activity?</b>  <i>Select one</i></p> <ul style="list-style-type: none"> <li><input type="radio"/> Research and development</li> <li><input type="radio"/> Teaching</li> <li><input type="radio"/> Management or administration</li> <li><input type="radio"/> Professional services to individuals</li> <li><input type="radio"/> Other - Specify <input style="width: 200px;" type="text"/></li> <li><input type="radio"/> No secondary work activities</li> </ul>
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**Probes:**

- How did you decide which answer to choose for your primary work activity?
- How did you decide which answer to choose for your secondary work activity?
- Could you tell me more about the work you will be doing on a day to day basis?
- [If “other” chosen] Why did you pick “Other”?

**Notes to interviewer:**

Does R have difficulty finding a response that matches his/her primary and/or secondary work activities? Is R able to distinguish between the response options? What time period is R thinking about in answering this question?

**PART C – BACKGROUND INFORMATION**

43.	<p><b>C1. Are you –</b></p> <ul style="list-style-type: none"> <li><input type="radio"/> Male   <input type="radio"/> Female</li> </ul>
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44.	<p><b>C2. What is your marital status?</b>  <i>Select one</i></p> <ul style="list-style-type: none"> <li><input type="radio"/> Married</li> <li><input type="radio"/> Living in a marriage-like relationship</li> <li><input type="radio"/> Widowed</li> <li><input type="radio"/> Separated</li> <li><input type="radio"/> Divorced</li> <li><input type="radio"/> Never married</li> </ul>
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**Probes:**

- In your own words, what does the second response option mean?

**Notes to interviewer:**

Does R have any difficulty finding a response that matches his or her marital status?

45. C3. Not including yourself or your spouse/partner, how many dependents (children or adults) do you have -- that is, how many others receive at least one half of their financial support from you?

Write in number of dependents:

5 years of age or younger

6 to 18 years

19 years or older

Check if none

**Notes to interviewer:**  
Does R have any issues finding the “check if none” box?

46. C4. What is the highest educational attainment of your mother and father?  
*Select one for each parent.*

**Mother**

**Father**

**Notes to interviewer:**  
Does R have any difficulty identifying with the terms “mother” and “father”?

47. C5. What is your place of birth?

State or territory (if U.S.):

OR Country (if not U.S.):

48. C6. What is your date of birth?

Month:  Day:  Year:  (YYYY)

49. **C7. What is your citizenship status?**  
*Select one*

**U.S. Citizen**

- Since birth
- Naturalized

**Non-U.S. Citizen**

- With a Permanent U.S. Resident Visa ("Green Card")
- With a Temporary U.S. Visa

**Probes:**

- [If R does not provide a response] Can you tell me why you chose not to respond?

*Notes to interviewer:*  
 Does R have any difficulty finding a response that matches his or her citizenship status?

50. **C9. In what state or country was the high school/secondary school that you last attended?**

State or territory (*if U.S.*):

OR Country (*if not U.S.*):

51. **C10. Are you Hispanic or Latino?**  
*Select one*

- No, I am not Hispanic or Latino.
- Yes, I am Mexican or Chicano
- Yes, I am Puerto Rican
- Yes, I am Cuban
- Yes, I am Other Hispanic or Latino – Specify

*Notes to interviewer:*  
 Does R have any difficulty choosing a response?

52. **C11. What is your racial background?**  
*Select one or more*

- American Indian or Alaska Native [Specify tribal affiliation(s)]
- Native Hawaiian or other Pacific Islander
- Asian
- Black or African American
- White

**Probes:**

- [If R does not provide a response] Can you tell me why you chose not to respond?

**Notes to interviewer:**

Does R have any difficulty finding a response that matches his or her racial background?

53.

**C12. The following several questions are designed to help us better understand the educational paths of individuals with specific functional limitations. What is the USUAL degree of difficulty you have with...**

*Select one for each*

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

- None
- Slight
- Moderate
- Severe
- Unable to do

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

- None
- Slight
- Moderate
- Severe
- Unable to do

54.

**C12. What is the USUAL degree of difficulty you have with ...**

*Select one for each*

WALKING without human or mechanical assistance or using stairs?

- None
- Slight
- Moderate
- Severe
- Unable to do

LIFTING or carrying something as heavy as 10 pounds, such as a bag of groceries?

- None
- Slight
- Moderate
- Severe
- Unable to do

55.	<p><b>C12. What is the USUAL degree of difficulty you have with ...</b>  <i>Select one</i></p> <p>CONCENTRATING, REMEMBERING, or MAKING DECISIONS because of a physical, mental, or emotional condition?</p> <ul style="list-style-type: none"> <li><input type="radio"/> None</li> <li><input type="radio"/> Slight</li> <li><input type="radio"/> Moderate</li> <li><input type="radio"/> Severe</li> <li><input type="radio"/> Unable to do</li> </ul>
56.	<p><b>C15. Please fill in the last four digits of your Social Security number.</b></p> <p>XXX-XX- <input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/></p>
<p><b>Probes:</b></p> <ul style="list-style-type: none"> <li>• [If R does not provide a response] Can you tell me why you chose not to respond?</li> <li>• If we had requested your full Social Security Number, would you have provided it?</li> <li>• [If R is not willing to provide full SSN] Why would you choose not to provide your full Social Security Number?</li> </ul> <p><b>Notes to interviewer:</b>  <i>Is R hesitant to provide the last four digits or full SSN? What are R's concerns about providing this information?</i></p>	