

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	B18DCURTL01	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

Table of Contents

Items with specific probe

s	
B18SECURITY	7
B18LINKEDIN	7
B18RESUME	8
B18DEMPZIP01	9
B18DSTART01	10
B18DEND01	11
B18DWKCONT01	12
B18DWKMONX01	12
B18DCURL01	13
B18DEMPLOY201	14
B18DNREMP2	19
INTJBLP01	20
B18D2OCC01	21
B18DINDUST01	23
B18DDEVX01	24
B18DJBRESP01	25
B18DAUTONM01	25
B18DPROG01	26
B18DCHNG01	28
B18DCARMLT	29
B18DEXPWKR	29
B18DNEGOTIAT	29
B18DPROMOTE	30
B18DEVERLK	31
B18FHSCDR	32
B18AMARSMY	33
B18FSEX	35
B18FGENDERID	36
B18FLGBTQ	37
B18FAWARE	37
B18FDEPDOB	39
B18FDEPDAT	39

B18DLVCHLD.....	41
B18DLVCT.....	41
B18FOTHER1.....	42
B18FOTHER2.....	42
B18FAFFCOST2.....	43
B18FWORTH.....	44
B18FSELLPO.....	44
B18FBIGFIVE.....	45

OPINIONS

Item #	Spec Name	Value																														
1	Question Name B18SECURITY																															
	Wording	<p>Before we start the survey, we'd like your opinion on some questions regarding identity verification and external data sources.</p> <p>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.</p> <p>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.</p> <p>Please enter the last four digits of your Social Security Number.</p> <p>2. Have you lived on any of the following streets?</p> <table border="1"> <thead> <tr> <th>Response Option</th> <th>Code</th> <th>Label</th> </tr> </thead> <tbody> <tr> <td>1</td> <td></td> <td>Main Street</td> </tr> <tr> <td>2</td> <td></td> <td>Front Road Avenue</td> </tr> <tr> <td>3</td> <td></td> <td>Airport Road</td> </tr> <tr> <td>4</td> <td></td> <td>Magnolia Boulevard</td> </tr> </tbody> </table> <p>3. From the list below, please select the option that correctly reflects the last four digits of your phone number:</p> <table border="1"> <thead> <tr> <th>Response Option</th> <th>Code</th> <th>Label</th> </tr> </thead> <tbody> <tr> <td>1</td> <td></td> <td>7890</td> </tr> <tr> <td>2</td> <td></td> <td>2340</td> </tr> <tr> <td>3</td> <td></td> <td>6780</td> </tr> <tr> <td>4</td> <td></td> <td>9120</td> </tr> </tbody> </table>	Response Option	Code	Label	1		Main Street	2		Front Road Avenue	3		Airport Road	4		Magnolia Boulevard	Response Option	Code	Label	1		7890	2		2340	3		6780	4		9120
Response Option	Code	Label																														
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Response Option	Code	Label																														
1		7890																														
2		2340																														
3		6780																														
4		9120																														
	Specific Probes	<p>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.</p>																														
2	Question Name B18LINKEDIN																															
	Wording	<p>Now we have some questions about external data sources.</p> <p>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?</p>																														
	Help Text	<p>This is a question about your opinion. Please select "next" to continue.</p>																														
	Item	<table border="1"> <thead> <tr> <th>Spec Name</th> <th>Value</th> </tr> </thead> <tbody> <tr> <td>Item Name B18LINKEDIN</td> <td></td> </tr> <tr> <td>Wording</td> <td></td> </tr> <tr> <td>Response Option</td> <td></td> </tr> <tr> <td>1</td> <td>Yes</td> </tr> <tr> <td>0</td> <td>No</td> </tr> </tbody> </table>	Spec Name	Value	Item Name B18LINKEDIN		Wording		Response Option		1	Yes	0	No																		
Spec Name	Value																															
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Wording																																
Response Option																																
1	Yes																															
0	No																															
	Specific Probes	<p>If answer no: Would it make a difference if logging on to LinkedIn would reduce the amount of time you spent on the survey?</p> <p>Do you use LinkedIn?</p> <p>If yes, how current is your information on your profile?</p> <p>How comprehensive is the information?</p>																														
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	Code Label
	Option	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	<p>[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.</p> <p>[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.</p>
	Help Text	This is an introductory screen. Please select "next" to continue.
5	Question Name	B18DANYJOBS
	Wording	<p>[If [B&B:12 INTERVIEW START DATE] ne missing] Have you been employed at any time since [[B&B:12 INTERVIEW START DATE]]?</p> <p>[else] Have you been employed at any time since July 2011?</p>
	Help Text	<p>Please consider any jobs for pay, including: full-time and part-time employment, self-employment, graduate assistantships, and paid internships.</p> <p>For graduate students, please consider graduate school jobs such as assistantships and fellowships as having worked for pay.</p>
Item	Spec Name Value	
	Item Name	B18DANYJOBS
	Wording	
	Response	Code Label
	Option	1 Yes 0 No
6	Question Name	B18DEMPLOY01
	Wording	<p>[If iteration = 1] What is the name of your current or most recent employer?</p> <p>(If you are not currently employed, please provide the name of the employer where you were last</p>

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	Code	Label
Option	-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	Code	Label
Option	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	Code	Label
Option	1	Yes

	0	No																				
Specific Probes	<p>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?</p>																					
11	Question Name	B18DWKMON01																				
	Wording	Between [start date] and [end date], in which months have you been employed by [EMPLOYER NAME]?																				
	Help Text	<p>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.</p> <p>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.</p>																				
	Item	<table border="1"> <thead> <tr> <th>Spec Name</th> <th>Value</th> </tr> </thead> <tbody> <tr> <td>Item Name</td> <td></td> </tr> <tr> <td>Wording</td> <td>July 2011 - November 2017</td> </tr> </tbody> </table>	Spec Name	Value	Item Name		Wording	July 2011 - November 2017														
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	<table border="1"> <thead> <tr> <th>Spec Name</th> <th>Value</th> </tr> </thead> <tbody> <tr> <td>Item Name</td> <td></td> </tr> <tr> <td>Wording</td> <td>July 2011 - November 2017</td> </tr> </tbody> </table>	Spec Name	Value	Item Name		Wording	July 2011 - November 2017														
Spec Name	Value																					
Item Name																						
Wording	July 2011 - November 2017																					
Specific Probes	<p>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?</p>																					
13	Question Name	B18DEMPBRK01																				
	Wording	<p>You indicated you took an unpaid break [{"if B18DEMPNAM01 ne missing} from [B18DEMPNAM01] {else if B18DEMPSLF01 = 1} while self-employed {else} from this employer].</p> <p>Why were you not employed during this unpaid break?</p>																				
	Help Text	<p>Indicate why you were not working during this period of employment. You may answer "yes" to all the options that are applicable.</p> <p>If the available options are not applicable to your specific situation, then answer "yes" to "Other reason(s)."</p>																				
	Item	<table border="1"> <thead> <tr> <th>Spec Name</th> <th>Value</th> </tr> </thead> <tbody> <tr> <td>Item Name</td> <td>B18DBKTMP01</td> </tr> <tr> <td>Wording</td> <td>Employment was seasonal or temporary</td> </tr> <tr> <td>Response Option</td> <td></td> </tr> <tr> <td>Item Name</td> <td>B18DBKRES01</td> </tr> <tr> <td>Wording</td> <td>Resigned or left [B18DEMPNAM01]</td> </tr> <tr> <td>Response Option</td> <td></td> </tr> <tr> <td>Item Name</td> <td>B18DBKLEV01</td> </tr> <tr> <td>Wording</td> <td>Took a medical, personal, or family leave</td> </tr> <tr> <td>Response Option</td> <td></td> </tr> </tbody> </table>	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	
Spec Name	Value																					
Item Name	B18DBKTMP01																					
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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	<table border="1"> <thead> <tr> <th>Code</th> <th>Label</th> </tr> </thead> <tbody> <tr> <td>1</td> <td>Yes</td> </tr> <tr> <td>0</td> <td>No</td> </tr> </tbody> </table>	Code	Label	1	Yes	0	No
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		<table border="1"> <thead> <tr> <th>Code</th> <th>Label</th> </tr> </thead> <tbody> <tr> <td>1</td> <td>Per hour</td> </tr> <tr> <td>2</td> <td>Per week</td> </tr> <tr> <td>3</td> <td>Per month</td> </tr> <tr> <td>4</td> <td>Per year</td> </tr> </tbody> </table>	Code	Label	1	Per hour	2	Per week	3	Per month	4	Per year
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		<table border="1"> <thead> <tr> <th>Code</th> <th>Label</th> </tr> </thead> <tbody> <tr> <td>1</td> <td>Full-time</td> </tr> <tr> <td>2</td> <td>Part-time</td> </tr> </tbody> </table>	Code	Label	1	Full-time	2	Part-time				
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		<table border="1"> <thead> <tr> <th>Code</th> <th>Label</th> </tr> </thead> <tbody> <tr> <td>1</td> <td>Per hour</td> </tr> <tr> <td>2</td> <td>Per week</td> </tr> <tr> <td>3</td> <td>Per month</td> </tr> <tr> <td>4</td> <td>Per year</td> </tr> </tbody> </table>	Code	Label	1	Per hour	2	Per week	3	Per month	4	Per year
Code	Label												
1	Per hour												
2	Per week												
3	Per month												
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	Item Name		B18DEMPFPT01										
	Wording												
	Response Option		<table border="1"> <thead> <tr> <th>Code</th> <th>Label</th> </tr> </thead> <tbody> <tr> <td>1</td> <td>Full-time</td> </tr> <tr> <td>2</td> <td>Part-time</td> </tr> </tbody> </table>	Code	Label	1	Full-time	2	Part-time				
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		<p>[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]]?</p> <p>(Answer "Yes" for any additional full-time and part-time employment, self-employment, graduate assistantships, and paid internships.)</p> <p>[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?</p> <p>(Answer "Yes" for any additional full-time and part-time employment, self-employment, graduate assistantships, and paid internships.)</p>										
	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		<table border="1"> <thead> <tr> <th>Spec Name</th> <th>Value</th> </tr> </thead> <tbody> </tbody> </table>	Spec Name	Value								
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	<p>[If B18DNREMPNAM ne missing] In what month and year were you first employed by [B18DNREMPNAM]?</p> <p>[else if B18DNREMPSELF = 1] In what month and year were you first self-employed?</p> <p>[else] In what month and year were you first employed by this employer?</p>
	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	<table border="1"> <thead> <tr> <th>Code</th> <th>Label</th> </tr> </thead> <tbody> <tr> <td>-9</td> <td>-Select one-</td> </tr> <tr> <td>1</td> <td>January</td> </tr> <tr> <td>2</td> <td>February</td> </tr> <tr> <td>3</td> <td>March</td> </tr> <tr> <td>4</td> <td>April</td> </tr> <tr> <td>5</td> <td>May</td> </tr> <tr> <td>6</td> <td>June</td> </tr> <tr> <td>7</td> <td>July</td> </tr> <tr> <td>8</td> <td>August</td> </tr> <tr> <td>9</td> <td>September</td> </tr> <tr> <td>10</td> <td>October</td> </tr> <tr> <td>11</td> <td>November</td> </tr> <tr> <td>12</td> <td>December</td> </tr> </tbody> </table>	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
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11	November																													
12	December																													
	Item Name	B18DNRSTYR																												
	Wording	Year:																												
	Response																													
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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	Code Label
	Option	
		-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	Code Label
	Option	
		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	<table border="1"> <thead> <tr> <th>Code</th> <th>Label</th> </tr> </thead> <tbody> <tr> <td>1</td> <td>Per hour</td> </tr> <tr> <td>2</td> <td>Per week</td> </tr> <tr> <td>3</td> <td>Per month</td> </tr> <tr> <td>4</td> <td>Per year</td> </tr> </tbody> </table>	Code	Label	1	Per hour	2	Per week	3	Per month	4	Per year
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Item Name B18DNREMPFPT											
Wording											
Response Option	<table border="1"> <thead> <tr> <th>Code</th> <th>Label</th> </tr> </thead> <tbody> <tr> <td>1</td> <td>Full-time</td> </tr> <tr> <td>2</td> <td>Part-time</td> </tr> </tbody> </table>	Code	Label	1	Full-time	2	Part-time				
Code	Label										
1	Full-time										
2	Part-time										
Item Name B18DNREMPJT2											
Wording											
Item Name B18DNREMPST											
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 B18DNREMPMA											
Wording	Same salary as starting job										
Item Name B18DNREMPM2											
Wording											
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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	<table border="1"> <thead> <tr> <th>Code</th> <th>Label</th> </tr> </thead> <tbody> <tr> <td>1</td> <td>Full-time</td> </tr> <tr> <td>2</td> <td>Part-time</td> </tr> </tbody> </table>	Code	Label	1	Full-time	2	Part-time				
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

	<p>your bachelor's degree requirements? What was the most difficult piece of information you were asked to provide? Are you confident in your answers?</p>																
23	<p>Question Name INTJBLP01</p>																
Wording	<p>[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].</p>																
Help Text	<p>This is an introductory screen. Please select "next" to continue.</p>																
Specific Probes	<p>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?</p>																
24	<p>Question Name B18DOCC01</p>																
Wording	<p>Job title: [JOB TITLE]</p> <p>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.</p>																
Help Text	<p>In the first text box, enter the job title for your current job.</p> <p>In the second text box, enter words or phrases describing the primary duties for your current job.</p> <p>Choose the option that best describes your occupation.</p> <p>If you cannot find your occupation in the list provided, try another search in the text boxes marked "Job Title" and/or "Job Duties."</p> <p>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.</p> <p>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.</p> <p>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."</p>																
Item	<table border="1"> <thead> <tr> <th>Spec Name</th> <th>Value</th> </tr> </thead> <tbody> <tr> <td>Item Name B18DOCC201</td> <td></td> </tr> <tr> <td>Wording</td> <td></td> </tr> <tr> <td>Item Name B18DOCCAST01</td> <td></td> </tr> <tr> <td>Wording</td> <td></td> </tr> <tr> <td>Item Name B18DOCC301</td> <td></td> </tr> <tr> <td>Wording</td> <td></td> </tr> <tr> <td>Item Name B18DOCC601</td> <td></td> </tr> </tbody> </table>	Spec Name	Value	Item Name B18DOCC201		Wording		Item Name B18DOCCAST01		Wording		Item Name B18DOCC301		Wording		Item Name B18DOCC601	
Spec Name	Value																
Item Name B18DOCC201																	
Wording																	
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Wording																	
Item Name B18DOCC301																	
Wording																	
Item Name B18DOCC601																	

	Wording	Item Name	B18DJBDY01																						
	Wording	Item Name	B18DJBTL01																						
	Wording																								
25	Question Name	B18D1OCC01																							
	Wording	<p>Job title: [JOB TITLE]</p> <p>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.</p> <p>(If you are unable to find a close match for your job title, click "Job title not listed" and hit "Next.")</p>																							
	Help Text	<p>In the text box, enter the job title for your job.</p> <p>Choose the option that best describes your occupation.</p>																							
	Item	<table border="1"> <thead> <tr> <th>Spec Name</th> <th>Value</th> </tr> </thead> <tbody> <tr> <td>Item Name</td> <td>B18D1OCC01</td> </tr> </tbody> </table> <p>Wording</p>		Spec Name	Value	Item Name	B18D1OCC01																		
Spec Name	Value																								
Item Name	B18D1OCC01																								
26	Question Name	B18D2OCC01																							
	Wording	<p>Job title: [JOB TITLE]</p> <p>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.</p> <p>(If you are unable to find a close match for your job title, click "Job duties not listed" and hit "Next.")</p>																							
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Spec Name	Value																								
Item Name	B18D2OCC01																								
	Specific Probes	<p>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?</p> <p>What do you think of the way these different search options function?</p> <p>Do you have a preference on which one you would prefer to use?</p>																							
27	Question Name	B18D1IND01																							
	Wording	<p>Would you classify [[if SELF-EMPLOYED] the primary industry of your self-employment {else} the primary industry for [EMPLOYER NAME]] as...</p>																							
	Help Text	<p>Please indicate the primary industry for this employer. Consider the type of business or commercial sector of the employer.</p>																							
	Item	<table border="1"> <thead> <tr> <th>Spec Name</th> <th>Value</th> </tr> </thead> <tbody> <tr> <td>Item Name</td> <td>BB18D1IND01</td> </tr> </tbody> </table> <p>Wording</p> <table border="1"> <thead> <tr> <th>Response Option</th> <th>Code</th> <th>Label</th> </tr> </thead> <tbody> <tr> <td>1</td> <td></td> <td>Education</td> </tr> <tr> <td>2</td> <td></td> <td>Healthcare</td> </tr> <tr> <td>3</td> <td></td> <td>Retail Sales</td> </tr> <tr> <td>4</td> <td></td> <td>Something else</td> </tr> <tr> <td>5</td> <td></td> <td>Government</td> </tr> </tbody> </table>		Spec Name	Value	Item Name	BB18D1IND01	Response Option	Code	Label	1		Education	2		Healthcare	3		Retail Sales	4		Something else	5		Government
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28	Question Name	B18D2IND01																																	
	Wording	<p>[[If SELF-EMPLOYED] [{If B18D1IND01 ne missing} Thanks. Would you say your primary industry is... {else} Would you say your primary industry is...]</p> <p>[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...]</p>																																	
	Help Text	Please indicate the primary industry for this employer. Consider the type of business or commercial sector of the employer.																																	
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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.																																	
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	Specific Probes	<p>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?</p>																																	
30	Question Name	B18DDEV01																																	
	Wording	[Does/Did] [current/most recent employer], provide...																																	
	Help Text																																		
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Spec Name	Value																																		
Item Name	B18DGROW01																																		
Wording	Opportunities to grow and develop																																		
Response	Code	Label																																	
Option	1	Yes																																	
	0	No																																	
Item Name	B18DRECOG01																																		
Wording	Appropriate recognition for your work																																		
Response	Code	Label																																	
Option	1	Yes																																	
	0	No																																	

Item Name	B18DCARG01	
Wording	Career guidance	
Response	Code Label	
Option	1	Yes
	0	No
Item Name	B18DRESOUR01	
Wording	Adequate resources and supports	
Response	Code Label	
Option	1	Yes
	0	No
Item Name	B18DDIVERS01	
Wording	An environment of diversity and inclusion	
Response	Code Label	
Option	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	Code Label	
Option	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	Code Label	
Option	1	Strongly disagree
	2	Disagree
	3	Neither agree nor disagree
	4	Agree
	5	Strongly agree
Item Name	B18DCARGX01	
Wording	Career guidance	
Response	Code Label	
Option	1	Strongly disagree
	2	Disagree
	3	Neither agree nor disagree
	4	Agree
	5	Strongly agree
Item Name	B18DRESOURX01	
Wording	Adequate resources and supports	
Response	Code Label	
Option	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	<table border="1"> <thead> <tr> <th>Code</th> <th>Label</th> </tr> </thead> <tbody> <tr> <td>1</td> <td>Strongly disagree</td> </tr> <tr> <td>2</td> <td>Disagree</td> </tr> <tr> <td>3</td> <td>Neither agree nor disagree</td> </tr> <tr> <td>4</td> <td>Agree</td> </tr> <tr> <td>5</td> <td>Strongly agree</td> </tr> </tbody> </table>	Code	Label	1	Strongly disagree	2	Disagree	3	Neither agree nor disagree	4	Agree	5	Strongly agree
Code	Label													
1	Strongly disagree													
2	Disagree													
3	Neither agree nor disagree													
4	Agree													
5	Strongly agree													
Specific Probes	<p>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?</p> <p>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?</p> <p>What does an “environment of diversity and inclusion” mean to you in your own words?</p>													
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	<table border="1"> <thead> <tr> <th>Code</th> <th>Label</th> </tr> </thead> <tbody> <tr> <td>1</td> <td>Yes</td> </tr> <tr> <td>0</td> <td>No</td> </tr> </tbody> </table>	Code	Label	1	Yes	0	No						
Code	Label													
1	Yes													
0	No													
	Item Name	B18DHIRE01												
	Wording	Participate in hiring and/or firing decisions?												
	Response Option	<table border="1"> <thead> <tr> <th>Code</th> <th>Label</th> </tr> </thead> <tbody> <tr> <td>1</td> <td>Yes</td> </tr> <tr> <td>0</td> <td>No</td> </tr> </tbody> </table>	Code	Label	1	Yes	0	No						
Code	Label													
1	Yes													
0	No													
	Item Name	B18DSETSAL01												
	Wording	Participate in setting salary rates for other employees?												
	Response Option	<table border="1"> <thead> <tr> <th>Code</th> <th>Label</th> </tr> </thead> <tbody> <tr> <td>1</td> <td>Yes</td> </tr> <tr> <td>0</td> <td>No</td> </tr> </tbody> </table>	Code	Label	1	Yes	0	No						
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	<table border="1"> <thead> <tr> <th>Code</th> <th>Label</th> </tr> </thead> <tbody> <tr> <td>1</td> <td>Someone else decides what I do and how I do it</td> </tr> <tr> <td>2</td> <td>Someone else decides what I do, but I decide how I do it</td> </tr> <tr> <td>3</td> <td>I have the freedom in deciding what I do and how I do it</td> </tr> <tr> <td>4</td> <td>I am basically my own boss</td> </tr> </tbody> </table>	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		
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	<table border="1"> <thead> <tr> <th>Spec Name</th> <th colspan="2">Value</th> </tr> </thead> <tbody> <tr> <td>Item Name</td> <td colspan="2">B18DCURFLX01</td> </tr> <tr> <td>Wording</td> <td colspan="2"></td> </tr> <tr> <td>Response</td> <th>Code</th> <th>Label</th> </tr> <tr> <td>Option</td> <td>1</td> <td>Very flexible</td> </tr> <tr> <td></td> <td>2</td> <td>Somewhat flexible</td> </tr> <tr> <td></td> <td>3</td> <td>Not flexible</td> </tr> </tbody> </table>	Spec Name	Value		Item Name	B18DCURFLX01		Wording			Response	Code	Label	Option	1	Very flexible		2	Somewhat flexible		3	Not flexible
Spec Name	Value																					
Item Name	B18DCURFLX01																					
Wording																						
Response	Code	Label																				
Option	1	Very flexible																				
	2	Somewhat flexible																				
	3	Not flexible																				
35 Question Name	B18DCURTLCO1																					
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	<table border="1"> <thead> <tr> <th>Spec Name</th> <th colspan="2">Value</th> </tr> </thead> <tbody> <tr> <td>Item Name</td> <td colspan="2">B18DCURTLCO1</td> </tr> <tr> <td>Wording</td> <td colspan="2"></td> </tr> <tr> <td>Response</td> <th>Code</th> <th>Label</th> </tr> <tr> <td>Option</td> <td>1</td> <td>Current job, able to telecommute</td> </tr> <tr> <td></td> <td>2</td> <td>No, telecommuting did not make sense for your job</td> </tr> <tr> <td></td> <td>3</td> <td>No, telecommuting is possible, but not offered for your job.</td> </tr> </tbody> </table>	Spec Name	Value		Item Name	B18DCURTLCO1		Wording			Response	Code	Label	Option	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.
Spec Name	Value																					
Item Name	B18DCURTLCO1																					
Wording																						
Response	Code	Label																				
Option	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	<table border="1"> <thead> <tr> <th>Spec Name</th> <th colspan="2">Value</th> </tr> </thead> <tbody> <tr> <td>Item Name</td> <td colspan="2">B18DPROG01</td> </tr> <tr> <td>Wording</td> <td colspan="2"></td> </tr> <tr> <td>Response</td> <th>Code</th> <th>Label</th> </tr> <tr> <td>Option</td> <td>1</td> <td>Yes</td> </tr> <tr> <td></td> <td>0</td> <td>No</td> </tr> </tbody> </table>	Spec Name	Value		Item Name	B18DPROG01		Wording			Response	Code	Label	Option	1	Yes		0	No			
Spec Name	Value																					
Item Name	B18DPROG01																					
Wording																						
Response	Code	Label																				
Option	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	<table border="1"> <thead> <tr> <th>Code</th> <th>Label</th> </tr> </thead> <tbody> <tr> <td>1</td> <td>Yes</td> </tr> <tr> <td>0</td> <td>No</td> </tr> </tbody> </table>	Code	Label	1	Yes	0	No
Code	Label						
1	Yes						
0	No						
Option							
Item Name	B18DCUREST01						
Wording	Continuing in job held before leaving [Y_NPSCHL]						
Response	<table border="1"> <thead> <tr> <th>Code</th> <th>Label</th> </tr> </thead> <tbody> <tr> <td>1</td> <td>Yes</td> </tr> <tr> <td>0</td> <td>No</td> </tr> </tbody> </table>	Code	Label	1	Yes	0	No
Code	Label						
1	Yes						
0	No						
Option							
Item Name	B18DCURBEN01						
Wording	Working to receive benefits						
Response	<table border="1"> <thead> <tr> <th>Code</th> <th>Label</th> </tr> </thead> <tbody> <tr> <td>1</td> <td>Yes</td> </tr> <tr> <td>0</td> <td>No</td> </tr> </tbody> </table>	Code	Label	1	Yes	0	No
Code	Label						
1	Yes						
0	No						
Option							
Item Name	B18DCURPAY01						
Wording	Working to pay the bills (e.g., best job available)						
Response	<table border="1"> <thead> <tr> <th>Code</th> <th>Label</th> </tr> </thead> <tbody> <tr> <td>1</td> <td>Yes</td> </tr> <tr> <td>0</td> <td>No</td> </tr> </tbody> </table>	Code	Label	1	Yes	0	No
Code	Label						
1	Yes						
0	No						
Option							
Item Name	B18DCUREDU01						
Wording	Working to prepare for future education						
Response	<table border="1"> <thead> <tr> <th>Code</th> <th>Label</th> </tr> </thead> <tbody> <tr> <td>1</td> <td>Yes</td> </tr> <tr> <td>0</td> <td>No</td> </tr> </tbody> </table>	Code	Label	1	Yes	0	No
Code	Label						
1	Yes						
0	No						
Option							
Item Name	B18DCURSCH01						
Wording	Job while in school						
Response	<table border="1"> <thead> <tr> <th>Code</th> <th>Label</th> </tr> </thead> <tbody> <tr> <td>1</td> <td>Yes</td> </tr> <tr> <td>0</td> <td>No</td> </tr> </tbody> </table>	Code	Label	1	Yes	0	No
Code	Label						
1	Yes						
0	No						
Option							
Item Name	B18DCURINT01						
Wording	Job while pursuing other interests						
Response	<table border="1"> <thead> <tr> <th>Code</th> <th>Label</th> </tr> </thead> <tbody> <tr> <td>1</td> <td>Yes</td> </tr> <tr> <td>0</td> <td>No</td> </tr> </tbody> </table>	Code	Label	1	Yes	0	No
Code	Label						
1	Yes						
0	No						
Option							
Item Name	B18DCURFUT01						
Wording	Working while exploring future education and/or career options						
Response	<table border="1"> <thead> <tr> <th>Code</th> <th>Label</th> </tr> </thead> <tbody> <tr> <td>1</td> <td>Yes</td> </tr> <tr> <td>0</td> <td>No</td> </tr> </tbody> </table>	Code	Label	1	Yes	0	No
Code	Label						
1	Yes						
0	No						
Option							
Item Name	B18DCUROTH01						
Wording	[If USERMODE = WEB] Other description [else] Any other description						
Response	<table border="1"> <thead> <tr> <th>Code</th> <th>Label</th> </tr> </thead> <tbody> <tr> <td>1</td> <td>Yes</td> </tr> <tr> <td>0</td> <td>No</td> </tr> </tbody> </table>	Code	Label	1	Yes	0	No
Code	Label						
1	Yes						
0	No						
Option							

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	<table border="1"> <thead> <tr> <th>Spec Name</th> <th>Value</th> </tr> </thead> <tbody> <tr> <td>Item Name B18DCGLAB101</td> <td></td> </tr> <tr> <td>Wording</td> <td>Job-related reasons - Voluntary</td> </tr> <tr> <td>Item Name B18DCGSL01</td> <td></td> </tr> <tr> <td>Wording</td> <td>Wanted better salary or benefits</td> </tr> <tr> <td>Item Name B18DCGSF01</td> <td></td> </tr> <tr> <td>Wording</td> <td>Wanted a different job in the same or similar field</td> </tr> <tr> <td>Item Name B18DCGDF01</td> <td></td> </tr> <tr> <td>Wording</td> <td>Wanted a job in a different field</td> </tr> <tr> <td>Item Name B18DCGWC01</td> <td></td> </tr> <tr> <td>Wording</td> <td>Wanted different working conditions (such as work hours, commute, colleagues, etc.)</td> </tr> <tr> <td>Item Name B18DCGCA01</td> <td></td> </tr> <tr> <td>Wording</td> <td>Wanted better opportunities for career advancement</td> </tr> <tr> <td>Item Name B18DCGJS01</td> <td></td> </tr> <tr> <td>Wording</td> <td>Wanted better job security</td> </tr> <tr> <td>Item Name B18DCGDL01</td> <td></td> </tr> <tr> <td>Wording</td> <td>Did not like job at [B18DEMPNAM01]</td> </tr> <tr> <td>Item Name B18DCGLAB201</td> <td></td> </tr> <tr> <td>Wording</td> <td>Job-related reasons - Involuntary</td> </tr> <tr> <td>Item Name B18DCGTP01</td> <td></td> </tr> <tr> <td>Wording</td> <td>Position was temporary or seasonal</td> </tr> <tr> <td>Item Name B18DCGTM01</td> <td></td> </tr> <tr> <td>Wording</td> <td>Laid off, terminated, or contract not renewed</td> </tr> <tr> <td>Item Name B18DCGLAB301</td> <td></td> </tr> <tr> <td>Wording</td> <td>Personal reasons</td> </tr> <tr> <td>Item Name B18DCGES01</td> <td></td> </tr> <tr> <td>Wording</td> <td>Enrolled in school</td> </tr> <tr> <td>Item Name B18DCGRA01</td> <td></td> </tr> <tr> <td>Wording</td> <td>Relocated to another area</td> </tr> <tr> <td>Item Name B18DCGCC01</td> <td></td> </tr> <tr> <td>Wording</td> <td>Care for children</td> </tr> <tr> <td>Item Name B18DCGHR01</td> <td></td> </tr> <tr> <td>Wording</td> <td>Health reasons</td> </tr> <tr> <td>Item Name B18DCGLAB401</td> <td></td> </tr> <tr> <td>Wording</td> <td></td> </tr> <tr> <td>Item Name B18DCGOT01</td> <td></td> </tr> <tr> <td>Wording</td> <td>Other reason(s)</td> </tr> </tbody> </table>	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)
Spec Name	Value																																																																										
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Wording																																																																											
Item Name B18DCGOT01																																																																											
Wording	Other reason(s)																																																																										
Specific Probes	<p>What other reasons should be on this list, if any?</p> <p>Do any of these reasons overlap?</p> <p>Are any of the options listed confusing, or are they clear?</p> <p>What do you think of the layout and format of this question?</p> <p>Do you have any suggestions on other ways to ask this question?</p>																																																																										
39 Question Name	B18DCARMLT																																																																										
Wording	Would you say that you have had more than one career in the last ten years?																																																																										
Help Text																																																																											
Item	<table border="1"> <thead> <tr> <th>Spec Name</th> <th>Value</th> </tr> </thead> <tbody> <tr> <td>Item Name B18DCARMLT</td> <td></td> </tr> </tbody> </table>	Spec Name	Value	Item Name B18DCARMLT																																																																							
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	<table border="1"> <thead> <tr> <th>Spec Name</th> <th colspan="2">Value</th> </tr> </thead> <tbody> <tr> <td>Item Name</td> <td colspan="2">B18DNEGOTOUT</td> </tr> <tr> <td>Wording</td> <td colspan="2"></td> </tr> <tr> <td>Response</td> <td>Code</td> <td>Label</td> </tr> <tr> <td>Option</td> <td>1</td> <td>Yes</td> </tr> <tr> <td></td> <td>0</td> <td>No</td> </tr> </tbody> </table>	Spec Name	Value		Item Name	B18DNEGOTOUT		Wording			Response	Code	Label	Option	1	Yes		0	No			
Spec Name	Value																					
Item Name	B18DNEGOTOUT																					
Wording																						
Response	Code	Label																				
Option	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	<table border="1"> <thead> <tr> <th>Spec Name</th> <th colspan="2">Value</th> </tr> </thead> <tbody> <tr> <td>Item Name</td> <td colspan="2">B18DPROMOTE</td> </tr> <tr> <td>Wording</td> <td colspan="2"></td> </tr> <tr> <td>Response</td> <td>Code</td> <td>Label</td> </tr> <tr> <td>Option</td> <td>1</td> <td>Yes</td> </tr> <tr> <td></td> <td>0</td> <td>No</td> </tr> <tr> <td></td> <td>2</td> <td>Not applicable</td> </tr> </tbody> </table>	Spec Name	Value		Item Name	B18DPROMOTE		Wording			Response	Code	Label	Option	1	Yes		0	No		2	Not applicable
Spec Name	Value																					
Item Name	B18DPROMOTE																					
Wording																						
Response	Code	Label																				
Option	1	Yes																				
	0	No																				
	2	Not applicable																				
Specific Probes	<p>If "yes" to this question: Can you describe this process to me? Have you requested a raise or promotion more than once?</p> <p>If "no" to this question: Do you have any specific reasons why you haven't requested a raise or promotion?</p>																					
45	Question Name B18DPROMOUT																					
Wording	Have you ever received a raise or promotion as a result of your request?																					
Help Text																						
Item	<table border="1"> <thead> <tr> <th>Spec Name</th> <th colspan="2">Value</th> </tr> </thead> <tbody> <tr> <td>Item Name</td> <td colspan="2">B18DPROMOUT</td> </tr> <tr> <td>Wording</td> <td colspan="2"></td> </tr> <tr> <td>Response</td> <td>Code</td> <td>Label</td> </tr> <tr> <td>Option</td> <td>1</td> <td>Yes</td> </tr> <tr> <td></td> <td>0</td> <td>No</td> </tr> </tbody> </table>	Spec Name	Value		Item Name	B18DPROMOUT		Wording			Response	Code	Label	Option	1	Yes		0	No			
Spec Name	Value																					
Item Name	B18DPROMOUT																					
Wording																						
Response	Code	Label																				
Option	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	<table border="1"> <thead> <tr> <th>Spec Name</th> <th colspan="2">Value</th> </tr> </thead> <tbody> <tr> <td>Item Name</td> <td colspan="2">B18DEVERLK</td> </tr> <tr> <td>Wording</td> <td colspan="2"></td> </tr> <tr> <td>Response</td> <td>Code</td> <td>Label</td> </tr> <tr> <td>Option</td> <td>1</td> <td>Yes</td> </tr> <tr> <td></td> <td>0</td> <td>No</td> </tr> </tbody> </table>	Spec Name	Value		Item Name	B18DEVERLK		Wording			Response	Code	Label	Option	1	Yes		0	No			
Spec Name	Value																					
Item Name	B18DEVERLK																					
Wording																						
Response	Code	Label																				
Option	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	Code Label
	Option	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	<table border="1"> <thead> <tr> <th>Code</th> <th>Label</th> </tr> </thead> <tbody> <tr> <td>1</td> <td>Single, never married</td> </tr> <tr> <td>2</td> <td>Married</td> </tr> <tr> <td>4</td> <td>Separated</td> </tr> <tr> <td>5</td> <td>Divorced</td> </tr> <tr> <td>6</td> <td>Widowed</td> </tr> </tbody> </table>	Code	Label	1	Single, never married	2	Married	4	Separated	5	Divorced	6	Widowed												
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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	<table border="1"> <thead> <tr> <th>Code</th> <th>Label</th> </tr> </thead> <tbody> <tr> <td>-9</td> <td>-Select one-</td> </tr> <tr> <td>1</td> <td>January</td> </tr> <tr> <td>2</td> <td>February</td> </tr> <tr> <td>3</td> <td>March</td> </tr> <tr> <td>4</td> <td>April</td> </tr> <tr> <td>5</td> <td>May</td> </tr> <tr> <td>6</td> <td>June</td> </tr> <tr> <td>7</td> <td>July</td> </tr> <tr> <td>8</td> <td>August</td> </tr> <tr> <td>9</td> <td>September</td> </tr> <tr> <td>10</td> <td>October</td> </tr> </tbody> </table>	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
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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
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	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	
	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	
	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	<table border="1"> <thead> <tr> <th>Spec Name</th> <th colspan="2">Value</th> </tr> </thead> <tbody> <tr> <td>Item Name</td> <td colspan="2">B18FSEX</td> </tr> <tr> <td>Wording</td> <td colspan="2"></td> </tr> <tr> <td>Response</td> <td>Code</td> <td>Label</td> </tr> <tr> <td>Option</td> <td>1</td> <td>Male</td> </tr> <tr> <td></td> <td>2</td> <td>Female</td> </tr> </tbody> </table>	Spec Name	Value		Item Name	B18FSEX		Wording			Response	Code	Label	Option	1	Male		2	Female								
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Wording																											
Response	Code	Label																									
Option	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	<p>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.</p> <p>Transgender: When a person's birth sex and gender do not match, they might think of themselves as transgender.</p> <p>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.</p>																										
Item	<table border="1"> <thead> <tr> <th>Spec Name</th> <th>Value</th> </tr> </thead> <tbody> <tr> <td>Item Name</td> <td>B18FMALE</td> </tr> <tr> <td>Wording</td> <td>Male</td> </tr> <tr> <td>Item Name</td> <td>B18FFEMALE</td> </tr> <tr> <td>Wording</td> <td>Female</td> </tr> <tr> <td>Item Name</td> <td>B18FTRANSM2F</td> </tr> <tr> <td>Wording</td> <td>Transgender, male-to-female</td> </tr> <tr> <td>Item Name</td> <td>B18FTRANSF2M</td> </tr> <tr> <td>Wording</td> <td>Transgender, female-to-male</td> </tr> <tr> <td>Item Name</td> <td>B18FGENDERQR</td> </tr> <tr> <td>Wording</td> <td>Genderqueer or gender nonconforming, or some other gender</td> </tr> <tr> <td>Item Name</td> <td>B18FNOTSURE</td> </tr> <tr> <td>Wording</td> <td>Not sure</td> </tr> </tbody> </table>	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
Spec Name	Value																										
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Item Name	B18FFEMALE																										
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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	<table border="1"> <thead> <tr> <th>Spec Name</th> <th colspan="2">Value</th> </tr> </thead> <tbody> <tr> <td>Item Name</td> <td colspan="2">B18FLGBTQ</td> </tr> <tr> <td>Wording</td> <td colspan="2"></td> </tr> <tr> <td>Response</td> <td>Code</td> <td>Label</td> </tr> <tr> <td>Option</td> <td>1</td> <td>Lesbian or gay, that is, homosexual</td> </tr> <tr> <td></td> <td>2</td> <td>Straight, that is, heterosexual</td> </tr> <tr> <td></td> <td>3</td> <td>Bisexual</td> </tr> <tr> <td></td> <td>4</td> <td>Don't know</td> </tr> <tr> <td></td> <td>5</td> <td>Another sexual orientation</td> </tr> </tbody> </table>	Spec Name	Value		Item Name	B18FLGBTQ		Wording			Response	Code	Label	Option	1	Lesbian or gay, that is, homosexual		2	Straight, that is, heterosexual		3	Bisexual		4	Don't know		5	Another sexual orientation																														
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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.																																																									
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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	<p>One of the goals of this study is to learn about the household characteristics of people after they earn a bachelor's degree.</p> <p>Do you {[If B18AMARR = 2] or your spouse {[If B18AFINWHO = 1] or your partner] have any dependent children?</p> <p>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.</p>																		
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	<table border="1"> <thead> <tr> <th>Spec Name</th> <th>Value</th> </tr> </thead> <tbody> <tr> <td>Item Name</td> <td>B18FDEPS</td> </tr> <tr> <td>Wording</td> <td></td> </tr> <tr> <td>Response</td> <td></td> </tr> <tr> <td>Option</td> <td></td> </tr> <tr> <td></td> <td>1 Yes</td> </tr> <tr> <td></td> <td>0 No</td> </tr> </tbody> </table>	Spec Name	Value	Item Name	B18FDEPS	Wording		Response		Option			1 Yes		0 No				
Spec Name	Value																		
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Wording																			
Response																			
Option																			
	1 Yes																		
	0 No																		
60	Question Name B18FDEP2																		
Wording	<p>[If B18AMARR=2] How many dependent children do you or your spouse support financially?</p> <p>[else if B18AFINWHO=1] How many dependent children do you or your partner support financially?</p> <p>[else] How many dependent children do you support financially?</p>																		
Help Text	Please indicate the number of children who receive 50% or more of their financial support from you or your spouse.																		
Item	<table border="1"> <thead> <tr> <th>Spec Name</th> <th>Value</th> </tr> </thead> <tbody> <tr> <td>Item Name</td> <td>B18FDEP2</td> </tr> <tr> <td>Wording</td> <td> dependent(s)</td> </tr> <tr> <td>Response</td> <td></td> </tr> <tr> <td>Option</td> <td></td> </tr> </tbody> </table>	Spec Name	Value	Item Name	B18FDEP2	Wording	dependent(s)	Response		Option									
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Item Name	B18FDEP2																		
Wording	dependent(s)																		
Response																			
Option																			
61	Question Name B18FDEPDOB																		
Wording	<p>[If B18FDEP2 = 1] In what month and year was your dependent child born?</p> <p>[else] In what month and year were your dependent children born?</p>																		
Help Text	<p>Knowing about family responsibilities can be important in understanding a person's education and employment history.</p> <p>Please provide the dates of birth for any dependent children you have.</p>																		
Item	<table border="1"> <thead> <tr> <th>Spec Name</th> <th>Value</th> </tr> </thead> <tbody> <tr> <td>Item Name</td> <td>B18FDEPDOBY1</td> </tr> <tr> <td>Wording</td> <td></td> </tr> <tr> <td>Item Name</td> <td>B18FDEPDOBY2</td> </tr> <tr> <td>Wording</td> <td></td> </tr> <tr> <td>Item Name</td> <td>B18FDEPDOBY3</td> </tr> <tr> <td>Wording</td> <td></td> </tr> <tr> <td>Item Name</td> <td>B18FDEPDOBY4</td> </tr> <tr> <td>Wording</td> <td></td> </tr> </tbody> </table>	Spec Name	Value	Item Name	B18FDEPDOBY1	Wording		Item Name	B18FDEPDOBY2	Wording		Item Name	B18FDEPDOBY3	Wording		Item Name	B18FDEPDOBY4	Wording	
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Item Name	B18FDEPDOBY4																		
Wording																			

	<p>Item Name B18FDEPDOBY5 Wording</p> <p>Item Name B18FDEPDOBY6 Wording</p> <p>Item Name B18FDEPDOBY7 Wording</p> <p>Item Name B18FDEPDOBM1 Wording</p> <p>Item Name B18FDEPDOBM2 Wording</p> <p>Item Name B18FDEPDOBM3 Wording</p> <p>Item Name B18FDEPDOBM4 Wording</p> <p>Item Name B18FDEPDOBM5 Wording</p> <p>Item Name B18FDEPDOBM6 Wording</p> <p>Item Name B18FDEPDOBM7 Wording</p>														
	<p>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?</p>														
62	<p>Question Name B18FDEPDAT</p>														
Wording	<p>[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.</p> <p>[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.</p>														
Help Text	<p>Please indicate when your dependent child(ren) became financially dependent upon you.</p> <p>If he or she became financially dependent on the same date as their birth, please check the box "Same as date of birth."</p> <p>If their date of financial dependency differs from their date of birth, please select that date from the month and year options provided.</p>														
Item	<table border="1"> <thead> <tr> <th>Spec Name</th> <th>Value</th> </tr> </thead> <tbody> <tr> <td>Item Name B18FDEPDTSM1 Wording</td> <td></td> </tr> <tr> <td>Item Name B18FDEPDTSM2 Wording</td> <td></td> </tr> <tr> <td>Item Name B18FDEPDTSM3 Wording</td> <td></td> </tr> <tr> <td>Item Name B18FDEPDTSM4 Wording</td> <td></td> </tr> <tr> <td>Item Name B18FDEPDTSM5 Wording</td> <td></td> </tr> <tr> <td>Item Name B18FDEPDTSM6 Wording</td> <td></td> </tr> </tbody> </table>	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	
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Item Name B18FDEPDTSM7
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Item Name B18FDEPDATM1
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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	Code	Label
Option	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.																		
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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.																		
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Code	Label																		
1	Month(s)																		
2	Year(s)																		
66 Question Name	B18FOTHER1																		
Wording	<p>Do you {[If B18AMARR = 2] or your spouse [If B18AFINWHO = 1] or your partner] have any other dependents that you support financially?</p> <p>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.</p>																		
Help Text	<p>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."</p> <p>Other dependents can include parents, siblings, other relatives, or other unrelated individuals. They do not have to be living with you.</p>																		
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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.																																																																											
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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.																																																																											
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	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.																														
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Wording	None of the above																															
	Specific Probes	<p>In your own words, what do you think the question is asking?</p> <p>How did you feel about answering this question in the survey?</p> <p>How did you decide on your answer?</p>																														
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."																														
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Code	Label																															
1	Yes																															
0	No																															
	Specific Probes	<p>What did you think about when answering this question?</p> <p>In your own words, tell me how you defined the word "worth" in the context of this question.</p>																														
71	Question Name	B18FSELLPO																														
	Wording	<p>[If B18FMORTG = 1 or B18FOWNHM = 1]</p> <p>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?</p> <p>[Else]</p> <p>Suppose you {(if B18AMARR = 2) and your spouse (if B18AFINWHO = 1) and your partner} were to sell all</p>																														

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	Code	Label
	Option	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		
	Response	Code	Label
	Option	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		
	Response	Code	Label
	Option	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		
	Response	Code	Label
	Option	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	<p>How easy or difficult was it to provide an answer?</p> <p>How confident are you in your answer?</p> <p>What do you think of the layout and format of this question?</p> <p>Do you have any suggestions on other ways to ask this question?</p>	