**Attachment V**

**Interview Facsimile**

This attachment provides a list of the items proposed for the 2008/18 Baccalaureate and Beyond Longitudinal Study (B&B:08/18) cognitive and usability testing.

Table 1 provides a summary of the content of the cognitive survey items, as well as a column that indicates items in which specific probes will be used during the cognitive interviews. In addition, a hyperlinked Table of Contents for the items with specific probes is provided on pages v and vi. The specific probes being used for each of these items have also been highlighted in the facsimile below.

**Table 1. List of all cognitive interview survey items**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Interview Section** | **Item Number** | **Question Name** | **Question Label** | **Specific Probe** |
| Opinions | 1 | B18SECURITY | Identify verification | X |
| Opinions | 2 | B18LINKEDIN | Secure LinkedIn login | X |
| Opinions | 3 | B18RESUME | Resume submission | X |
| Employment | 4 | B18DINTRO | Employment introduction |  |
| Employment | 5 | B18DANYJOBS | Worked for pay since 2011 |  |
| Employment | 6 | B18DEMPLOY01 | Employer name |  |
| Employment | 7 | B18DEMPZIP01 | Employer zip code (predictive coder) | X |
| Employment | 8 | B18DSTART01 | Employer start date | X |
| Employment | 9 | B18DEND01 | Employer end date | X |
| Employment | 10 | B18DWKCONT01 | Any unpaid breaks in employment | X |
| Employment | 11 | B18DWKMON01 | Dates of employment: July 2011-December 2017 |  |
| Employment | 12 | B18DWKMONX01 | Dates of employment: July 2011-December 2017 (version 2- reverse question wording) | X |
| Employment | 13 | B18DEMPBRK01 | Reasons for break in employment |  |
| Employment | 14 | B18DCURL01 | Part of career | X |
| Employment | 15 | B18DEMPLOY201 | Additional employer info (starting/ending job title, hours, salary, status) | X |
| Employment | 16 | B18DOTHJOB01 | Any other employers since July 2011 |  |
| Employment | 17 | B18DNRPLIST | First post-BA employer: employer picklist for first post-BA employer |  |
| Employment | 18 | B18DNREMPLOY | First post-BA employer: employer name |  |
| Employment | 19 | B18DNREMPZIP | First post-BA employer: employer ZIP (predictive coder) |  |
| Employment | 20 | B18DNRSTART | First post-BA employer: employer start date |  |
| Employment | 21 | B18DNREND | First post-BA employer: employer end date |  |
| Employment | 22 | B18DNREMP2 | First post-BA employer: additional employer info (starting/ending job title, hours, salary, status) | X |
| Employment | 23 | INTJBLP01 | Job loop intro form | X |
| Employment | 24 | B18DOCC01 | Occupation coder |  |
| Employment | 25 | B18D1OCC01 | Experimental occupation coder: job title |  |
| Employment | 26 | B18D2OCC01 | Experimental occupation coder: job duties | X |
| Employment | 27 | B18D1IND01 | Industry coder: radio buttons 1 |  |
| Employment | 28 | B18D2IND01 | Industry coder: radio buttons 2 |  |
| Employment | 29 | B18DINDUST01 | Experimental industry coder (predictive coder) | X |
| Employment | 30 | B18DDEV01 | Current/most recent employer: employer provide development opportunities |  |
| Employment | 31 | B18DDEVX01 | Current/most recent employer: employer provide development opportunities (version 2, 5-point Likert scale) | X |
| Employment | 32 | B18DJBRESP01 | Current/most recent employer: job responsibilities | X |
| Employment | 33 | B18DAUTONM01 | Current/most recent employer: level of autonomy | X |
| Employment | 34 | B18DCURFLX01 | Current/most recent employer: employer flexibility |  |
| Employment | 35 | B18DCURTLC01 | Current/most recent employer: telecommute |  |
| Employment | 36 | B18DPROG01 | Current/most recent employer: demands at home slowed down professional activities | X |
| Employment | 37 | B18DCURJOB01 | Job description of job that is not start of career |  |
| Employment | 38 | B18DCHNG01 | Reasons no longer working for employer | X |
| Employment | 39 | B18DCARMLT | More than one career in last ten years | X |
| Employment | 40 | B18DEXPWRK | Exact same type of work in three years | X |
| Employment | 41 | B18DCARDUR | Number of years in career |  |
| Employment | 42 | B18DNEGOTIAT | Ever negotiated salary or benefits | X |
| Employment | 43 | B18DNEGOTOUT | Ever received higher salary or additional benefits as result of request |  |
| Employment | 44 | B18DPROMOTE | Ever asked for a promotion or raise | X |
| Employment | 45 | B18DPROMOUT | Ever received promotion or raise as result of request |  |
| Employment | 46 | B18DEVERLK | Ever looked for work | X |
| Employment | 47 | B18DUNCM | Ever received unemployment compensation |  |
| Background | 48 | B18FINTRO | Background introduction |  |
| Background | 49 | B18FHSCDR | High school coder (predictive search) | X |
| Background | 50 | B18AMARR | Current marital status |  |
| Background | 51 | B18AMARSMY | Marital status date | X |
| Background | 52 | B18AFINCON | Shares financial responsibilities with another adult |  |
| Background | 53 | B18AFINWHO | Shares financial responsibilities with whom |  |
| Background | 54 | B18AHCOMP | Household composition |  |
| Background | 55 | B18FSEX | Respondent’s sex | X |
| Background | 56 | B18FGENDERID | Respondent’s gender identity | X |
| Background | 57 | B18FLGBTQ | Respondent’s sexual orientation | X |
| Background | 58 | B18FAWARE | Others aware of sexual orientation | X |
| Background | 59 | B18FDEPS | Any dependent children |  |
| Background | 60 | B18FDEP2 | Number of dependent children |  |
| Background | 61 | B18FDEPDOB | Date of birth of dependent(s) | X |
| Background | 62 | B18FDEPDAT | Date of dependency the same as date of birth | X |
| Background | 63 | B18DLVCHLD | Ever taken leave because of children | X |
| Background | 64 | B18DLVCT | Total leave because of children | X |
| Background | 65 | B18DLVTP | Child paid leave: total amount |  |
| Background | 66 | B18FOTHER1 | Financially support other dependents | X |
| Background | 67 | B18FOTHER2 | Primary caregiver for other dependents | X |
| Background | 68 | B18FOTDEP | Date of dependency of other dependent(s) |  |
| Background | 69 | B18FAFFCOST2 | Educational costs influenced plans and decisions | X |
| Background | 70 | B18FWORTH | Undergraduate education worth its financial cost | X |
| Background | 71 | B18FSELLPO | Result of the sale of all major possessions | X |
| Background | 72 | B18FBIGFIVE | Personality items | X |

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OPINIONS

|  |  |  |
| --- | --- | --- |
| **Item #** | **Spec Name** | **Value** |
| **1** | **Question Name** | B18SECURITY |
|  | Wording | Before we start the survey, we’d like your opinion on some questions regarding identity verification and external data sources.   First, take a look at these sample questions regarding identity verification below. Note that this is using hypothetical data, so please imagine data reflecting you and your life.  1. In order to verify that you are the [John] [Doe] who was enrolled at [NPSAS] at some point during the 2006-2007 school year, you must correctly answer a security question.   Please enter the last four digits of your Social Security Number. |
|  |  | 2. Have you lived on any of the following streets?   |  |  |  |  |  |  |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | | **Response Option** | |  |  | | --- | --- | | **Code** | **Label** | | 1 | Main Street | | 2 | Front Road Avenue | | 3 | Airport Road | | 4 | Magnolia Boulevard | |   3. From the list below, please select the option that correctly reflects the last four digits of your phone number:   |  |  |  |  |  |  |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | | **Response Option** | |  |  | | --- | --- | | **Code** | **Label** | | 1 | 7890 | | 2 | 2340 | | 3 | 6780 | | 4 | 9120 | | |
|  | Specific Probes | If you were an actual interview respondent, how would providing this information make you feel?  Does it make you feel as if your information is more secure? Please explain. |
| **2** | **Question Name** | B18LINKEDIN |
|  | Wording | Now we have some questions about external data sources.  If given the option to securely log-in to LinkedIn through our survey to reduce time to complete the employment section, would you do so? |
|  | Help Text | This is a question about your opinion. Please select “next” to continue. |
|  | **Item** | |  |  | | --- | --- | | **Spec Name** | **Value** | | **Item Name** | **B18LINKEDIN** | | Wording |  | | **Response Option** | |  |  | | --- | --- | | **Code** | **Label** | | 1 | Yes | | 0 | No | | |
|  | Specific Probes | If answer no: Would it make a difference if logging on to LinkedIn would reduce the amount of time you spent on the survey?  Do you use LinkedIn?  If yes, how current is your information on your profile?  How comprehensive is the information? |
| **3** | **Question Name** | B18RESUME |
|  | Wording | Would you be willing to upload a current resume to the secure survey website? |
|  | Help Text | This is a question about your opinion. Please select “next” to continue. |
|  | **Item** | |  |  | | --- | --- | | **Spec Name** | **Value** | | **Item Name** | **B18RESUME** | | Wording |  | | **Response Option** | |  |  | | --- | --- | | **Code** | **Label** | | 1 | Yes | | 0 | No | | |
|  | Specific Probes | Is your resume current and up to date?  Is it comprehensive, meaning does it include your entire employment history?  If no, please explain. |

EMPLOYMENT

|  |  |  |
| --- | --- | --- |
| **Item #** | **Spec Name** | **Value** |
| **4** | **Question Name** | **B18DINTRO** |
|  | Wording | [If [B&B:12 INTERVIEW START DATE] ne missing] In the next section, [{if usermode = TIO} I {else} we] would like to ask some questions about your employment since we last spoke to you in [[B&B:12 INTERVIEW START DATE]]. We are interested in all paid employment, including full-time and part-time employment, self-employment, graduate assistantships, and paid internships.  [else] In the next section, [{if usermode = TIO} I {else} we] would like to ask some questions about your employment since July 2011. We are interested in all paid employment, including full-time and part-time employment, self-employment, graduate assistantships, and paid internships. |
|  | Help Text | This is an introductory screen. Please select "next" to continue. |
| **5** | **Question Name** | **B18DANYJOBS** |
|  | Wording | [If [B&B:12 INTERVIEW START DATE] ne missing]  Have you been employed at any time since [[B&B:12 INTERVIEW START DATE]]?   [else]  Have you been employed at any time since July 2011? |
|  | Help Text | Please consider any jobs for pay, including: full-time and part-time employment, self-employment, graduate assistantships, and paid internships.   For graduate students, please consider graduate school jobs such as assistantships and fellowships as having worked for pay. |
|  | **Item** | |  |  | | --- | --- | | **Spec Name** | **Value** | | **Item Name** | **B18DANYJOBS** | | Wording |  | | **Response Option** | |  |  | | --- | --- | | **Code** | **Label** | | 1 | Yes | | 0 | No | | |
| **6** | **Question Name** | **B18DEMPLOY01** |
|  | **Wording** | [If iteration = 1] What is the name of your current or most recent employer?   (If you are not currently employed, please provide the name of the employer where you were last employed. If you have more than one employer, tell [{if TIO mode} me {else} us] about only one of them now. [{If TIO mode} I {else} We] will collect the names of any other employers later.)  [else] What is the name of another employer you have worked for at any time since [{if [B&B:12 INTERVIEW START DATE] ne missing} [[B&B:12 INTERVIEW START DATE]] {else} July 2011]?  (If you have more than one additional employer, tell [{if TIO mode} me {else} us] about only one of them now. [{If TIO mode} I {else} We] will collect the names of any other employers later.) |
|  | **Help Text** | Please provide information about each employer you have had since completing your bachelor's degree requirements in the 2006-07 school year. Only include jobs that were for pay. Please do **not** include any jobs that ended prior to completing your bachelor's degree.   Your employer is the entity that issues your paychecks. If you work through a temporary agency, your employer would be the temporary agency, not the company you are assigned to.   If you work for a public school, your employer would be the school district issuing your paycheck, not the specific school in which you work. |
|  | **Item** | |  |  | | --- | --- | | **Spec Name** | **Value** | | **Item Name** | **B18DEMPNAM01** | | Wording |  | | **Item Name** | **B18DEMPSLF01** | | Wording | Check here if you are/were self-employed | |
| **7** | **Question Name** | B18DEMPZIP01 |
|  | **Wording** | [If B18DEMPNAM01 ne missing] What is the ZIP code for the primary location where you work(ed) with [B18DEMPNAM01]?  (If you do not know the ZIP code you can enter the city name. If you are still unable to find your ZIP code, click “ZIP Code not listed” and hit “Next.”)  [else] What is the ZIP code for the primary location where you work(ed)?   (If you do not know the ZIP code you can enter the city name. If you are still unable to find your ZIP code, click “ZIP Code not listed” and hit “Next.”) |
|  | **Help Text** | If your employer has multiple locations or you travel(ed) regularly, please provide the 5 digit ZIP code, city and state of the primary location that you work(ed).  If you relocated primary locations with this employer, enter the ZIP code for the most recent location.  If you primarily work(ed) from home, please indicate the ZIP code of your home office. |
|  | **Item** | |  |  | | --- | --- | | **Spec Name** | **Value** | | **Item Name** | **B18DEMPZIP01** | | Wording |  | | **Item Name** | **B18DEMPCY01** | | Wording |  | | **Item Name** | **B18DEMPST01** | | Wording |  | | **Item Name** | **B18DEMPSTZ01** | | Wording |  | | **Item Name** | **B18DFORADD01** | | Wording | Check here if the location is not in the United States or a US territory | |
|  | Specific Probes | Tell me about the location where you personally work. Is it the only location for your employer?  How easy or difficult was it to provide the requested information for this employer?  Does your specific employment scenario make this difficult to answer? |
| **8** | **Question Name** | B18DSTART01 |
|  | **Wording** | [If B18DEMPNAM01 ne missing] In what month and year were you first employed by [B18DEMPNAM01]?  [else if B18DEMPSLF01 = 1] In what month and year were you first self-employed?  [else] In what month and year were you first employed by this employer? |
|  | **Help Text** |  |
|  | **Item** | |  |  | | --- | --- | | **Spec Name** | **Value** | | **Item Name** | **B18DSTM01** | | Wording | Starting month: | | **Response Option** | |  |  | | --- | --- | | **Code** | **Label** | | -9 | -Select one- | | 1 | January | | 2 | February | | 3 | March | | 4 | April | | 5 | May | | 6 | June | | 7 | July | | 8 | August | | 9 | September | | 10 | October | | 11 | November | | 12 | December | | | **Item Name** | **B18DSTY01** | | Wording | Starting year: | | **Response Option** | |  |  | | --- | --- | | **Code** | **Label** | | 2016 | 2016 | | 2015 | 2015 | | 2014 | 2014 | | 2013 | 2013 | | 2012 | 2012 | | 2011 | 2011 | | 2010 | 2010 | | 2009 | 2009 | | 2008 | 2008 | | 2007 | 2007 | | 2006 | 2006 | | 2005 | Before 2006 | | |
|  | Specific Probes | Did you have any trouble providing the answer to this question?  How confident are you in your answer? |
| **9** | **Question Name** | B18DEND01 |
|  | **Wording** | [If B18DEMPNAM01 ne missing] In what month and year were you last employed by [B18DEMPNAM01]?  (If you are currently employed by [B18DEMPNAM01] select the checkbox below).  [else if B18DEMPSLF01 = 1] In what month and year were you last self-employed?  (If you are currently self-employed select the checkbox below).  [else] In what month and year were you last employed by this employer?  (If you are currently employed by this employer select the checkbox below). |
|  | **Help Text** |  |
|  | **Item** | |  |  | | --- | --- | | **Spec Name** | **Value** | | **Item Name** | **B18DCUR01** | | Wording | I am currently employed by [EMPLOYER NAME] | | **Item Name** | **B18DENDM01** | | Wording | Ending month: | | **Response Option** | |  |  | | --- | --- | | **Code** | **Label** | | -9 | -Select one- | | 1 | January | | 2 | February | | 3 | March | | 4 | April | | 5 | May | | 6 | June | | 7 | July | | 8 | August | | 9 | September | | 10 | October | | 11 | November | | 12 | December | | | **Item Name** | **B18DENDY01** | | Wording | Ending year: | | **Response Option** | |  |  | | --- | --- | | **Code** | **Label** | | 2016 | 2016 | | 2015 | 2015 | | 2014 | 2014 | | 2013 | 2013 | | 2012 | 2012 | | 2011 | 2011 | | |
|  | Specific Probes | Did you have any trouble providing the answer to this question?  How confident are you in your answer?  What do you think of the layout and format of this question? |
| **10** | **Question Name** | B18DWKCONT01 |
|  | **Wording** | Between [start date] and [end date], did you take any unpaid breaks in employment from [employer name] that lasted longer than one month (i.e., your employment was not one continuous period)? |
|  | **Help Text** |  |
|  | **Item** | |  |  | | --- | --- | | **Spec Name** | **Value** | | **Item Name** | **B18DWKCONT01** | | Wording |  | | **Response Option** | |  |  | | --- | --- | | **Code** | **Label** | | 1 | Yes | | 0 | No | | |
|  | Specific Probes | In your own words, what do you think the question is asking?  Can you provide examples of what may fit into the category of an “unpaid break in employment?”  How did you decide on your answer? |
| **11** | **Question Name** | **B18DWKMON01** |
|  | **Wording** | Between [start date] and [end date], in which months have you been employed by [EMPLOYER NAME]? |
|  | **Help Text** | Please use the calendar to select the months in which you have been employed by [B18DEMPNAM01]. Any month that has been selected will be shaded BLUE. Months that are not selected will remain shaded GRAY.   If you would like to select all visible months within a given year, check the "select / unselect" button. To unselect these months, check the button once again. |
|  | **Item** | |  |  | | --- | --- | | **Spec Name** | **Value** | | **Item Name** |  | | Wording | July 2011 – November 2017 | |
| **12** | **Question Name** | B18DWKMONX01 |
|  | **Wording** | Between [start date] and [end date], in which months were you on an unpaid break from [EMPLOYER NAME]? |
|  | **Help Text** | Please use the calendar to select the months in which you were you on an unpaid break from [EMPLOYER NAME]. |
|  | **Item** | |  |  | | --- | --- | | **Spec Name** | **Value** | | **Item Name** |  | | Wording | July 2011 – November 2017 | |
|  | Specific Probes | You just saw the same format of this question, but the question was asked in two different ways: 1) select the months you were employer and 2) select the months you were on an unpaid break.  Which version did you prefer?  Did you have any trouble answering this question?  How confident are you in your answer? |
| **13** | **Question Name** | **B18DEMPBRK01** |
|  | **Wording** | You indicated you took an unpaid break [{if B18DEMPNAM01 ne missing} from [B18DEMPNAM01] {else if B18DEMPSLF01 = 1} while self-employed {else} from this employer].  Why were you not employed during this unpaid break? |
|  | **Help Text** | Indicate why you were not working during this period of employment. You may answer "yes" to all the options that are applicable.   If the available options are not applicable to your specific situation, then answer "yes" to "Other reason(s)." |
|  | **Item** | |  |  | | --- | --- | | **Spec Name** | **Value** | | **Item Name** | **B18DBKTMP01** | | Wording | Employment was seasonal or temporary | | Response Option |  | | **Item Name** | **B18DBKRES01** | | Wording | Resigned or left [B18DEMPNAM01] | | Response Option |  | | **Item Name** | **B18DBKLEV01** | | Wording | Took a medical, personal, or family leave | | Response Option |  | | **Item Name** | **B18DBKOTH01** | | Wording | [If USERMODE = WEB] Other reason(s) [else] Any other reasons? | | Response Option |  | |
| **14** | **Question Name** | B18DCURL01 |
|  | **Wording** | Job title: [JOB TITLE]   [Do/did] you consider this job to be part of a career you are pursuing in your occupation or industry? |
|  | **Help Text** | Please indicate whether you consider this job to be a part of your ultimate career goal.   You should consider this job to be a part of your career even if it is the first of many jobs you plan to hold in the occupational field or the first of many years you plan to spend working in the occupational field. |
|  | **Item** | |  |  | | --- | --- | | **Spec Name** | **Value** | | **Item Name** | **B18DCURL01** | | Wording |  | | **Response Option** | |  |  | | --- | --- | | **Code** | **Label** | | 1 | Yes | | 0 | No | | |
|  | Specific Probes | In your own words, what do you think the question is asking?  Define the word “career” using your own words.  How did you decide on your answer? |
| **15** | **Question Name** | B18DEMPLOY201 |
|  | **Wording** | We are interested in learning more about your [{if B18DEMPNAM01 ne missing} employment with [B18DEMPNAM01] {else if B18DEMPSLF01 = 1} self-employment {else} employment with this employer] and how it may have changed.  What was your starting and ending... |
|  | **Help Text** | Please enter the following details about your employment for [B18DEMPNAM01]. Please enter the **job title** you had when you started working for [B18DEMPNAM01] and the title you currently have (or had when you left). Please enter your title as you would enter it on your resume to describe your position to future employers. For example, if you worked for a temp agency and were working as an administrative assistant, please list "Administrative assistant" instead of "Temporary employee." Please enter your starting and current or ending **salary** for your employment for [B18DEMPNAM01]. You can enter this amount per hour, week, month, or year. If you are unsure of the exact amount, please provide your best guess. Please enter the number of **hours** you worked at the start and at the end of your employment for [B18DEMPNAM01]. If the number of hours you are contracted or scheduled to work was or is different that the number of hours that you actually work(ed) please enter the number of hours you actually worked. If applicable, please indicate if you were considered**full- or part-time** at the start and current or at the end of your employment for [B18DEMPNAM01]. Please answer this in relation to your company standards, not in relation to the number of hours worked by other employees. |
|  | **Item** | |  |  | | --- | --- | | **Spec Name** | **Value** | | **Item Name** | **B18DEMPJBT01** | | Wording | Job title | | **Item Name** | **B18DEMPHRS01** | | Wording | Average hours per week | | **Item Name** | **B18DEMPAMT01** | | Wording | Salary (including bonuses, tips, and commissions) | | **Item Name** | **B18DEMPTIM01** | | Wording |  | | **Response Option** | |  |  | | --- | --- | | **Code** | **Label** | | 1 | Per hour | | 2 | Per week | | 3 | Per month | | 4 | Per year | | | **Item Name** | **B18DEMPFPT01** | | Wording | Full-time or part-time | | **Response Option** | |  |  | | --- | --- | | **Code** | **Label** | | 1 | Full-time | | 2 | Part-time | | | **Item Name** | **B18DEMPJBT201** | | Wording |  | | **Item Name** | **B18DEMPSAMT01** | | Wording | Same title as starting job | | **Item Name** | **B18DEMPHRS201** | | Wording |  | | **Item Name** | **B18DEMPSAMH01** | | Wording | Same hours as starting job | | **Item Name** | **B18DEMPAMT201** | | Wording |  | | **Item Name** | **B18DEMPSAMA01** | | Wording |  | | **Item Name** | **B18DEMPTIM201** | | Wording |  | | **Response Option** | |  |  | | --- | --- | | **Code** | **Label** | | 1 | Per hour | | 2 | Per week | | 3 | Per month | | 4 | Per year | | | **Item Name** | **B18DEMPFPT201** | | Wording |  | | **Response Option** | |  |  | | --- | --- | | **Code** | **Label** | | 1 | Full-time | | 2 | Part-time | | |
|  | Specific Probe | In your own words, define “full-time” and “part-time.” |
| **16** | **Question Name** | **B18DOTHJOB01** |
|  | **Wording** | [If [B&B:12 INTERVIEW START DATE] ne missing]  Aside from the [{if iteration = 1} employer {else} employers] you already told [{if usermode = TIO} me {else} us] about, have you worked for any other employers since [[B&B:12 INTERVIEW START DATE]]?  (Answer "Yes" for any additional full-time and part-time employment, self-employment, graduate assistantships, and paid internships.)  [else]  Aside from the [{if iteration = 1} employer {else} employers] you already told [{if usermode = TIO} me {else} us] about, have you worked for any other employers since July 2011?  (Answer "Yes" for any additional full-time and part-time employment, self-employment, graduate assistantships, and paid internships.) |
|  | **Help Text** | Please indicate whether you've had another job or position for pay since completing your bachelor's degree requirements in the 2006-07 school year. |
|  | **Item** | |  |  | | --- | --- | | **Spec Name** | **Value** | | **Item Name** | **B18DOTHJOB01** | | Wording |  | | **Response Option** | |  |  | | --- | --- | | **Code** | **Label** | | 1 | Yes | | 0 | No | | |
| **17** | **Question Name** | **B18DNRPLIST** |
|  | **Wording** | Next, we would like you to think specifically about your first employer after completing your bachelor's degree requirements from [Y\_NPSCHL].  Were any of the employers you just reported your first employer after completing your bachelor's degree requirements? |
|  | **Help Text** | This question includes the names of employers you just reported. Please indicate whether any of these employers was your first employer after completing your bachelor's degree requirements. |
|  | **Item** | |  |  | | --- | --- | | **Spec Name** | **Value** | | **Item Name** | **B18DNRPLIST** | | Wording |  | | **Response Option** | |  |  | | --- | --- | | **Code** | **Label** | | 1 | [B18DEMPNAM01 - from iteration 1] | | 2 | [B18DEMPNAM01 - from iteration 2] | | 3 | [B18DEMPNAM01 - from iteration 3] | | 4 | [B18DEMPNAM01 - from iteration 4] | | 5 | [B18DEMPNAM01 - from iteration 5] | | 6 | [B18DEMPNAM01 - from iteration 6] | | 7 | [B18DEMPNAM01 - from iteration 7] | | 8 | [B18DEMPNAM01 - from iteration 8] | | 9 | [B18DEMPNAM01 - from iteration 9] | | 10 | [B18DEMPNAM01 - from iteration 10] | | 99 | None of these employers | | |
| **18** | **Question Name** | **B18DNREMPLOY** |
|  | **Wording** | What was the name of your first employer after completing your bachelor's degree requirements? |
|  | **Help Text** | Please provide the name of your first employer after completing your bachelor's degree requirements. |
|  | **Item** | |  |  | | --- | --- | | **Spec Name** | **Value** | | **Item Name** | **B18DNREMPNAM** | | Wording |  | | **Item Name** | **B18DNREMPSLF** | | Wording | Check here if you were self-employed | |
| **19** | **Question Name** | **B18DNREMPZIP** |
|  | **Wording** | [If B18DNREMPNAM ne missing] What is the ZIP code for the primary location where you worked with [B18DNREMPNAM]?  (If you do not know the ZIP code you can enter the city name. If you are still unable to find your ZIP code, click “ZIP Code not listed” and hit “Next.”)  [else] What is the ZIP code for the primary location where you worked?   (If you do not know the ZIP code you can enter the city name. If you are still unable to find your ZIP code, click “ZIP Code not listed” and hit “Next.”) |
|  | **Help Text** | If your employer had multiple locations or you traveled regularly, please provide the 5 digit ZIP code, city and state of the primary location that you worked.  If you relocated primary locations with this employer, enter the ZIP code for the most recent location.  If you primarily worked from home, please indicate the ZIP code of your home office. |
|  | **Item** | |  |  | | --- | --- | | **Spec Name** | **Value** | | **Item Name** | **B18DNREMPZIP** | | Wording |  | | **Item Name** | **B18DNREMPCY** | | Wording |  | | **Item Name** | **B18DNREMPST** | | Wording |  | | **Item Name** | **B18DNREMPSTR** | | Wording |  | | **Item Name** | **B18DNRFORADD** | | Wording | Check here if the location is not in the United States or a US territory | |
| **20** | **Question Name** | **B18DNRSTART** |
|  | **Wording** | [If B18DNREMPNAM ne missing] In what month and year were you first employed by [B18DNREMPNAM]?  [else if B18DNREMPSLF = 1] In what month and year were you first self-employed?  [else] In what month and year were you first employed by this employer? |
|  | **Help Text** | Please provide the month and year of when you were first employed after completing your bachelor's degree requirements. |
|  | **Item** | |  |  | | --- | --- | | **Spec Name** | **Value** | | **Item Name** | **B18DNRSTMO** | | Wording | Month: | | **Response Option** | |  |  | | --- | --- | | **Code** | **Label** | | -9 | -Select one- | | 1 | January | | 2 | February | | 3 | March | | 4 | April | | 5 | May | | 6 | June | | 7 | July | | 8 | August | | 9 | September | | 10 | October | | 11 | November | | 12 | December | | | **Item Name** | **B18DNRSTYR** | | Wording | Year: | | **Response Option** | |  |  | | --- | --- | | **Code** | **Label** | | 2016 | 2016 | | 2015 | 2015 | | 2014 | 2014 | | 2013 | 2013 | | 2012 | 2012 | | 2011 | 2011 | | 2010 | 2010 | | 2009 | 2009 | | 2008 | 2008 | | 2007 | 2007 | | 2006 | 2006 | | 2005 | Before 2006 | | |
| **21** | **Question Name** | **B18DNREND** |
|  | **Wording** | [If B18DNREMPNAM ne missing] In what month and year were you last employed by [B18DNREMPNAM]?  [else if B18DNREMPSLF = 1] In what month and year were you last self-employed?  [else] In what month and year were you last employed by this employer? |
|  | **Help Text** | Please provide the month and year when your employment ended with your first employer after completing your bachelor's degree requirements. |
|  | **Item** | |  |  | | --- | --- | | **Spec Name** | **Value** | | **Item Name** | **B18DNRENDMO** | | Wording |  | | **Response Option** | |  |  | | --- | --- | | **Code** | **Label** | | -9 | -Select one- | | 1 | January | | 2 | February | | 3 | March | | 4 | April | | 5 | May | | 6 | June | | 7 | July | | 8 | August | | 9 | September | | 10 | October | | 11 | November | | 12 | December | | | **Item Name** | **B18DNRENDYR** | | Wording |  | | **Response Option** | |  |  | | --- | --- | | **Code** | **Label** | | 2016 | 2016 | | 2015 | 2015 | | 2014 | 2014 | | 2013 | 2013 | | 2012 | 2012 | | 2011 | 2011 | | |
| **22** | **Question Name** | B18DNREMP2 |
|  | **Wording** | We are interested in learning more about your [{if B18DNREMPNAM ne missing} employment with [B18DNREMPNAM] {else if B18DNREMPSLF = 1} self-employment {else} employment with this employer] and how it may have changed.  What was your starting and ending... |
|  | **Help Text** | Please enter the following details about your employment for [B18DNREMPNAM]. Please enter the job title you had when you started working for [B18DNREMPNAM] and the title you had when you left. Please enter your title as you would enter it on your resume to describe your position to future employers. For example, if you worked for a temp agency and were working as an administrative assistant, please list "Administrative assistant" instead of "Temporary employee." Please enter your starting and ending salary for your employment for [B18DNREMPNAM]. If you are unsure of the exact amount, please provide your best guess. Please enter the number of hours you worked at the start and the end of your employment for [B18DNREMPNAM]. Please indicate if you were considered full- or part-time at the start and current or at the end of your employment for [B18DNREMPNAM]. Please answer this in relation to your company standards, not in relation to the number of hours worked by other employees. |
|  | **Item** | |  |  | | --- | --- | | **Spec Name** | **Value** | | **Item Name** | **B18DNREMPJBT** | | Wording | Job title? | | **Item Name** | **B18DNREMPHRS** | | Wording | Average hours per week | | **Item Name** | **B18DNREMPAMT** | | Wording | Salary including bonuses, tips, and commissions? | | **Item Name** | **B18DNREMPTIM** | | Wording |  | | **Response Option** | |  |  | | --- | --- | | **Code** | **Label** | | 1 | Per hour | | 2 | Per week | | 3 | Per month | | 4 | Per year | | | **Item Name** | **B18DNREMPFPT** | | Wording |  | | **Response Option** | |  |  | | --- | --- | | **Code** | **Label** | | 1 | Full-time | | 2 | Part-time | | | **Item Name** | **B18DNREMPJT2** | | Wording |  | | **Item Name** | **B18DNREMPSMT** | | Wording | Same title as starting job | | **Item Name** | **B18DNREMPHR2** | | Wording |  | | **Item Name** | **B18DNREMPSMH** | | Wording | Same hours as starting job | | **Item Name** | **B18DNREMPAM2** | | Wording |  | | **Item Name** | **B18DNREMPSMA** | | Wording | Same salary as starting job | | **Item Name** | **B18DNREMPTM2** | | Wording |  | | **Response Option** | |  |  | | --- | --- | | **Code** | **Label** | | 1 | Per hour | | 2 | Per week | | 3 | Per month | | 4 | Per year | | | **Item Name** | **B18DNREMPFT2** | | Wording | Do/did you consider your current/ending job full-time or part-time? | | **Response Option** | |  |  | | --- | --- | | **Code** | **Label** | | 1 | Full-time | | 2 | Part-time | | |
|  | Specific Probes | How easy or difficult was it to provide the requested information for your first employer after completing your bachelor’s degree requirements?  What was the most difficult piece of information you were asked to provide?  Are you confident in your answers? |
| **23** | **Question Name** | INTJBLP01 |
|  | **Wording** | [if only one job to be asked of multiple jobs] We have additional questions about one of the jobs that you mentioned. The next set of questions will focus on your job as a/an [JOB TITLE] at [EMPLOYER NAME]. [else if first of multiple jobs loops] [if not all jobs will be asked about] We have additional questions about some of the jobs that you mentioned. The next set of questions will focus on your job as a/an [JOB TITLE] at [EMPLOYER NAME]. [else if all jobs will be asked about] We have additional questions about the jobs that you mentioned. The next set of questions will focus on your job as a/an [JOB TITLE] at [EMPLOYER NAME]. [Else if only one of one jobs, or not the first of multiple jobs] Next, we have some questions that will focus on your job as a/an [JOB TITLE] at [EMPLOYER NAME]. |
|  | **Help Text** | This is an introductory screen. Please select "next" to continue. |
|  | Specific Probes | You just provided us information about all your employers since July 2011. How easy or difficult was it to provide the requested information for each employer?  What was the most difficult piece of information you were asked to provide?  How did you feel about providing this level of detail for each employer? |
| **24** | **Question Name** | **B18DOCC01** |
|  | **Wording** | Job title: [JOB TITLE]  First, [{if usermode = TIO} I'd {else} we'd] like to classify your job. To do this, [{if usermode = TIO} I {else} we] need your job title and your primary job duties so [{if usermode = TIO} I {else} you] can select the closest match from the options returned from our database based on your information. |
|  | **Help Text** | In the first text box, enter the job title for your current job.   In the second text box, enter words or phrases describing the primary duties for your current job.   Choose the option that best describes your occupation.   If you cannot find your occupation in the list provided, try another search in the text boxes marked "Job Title" and/or "Job Duties."   If you are still unable to find your occupation in the list, please click "None of the Above." This will take you to another screen that will allow you to code your occupation manually.   Three drop down boxes have been provided for coding your occupation. The first box provides a list of the most general categories. After making a selection in the first box, a second box offers a list of more specific categories within the general category area. The third box offers the most specific categories available for your type of occupation.   Code your occupation by selecting a general area, secondary area, and the final detailed category. If appropriate categories are not offered, please select the specific option with the phrase "All Other." |
|  | **Item** | |  |  | | --- | --- | | **Spec Name** | **Value** | | **Item Name** | **B18DOCC201** | | Wording |  | | **Item Name** | **B18DOCCAST01** | | Wording |  | | **Item Name** | **B18DOCC301** | | Wording |  | | **Item Name** | **B18DOCC601** | | Wording |  | | **Item Name** | **B18DJBDY01** | | Wording |  | | **Item Name** | **B18DJBTL01** | | Wording |  | |
| **25** | **Question Name** | **B18D1OCC01** |
|  | **Wording** | Job title: [JOB TITLE]  First, [{if usermode = TIO} I'd {else} we'd] like to classify your job. To do this, [{if usermode = TIO} I {else} we] need your job title. Select the closest match from the options returned from our database based on your information.  (If you are unable to find a close match for your job title, click “Job title not listed” and hit “Next.”) |
|  | **Help Text** | In the text box, enter the job title for your job.  Choose the option that best describes your occupation. |
|  | **Item** | |  |  | | --- | --- | | **Spec Name** | **Value** | | **Item Name** | **B18D1OCC01** | | Wording |  | |
| **26** | **Question Name** | B18D2OCC01 |
|  | **Wording** | Job title: [JOB TITLE]  Next, provide your job duties so [{if usermode = TIO} I {else} you] can try to select the closest match from the options returned from our database based on your information.  (If you are unable to find a close match for your job title, click “Job duties not listed” and hit “Next.”) |
|  | **Help Text** | In the text box, enter the job duties for your job.  Choose the option that best describes your occupation. |
|  | **Item** | |  |  | | --- | --- | | **Spec Name** | **Value** | | **Item Name** | **B18D2OCC01** | | Wording |  | |
|  | Specific Probes | You were just asked to code your occupation in two different ways. Were you able to find your occupation more easily with the first or second search option?  What do you think of the way these different search options function?  Do you have a preference on which one you would prefer to use? |
| **27** | **Question Name** | **B18D1IND01** |
|  | **Wording** | Would you classify [{if SELF-EMPLOYED} the primary industry of your self-employment {else} the primary industry for [EMPLOYER NAME]] as... |
|  | **Help Text** | Please indicate the primary industry for this employer. Consider the type of business or commercial sector of the employer. |
|  | **Item** | |  |  | | --- | --- | | **Spec Name** | **Value** | | **Item Name** | **BB18D1IND01** | | Wording |  | | **Response Option** | |  |  | | --- | --- | | **Code** | **Label** | | 1 | Education | | 2 | Healthcare | | 3 | Retail Sales | | 4 | Something else | | 5 | Government | | |
| **28** | **Question Name** | **B18D2IND01** |
|  | **Wording** | [If SELF-EMPLOYED] [{If B18D1IND01 ne missing} Thanks. Would you say your primary industry is... {else} Would you say your primary industry is...]  [else] [{If B18D1IND01 ne missing} Thanks. Would you say [EMPLOYER NAME]'s primary industry is... {else} Would you say [EMPLOYER NAME]'s primary industry is...] |
|  | **Help Text** | Please indicate the primary industry for this employer. Consider the type of business or commercial sector of the employer. |
|  | **Item** | |  |  | | --- | --- | | **Spec Name** | **Value** | | **Item Name** | **B18D2IND01** | | Wording |  | | **Response Option** | |  |  | | --- | --- | | **Code** | **Label** | | 5 | Professional, scientific, and technical services | | 6 | Food service and accommodations | | 7 | Financial and insurance | | 8 | Something else | | |
| **29** | **Question Name** | B18DINDUST01 |
|  | **Wording** | What is the primary business or industry for [B18DEMPNAM01]? |
|  | **Help Text** | Please indicate the primary industry for this employer. Consider the type of business or commercial sector of the employer. |
|  | **Item** | |  |  | | --- | --- | | **Spec Name** | **Value** | | **Item Name** | **B18DINDUST01** | | Wording |  | | **Item Name** | **B18DINSTRG01** | | Wording |  | | **Item Name** | **B18DINDCOD01** | | Wording |  | |
|  | Specific Probes | What does “primary business or industry” mean to you in your own words?  You were just asked to select your industry in two different ways. Were you able to find your industry more easily with the first or second option?  Do you have a preference on which one you would prefer to use? |
| **30** | **Question Name** | **B18DDEV01** |
|  | **Wording** | [Does/Did] [current/most recent employer], provide… |
|  | **Help Text** |  |
|  | **Item** | |  |  | | --- | --- | | **Spec Name** | **Value** | | **Item Name** | **B18DGROW01** | | Wording | Opportunities to grow and develop | | **Response Option** | |  |  | | --- | --- | | **Code** | **Label** | | 1 | Yes | | 0 | No | | | **Item Name** | **B18DRECOG01** | | Wording | Appropriate recognition for your work | | **Response Option** | |  |  | | --- | --- | | **Code** | **Label** | | 1 | Yes | | 0 | No | | | **Item Name** | **B18DCARG01** | | Wording | Career guidance | | **Response Option** | |  |  | | --- | --- | | **Code** | **Label** | | 1 | Yes | | 0 | No | | | **Item Name** | **B18DRESOUR01** | | Wording | Adequate resources and supports | | **Response Option** | |  |  | | --- | --- | | **Code** | **Label** | | 1 | Yes | | 0 | No | | | **Item Name** | **B18DDIVERS01** | | Wording | An environment of diversity and inclusion | | **Response Option** | |  |  | | --- | --- | | **Code** | **Label** | | 1 | Yes | | 0 | No | | |
| **31** | **Question Name** | B18DDEVX01 |
|  | **Wording** | [Does/Did] [current/most recent employer], provide… |
|  | **Help Text** |  |
|  | **Item** | |  |  | | --- | --- | | **Spec Name** | **Value** | | **Item Name** | **B18DGROWX01** | | Wording | Opportunities to grow and develop | | **Response Option** | |  |  | | --- | --- | | **Code** | **Label** | | 1 | Strongly disagree | | 2 | Disagree | | 3 | Neither agree nor disagree | | 4 | Agree | | 5 | Strongly agree | | | **Item Name** | **B18DRECOGX01** | | Wording | Appropriate recognition for your work | | **Response Option** | |  |  | | --- | --- | | **Code** | **Label** | | 1 | Strongly disagree | | 2 | Disagree | | 3 | Neither agree nor disagree | | 4 | Agree | | 5 | Strongly agree | | | **Item Name** | **B18DCARGX01** | | Wording | Career guidance | | **Response Option** | |  |  | | --- | --- | | **Code** | **Label** | | 1 | Strongly disagree | | 2 | Disagree | | 3 | Neither agree nor disagree | | 4 | Agree | | 5 | Strongly agree | | | **Item Name** | **B18DRESOURX01** | | Wording | Adequate resources and supports | | **Response Option** | |  |  | | --- | --- | | **Code** | **Label** | | 1 | Strongly disagree | | 2 | Disagree | | 3 | Neither agree nor disagree | | 4 | Agree | | 5 | Strongly agree | | | **Item Name** | **B18DDIVERSX01** | | Wording | An environment of diversity and inclusion | | **Response Option** | |  |  | | --- | --- | | **Code** | **Label** | | 1 | Strongly disagree | | 2 | Disagree | | 3 | Neither agree nor disagree | | 4 | Agree | | 5 | Strongly agree | | |
|  | Specific Probes | You just saw two versions of this question, a yes/no version and a 5-point scale version. Do you have a preference on which one you would prefer to use? Why?  In your opinion, do you think each of these items can be answered using a yes/no or is there some type of nuance that makes the 5-point scale a better option?  What does an “environment of diversity and inclusion” mean to you in your own words? |
| **32** | **Question Name** | B18DJBRESP01 |
|  | **Wording** | In your [current/most recent job], [did/do] you: |
|  | **Help Text** | Please indicate whether or not you participate in or are the sole supervisor or decision maker in the listed job duties. |
|  | **Item** | |  |  | | --- | --- | | **Spec Name** | **Value** | | **Item Name** | **B18DSUPRVS01** | | Wording | Supervise the work of others? | | **Response Option** | |  |  | | --- | --- | | **Code** | **Label** | | 1 | Yes | | 0 | No | | | **Item Name** | **B18DHIRE01** | | Wording | Participate in hiring and/or firing decisions? | | **Response Option** | |  |  | | --- | --- | | **Code** | **Label** | | 1 | Yes | | 0 | No | | | **Item Name** | **B18DSETSAL01** | | Wording | Participate in setting salary rates for other employees? | | **Response Option** | |  |  | | --- | --- | | **Code** | **Label** | | 1 | Yes | | 0 | No | | |
|  | Specific Probe | What does “supervise the work of others” mean to you in your own words? |
| **33** | **Question Name** | B18DAUTONM01 |
|  | **Wording** | Which of the following statements best describes your [current/most recent] job? |
|  | **Help Text** | Please select the statement that most closely describes your job. |
|  | **Item** | |  |  | | --- | --- | | **Spec Name** | **Value** | | **Item Name** | **B18DAUTONM01** | | Wording |  | | **Response Option** | |  |  | | --- | --- | | **Code** | **Label** | | 1 | Someone else decides what I do and how I do it | | 2 | Someone else decides what I do, but I decide how I do it | | 3 | I have the freedom in deciding what I do and how I do it | | 4 | I am basically my own boss | | |
|  | Specific Probe | How did you decide on your answer? |
| **34** | **Question Name** | **B18DCURFLX01** |
|  | **Wording** | Some employers allow their employees flexibility in the hours they work, that is, they do not have to work a set schedule as long as a minimum number of hours are worked in a pay period.   Would you say your [current/most recent] schedule [is/was] very flexible, somewhat flexible, or not flexible? |
|  | **Help Text** |  |
|  | **Item** | |  |  | | --- | --- | | **Spec Name** | **Value** | | **Item Name** | **B18DCURFLX01** | | Wording |  | | **Response Option** | |  |  | | --- | --- | | **Code** | **Label** | | 1 | Very flexible | | 2 | Somewhat flexible | | 3 | Not flexible | | |
| **35** | **Question Name** | **B18DCURTLC01** |
|  | **Wording** | In your [current/most recent] job, [does/did] your employer allow you to telecommute? |
|  | **Help Text** | Telecommuting is when you work from a location other than your employer's specified office, making use of the Internet, e-mail, and the telephone. |
|  | **Item** | |  |  | | --- | --- | | **Spec Name** | **Value** | | **Item Name** | **B18DCURTLC01** | | Wording |  | | **Response Option** | |  |  | | --- | --- | | **Code** | **Label** | | 1 | Current job, able to telecommute | | 2 | No, telecommuting did not make sense for your job | | 3 | No, telecommuting is possible, but not offered for your job. | | |
| **36** | **Question Name** | B18DPROG01 |
|  | **Wording** | While working at [EMPLOYER NAME], have demands at home slowed down progress on your professional activities? |
|  | **Help Text** |  |
|  | **Item** | |  |  | | --- | --- | | **Spec Name** | **Value** | | **Item Name** | **B18DPROG01** | | Wording |  | | **Response Option** | |  |  | | --- | --- | | **Code** | **Label** | | 1 | Yes | | 0 | No | | |
|  | Specific Probes | What do you consider to be “demands at home”?  What does “slowed down progress” mean to you in your own words?  What does “professional activities” mean to you in your own words?  How did you decide on your answer? |
| **37** | **Question Name** | **B18DCURJOB01** |
|  | **Wording** | Job title: [JOB TITLE]  In which of the following ways would you describe this job, since it [is/was] not part of your career? |
|  | **Help Text** | Please indicate the reasons why you do not consider your current job to be part of your career in the particular occupational area/field in which you are employed. Please answer "other" if none of the other reasons describe your situation. |
|  | **Item** | |  |  | | --- | --- | | **Spec Name** | **Value** | | **Item Name** | **B18DCURCAR01** | | Wording | Working to obtain job experience | | **Response Option** | |  |  | | --- | --- | | **Code** | **Label** | | 1 | Yes | | 0 | No | | | **Item Name** | **B18DCUREST01** | | Wording | Continuing in job held before leaving [Y\_NPSCHL] | | **Response Option** | |  |  | | --- | --- | | **Code** | **Label** | | 1 | Yes | | 0 | No | | | **Item Name** | **B18DCURBEN01** | | Wording | Working to receive benefits | | **Response Option** | |  |  | | --- | --- | | **Code** | **Label** | | 1 | Yes | | 0 | No | | | **Item Name** | **B18DCURPAY01** | | Wording | Working to pay the bills (e.g., best job available) | | **Response Option** | |  |  | | --- | --- | | **Code** | **Label** | | 1 | Yes | | 0 | No | | | **Item Name** | **B18DCUREDU01** | | Wording | Working to prepare for future education | | **Response Option** | |  |  | | --- | --- | | **Code** | **Label** | | 1 | Yes | | 0 | No | | | **Item Name** | **B18DCURSCH01** | | Wording | Job while in school | | **Response Option** | |  |  | | --- | --- | | **Code** | **Label** | | 1 | Yes | | 0 | No | | | **Item Name** | **B18DCURINT01** | | Wording | Job while pursuing other interests | | **Response Option** | |  |  | | --- | --- | | **Code** | **Label** | | 1 | Yes | | 0 | No | | | **Item Name** | **B18DCURFUT01** | | Wording | Working while exploring future education and/or career options | | **Response Option** | |  |  | | --- | --- | | **Code** | **Label** | | 1 | Yes | | 0 | No | | | **Item Name** | **B18DCUROTH01** | | Wording | [If USERMODE = WEB] Other description [else] Any other description | | **Response Option** | |  |  | | --- | --- | | **Code** | **Label** | | 1 | Yes | | 0 | No | | |
| **38** | **Question Name** | B18DCHNG01 |
|  | **Wording** | Why are you no longer employed by [B18DEMPNAM01]? |
|  | **Help Text** | Indicate why you are no longer working for this employer. You may select all the options that are applicable.   If the available options are not applicable to your specific situation, then select "Other reason(s)." |
|  | **Item** | |  |  | | --- | --- | | **Spec Name** | **Value** | | **Item Name** | **B18DCGLAB101** | | Wording | Job-related reasons - Voluntary | | **Item Name** | **B18DCGSL01** | | Wording | Wanted better salary or benefits | | **Item Name** | **B18DCGSF01** | | Wording | Wanted a different job in the same or similar field | | **Item Name** | **B18DCGDF01** | | Wording | Wanted a job in a different field | | **Item Name** | **B18DCGWC01** | | Wording | Wanted different working conditions (such as work hours, commute, colleagues, etc.) | | **Item Name** | **B18DCGCA01** | | Wording | Wanted better opportunities for career advancement | | **Item Name** | **B18DCGJS01** | | Wording | Wanted better job security | | **Item Name** | **B18DCGDL01** | | Wording | Did not like job at [B18DEMPNAM01] | | **Item Name** | **B18DCGLAB201** | | Wording | Job-related reasons - Involuntary | | **Item Name** | **B18DCGTP01** | | Wording | Position was temporary or seasonal | | **Item Name** | **B18DCGTM01** | | Wording | Laid off, terminated, or contract not renewed | | **Item Name** | **B18DCGLAB301** | | Wording | Personal reasons | | **Item Name** | **B18DCGES01** | | Wording | Enrolled in school | | **Item Name** | **B18DCGRA01** | | Wording | Relocated to another area | | **Item Name** | **B18DCGCC01** | | Wording | Care for children | | **Item Name** | **B18DCGHR01** | | Wording | Health reasons | | **Item Name** | **B18DCGLAB401** | | Wording |  | | **Item Name** | **B18DCGOT01** | | Wording | Other reason(s) | |
|  | Specific Probes | What other reasons should be on this list, if any?  Do any of these reasons overlap?  Are any of the options listed confusing, or are they clear?  What do you think of the layout and format of this question?  Do you have any suggestions on other ways to ask this question? |
| **39** | **Question Name** | B18DCARMLT |
|  | **Wording** | Would you say that you have had more than one career in the last ten years? |
|  | **Help Text** |  |
|  | **Item** | |  |  | | --- | --- | | **Spec Name** | **Value** | | **Item Name** | **B18DCARMLT** | | Wording |  | | **Response Option** | |  |  | | --- | --- | | **Code** | **Label** | | 1 | Not more than one career in ten years | | 2 | More than one career in ten years | |  |  | | |
|  | Specific Probes | In your own words, what do you think the question is asking?  How did you decide on your answer? |
| **40** | **Question Name** | B18DEXPWRK |
|  | **Wording** | Do you expect to be doing the same type of work three years from now? |
|  | **Help Text** |  |
|  | **Item** | |  |  | | --- | --- | | **Spec Name** | **Value** | | **Item Name** | **B18DEXPWRK** | | Wording |  | | **Response Option** | |  |  | | --- | --- | | **Code** | **Label** | | 1 | Do not expect same work in three years | | 2 | Expect same work in three years | | |
|  | Specific Probes | In your own words, what does “same type of work” mean to you?  How is this the same or different as how you define “career”? |
| **41** | **Question Name** | **B18DCARDUR** |
|  | **Wording** | About how many years have you been working in this career? |
|  | **Help Text** |  |
|  | **Item** | |  |  | | --- | --- | | **Spec Name** | **Value** | | **Item Name** | **B18DCARDUR** | | Wording | year(s) | |
| **42** | **Question Name** | B18DNEGOTIAT |
|  | **Wording** | Since completing your bachelor's degree requirements, have you ever negotiated salary or benefits when beginning a new job? |
|  | **Help Text** | Salary negotiation is the process of reaching an agreement on what an employer will pay for your skills, knowledge, and experience. |
|  | **Item** | |  |  | | --- | --- | | **Spec Name** | **Value** | | **Item Name** | **B18DNEGOTIAT** | | Wording |  | | **Response Option** | |  |  | | --- | --- | | **Code** | **Label** | | 1 | Yes | | 0 | No | | 2 | Not applicable | | |
|  | Specific Probes | If “yes” to this question:  Can you describe this process to me?  Have you negotiated your starting salary more than once?  If “no” to this question:  Do you have any specific reasons why you haven’t negotiated a starting salary? |
| **43** | **Question Name** | **B18DNEGOTOUT** |
|  | **Wording** | Have you ever received a higher salary or additional benefits as a result of your negotiations? |
|  | **Help Text** |  |
|  | **Item** | |  |  | | --- | --- | | **Spec Name** | **Value** | | **Item Name** | **B18DNEGOTOUT** | | Wording |  | | **Response Option** | |  |  | | --- | --- | | **Code** | **Label** | | 1 | Yes | | 0 | No | | |
| **44** | **Question Name** | B18DPROMOTE |
|  | **Wording** | Since completing your bachelor's degree requirements, have you ever asked for a raise or promotion from any employer? |
|  | **Help Text** | A job promotion is the advancement of an employee within a company position or job tasks. Typically a promotion is associated with a higher rate of pay or financial bonus. |
|  | **Item** | |  |  | | --- | --- | | **Spec Name** | **Value** | | **Item Name** | **B18DPROMOTE** | | Wording |  | | **Response Option** | |  |  | | --- | --- | | **Code** | **Label** | | 1 | Yes | | 0 | No | | 2 | Not applicable | | |
|  | Specific Probes | If “yes” to this question:  Can you describe this process to me?  Have you requested a raise or promotion more than once?  If “no” to this question:  Do you have any specific reasons why you haven’t requested a raise or promotion? |
| **45** | **Question Name** | **B18DPROMOUT** |
|  | **Wording** | Have you ever received a raise or promotion as a result of your request? |
|  | **Help Text** |  |
|  | **Item** | |  |  | | --- | --- | | **Spec Name** | **Value** | | **Item Name** | **B18DPROMOUT** | | Wording |  | | **Response Option** | |  |  | | --- | --- | | **Code** | **Label** | | 1 | Yes | | 0 | No | | |
| **46** | **Question Name** | B18DEVERLK |
|  | **Wording** | Since July 2011, have you ever looked for employment? |
|  | **Help Text** | Indicate whether you have ever looked for a job, including looking for a different or additional job. |
|  | **Item** | |  |  | | --- | --- | | **Spec Name** | **Value** | | **Item Name** | **B18DEVERLK** | | Wording |  | | **Response Option** | |  |  | | --- | --- | | **Code** | **Label** | | 1 | Yes | | 0 | No | | |
|  | Specific Probe | What type of activities do you consider as “looked for employment”? |
| **47** | **Question Name** | **B18DUNCM** |
|  | **Wording** | Since July 2011, have you ever received unemployment compensation while you were unemployed but looking for work? |
|  | **Help Text** | Unemployment compensation is a collection of benefits that pays for a portion of the salary one earned while working.  These programs can vary by state. A person is usually eligible for unemployment compensation for a certain number of weeks or months once becoming unemployed. |
|  | **Item** | |  |  | | --- | --- | | **Spec Name** | **Value** | | **Item Name** | **B18DUNCM** | | Wording |  | | **Response Option** | |  |  | | --- | --- | | **Code** | **Label** | | 1 | No compensation while unemployed | | 2 | Had compensation while unemployed | | |

BACKGROUND

|  |  |  |
| --- | --- | --- |
| **Item #** | **Spec Name** | **Value** |
| **48** | **Question Name** | **B18FINTRO** |
|  | Wording | Finally, [if TIO: I/else: we] have some additional questions that will help us better understand the experiences of individuals from different backgrounds. |
|  | Help Text | This is an introductory screen. Please select "next" to continue. |
| **49** | **Question Name** | B18FHSCDR |
|  | Wording | What is the name of the high school from which you graduated?  (If you are unable to find your high school, click “School not listed” and hit “Next.”) |
|  | Help Text | In the text box, provide the name of your high school.  Choose the correct option out of the list of schools.  If you cannot find your high school in the list, please click "None of the Above" and provide the additional information requested. |
|  | **Item** | |  |  | | --- | --- | | **Spec Name** | **Value** | | **Item Name** | **B18FHSSCH** | | Wording |  | | **Item Name** | **B18FHSCOD** | | Wording |  | | **Item Name** | **B18FHSCTY** | | Wording |  | | **Item Name** | **B18FHSSTAT** | | Wording |  | | **Item Name** | **B18FHSDIST** | | Wording |  | | **Item Name** | **B18FHSCNTY** | | Wording |  | | **Item Name** | **B18FHSTYPE** | | Wording |  | | **Item Name** | **B18FHSGRLO** | | Wording |  | | **Item Name** | **B18FHSGRHI** | | Wording |  | | **Item Name** | **B18FHSSTRNG** | | Wording |  | | **Item Name** | **B18FHSAUTO** | | Wording |  | |
|  | Specific Probes | Did you find your high school with this search?  What do you think of the way this search functions? |
| **50** | **Question Name** | **B18AMARR** |
|  | Wording | What is your current marital status? |
|  | Help Text | Marital status is being asked to help determine the size of your current household and whether a spouse or partner should be included in questions about dependents, assets, and debts for the household.   Provide your current marital status. If you are currently unmarried, be sure to indicate whether you are "single, never married" or "separated" or "divorced" or "widowed." |
|  | **Item** | |  |  | | --- | --- | | **Spec Name** | **Value** | | **Item Name** | **B18AMARR** | | Wording |  | | **Response Option** | |  |  | | --- | --- | | **Code** | **Label** | | 1 | Single, never married | | 2 | Married | | 4 | Separated | | 5 | Divorced | | 6 | Widowed | | |
| **51** | **Question Name** | B18AMARSMY |
|  | Wording | [IF separated]  In what month and year were you separated?   [IF divorced]  In what month and year were you divorced?   [else]  In what month and year were you married? |
|  | Help Text | Please indicate the date in which your current marital status changed. If you have more than one change in marital status, please provide the date of the most recent change. |
|  | **Item** | |  |  | | --- | --- | | **Spec Name** | **Value** | | **Item Name** | **B18AMARSMM** | | Wording | Month: | | **Response Option** | |  |  | | --- | --- | | **Code** | **Label** | | -9 | -Select one- | | 1 | January | | 2 | February | | 3 | March | | 4 | April | | 5 | May | | 6 | June | | 7 | July | | 8 | August | | 9 | September | | 10 | October | | 11 | November | | 12 | December | | | **Item Name** | **B18AMARSYY** | | Wording | Year: | | **Response Option** | |  |  | | --- | --- | | **Code** | **Label** | | -9 | -Select one- | | 2016 | 2016 | | 2015 | 2015 | | 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 | | 2001 | 2001 | | 2000 | 2000 | | 1999 | 1999 | | 1998 | 1998 | | 1997 | 1997 | | 1996 | 1996 | | 1995 | 1995 | | 1994 | 1994 | | 1993 | 1993 | | 1992 | 1992 | | 1991 | 1991 | | 1990 | 1990 | | 1989 | 1989 | | 1988 | 1988 | | 1987 | 1987 | | 1986 | 1986 | | 1985 | 1985 | | 1984 | 1984 | | 1983 | 1983 | | 1982 | 1982 | | 1981 | 1981 | | 1980 | 1980 | | 1979 | Before 1980 | | |
|  | Specific Probe | How did you feel about answering this question in the survey? |
| **52** | **Question Name** | **B18AFINCON** |
|  | Wording | Is there another adult in your household with whom you are sharing financial responsibilities and decisions, such as income, bills, and budgeting? |
|  | Help Text | Indicate if there is another adult in your household who contributes to the financial responsibilities and helps you make financial decisions (e.g., a domestic partner or spouse, boyfriend or girlfriend, parent, sibling, or friend).   This question is being asked to help determine who should be included in questions about dependents, assets, and debts for the household. |
|  | **Item** | |  |  | | --- | --- | | **Spec Name** | **Value** | | **Item Name** | **B18AFINCON** | | Wording |  | | **Response Option** | |  |  | | --- | --- | | **Code** | **Label** | | 1 | Yes | | 0 | No | | |
| **53** | **Question Name** | **B18AFINWHO** |
|  | Wording | Which best describes this person?  Would you say a … |
|  | Help Text | If you share financial responsibilities with a domestic partner or spouse **and** another person, please select, “Domestic partner or spouse.”   If you share financial responsibilities with two or more people (not including a domestic partner or spouse) please select the person for whom you share the greatest percentage of responsibilities and decisions.   This question is being asked to help determine who should be included in questions about dependents, assets, and debts for the household. |
|  | **Item** | |  |  | | --- | --- | | **Spec Name** | **Value** | | **Item Name** | **B18AFINWHO** | | Wording |  | | **Response Option** | |  |  | | --- | --- | | **Code** | **Label** | | 1 | Domestic partner or spouse | | 2 | Boyfriend or girlfriend | | 3 | Parent | | 4 | Sibling | | 5 | Friend or roommate | | 6 | Other | | |
| **54** | **Question Name** | **B18AHCOMP** |
|  | Wording | Do you currently live with a… |
|  | Help Text | Describe who lives in your house with you. If you are in a marriage-like relationship with someone, but you are not married, indicate that you live with your "Spouse or partner."   If you live by yourself, with no one else, please indicate "Live alone." |
|  | **Item** | |  |  | | --- | --- | | **Spec Name** | **Value** | | **Item Name** | **B18ASPODP** | | Wording | Spouse or partner | | **Item Name** | **B18ADPNTS** | | Wording | Children and/or other dependents | | **Item Name** | **B18APARIL** | | Wording | Parents or in-laws | | **Item Name** | **B18AHOTH** | | Wording | Another person (e.g., roommate) | | **Item Name** | **B18AALONE** | | Wording | Live alone | |
| **55** | **Question Name** | B18FSEX |
|  | Wording | These next few questions will help us better understand the experiences of people of all sexual orientations and gender identities.   What sex were you assigned at birth (what the doctor put on your birth certificate)? |
|  | Help Text | Indicate the sex that you were assigned at birth, that is, what the doctor put on your original birth certificate. |
|  | **Item** | |  |  | | --- | --- | | **Spec Name** | **Value** | | **Item Name** | **B18FSEX** | | Wording |  | | **Response Option** | |  |  | | --- | --- | | **Code** | **Label** | | 1 | Male | | 2 | Female | | |
|  | Specific Probes | In your own words, what do you think the question is asking?  What do you think is meant by “sex you were assigned at birth?” |
| **56** | **Question Name** | B18FGENDERID |
|  | Wording | What is your gender?   Your gender is how you feel inside and can be the same or different from your biological or birth sex. |
|  | Help Text | **Gender** includes gender identity and gender expression. Gender identity means one's inner sense of one's own gender, which may or may not match the sex assigned at birth. Different people choose to express their gender identity differently. For some, gender may be expressed through, for example, dress, grooming, mannerisms, speech patterns, and social interactions. Gender expression usually ranges between masculine and feminine, and some transgender people express their gender consistent with how they identify internally, rather than in accordance with the sex they were assigned at birth.  **Transgender:** When a person's birth sex and gender do not match, they might think of themselves as transgender.  **Gender queer and gender nonconforming:** These are terms used to identify people whose gender may not conform to the sex they were assigned at birth. Often these terms may be used by people who identify their gender as something other than "male" or "female". Their gender may fall somewhere between male and female, or may fall outside the traditional male/female gender distinctions. |
|  | **Item** | |  |  | | --- | --- | | **Spec Name** | **Value** | | **Item Name** | **B18FMALE** | | Wording | Male | | **Item Name** | **B18FFEMALE** | | Wording | Female | | **Item Name** | **B18FTRANSM2F** | | Wording | Transgender, male-to-female | | **Item Name** | **B18FTRANSF2M** | | Wording | Transgender, female-to-male | | **Item Name** | **B18FGENDERQR** | | Wording | Genderqueer or gender nonconforming, or some other gender | | **Item Name** | **B18FNOTSURE** | | Wording | Not sure | |
|  | Specific Probes | What do you think of this definition? "Your gender is how you feel inside and can be the same or different than your biological or birth sex." Is this something you already knew?  IF NOT: Does it make sense to you? Tell me why or why not.  What does transgender mean to you?  Are there any other terms that are unfamiliar to you? |
| **57** | **Question Name** | B18FLGBTQ |
|  | Wording | [If usermode = web] Do you think of yourself as...  [else] Now I will read a list of terms people sometimes use to describe how they think of themselves. As I read the list, please say "Yes" when you hear the option that best describes how you think of yourself. |
|  | Help Text | **Sexual orientation** is someone's emotional or physical attraction to the same and/or opposite sex. |
|  | **Item** | |  |  | | --- | --- | | **Spec Name** | **Value** | | **Item Name** | **B18FLGBTQ** | | Wording |  | | **Response Option** | |  |  | | --- | --- | | **Code** | **Label** | | 1 | Lesbian or gay, that is, homosexual | | 2 | Straight, that is, heterosexual | | 3 | Bisexual | | 4 | Don't know | | 5 | Another sexual orientation | | |
|  | Specific Probes | Tell me how you chose your answer.  Are any of the terms in this question unfamiliar to you?  Are there any options missing from this list? |
| **58** | **Question Name** | B18FAWARE |
|  | Wording | Of the following groups of people, how many of these people are aware of your sexual orientation (meaning they are aware of whether you consider yourself straight, gay, etc.)? |
|  | Help Text | Awareness of your sexual orientation can mean voluntary or involuntary disclosure of your sexual orientation to others. Voluntary disclosure could mean that individuals are aware of your sexual orientation through observation (e.g. knowing who you date), and discussion (e.g. bringing it up in conversation); and involuntary disclosure could mean someone other than you sharing information about your orientation to others without your consent. |
|  | **Item** | |  |  | | --- | --- | | **Spec Name** | **Value** | | **Item Name** | **B18FAWFAM** | | Wording | Members of your immediate family (e.g. family and siblings) | | **Response Option** | |  |  | | --- | --- | | **Code** | **Label** | | 1 | Most | | 2 | Some | | 0 | None | | | **Item Name** | **B18FAWSOC** | | Wording | People you socialize with (e.g. friends and acquaintances) | | **Response Option** | |  |  | | --- | --- | | **Code** | **Label** | | 1 | Most | | 2 | Some | | 0 | None | | | **Item Name** | **B18FAWWORK** | | Wording | People you work with (e.g. supervisors and coworkers) | | **Response Option** | |  |  | | --- | --- | | **Code** | **Label** | | 1 | Most | | 2 | Some | | 0 | None | | |
|  | Specific Probes | How did you feel about answering this question in the survey?  How did you decide on your answer? |
| **59** | **Question Name** | **B18FDEPS** |
|  | Wording | One of the goals of this study is to learn about the household characteristics of people after they earn a bachelor's degree.  Do you [{If B18AMARR = 2} or your spouse {If B18AFINWHO = 1} or your partner] have any dependent children?  Dependent children need not live with you. Include any children for whom you [{If B18AMARR = 2} or your spouse {If B18AFINWHO = 1} or your partner] provide 50% or more of their financial support. |
|  | Help Text | **Dependent children** do not have to live with you, but have to receive 50% or more of their financial support from you. Do **not** include yourself or your spouse as a dependent. |
|  | **Item** | |  |  | | --- | --- | | **Spec Name** | **Value** | | **Item Name** | **B18FDEPS** | | Wording |  | | **Response Option** | |  |  | | --- | --- | | **Code** | **Label** | | 1 | Yes | | 0 | No | | |
| **60** | **Question Name** | **B18FDEP2** |
|  | Wording | [If B18AMARR=2]  How many dependent children do you or your spouse support financially?  [else if B18AFINWHO=1]  How many dependent children do you or your partner support financially?  [else]  How many dependent children do you support financially? |
|  | Help Text | Please indicate the number of children who receive 50% or more of their financial support from you or your spouse. |
|  | **Item** | |  |  | | --- | --- | | **Spec Name** | **Value** | | **Item Name** | **B18FDEP2** | | Wording | | dependent(s) | | Response Option |  | |
| **61** | **Question Name** | B18FDEPDOB |
|  | Wording | [If B18FDEP2 = 1]  In what month and year was your dependent child born?   [else]  In what month and year were your dependent children born? |
|  | Help Text | Knowing about family responsibilities can be important in understanding a person's education and employment history.  Please provide the dates of birth for any dependent children you have. |
|  | **Item** | |  |  | | --- | --- | | **Spec Name** | **Value** | | **Item Name** | **B18FDEPDOBY1** | | Wording |  | | **Item Name** | **B18FDEPDOBY2** | | Wording |  | | **Item Name** | **B18FDEPDOBY3** | | Wording |  | | **Item Name** | **B18FDEPDOBY4** | | Wording |  | | **Item Name** | **B18FDEPDOBY5** | | Wording |  | | **Item Name** | **B18FDEPDOBY6** | | Wording |  | | **Item Name** | **B18FDEPDOBY7** | | Wording |  | | **Item Name** | **B18FDEPDOBM1** | | Wording |  | | **Item Name** | **B18FDEPDOBM2** | | Wording |  | | **Item Name** | **B18FDEPDOBM3** | | Wording |  | | **Item Name** | **B18FDEPDOBM4** | | Wording |  | | **Item Name** | **B18FDEPDOBM5** | | Wording |  | | **Item Name** | **B18FDEPDOBM6** | | Wording |  | | **Item Name** | **B18FDEPDOBM7** | | Wording |  | |
|  | Specific Probes | In your own words, what is this question telling you to do?  How did you feel about providing this level of detail for each child?  What do you think of the layout and format of this question? |
| **62** | **Question Name** | B18FDEPDAT |
|  | Wording | [If B18FDEP2 = 1] We would like to know when your child became financially dependent upon you. If he or she became dependent upon you at a time other than his or her birth (through adoption, foster care, etc.) please indicate the month and year he or she became your dependent.  [else] For each dependent child, we would like to know when he or she became financially dependent upon you. If he or she became dependent upon you at a time other than his or her birth (through adoption, foster care, etc.) please indicate the month and year he or she became your dependent. |
|  | Help Text | Please indicate when your dependent child(ren) became financially dependent upon you.   If he or she became financially dependent on the same date as their birth, please check the box "Same as date of birth."   If their date of financial dependency differs from their date of birth, please select that date from the month and year options provided. |
|  | **Item** | |  |  | | --- | --- | | **Spec Name** | **Value** | | **Item Name** | **B18FDEPDTSM1** | | Wording |  | | **Item Name** | **B18FDEPDTSM2** | | Wording |  | | **Item Name** | **B18FDEPDTSM3** | | Wording |  | | **Item Name** | **B18FDEPDTSM4** | | Wording |  | | **Item Name** | **B18FDEPDTSM5** | | Wording |  | | **Item Name** | **B18FDEPDTSM6** | | Wording |  | | **Item Name** | **B18FDEPDTSM7** | | Wording |  | | **Item Name** | **B18FDEPDATM1** | | Wording |  | | **Item Name** | **B18FDEPDATM2** | | Wording |  | | **Item Name** | **B18FDEPDATM3** | | Wording |  | | **Item Name** | **B18FDEPDATM4** | | Wording |  | | **Item Name** | **B18FDEPDATM5** | | Wording |  | | **Item Name** | **B18FDEPDATM6** | | Wording |  | | **Item Name** | **B18FDEPDATM7** | | Wording |  | | **Item Name** | **B18FDEPDATY1** | | Wording |  | | **Item Name** | **B18FDEPDATY2** | | Wording |  | | **Item Name** | **B18FDEPDATY3** | | Wording |  | | **Item Name** | **B18FDEPDATY4** | | Wording |  | | **Item Name** | **B18FDEPDATY5** | | Wording |  | | **Item Name** | **B18FDEPDATY6** | | Wording |  | | **Item Name** | **B18FDEPDATY7** | | Wording |  | |
|  | Specific Probes | In your own words, what is this question telling you to do?  How did you feel about providing this level of detail for each child?  Can you provide any scenarios in which the date of dependency would not be the same as the date of birth?  What do you think of the layout and format of this question?  Do you have any suggestions on other ways to ask this question? |
| **63** | **Question Name** | B18DLVCHLD |
|  | Wording | Since July 2011, have you taken either paid or unpaid leave for any of the following reasons: the birth or adoption of a child, to raise your children, or the medical care of your children? |
|  | Help Text | Paid or unpaid leave includes any planned or unplanned absences from your job specifically for the care of your child (biological or adopted). Leave could include absences under the Family and Medical Leave Act (FMLA) or your employer's parental leave policy and vacation time. |
|  | **Item** | |  |  | | --- | --- | | **Spec Name** | **Value** | | **Item Name** | **B18DLVCHLD** | | Wording |  | | **Response Option** | |  |  | | --- | --- | | **Code** | **Label** | | 1 | Yes | | 0 | No | | |
|  | Specific Probes | How did you decide on your answer?  What scenarios did you think about when considering “paid or unpaid leave?” |
| **64** | **Question Name** | B18DLVCT |
|  | Wording | Since July 2011, what would you estimate is the total amount of time - both paid and unpaid - you have been on leave for the birth or adoption of a child, to raise your children, or for the medical care of your children? |
|  | Help Text | Provide the cumulative time away from your job for the care of your child (biological or adopted). For example, if you left work for the first 2 months after your child was born, returned to work for 3 months, then took another absence for 2 months to assist in day-to-day childcare you would have a total of 4 months on leave. |
|  | **Item** | |  |  | | --- | --- | | **Spec Name** | **Value** | | **Item Name** | **B18DLVCTAMT** | | Wording |  | | **Item Name** | **B18DLVCTTIM** | | Wording |  | | **Response Option** | |  |  | | --- | --- | | **Code** | **Label** | | 1 | Month(s) | | 2 | Year(s) | | |
|  | Specific Probes | How easy or difficult was it to answer this question?  How did you decide on your answer? |
| **65** | **Question Name** | **B18DLVTP** |
|  | Wording | How much of that [time] was paid leave? |
|  | Help Text | Paid leave includes either full or partial payment of your regular wages during your absence from work. |
|  | **Item** | |  |  | | --- | --- | | **Spec Name** | **Value** | | **Item Name** | **B18DLVPTAMT** | | Wording |  | | **Item Name** | **B18DLVPTTIM** | | Wording |  | | **Response Option** | |  |  | | --- | --- | | **Code** | **Label** | | 1 | Month(s) | | 2 | Year(s) | | |
| **66** | **Question Name** | B18FOTHER1 |
|  | Wording | Do you [{If B18AMARR = 2} or your spouse {If B18AFINWHO = 1} or your partner] have any other dependents that you support financially?   Dependents need not live with you [{If B18AMARR = 2} or your spouse {If B18AFINWHO = 1} or your partner]. They may include siblings, parents, other relatives, or other individuals for whom you [{If B18AMARR = 2} or your spouse {If B18AFINWHO = 1} or your partner] provide 50% or more of their financial support. |
|  | Help Text | If you provide more than 50% of the financial support for another individual, other than a spouse/domestic partner or a child, please answer, "Yes."  Other dependents can include parents, siblings, other relatives, or other unrelated individuals. They do not have to be living with you. |
|  | **Item** | |  |  | | --- | --- | | **Spec Name** | **Value** | | **Item Name** | **B18FOTHER1** | | Wording |  | | **Response Option** | |  |  | | --- | --- | | **Code** | **Label** | | 1 | Yes | | 0 | No | | |
|  | Specific Probes | In your own words, what do you think the question is asking?  In your own words, provide an example of expenses you consider “financial support.”  Can you provide some examples of who you would include and exclude based upon the question wording? |
| **67** | **Question Name** | B18FOTHER2 |
|  | Wording | [{If B18FOTHER1 = 1} Excluding the other dependents that you support financially, do {else} Do] you [{if B18AMARR = 2} or your spouse {if B18AFINWHO = 1} or your partner] have any other dependents that you do not support financially but for whom you are considered the primary caregiver? |
|  | Help Text | Answer “Yes” if you are the primary caregiver for another person.  Other dependents can include parents, siblings, other relatives, or other unrelated individuals. They do not have to be living with you. |
|  | **Item** | |  |  | | --- | --- | | **Spec Name** | **Value** | | **Item Name** | **B18FOTHER2** | | Wording |  | | **Response Option** | |  |  | | --- | --- | | **Code** | **Label** | | 1 | Yes | | 0 | No | | |
|  | Specific Probes | In your own words, what do you think the question is asking?  Can you provide some example of who you would include and exclude based upon the question wording? |
| **68** | **Question Name** | **B18FOTDEP** |
|  | Wording | In what month and year did you begin providing financial support or did you become the primary caregiver to your other dependent(s)? |
|  | Help Text | Please provide the date in which the other dependent became dependent upon you, either because you provide financial support or are the primary caregiver to that person.   Knowing about family responsibilities can be important in understanding a person's education and employment history. |
|  | **Item** | |  |  | | --- | --- | | **Spec Name** | **Value** | | **Item Name** | **B18FOTDEPM1** | | Wording |  | | **Item Name** | **B18FOTDEPM2** | | Wording |  | | **Item Name** | **B18FOTDEPM3** | | Wording |  | | **Item Name** | **B18FOTDEPM4** | | Wording |  | | **Item Name** | **B18FOTDEPM5** | | Wording |  | | **Item Name** | **B18FOTDEPM6** | | Wording |  | | **Item Name** | **B18FOTDEPM7** | | Wording |  | | **Item Name** | **B18FOTDEPY1** | | Wording |  | | **Item Name** | **B18FOTDEPY2** | | Wording |  | | **Item Name** | **B18FOTDEPY3** | | Wording |  | | **Item Name** | **B18FOTDEPY4** | | Wording |  | | **Item Name** | **B18FOTDEPY5** | | Wording |  | | **Item Name** | **B18FOTDEPY6** | | Wording |  | | **Item Name** | **B18FOTDEPY7** | | Wording |  | |
| **69** | **Question Name** | B18FAFFCOST2 |
|  | Wording | As a result of your financial costs for undergraduate [{if B18CDEG01 in (5 6 7 8 9) in any iteration} and graduate] education, have you... |
|  | Help Text | Please indicate how your educational costs have affected your plans and decisions. |
|  | **Item** | |  |  | | --- | --- | | **Spec Name** | **Value** | | **Item Name** | **B18FWRKMORE** | | Wording | Had to work more than desired | | **Item Name** | **B18FUNRELJOB** | | Wording | Taken a job outside your field of study or a less desirable job | | **Item Name** | **B18FWRKINSTD** | | Wording | Taken a job instead of enrolling for additional education | | **Item Name** | **B18FDLYBUYHM** | | Wording | Delayed buying a home | | **Item Name** | **B18FDLYMARR** | | Wording | Delayed getting married | | **Item Name** | **B18FDLYKIDS** | | Wording | Delayed having children | | **Item Name** | **B18FNOAFFCST** | | Wording | None of the above | |
|  | Specific Probes | In your own words, what do you think the question is asking?  How did you feel about answering this question in the survey?  How did you decide on your answer? |
| **70** | **Question Name** | B18FWORTH |
|  | Wording | Do you think your **undergraduate** education was worth its financial cost? |
|  | Help Text | The question helps us understand how college graduates perceive the value of their undergraduate education relative to its costs. Since you incurred costs in order to pay for your education, you made a financial investment in that education. Do you think that the benefits you will gain from your college education are greater than the financial costs of paying for it? If so, answer "yes." |
|  | **Item** | |  |  | | --- | --- | | **Spec Name** | **Value** | | **Item Name** | **B18FWORTH** | | Wording |  | | **Response Option** | |  |  | | --- | --- | | **Code** | **Label** | | 1 | Yes | | 0 | No | | |
|  | Specific Probes | What did you think about when answering this question?  In your own words, tell me how you defined the word “worth” in the context of this question. |
| **71** | **Question Name** | B18FSELLPO |
|  | Wording | [If B18FMORTG = 1 or B18FOWNHM = 1] Suppose you {(if B18AMARR = 2) and your spouse (if B18AFINWHO = 1) and your partner} were to sell all your major possessions, including your home, turn all of your investments and other assets into cash, and pay off all your debts. Do you think you would have something left over, break even, or be in debt?   [Else]  Suppose you {(if B18AMARR = 2) and your spouse (if B18AFINWHO = 1) and your partner} were to sell all your major possessions, turn all of your investments and other assets into cash, and pay off all your debts. Do you think you would have something left over, break even, or be in debt? |
|  | Help Text | Please provide your best estimate of your combined debts subtracted from the combined value of all of your possessions. |
|  | **Item** | |  |  | | --- | --- | | **Spec Name** | **Value** | | **Item Name** | **B18FSELLPO** | | Wording |  | | **Response Option** | |  |  | | --- | --- | | **Code** | **Label** | | 1 | Have something left over | | 2 | Break even | | 3 | Be in debt | | |
|  | Specific Probes | What types of “major possessions” did you consider when answering this question?  How easy or difficult was it to provide an answer?  How confident are you in your answer? |
| **72** | **Question Name** | B18FBIGFIVE |
|  | Wording | I see myself as... |
|  | Help Text | On a scale from 1 to 7, indicate your level of agreement with the statement in the question. |
|  | **Item** | |  |  | | --- | --- | | **Spec Name** | **Value** | | **Item Name** | **B18FDEPEND** | | Wording | Dependable, self-disciplined | | **Response Option** | |  |  | | --- | --- | | **Code** | **Label** | | 1 | Strongly disagree | | 2 | Moderately disagree | | 3 | Disagree a little | | 4 | Neither agree nor disagree | | 5 | Agree a little | | 6 | Moderately agree | | 7 | Strongly agree | | | **Item Name** | **B18FOPEN** | | Wording | Open to new experiences, complex | | **Response Option** | |  |  | | --- | --- | | **Code** | **Label** | | 1 | Strongly disagree | | 2 | Moderately disagree | | 3 | Disagree a little | | 4 | Neither agree nor disagree | | 5 | Agree a little | | 6 | Moderately agree | | 7 | Strongly agree | | | **Item Name** | **B18FDISORG** | | Wording | Disorganized, careless | | **Response Option** | |  |  | | --- | --- | | **Code** | **Label** | | 1 | Strongly disagree | | 2 | Moderately disagree | | 3 | Disagree a little | | 4 | Neither agree nor disagree | | 5 | Agree a little | | 6 | Moderately agree | | 7 | Strongly agree | | | **Item Name** | **B18FCONVEN** | | Wording | Conventional, uncreative | | **Response Option** | |  |  | | --- | --- | | **Code** | **Label** | | 1 | Strongly disagree | | 2 | Moderately disagree | | 3 | Disagree a little | | 4 | Neither agree nor disagree | | 5 | Agree a little | | 6 | Moderately agree | | 7 | Strongly agree | | |
|  | Specific Probes | How easy or difficult was it to provide an answer?  How confident are you in your answer?  What do you think of the layout and format of this question?  Do you have any suggestions on other ways to ask this question? |