

EARLY CAREER DOCTORATES SURVEY

QUESTIONNAIRE for a web-based survey

Attachment E

4/2/2014

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SECTION A: EDUCATION

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

Administered to: All respondents

A1 TEXT: Please start by thinking about your highest degree. (If you have more than one doctorate or doctorate-equivalent degree, think about the first such degree you received.)

A1: What type of degree is it?

- 1=Doctorate degree (e.g., PhD, EdD, DSc, Candidate of science, Doctorates of science, Dr. rer. nat., etc.)
- 2=Doctorate-equivalent degree (e.g., MD, DO, DDS, DVM, etc.)
- 3=Master's degree (e.g., MS, MA, MPH, Diplom, etc.)
- 4=Undergraduate degree (e.g., BS, BA, AB)
- 5=Other degree

Administered to: All respondents

A2: What type of doctorate degree is it?

- 1=PhD (Doctor of Philosophy)
- 2=EdD (Doctor of Education)
- 3=DSc (Doctor of Science)
- 4=Candidate of science
- 5=Dr. rer. nat.
- 6=Other doctorate degree, including international degree equivalent to U.S. doctorate (Please specify)

Administered to: Respondents whose highest degree is a doctorate

A3: What type of doctorate-equivalent degree is it?

- 1=DDS (Doctor of Dental Surgery)
- 2=DO (Doctor of Osteopathic Medicine)
- 3=DVM (Doctor of Veterinary Medicine)
- 4=MD (Doctor of Medicine)
- 5=Other doctorate-equivalent degree, including international equivalent to U.S. degree (Please specify)

Administered to: Respondents whose highest degree is a doctorate-equivalent degree

A4: Is your highest degree an international equivalent to a U.S. doctorate or doctorate-equivalent degree?

- 1=Yes
- 0=No
- (Please specify)

Administered to: Respondents whose highest degree is neither a doctorate nor a doctorate-equivalent degree

A5: Are you currently enrolled in a doctoral or doctoral-equivalent program?

- 1=Yes
- 0=No

NOTE: If the highest degree is not a doctorate, doctorate-equivalent, or an international equivalent, the case is deemed ineligible and routed to F. Demographics.

Administered to: Respondents whose highest degree is not a doctorate, doctorate-equivalent, nor international equivalent

A6: In what month and year was this degree awarded?

A6a. Month:	A6b. Year:
-9=-Select One	-9=- Select One
1=January	2014=2014
2=February	2013=2013
3=March	2012=2012
4=April	2011=2011
5=May	2009=2009
6=June	2008=2008
7=July	2007=2007
8=August	2006=2006
9=September	2005=2005
10=October	2004=2004
11=November	2003=2003
12=December	2002=2002 or before

NOTE: If the highest degree was awarded more than 10 years ago the case is deemed ineligible and routed to F. Demographics.

Administered to: Respondents whose highest degree is a doctorate, doctorate-equivalent degree, or international equivalent

A7: Was this degree received from an institution in the United States or another country?

1=United States
2=Another country

Administered to: All ECDs

A8: What is the full name and location of the institution from which you received this degree? (Please do not use acronyms for the institution name.)

A8a: Institution Name:
A8b: City or Branch:
A8c: State:

NOTE: A coding application will be used to code institutions in the United States to the Integrated Postsecondary Data System.

Administered to: ECDs whose highest degree institution is in the U.S.

A9: What is the full name and location of the institution from which you received this degree? (Please do not use acronyms for the institution name.)

A9a: Institution name:
A9b: City or branch:
A9c: State or province:
A9d: Country:

Administered to: ECDs whose highest degree institution is in a foreign country

A10: What was your primary field of study for this degree?

NOTE: A coding application will be used to code to the Classification of Instructional Programs.

Administered to: All ECDs

A11: *A postdoctoral appointment, or "postdoc," is a temporary position awarded in academe, industry, non-profit organization, or government primarily for gaining additional education and training in research.*

How important is a postdoctoral appointment to advancement in **your** desired career track within your specific field?

- 1=Not important
- 2=Slightly important
- 3=Moderately important
- 4=Very important
- 5=Extremely important
- 6=Undecided on your desired career track

Administered to: All ECDs

A12: Following is a list of types of knowledge, attributes, and behaviors. For each of these, how well did your graduate program prepare you for your first position after completing your [doctorate/doctorate-equivalent] degree?

- A12a: Applying research methodologies, tools and techniques appropriately
- A12b: Developing new ideas, processes, or products, which are rooted in research
- A12c: Critically analyzing and evaluating findings and results
- A12d: Demonstrating a theoretical and practical understanding of your subject area and its wider research context
- A12e: Working constructively with colleagues, acknowledging their contribution
- A12f: Influencing others, providing direction and encouraging their contribution
- A12g: Communicating ideas clearly and persuasively in writing such as in journal articles, grant proposals, or reports
- A12h: Communicating ideas clearly and persuasively when speaking to others one-on-one or in small groups
- A12i: Communicating ideas clearly and persuasively when speaking before audiences such as in presentations or lectures
- A12j: Effectively planning, managing and delivering projects on time

- 1=Very Unprepared
- 2=Unprepared
- 3=Prepared
- 4=Very Prepared
- 5=Not used in your first position

Administered to: All ECDs

A13: Not including your [doctorate/doctorate-equivalent degree] in [field] from [institution], how many other graduate, professional, or undergraduate degrees have you received?

- 0=0
- 1=1
- 2=2
- 3=3
- 4=4
- 5=5 or more

Administered to: All ECDs

A14: So far you have told us about the following degrees:

[Degrees listed here]

Please provide the following information about your next highest degree.

What type of degree is it?

- 1=Doctorate degree (e.g., PhD, DSc, Candidates of science, Doctorates of science, Dr. rer. nat., etc.)

- 2=Doctorate-equivalent degree (e.g., MD, DO, DDS, DVM, etc.)
- 3=Master's degree (e.g., MS, MA, MPH, Diplom, etc.)
- 4=Bachelor's degree (e.g., BS, BA, AB)
- 5=Associate's degree (e.g., AS, AA)
- 6=Other postsecondary degree (please specify)

Administered to: ECDs who have earned a postsecondary degree other than their highest degree

A15: In what month and year was your [next highest degree] awarded?

- | | |
|-----------------|-------------|
| A15a: Month: | A15b: Year: |
| -9=-Select One- | 1995–2014 |
| 1=January | |
| 2=February | |
| 3=March | |
| 4=April | |
| 5=May | |
| 6=June | |
| 7=July | |
| 8=August | |
| 9=September | |
| 10=October | |
| 11=November | |
| 12=December | |

Administered to: ECDs who have earned a postsecondary degree other than their highest degree

A16: Was [your next highest degree] received from an institution in the United States or another country?

- 1=United States
- 2=Another country

Administered to: ECDs who have earned a postsecondary degree other than their highest degree

A17: In which country is this institution located?

Administered to: ECDs who have earned a postsecondary degree other than their highest degree from an institution outside the U.S.

A18: What is the full name and location of the institution from which you received your Bachelor's degree?
(Please do not use acronyms for the institution name.)

- A18a: Institution name:
- A18b: City:
- A18c: State:

NOTE: A coding application will be used to code institutions in the United States to the Integrated Postsecondary Data System.

Administered to: ECDs who earned a Bachelor's degree in the U.S.

A19: Was your [next highest degree] in [doctorate/doctorate-equivalent degree field]?

- 1=Yes
- 0=No

Administered to: ECDs who have earned a postsecondary degree other than their highest degree

A20: What was your primary field of study for your [next highest degree]?

NOTE: A coding application will be used to code to the Classification of Instructional Programs.

Administered to: ECDs who have earned a postsecondary degree other than their highest degree in a different field

A21: So far you have told us about the following degrees:

[Degrees listed here]

Besides these, have you earned any other graduate, professional, or undergraduate degrees?

1=Yes

0=No

Administered to: ECDs who have earned a postsecondary degree other than their highest degree and have completed responses for the number of degrees specified in A13

A22: Have you **ever** taken a course at a community college?

1=Yes

0=No

Administered to: All ECDs

A23: Which of the following were your sources of financial support during graduate school?

A23a: Fellowship or scholarship from an institution in the U.S.

A23b: Fellowship or scholarship from abroad

A23c: Grant

A23d: Teaching assistantship

A23e: Research assistantship

A23f: Other assistantship

A23g: Traineeship

A23h: Internship or clinical residency

A34i: Loans from any source

A34j: Personal savings

A34k: Personal earnings during graduate school other than sources already listed

A34l: Spouse's, partner's, or family's earnings or savings

A34m: Employer reimbursement or assistance

A34n: Foreign (non-U.S.) support other than a fellowship or scholarship

A34o: Another source (Please specify)

1=Yes

0=No

Administered to: All ECDs

A24: When you received your [doctorate/doctorate-equivalent] degree in [field] from [institution], how much money did you owe that was directly related to your undergraduate and graduate education?

A24a: Undergraduate
1=None
2=\$10,000 or less
3=\$10,001 - \$20,000
4=\$20,001 - \$30,000
5=\$30,001 - \$40,000
6=\$40,001 - \$50,000
7=\$50,001 - \$60,000
8=\$60,001 - \$70,000
9=\$70,001 - \$80,000
10=\$80,001 - \$90,000
11=\$90,001 or more

A24b: Graduate
1=None
2=\$10,000 or less
3=\$10,001 - \$20,000
4=\$20,001 - \$30,000
5=\$30,001 - \$40,000
6=\$40,001 - \$50,000
7=\$50,001 - \$60,000
8=\$60,001 - \$70,000
9=\$70,001 - \$80,000
10=\$80,001 - \$90,000
11=\$90,001 or more

Administered to: All ECDs

A25: Do you **currently** owe any money directly related to your [undergraduate/graduate/undergraduate and or graduate] education?

1=Yes
0=No

Administered to: ECDs who owed money for their undergraduate or graduate education when they completed their highest degree

A26: How much money do you **currently** owe that is directly related to your [undergraduate/graduate/undergraduate and graduate] education?

A26a: Undergraduate
1=None
2=\$10,000 or less
3=\$10,001 - \$20,000
4=\$20,001 - \$30,000
5=\$30,001 - \$40,000
6=\$40,001 - \$50,000
7=\$50,001 - \$60,000
8=\$60,001 - \$70,000
9=\$70,001 - \$80,000
10=\$80,001 - \$90,000
11=\$90,001 or more

A26b: Graduate
1=None
2=\$10,000 or less
3=\$10,001 - \$20,000
4=\$20,001 - \$30,000
5=\$30,001 - \$40,000
6=\$40,001 - \$50,000
7=\$50,001 - \$60,000
8=\$60,001 - \$70,000
9=\$70,001 - \$80,000
10=\$80,001 - \$90,000
11=\$90,001 or more

Administered to: ECDs who still owe money for their undergraduate or graduate education

SECTION B: PROFESSIONAL ACTIVITIES

B_TEXT: The next questions ask about your work and research activities.

Administered to: All ECDs

- B1: Thinking about all of your paid, unpaid, and other research activities since receiving your [doctorate/doctorate-equivalent] degree in [field] from [institution], have you:
- B1a: Published papers in conference proceedings?
 - B1b: (Co)authored papers for presentation at regional, national, or international conferences? (*Do not include papers published in conference proceedings.*)
 - B1c: Had articles **accepted** for publication or already published in a peer-reviewed journal?
 - B1d: Had articles you **submitted** for publication in a peer-reviewed journal but **not** accepted for publication or published?
 - B1e: Published books?
 - B1f: Published book chapters?
 - B1g: Been named as an inventor on U.S. patent applications?
 - B1h: Been named as an inventor on foreign patent applications?
- 1=Yes
0=No

Administered to: All ECDs

- B2: How many...
- B2a: Papers have you published in conference proceedings?
 - B2b: Papers have you (co)authored for presentation at regional, national, or international conferences? (*Do not include papers published in conference proceedings.*)
 - B2c: Articles have you had **accepted** for publication or already published in a peer-reviewed journal?
 - B2d: Articles have you **submitted** for publication in a peer-reviewed journal that were **not** accepted for publication or published? (*If you have submitted one paper multiple times, count it only once.*)
 - B2e: Books have you published?
 - B2f: Book chapters have you published?
 - B2g: U.S. patent applications have you been named as an inventor on?
 - B2h: Foreign patent applications have you been named as an inventor on?

Administered to: ECDs who have at least one work product since receiving their highest degree

- B3: Since receiving your [doctorate/doctorate-equivalent] degree, how many patents have been granted to you as an inventor?
- B3a: U.S. Patents Granted:
 - B3b: Foreign Patents Granted:

Administered to: ECDs who have been named as an inventor on a U.S. or foreign patent application since receiving their highest degree

- B4: Thinking of the U.S. patents that you have been granted since receiving your [doctorate/doctorate-equivalent] degree, for which of the following types of activity have they been granted?
- B4a: Utility patents (i.e., patents for inventions)
 - B4b: Plant patents (i.e., patents for fundamentally altered plant species)
 - B4c: Design patents (i.e., patents for appearance)

1=Yes
0=No

Administered to: ECDs who have been granted a U.S patent as an inventor since receiving their highest degree

B5: Since receiving your [doctorate/doctorate-equivalent] degree, have any of your patents resulted in commercialized products or processes or been licensed?
1=Yes
0=No

Administered to: ECDs who have been granted a U.S. or foreign patent as an inventor since receiving their highest degree

B6: During the past 12 months, did you take any work-related training, such as workshops or seminars?
*Include conferences or professional meetings **only if** you attended a training session at the conference or meeting.*
*Do **not** include college coursework for which you were enrolled in a degree program.*
1=Yes
0=No

Administered to: All ECDs

B7: For which of the following reasons did you take training during the past 12 months?
B7a: To improve skills or knowledge in your current occupational field
B7b: To increase opportunities for promotion or advancement in your current occupational field
B7c: For licensure or certification in your current occupational field
B7d: To facilitate a change to a different occupational field
B7e: Required or expected by employer
B7f: For leisure or personal interest
B7g: For another reason (please specify)
1=Yes
0=No

Administered to: ECDs who have received training in the past 12 months

SECTION C: EMPLOYMENT

C_TEXT: We would like to ask you some questions about the work and research positions you have held since receiving your [doctorate/doctorate-equivalent] degree in [field] from [institution]. We are interested in any position including postdoctoral appointments, residencies, fellowships, and internships.

Administered to: All ECDs

C1: Have you worked for pay since receiving your [doctorate/doctorate-equivalent degree]?
1=Yes
0=No

Administered to: All ECDs

C2: What are your reasons for not working for pay?
C2a: On layoff from a position
C2b: In school full-time
C2c: In school part-time
C2d: Family responsibilities - child care
C2e: Family responsibilities - other
C2f: Chronic illness or permanent disability
C2g: Suitable position not available
C2h: Did not need or want to work
C2i: Retired
C2j: Other (Please specify)
1=Yes
0=No

Administered to: ECDs who have not worked for pay since receiving their highest degree

C3: *For the next two questions, a full-time position is one that requires at least 35 hours per week and a part-time position is one that requires fewer than 35 hours per week.*
C3a: Since receiving your [doctorate/doctorate-equivalent] degree, how many different **full-time paid** positions have you had, including your current position if applicable?
C3b: Since receiving your [doctorate/doctorate-equivalent] degree, how many different **part-time paid** positions have you had, including your current position if applicable?

Administered to: ECDs who have worked for pay since receiving their highest degree

C4: Have you held an unpaid or volunteer position since receiving your [doctorate/doctorate-equivalent degree]?
1=Yes
0=No

Administered to: All ECDs

C5: Since receiving your [doctorate/doctorate-equivalent] degree, how many different unpaid positions have you had? Please include your current position if applicable.

Administered to: ECDs who have held an unpaid position since receiving their highest degree

C6: *A postdoctoral appointment, or "postdoc," is a temporary position awarded in academe, industry, non-profit organization, or government primarily for gaining additional education and training in research. For the next question, please include any position you consider to be a "postdoc" even if your employer did not or does not. Please also count reappointments to the same position as one appointment.*

How many postdoctoral appointments have you had, including your current position if applicable?

-9=-Select One-

0=0

1=1

2=2

3=3

4=4

5=5

6=6

7=7

8=8

9=9

10=10

Administered to: ECDs who have worked for pay or held an unpaid position since receiving their highest degree

TRANSITION_TEXT:

Iteration 1

Text: First, we would like to ask you some questions about your first full-time paid position following the receipt of your [doctorate/doctorate-equivalent degree] in [field] from [institution].

Administered to: ECDs who have held a full-time paid position since receiving their highest degree

Iteration 2

Text: Now, we would like to ask you some questions about your current position.

Administered to: ECDs who currently hold a paid or unpaid position that is not their first full-time paid position

Iteration 3

Text: Now, we would like to learn more about the postdoctoral appointment, or "postdoc," that you reported holding. If you have had more than one postdoctoral appointment, please refer to the first postdoc that you held.

Administered to: ECDs who have held a postdoc, but neither their iteration 1 or iteration 2 position is considered a postdoc by the ECD or the institution

C7: In what month and year did this position begin?

C7a: 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

C7b: Year:

-9=- Select One -

2014=2014

2013=2013

2012=2012

2011=2011

2010=2010

2009=2009

2008=2008

2007=2007

2006=2006

2005=2005

2004=2004

2003=2003

2002=2002 or before

Administered to: All ECDs eligible for the iteration

C8: In what month and year did this position end?

- C8a: 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

- C8b: Year:
- 9=- Select One -
- 2014=2014
- 2013=2013
- 2012=2012
- 2011=2011
- 2010=2010
- 2009=2009
- 2008=2008
- 2007=2007
- 2006=2006
- 2005=2005
- 2004=2004
- 2003=2003
- 2002=2002 or before

- C8c: You are still in this position
- 1=Yes
- 0=No

Administered to: All ECDs eligible for the iteration (iteration 1 and 3 only)

C9: What [is/was] the official title of this position?

Administered to: All ECDs eligible for the iteration

C10: Who [is/was] your employer for this position?

- 1=[Employer from sampling frame]
- 2=[Employer from iteration 1]
- 3=[Employer from iteration 2]
- 4=A different employer
- 5=Self-employed

Administered to: All ECDs eligible for the iteration

C11: What [is/was] the name and country of the place of your employment for this position? *(If your employer [has/had] more than one location, report the location that [employs/employed] you. If you [work/worked] for a contracting or consulting company, report the name of that company, not the client organization.)*

- C11a: Employer name:
- C11b: Country:
- 9=-Select One-
- 1=United States
- 2=Outside of the United States
- (Please specify the country.)

NOTE: If the respondent is currently employed by an institution outside of the U.S., the case is deemed ineligible and routed to F. Demographics.

Administered to: ECDs eligible for the iteration who work/worked for an employer not previously identified

- C12: Which one of the following best describes the type of organization where this position [is/was] located?
- 1=Public or private educational institution including university-affiliated research institutes, hospitals, and medical centers
 - 2=Government including military and intergovernmental organizations (e.g., United Nations)
 - 3=Federally Funded Research and Development Center (FFRDC)
 - 4=Hospital, medical care facility, or community health system not affiliated with a university
 - 5=Other for-profit business
 - 6=Other non-profit organization or foundation
 - 7=Other (Please specify)

Administered to: ECDs eligible for the iteration who work/worked at an organization not previously identified

- C13: Which one of the following best describes the type of educational institution where this position [is/was] located?
- 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

Administered to: ECDs eligible for the iteration who work/worked at an educational organization not previously identified

- C14: Which one of the following best describes the type of government institution where this position [is/was] located?
- 1=U.S. military
 - 2=U.S. federal government (non-military)
 - 3=U.S. state government
 - 4=U.S. local government
 - 5=Foreign government or military
 - 6=Intergovernmental organization

Administered to: ECDs eligible for the iteration who work/worked at a government organization not previously identified

- C15: Is this non-profit organization a...
- 1=Research institute, including medical research organization
 - 2=Hospital, medical care facility, or community health system not affiliated with a university
 - 3=University-affiliated hospital or medical center
 - 4=Private foundation
 - 5=Professional or technical society
 - 6=Advocacy group
 - 7=Other (Please specify)

Administered to: ECDs eligible for the iteration who work/worked at a non-profit organization not previously identified

- C16: For each of the following job characteristics, please indicate if it [describes/described] your position or not.
- C16a: [Requires/Required] a PhD or doctorate-equivalent degree (e.g., MD, DO, DDS, DVM)
 - C16b: [Requires/Required] that the doctorate was awarded within the last 10 years
 - C16c: [Is/Was] a temporary position
 - C16d: [Is/Was] intended to provide training in research
 - C16e: [Is/Was] intended to advance professional skills

- C16f: [Requires/Required] a full-time commitment to research
- C16g: [Requires/Required] that you work under the direction of a senior scholar or Principal Investigator
- C16h: [Is/Was] intended to be for a defined period of time (i.e., [has/had] a term limit)
- C16i: [Requires/Required] publication of research in scholarly journals
- C16j: [Requires/Required] mentorship for professional development
- C16k: [Is/Was] intended to prepare you for an independent career
- C16l: [Has/Had] an expectation that you provide service to your institution, profession, or community (e.g., committee work, serving as a reviewer)

1=Yes
 0=No
 97=Don't know

Administered to: All ECDs eligible for the iteration

C17: Would **you** consider this position a postdoctoral appointment?

1=Yes
 0=No

Administered to: All ECDs eligible for the iteration

C18: Would **your organization** consider this position a postdoctoral appointment?

1=Yes
 0=No

Administered to: ECDs eligible for the iteration whose job title string does not include "postdoc"

C19: [In addition to your postdoctoral appointment, [do/did] you hold any of the following academic positions/What type of academic positions [do/did] you hold] at this institution?

- C19a: Research faculty, scientist, associate, or fellow
- C19b: Teaching faculty
- C19c: Adjunct faculty
- C19d: Postdoc (e.g., postdoctoral fellow or associate)
- C19e: Research assistant
- C19f: Teaching assistant
- C19g: President, Provost, or Chancellor (any level)
- C19h: Dean (any level), department head, or department chair
- C19i: Other position (please specify)

1=Yes
 0=No

Administered to: ECDs eligible for the iteration who work/worked at a postsecondary educational organization

- C20: What [is/was] your faculty rank?1=Professor
- 2=Associate Professor
- 3=Assistant Professor
- 4=Instructor
- 5=Lecturer
- 6=Not applicable: no ranks designated at this institution
- 7=Not applicable: no ranks designated for your position8=Other (please specify)

Administered to: ECDs eligible for the iteration who work/worked in a faculty position at a postsecondary educational organization

- C21: What [is/was] your tenure status?
1=Tenured
2=On tenure track but not tenured
3=Not on tenure track
4=Not applicable: No tenure system at your institution
5=Not applicable: No tenure system for your position

Administered to: ECDs eligible for the iteration who work/worked in a faculty position at a postsecondary educational organization

- C22: [Are/Were] you a...
C22a: Clinical researcher?
C22b: Clinical fellow?
C22c: Clinical practitioner?
1=Yes
0=No

Administered to: All ECDs eligible for the iteration

- C23: To what extent [is/was] this position related to this [doctorate/doctorate-equivalent] degree? Would you say...
1=Closely related
2=Somewhat related
3=Not related

Administered to: All ECDs eligible for the iteration

- C24: In what field [are/were] you working]?

NOTE: A coding application will be used to code to the Classification of Instructional Programs.

Administered to: ECDs eligible for the iteration who work/worked in a field not related to their highest degree field

- C25: Did any of the following factors influence your decision to work in an area outside the field of your [doctorate/doctorate-equivalent] degree?
C25a: Pay, promotion opportunities
C25b: Working conditions (e.g., hours, equipment, working environment)
C25c: Personal career or professional interests
C25d: Family-related reasons (e.g., children, spouse's or partner's job location)
C25e: Geographic location of position
C25f: Position in your doctorate field of study was not available
C25g: Opportunity for training outside doctorate field of study
C25h: Some other reason (Please specify)
1=Yes
0=No

Administered to: ECDs eligible for the iteration who work/worked in a field not related to their highest degree field

TRANSITION_TEXT: The next series of questions are about your search for this position and how you decided to take it.

Administered to: All ECDs eligible for the iteration

-
- C26: What was the primary way you found this position?
- 1=An advertisement in a journal, publication, or website
 - 2=Through your graduate advisor
 - 3=Through a mentor other than your graduate advisor
 - 4=Through another colleague
 - 5=Directly contacted by this employer other than by mentor or colleague
 - 6=You directly contacted this employer
 - 7=You were promoted from an internship within the organization
 - 8=You were promoted from another position within the organization
 - 9=Career or job fair
 - 10=Professional recruiter
 - 11=Other (Please specify)

Administered to: All ECDs eligible for the iteration

- C27: Were you offered other positions at the time you accepted this position?
- 1=Yes
 - 0=No

Administered to: All ECDs eligible for the iteration

- C28: What type of positions were you offered at the time you accepted this position? Were you offered...
- C28a: Permanent position(s)
 - C28b: Postdoc(s)
 - C28c: Temporary position other than a postdoc
- 1=Yes
 - 0=No

Administered to: ECDs eligible for the iteration who were offered other positions when they accepted their position

- C29: What factors did you consider in your decision to choose this position?
- C29a: It was the only position you were offered at the time
 - C29b: Opportunity to publish
 - C29c: Opportunity to conduct your own independent research
 - C29d: Opportunity to increase knowledge in your [doctorate/doctorate-equivalent] degree field of study
 - C29e: Opportunity for training outside of your [doctorate/doctorate-equivalent] degree field of study
 - C29f: Opportunity to work with a particular researcher
 - C29g: Likelihood of receiving outside funding
 - C29h: Success of this supervisor's former staff (e.g., postdocs, research staff)
 - C29i: Prestige of the institution
 - C29j: Opportunity to work in a particular lab
 - C29k: Promotion opportunities
 - C29l: Salary
 - C29m: Benefits provided by the institution (e.g., health insurance)
 - C29n: Family-related reasons (e.g., children, spouse's or partner's job location)
 - C29o: Geographic location of position
 - C29p: Working conditions (e.g., hours, equipment, and working environment)
 - C29q: Other (Please specify)
- 1=Yes
 - 0=No

Administered to: All ECDs eligible for the iteration

C30: Which factor was most important in your decision to choose this position?

- 1=It was the only position you were offered at the time
- 2=Opportunity to publish
- 3=Opportunity to conduct your own independent research
- 4=Opportunity to increase knowledge in your [doctorate/doctorate-equivalent] degree field of study
- 5=Opportunity for training outside of your [doctorate/doctorate-equivalent] degree field of study
- 6=Opportunity to work with a particular researcher
- 7=Likelihood of receiving outside funding
- 8=Success of this supervisor's former staff (e.g., postdocs, research staff)
- 9=Prestige of the institution
- 10=Opportunity to work in a particular lab
- 11=Promotion opportunities
- 12=Salary
- 13=Benefits provided by the institution (e.g., health insurance)
- 14=Family-related reasons (e.g., children, spouse's or partner's job location)
- 15=Geographic location of position
- 16=Working conditions (e.g., hours, equipment, and working environment)
- 17=[Other factor specified in C29q]

Administered to: ECDs eligible for the iteration who identified more than one factor in their decision to choose the position

C31: When you were offered this position, were you provided with information about...

- C31a: Salary?
 - C31b: Benefits?
 - C31c: The end date of the position?
 - C31d: Research project(s) that you would be working on?
 - C31e: The responsibilities of the position?
- 1=Yes
 - 2=No
 - 3=Don't remember
 - 4=Not applicable

Administered to: All ECDs eligible for the iteration

C32: Thinking about this position, [do/did] you receive any of the following benefits, even if you [choose/chose] not to take them?

- C32a: Dental insurance
 - C32b: Vision insurance
 - C32c: Health insurance
 - C32d: Life insurance
 - C32e: Paid sick days
 - C32f: Paid vacation days
 - C32g: Paternity or maternity leave
 - C32h: Retirement plan (e.g., 401(k) or 403(b)) or pension
 - C32i: Childcare subsidy
 - C32j: Tuition reimbursement or education subsidy
 - C32k: Other (Please specify)
- 1=Yes
 - 0=No

Administered to: All ECDs eligible for the iteration

TRANSITION_TEXT: The next questions ask about the funding for this position.

C33: What [is/was] 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/were] not salaried, please estimate your earned income.

C33a: Basic annual salary when you started the position: \$.00

Unpaid or volunteer

1=Yes

0=No

C33b: [Current basic annual salary/Basic annual salary when you ended the position]: \$.00

Unpaid or volunteer

1=Yes

0=No

Administered to: All ECDs eligible for the iteration

C34: We appreciate the sensitivity of this question, and assure that this information will be kept confidential. Would you indicate which of the following categories best describes 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/were] not salaried, please estimate your earned income.

C34a: Basic annual salary when you started the position

C34b: [Current basic annual salary/Basic annual salary when you ended the position]

-9=-Select one-

0=Unpaid or volunteer

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 above

98=Rather not say

Administered to: ECDs eligible for the iteration who did not answer one or both parts of J1SALARY

C35: Over how many months [is/was] your annual salary disbursed?

1=12 months

2=Fewer than 12 months

(Please specify the number of months rounding to nearest month)

Administered to: ECDs eligible for the iteration who answered one or both parts of C33 or C34

C36: Which of the following sources [fund/funded] [your current position at this point in time/ this position]?

C36a: U.S. federal research grant or contract

- C36b: U.S. federal fellowship or training grant
- C36c: U.S. state or public university funds
- C36d: Private university funds
- C36e: U.S. city or local government funds
- C36f: Foreign (non-U.S.) government funds
- C36g: Non-profit organization or foundation funds
- C36h: For-profit business funds
- C36i: Personal or other individually held funds
- C36j: Other sources (Please specify)
- C36k: Don't know

1=Yes
0=No

Administered to: All ECDs eligible for the iteration

C37: How many U.S. federal [grants and contracts/fellowships and grants/grants, contracts, and fellowships] [support/supported] this position?

1=One
2=More than one (Please specify if number is known)
97=Don't know

Administered to: ECDs eligible for the iteration whose position is/was funded by a U.S. federal research grant/contract or federal training grant/fellowship

C38: Thinking about the U.S. federal fellowships, grants or contracts that [fund/funded] this position, to whom [are/were] these awarded?

- C38a: Directly to you
- C38b: Your supervisor or the Principal Investigator of the project you [work/worked] on
- C38c: A research center, consortium, or lab
- C38d: Other (Please specify)
- C38e: Don't know

1=Yes
0=No

Administered to: ECDs eligible for the iteration whose position is/was funded by a U.S. federal research grant/contract or federal training grant/fellowship

C39: Which government agencies [fund/funded] this position?

- 1=Department of Agriculture (USDA)
- 2=Department of Commerce (Commerce)
- 3=Department of Defense (DOD)
- 4=Department of Education (ED)
- 5=Department of Energy (DOE)
- 6=Department of Homeland Security (DHS)
- 7=Department of the Interior (DOI)
- 8=Department of Labor (DOL)
- 9=Department of Transportation (DOT)
- 10=Department of Veterans Affairs (VA)
- 11=National Aeronautics and Space Administration (NASA)
- 12=National Institutes of Health (NIH)
- 13=National Science Foundation (NSF)
- 14=Other (Please specify)
- 97=Don't know

Administered to: ECDs eligible for the iteration whose position is/was funded by a U.S. federal research grant/contract or federal training grant/fellowship

C40: During a typical week in this position, how many hours [do/did] you work?

Administered to: All ECDs eligible for the iteration

C41: The next questions ask about your work activities in this position.

While in this position [have/did] you...

C41a: [Written/Write] technical reports or working papers other than those presented at conferences or submitted for publication?

C41b: [Attended/Attend] professional conferences when you were not presenting papers?

C41c: [Served/Serve] as a reviewer for a conference, journal, or an agency, institution, or organization?

C41d: [Supervised/Supervise] graduate students, postdocs, or research staff?

C41e: [Taught/Teach] courses?

C41f: [Developed/Develop] marketable products?

C41g: [Worked/Work] with researchers not a part of your department or lab?

C41h: [Served/Serve] as the principal or co-investigator on funded grants?

C41i: [Prepared/Prepare] grant or fellowship proposals in which you [are/were] listed as the principal or co-investigator?

C41j: [Prepared/Prepare] grant proposals in which you [are/were] **not** listed as the principal or co-investigator?

1=Yes

0=No

Administered to: All ECDs eligible for the iteration

C42: On which one of the following activities [do/did] you work the most hours during a typical week on this position?

1=Basic research

2=Applied research

3=Development

4=Teaching

5=Management or administration

6=Clinical or professional services to individuals

7=Supervising students

8=Other (Please specify)

Administered to: All ECDs eligible for the iteration

C43: On which one of the following activities [do/did] you work the second most hours during a typical week on this position?

1=Basic research

2=Applied research

3=Development

4=Teaching

5=Management or administration

6=Clinical or professional services to individuals

7=Supervising students

8=Other (Please specify)

9=No secondary work activity

Administered to: All ECDs eligible for the iteration

C44: How often [do/did] you and your supervisor meet to discuss your work? (*Do not count lab and departmental meetings.*) Would you say...

- 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
- 6=[Do/Did] not have a supervisor

Administered to: All ECDs eligible for the iteration

C45: [Have/Did] you and your supervisor [written/write] a plan that [outlines/outlined] the expectations and responsibilities of your position?

- 1=Yes
- 0=No

Administered to: ECDs eligible for the iteration who have/had a supervisor

C46: [Have/Did] you and your supervisor [discussed/discuss] the option of developing a plan?

- 1=Yes
- 0=No

Administered to: ECDs eligible for the iteration who did not develop a plan with their supervisors

C47: How much [does/did] the plan reflect your personal career development goals? Would you say...

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

Administered to: ECDs eligible for the iteration who developed a plan with their supervisors

C48: [Has/Did] your supervisor [provided/provide] you with a formal performance evaluation?

- 1=Yes
- 0=No

Administered to: ECDs eligible for the iteration who have/had a supervisor

C49: Do you expect a performance evaluation in the future?

- 1=Yes
- 0=No

Administered to: ECDs eligible for the iteration who are reporting on a current position for which they have not had a performance evaluation

C50: With regard to your supervisor, please indicate the extent to which you agree or disagree with the following statements.

Your supervisor...

- C50a: [Provides/Provided] appropriate recognition for your work.
- C50b: [Encourages/Encouraged] collaboration with other researchers.
- C50c: [Encourages/Encouraged] increasing independence in your research.
- C50d: [Encourages/Encouraged] presenting work outside the department or lab.
- C50e: [Provides/Provided] opportunities to work on grant proposals.
- C50f: [Supports/Supported] publishing papers.
- C50g: [Provides/Provided] career guidance
- C50h: [Encourages/Encouraged] work-life balance.

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

Administered to: ECDs eligible for the iteration who have/had a supervisor

- C51: While in this position, [have/did] you [attended/ attend] any training workshops or training courses about the following topics?
- C51a: Grant writing
 - C51b: Publishing
 - C51c: Orientation to various career paths
 - C51d: Supervising people
 - C51e: Project management
 - C51f: Teaching
 - C51g: Intellectual property
 - C51h: Research ethics
 - C51i: Other training workshops or training courses (please specify)
- 1=Yes
 - 0=No

Administered to: All ECDs eligible for the iteration

- C52: [Does/Did] your organization have...
- C52a: A postdoctoral association?
 - C52b: A postdoctoral office?
 - C52c: A postdoctoral related agreement (i.e., a "Compact" or "Memorandum of Understanding")?
- 1=Yes
 - 0=No
 - 97=Don't know

Administered to: ECDs eligible for the iteration who are reporting on a position that either they or their organization considers a postdoc

TRANSITION_TEXT: Now, we ask you to evaluate this position.

Administered to: All ECDs eligible for the iteration

- C53: How much [does/did] this position meet your expectations in the following areas?
- C53a: Increase in subject matter knowledge
 - C53b: Conduct your own independent research
 - C53c: Publish papers
 - C53d: Present papers at professional conferences

- C53e: Teach
- C53f: Gain supervisory experience
- C53g: Write grant proposals
- C53h: Grant submissions under your name
- C53i: Gain experience in an interdisciplinary research environment
- C53j: Network with colleagues
- C53k: Develop marketable products or technologies

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

Administered to: All ECDs eligible for the iteration

C54: How satisfied [are/were] you with this position? Would you say...

- 1=Very dissatisfied
- 2=Dissatisfied
- 3=Neither dissatisfied nor satisfied
- 4=Satisfied
- 5=Very satisfied

Administered to: All ECDs eligible for the iteration

C55: What was the primary reason you left this position?

- 1=Term-limited position ended
- 2=Promoted
- 3=Accepted a better position
- 4=Pay
- 5=Working conditions (e.g., hours, equipment, and working environment)
- 6=Change in professional interests
- 7=Family-related reasons (e.g., children, spouse's or partner's job location)
- 8=Location of position
- 9=Position was terminated
- 10=Funding not renewed
- 11=Other (Please specify)

Administered to: ECDs eligible for the iteration who are no longer working in the position being reported on

C56: Are you currently working for pay?

- 1=Yes
- 0=No

Administered to: ECDs eligible for iteration 1 who are no longer working in their first full-time paid position

C57: What are your reasons for not currently working for pay?

- C57a: On layoff from a position
- C57b: Family responsibilities - child care
- C57c: Family responsibilities - other
- C57d: Chronic illness or permanent disability
- C57e: Suitable position not available
- C57f: Did not need or want to work

C57g: Retired
C57h: Other (please specify)

1=Yes
0=No

Administered to: ECDs who are not currently working for pay

C58: Do you currently hold an unpaid or volunteer position?

1=Yes
0=No

Administered to: ECDs who are not currently working for pay and have held an unpaid position

SECTION D: WORK-LIFE BALANCE

D_TEXT: Now we have some questions about your work-life balance.

Administered to: All ECDs

D1: You indicated that your [doctorate/doctorate-equivalent] degree was awarded in [degree month] [degree year] and you started your first full-time paid position in [start month] [start year]. What were you doing between those dates?

- D1a: Working in a part-time paid position
- D1b: Working in an unpaid position either full-time or part-time
- D1c: Not working
- D1d: Other (please specify)

1=Yes
0=No

Administered to: ECDs who started their first full-time paid position more than a year after their highest degree was awarded

D2: [Since you completed your [doctorate/doctorate-equivalent] degree in [field] from [institution]/Since you started your first full-time paid position], have you ever taken time off for six months or more?

1=Yes
0=No

Administered to: ECDs who received their highest degree in 2004 through 2013

D3: Why did you take time off?

- D3a: For health reasons
- D3b: To start a family or have more children
- D3c: To care for a sick family member
- D3d: To write papers from your dissertation for publication
- D3e: To travel
- D3f: For additional education
- D3g: You could not find employment
- D3h: For some other reason (Please specify)

1=Yes
0=No

Administered to: ECDs who have taken off 6 months or more since receiving their highest degree or starting their first full-time paid position

D4: How many months did you take off?

Administered to: ECDs who have taken off 6 months or more since receiving their highest degree

D5: Would you say that your [current/most recent] position [is/was]...

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

Administered to: ECDs who have worked since earning their highest degree

- D6: Please indicate how much you agree or disagree with the following statements about balancing your [current] professional and personal responsibilities [when you were most recently employed].
- D6a: You [can/could] manage the demands of your position and at home.
 - D6b: Demands at home [limit/limited] your professional activities (e.g., going to conferences).
 - D6c: Your work schedule [allows/allowed] you to maintain the overall quality of life you want.
 - D6d: Your work schedule [provides/provided] the flexibility to take care of demands at home.
 - D6e: Your supervisor [understands/understood] when demands at home [interfere/interfered] with your professional responsibilities.
 - D6f: Demands at home [have] slowed down progress on your professional activities.
- 1=Strongly disagree
2=Disagree
3=Agree
4=Strongly Agree

Administered to: ECDs who have worked since earning their highest degree

SECTION E: CAREER DEVELOPMENT AND PLANS

E_TEXT: Now we would like you to think about your career development and future career plans.

Administered to: All ECDs

E1: How important [are/were] the following knowledge, attributes, and behaviors to meeting your supervisor's expectations in your [**current/most recent**] position?

- E1a: Applying research methodologies, tools and techniques appropriately
- E1b: Developing new ideas, processes or products which are rooted in research
- E1c: Critically analyzing and evaluating findings and results
- E1d: Demonstrating a theoretical and practical understanding of your subject area and its wider research context
- E1e: Working constructively with colleagues, acknowledging their contribution
- E1f: Influencing others, providing direction and encouraging their contribution
- E1g: Communicating ideas clearly and persuasively in writing such as in journal articles, grant proposals, or reports
- E1h: Communicating ideas clearly and persuasively when speaking to others one-on-one or in small groups
- E1i: Communicating ideas clearly and persuasively when speaking before audiences such as in presentations or lectures
- E1j: Effectively planning, managing and delivering projects on time

- 1=Not important
- 2=Slightly important
- 3=Moderately important
- 4=Very Important
- 5=Extremely important

Administered to: ECDs who have worked since receiving their highest degree

E2: To what extent do you agree or disagree with the following statements?

- E2a: You were well prepared for your first position after completing your [doctorate/ doctorate-equivalent] degree.
- E2b: Your [doctorate/ doctorate-equivalent] degree enabled you to make progress towards your career aspirations.
- E2c: Your [doctorate/ doctorate-equivalent] degree enabled you to get a position in your chosen career track within 6 months after you completed your degree.
- E2d: When you completed your [doctorate/doctorate-equivalent] degree, it was clear to you what career opportunities you could aspire to.
- E2e: Your [doctorate/ doctorate-equivalent] degree enabled you to make a positive contribution at your workplace.
- E2f: If you could start all over again, you would get a [doctorate/doctorate-equivalent] degree in your field.
- E2g: Your [doctorate/doctorate-equivalent] degree enabled you to be innovative in your work.
- E2h: In terms of your work, the transition to your first position after your [doctorate/doctorate-equivalent] degree was difficult.
- E2i: Having a [doctorate/doctorate-equivalent] degree was required by or important to your current supervisor.
- E2j: You are still using the subject knowledge or methods of your [doctorate/doctorate-equivalent] research.
- E2k: Having a [doctorate/doctorate-equivalent] degree made a positive difference in your career path.

- 1=Strongly Disagree

- 2=Disagree
- 3=Agree
- 4=Strongly Agree
- 5=Too early to know

Administered to: All ECDs

E3: Do you have a mentor?

- 1=Yes
- 0=No

Administered to: All ECDs

E4: Whom do you consider to be your mentor?

- E4a: Your current supervisor
- E4b: A previous supervisor
- E4c: A senior colleague in the department or lab from your current position
- E4d: A senior colleague from a previous position
- E4e: Other colleagues
- E4f: Your [doctorate/doctorate-equivalent] degree advisor
- E4g: Other (Please specify)

- 1=Yes
- 0=No

Administered to: ECDs who have a mentor

E5: Whom do you primarily rely on for career development advice?

- 1=Your current supervisor
- 2=A previous supervisor
- 3=A senior colleague in the department or lab from your current position
- 4=A senior colleague from a previous position
- 5=Other colleagues
- 6=Your [doctorate/doctorate-equivalent degree] advisor
- 7=Other (Please specify)
- 8=No one

Administered to: All ECDs

E6: Which of the following types of positions will you look for next?

- E6a: Permanent position
- E6b: Postdoc
- E6c: Temporary position other than a postdoc

- 1=Yes
- 0=No

Administered to: ECDs who currently are working in a position that either they or their organization considers a postdoc

E7: Thinking about the next 10 years, where do you plan to pursue your career? Would you say...

- 1=In the U.S.

- 2=Abroad
- 3=Both in the U.S. and abroad

Administered to: All ECDs

- E8: At the time you completed your [doctorate/doctorate-equivalent] degree, which one type of organization were you most interested in working in for the first 10 years?
- 1=Public or private educational institution including university-affiliated research institutes, hospitals, and medical centers
 - 2=Government including military and intergovernmental organizations (e.g., United Nations)
 - 3=Federally Funded Research and Development Center (FFRDC)
 - 4=Hospital, medical care facility, or community health system not affiliated with a university
 - 5=Other for-profit business
 - 6=Other non-profit organization or foundation
 - 7=Self-employment
 - 8=Other (Please specify)
 - 9=Undecided

Administered to: All ECDs

- E9: What type of organizations were you interested in working in for the first 10 years?
- E9a: Public or private educational institution including university-affiliated research institutes, hospitals, and medical centers
 - E9b: Government including military and intergovernmental organizations (e.g., United Nations)
 - E9c: Federally Funded Research and Development Center (FFRDC)
 - E9d: Hospital, medical care facility, or community health system not affiliated with a university
 - E9e: Other for-profit business
 - E9f: Other non-profit organization or foundation
 - E9g: Self-employment
 - E9h: Other (Please specify)
- 1=Yes
 - 0=No

Administered to: ECDs who were undecided on the type of organization they were most interested in working for

- E10: Currently, which one type of organization are you most interested in working in for the next 10 years?
- 1=Public or private educational institution including university-affiliated research institutes, hospitals, and medical centers
 - 2=Government including military and intergovernmental organizations (e.g., United Nations)
 - 3=Federally Funded Research and Development Center (FFRDC)
 - 4=Hospital, medical care facility, or community health system not affiliated with a university
 - 5=Other for-profit business
 - 6=Other non-profit organization or foundation
 - 7=Self-employment
 - 8=Other (Please specify)
 - 9=Undecided

Administered to: All ECDs

- E11: What type of organizations are you interested in working in for the next 10 years?
- E11a: Public or private educational institution including university-affiliated research institutes, hospitals, and medical centers

- E11b: Government including military and intergovernmental organizations (e.g., United Nations)
- E11c: Federally Funded Research and Development Center (FFRDC)
- E11d: Hospital, medical care facility, or community health system not affiliated with a university
- E11e: Other for-profit business
- E11f: Other non-profit organization or foundation
- E11g: Self-employment
- E11h: Other (Please specify)

1=Yes
0=No

Administered to: ECDs who are undecided on the type of organization they are most interested in working for

E12: At the time you completed your [doctorate/doctorate-equivalent] degree, which one career track were you most interested in pursuing for the first 10 years?

- 1=Tenured or tenure-track faculty position with an emphasis on teaching
- 2=Tenured or tenure-track faculty position with an emphasis on research
- 3=Clinical-track faculty position with an emphasis on teaching
- 4=Clinical-track faculty position with an emphasis on research
- 5=Other non-tenure track faculty position with an emphasis on teaching
- 6=Other non-tenure track faculty position with an emphasis on research
- 7=[Other teaching/Teaching] position
- 8=[Other research/Research] position
- 9=[Other clinical/Clinical] position
- 10=Administrative position
- 11=Independent consultant or business owner
- 12=Other (Please specify)
- 13=Undecided

Administered to: All ECDs

E13: Which career tracks were you interested in pursuing for the first 10 years?

- E13a: Tenured or tenure-track faculty position with an emphasis on teaching
- E13b: Tenured or tenure-track faculty position with an emphasis on research
- E13c: Clinical-track faculty position with an emphasis on teaching
- E13d: Clinical-track faculty position with an emphasis on research
- E13e: Other non-tenure track faculty position with an emphasis on teaching
- E13f: Other non-tenure track faculty position with an emphasis on research
- E13g: [Other teaching/Teaching] position
- E13h: [Other research/Research] position
- E13i: [Other clinical/Clinical] position
- E13j: Administrative position
- E13k: Independent consultant or business owner
- E13l: Other (Please specify)

1=Yes
0=No

Administered to: ECDs who were undecided on the career track they were most interested in

E14: Currently, which one career track are you most interested in pursuing for the next 10 years?

- 1=Tenured or tenure-track faculty position with an emphasis on teaching
- 2=Tenured or tenure-track faculty position with an emphasis on research
- 3=Clinical-track faculty position with an emphasis on teaching

- 4=Clinical-track faculty position with an emphasis on research
- 5=Other non-tenure track faculty position with an emphasis on teaching
- 6=Other non-tenure track faculty position with an emphasis on research
- 7=[Other teaching/Teaching] position
- 8=[Other research/Research] position
- 9=[Other clinical/Clinical] position
- 10=Administrative position
- 11=Independent consultant or business owner
- 12=Other (Please specify)
- 13=Undecided

Administered to: All ECDs

-
- E15: Which career tracks are you interested in pursuing for the next 10 years?
- E15a: Tenured or tenure-track faculty position with an emphasis on teaching
 - E15b: Tenured or tenure-track faculty position with an emphasis on research
 - E15c: Clinical-track faculty position with an emphasis on teaching
 - E15d: Clinical-track faculty position with an emphasis on research
 - E15e: Other non-tenure track faculty position with an emphasis on teaching
 - E15f: Other non-tenure track faculty position with an emphasis on research
 - E15g: [Other teaching/Teaching] position
 - E15h: [Other research/Research] position
 - E15i: [Other clinical/Clinical] position
 - E15j: Administrative position
 - E15k: Independent consultant or business owner
 - E15l: Other (Please specify)
- 1=Yes
0=No

Administered to: ECDs who are undecided on the career track they are most interested in

-
- E16: What is your primary reason for this choice?
- 1=Work environment
 - 2=Work hours/schedule
 - 3=Your interests
 - 4=Salary
 - 5=Benefits
 - 6=Job security
 - 7=Opportunity to make a positive contribution
 - 8=Opportunity for leadership
 - 9=Autonomy
 - 10=Other (Please specify)

Administered to: ECDs who are most interested in the same career track as they were when they completed their highest degree OR were undecided when they completed their highest degree and now have one career track they are most interested in

-
- E17: What is the primary reason for the change in your career track interests since completing your [doctorate/doctorate-equivalent degree]?

Administered to: ECDs who are most interested in a different career track than they were when they completed their highest degree

E18: How well do you feel your [current/most recent] position [prepares/prepared] you for your desired career?

1=Not well at all

2=Somewhat

3=Very well

4=You are already in your desired career

Administered to: ECDs who have worked since receiving their highest degree

SECTION F: DEMOGRAPHICS

F_TEXT: Now some questions about your background.

Administered to: All respondents (including ineligible)

F1: What is your sex?

- 1=Male
- 2=Female

Administered to: All respondents (including ineligible)

F2: In what year were you born?

1935–1995

Administered to: All respondents (including ineligible)

F3: Is English your first language?

- 1=Yes
- 0=No

Administered to: All respondents (including ineligible)

F4: Are you of Hispanic, Latino, or Spanish origin?

- 1=No, not of Hispanic, Latino, or Spanish origin
- 2=Yes, Mexican, Mexican American, Chicano
- 3=Yes, Puerto Rican
- 4=Yes, Cuban
- 5=Yes, South American
- 6=Yes, another Hispanic, Latino, or Spanish origin (Please specify)

Administered to: All respondents (including ineligible)

F5: What is your race?

- F5a: White
- F5b: Black or African American
- F5c: Asian
- F5d: Native Hawaiian or other Pacific Islander
- F5e: American Indian or Alaska Native

- 1=Yes
- 0=No

Administered to: All respondents (including ineligible)

F6: Are you a citizen of the United States?

- 1=Yes
- 0=No

Administered to: All respondents (including ineligible)

F7: Are you a U.S. citizen...
1=born in the United States
2=born in Puerto Rico, Guam, the U.S. Virgin Islands, or Northern Marianas
3=born abroad of American parent or parents
4=by naturalization

Administered to: U.S. citizens (including ineligibles)

F8: Have you ever served on active duty in the U.S. Armed Forces, military Reserves, or National Guard?
1=Yes
0=No

Administered to: All ECDs

F9: Are you a non-U.S. citizen...
1=With a permanent U.S. Resident Visa (green card)
2=With a temporary U.S. Resident Visa?

Administered to: ECDs who are not U.S. citizens

F10: What type of visa do you have?
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=TN (Trade NAFTA) temporary visa
5=Other type of temporary visa (Please specify)

Administered to: ECDs who have a temporary visa

F11: Of which country do you hold citizenship?

Administered to: ECDs who are not U.S. citizens

F12: In what year did you come to the United States for the first time to stay for a period of 6 months or more?
1995–2014

Administered to: ECDs who are not U.S. citizens or are U.S. citizens by naturalization

F13: How many years in total have you lived in the U.S.?

Administered to: ECDs who are not U.S. citizens or are U.S. citizens by naturalization

F14: Which of the following factors influenced your decision to come to the United States?

- F14a: Needed a U.S. position to advance career in home country
- F14b: To work with a particular researcher/individual
- F14c: To work in a particular department/lab/organization
- F14d: Career opportunities
- F14e: Followed the example of other colleagues who moved to the U.S.
- F14f: Economic conditions in home country

F14g: To get an education in the United States
F14h: Family-related reasons
F14i: Other (Please specify)

1=Influenced
2=Did Not Influence

Administered to: ECDs who are not U.S. citizens

F15: Before arriving in the United States for the first time, did you plan to return to your home country?
1=Yes
0=No
97=Don't know

Administered to: ECDs who are not U.S. citizens

F16: Were you already in the United States on a visa before applying for your [current/most recent] position?
1=Yes
0=No

Administered to: ECDs who are not U.S. citizens and have worked since receiving their highest degree

F17: Now do you plan to return to your home country when your current position ends?
1=Yes
0=No
97=Don't know

Administered to: ECDs who are not U.S. citizens and are currently employed

F18: Now do you plan to return to your home country within the next 10 years?
1=Yes
0=No
97=Don't know

Administered to: ECDs who are not U.S. citizens and do not plan to return to their home country when their current position ends or are currently unemployed

F19: Did each of the following factors have an influence on your decision to return to your home country?
F19a: Job or economic opportunities in your home country
F19b: Educational opportunities in your home country
F19c: Family-related reasons
F19d: Visa issues
F19e: Enjoy living in your home country
F19f: Other factors

1=Influenced
2=Did Not Influence

Administered to: ECDs who are not U.S. citizen and plan to return to their home country either when their current position ends or within the next 10 years

F20: Did each of the following factors have an influence on your decision to stay in the United States?

- F20a: Need for work experience in the U.S. to advance career in your home country
- F20b: Career opportunities in the U.S.
- F20c: Enjoy living in the U.S.
- F20d: Economic conditions in your home country
- F20e: Political situation in your home country
- F20f: Family-related reasons
- F20g: Other (Please specify)

- 1=Influenced
- 2=Did Not Influence

Administered to: ECDs who are not U.S. citizens and do not plan to return to their home country when their current position ends or within the next 10 years

 F21: What is your current marital status?

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

Administered to: All ECDs

 F22: Does your [spouse/ partner] currently have a paid position?

- 1=Yes
- 0=No

Administered to: ECDs who have a spouse or partner

 F23: Do you have any dependents?

- 1=Yes
- 0=No

Administered to: All ECDs

 F24: How many dependents do you have in each of the following age groups?

- F24a: Number of dependents aged 5 years or younger
- F24b: Number of dependents aged 6 to 18 years
- F24c: Number of dependents aged 19 to 25 years
- F24d: Number of dependents over age 25 years

Administered to: ECDs who have dependents

 F25: The next several questions are designed to help us better understand the career paths of individuals with specific functional limitations. What is the **usual** degree of difficulty you have with...

- F25a: Seeing words or letters in ordinary newsprint (with glasses/contact lenses, if you usually wear them)?
- F25b: Hearing what is normally said in conversation with another person (with hearing aid, if you usually wear one)?
- F25c: Walking or using stairs without human or mechanical assistance?
- F25d: Lifting or carrying something as heavy as 10 pounds, such as a bag of groceries?

F25e: Concentrating, remembering, or making decisions because of a physical, mental, or emotional condition?

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

Administered to: All ECDs

F26: What is the earliest age at which you first began experiencing any difficulties in any of these areas?

Administered to: ECDs who have a functional limitation

F27: What is the highest level of education completed by your father (stepfather or male guardian)?

- 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 (e.g., MD, DO, DDS, DVM, etc.) or doctorate degree (e.g., PhD, EdD, DSc, Candidates of science, Doctorates of science, etc.)
- 8=Other degree (Please specify)
- 97=Don't know

Administered to: All ECDs

F28: What is the highest level of education completed by your **mother** (stepmother or female guardian)?

- 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 (e.g., MD, DO, DDS, DVM, etc.) or doctorate degree (e.g., PhD, EdD, DSc, Candidates of science, Doctorates of science, etc.)
- 8=Other degree (Please specify)
- 97=Don't know

Administered to: All ECDs

SECTION G: RECONTACT INFORMATION

G_TEXT: The final questions ask for your contact information. NSF may need to clarify your responses or ask additional questions over time.

G1: Please provide phone numbers and email addresses where you can be reached.

G1a: Primary telephone number:

G1b: Alternative telephone number:

G1c: Primary email:

G1d: Alternative email:

Administered to: All ECDs

G2: Please specify which of these is your preferred contact.

1=Primary telephone number

2=Alternative telephone number

3=Primary email

4=Alternative email

Administered to: All ECDs

G3: 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.

G3a1: First Name

G3b1: Last Name

G3c1: Telephone

G3d1: Email

G3e1: Street

G3f1: Zip Code

G3g1: City

G3h1: State

G3i1: Foreign Address

G3j1: Foreign City

G3k1: Foreign State/Province

G3l1: Foreign Country

G3m1: Foreign Zip/Postal Code

G3n1: (Check here if this person has an international address.)

1=Yes

0=No

G3a2: First Name

G3b2: Last Name

G3c2: Telephone

G3d2: Email

G3e2: Street

G3f2: Zip Code

G3g2: City

G3h2: State

G3i2: Foreign Address

G3j2: Foreign City

G3k2: Foreign State/Province
G3l2: Foreign Country
G3m2: Foreign Zip/Postal Code
G3n2: (Check here if this person has an international address.)

1=Yes
0=No

Administered to: All ECDs

G4: How do you prefer to participate in research surveys?

1=On a personal computer or laptop
2=On a tablet
3=Telephone
4=Mail
5=In-Person

Administered to: All ECDs

G5: Please provide any additional details about your career experiences that you want to share with NSF.

Administered to: All respondents (including ineligible)
