Attachment V

Interview Facsimile

This attachment provides a list of the items proposed for the 2016/17 Baccalaureate and Beyond Longitudinal Study (B&B:16/17) 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 vii and viii. 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
Employment	1	BB17DINTRO	Postbaccalaureate employment introduction	
Employment	2	BB17DANYJOBS	Worked for pay any time after completing bachelor's degree	
Employment	3	BB17DPINTRN	Held a paid internship at any time after completing bachelor's degree	
Employment	4	BB17DLICFILT	Currently have an active professional certification or state or industry license	X
Employment	5	BB17DNUMEMP	Number of employers since completing bachelor's degree	X
Employment	6	BB17DEMPNAM	Names of employers since completing bachelor's degree	X
Employment	7	BB17DEMPJOBS	Number of unique jobs at each employer since completing bachelor's degree	X
Employment	8	BB17DZIPPL01	Employer 1: ZIP code pick list	
Employment	9	BB17DDJBZIPEX01	Employer 1: ZIP coder	X
Employment	10	BB17DEMPTYP01	Employer 1: Type	
Employment	11	BB17DINDTX01	Employer 1: Primary industry (textbox)	X
Employment	12	BB17D1IND01	Employer 1: Primary industry of employer	X
Employment	13	BB17DEDIND01	Employer 1: Education industry level	
Employment	14	BB17D2IND01	Employer 1: Primary industry of employer (other)	X
Employment	15	BB17DNUMPL01	Employer 1: Number of employees company-wide	X
Employment	16	BB17DFNDJB01	Employer 1: Ways in which heard of employer	
Employment	17	BB17DWKMON01	Employer 1: Months worked since completing bachelor's degree	X
Employment	18	BB17DJOBCUR01	Employer 1, job 1: Currently employed in this job	
Employment	19	BB17DJBIN01	Employer 1, job 1: Job is a paid internship	
Employment	20	BB17D1OCC01	Employer 1, job 1: Title	X

Employment	21	BB17D2OCC01	Employer 1, job 1: Duties	X
Employment	22	BB17DLICOND01	Employer 1, job 1: Professional certification or license required for job duties	X
Employment	23	BB17ECURCRT01	Employer 1, job 1: Currently certified in any state, to teach at the Pre-K through 12th level	
Employment	24	BB17EHOWPREP01	Employer 1, job 1: Steps taken to prepare for a state-issued teacher certification	X
Employment	25	BB17ECRTST01	Employer 1, job 1: States in which certified	X
Employment	26	BB17ECRTFLD01	Employer 1, job 1: Subject areas certified to teach (core subject)	X
Employment	27	BB17ECRTOTH01	Employer 1, job 1: Subject areas certified to teach (elective subject)	X
Employment	28	BB17EJBTP01	Employer 1, job 1: Type of Pre-K through 12th grade teaching position	X
Employment	29	BB17EJBSPT01	Employer 1, job 1: Name of Pre-K through 12th grade school	
Employment	30	BB17EJBGR01	Employer 1, job 1: Lowest and highest grade levels taught	
Employment	31	BB17EJBFD01	Employer 1, job 1: All subjects taught (core subject)	
Employment	32	BB17EFDOT01	Employer 1, job 1: All subjects taught (elective subject)	
Employment	33	BB17EPRMSB01	Employer 1, job 1: Primary subject taught	
Employment	34	BB17DSTDAT01	Employer 1, job 1: When started job	X
Employment	35	BB17DBENANY01	Employer 1, job 1: Received any benefits	
Employment	36	BB17DEMPSS01	Employer 1, job 1: starting pay (not including tips, bonuses, or commissions)	X
Employment	37	BB17DEMPSC01	Employer 1, job 1: Pay changed since started at job	X
Employment	38	BB17DEMPSN01	Employer 1, job 1: Number of times pay changed since started at job	X
Employment	39	BB17DEMPS101	Employer 1, job 1: New salary amount 1	X
Employment	40	BB17DEMPS201	Employer 1, job 1: New salary amount 2	X
Employment	41	BB17DEMPS301	Employer 1, job 1: New salary amount 3	X
Employment	42	BB17DEMPS401	Employer 1, job 1: New salary amount 4	X

Employment	43	BB17DOVTIM01	Employer 1, job 1: Earn any tips, commissions, or bonuses	
Employment	44	BB17DOVAVG01	Employer 1, job 1: Average amount of tips, commissions, or bonuses	X
Employment	45	BB17DEMPHS01	Employer 1, job 1: Average hours worked per week when first started at job	X
Employment	46	BB17DEMPHC01	Employer 1, job 1: Average hours worked per week changed since started at job	X
Background	47	BB17DEMPHN01	Employer 1, job 1: Number of times average hours per week changed since started at job	X
Background	48	BB17DEMPH101	Employer 1, job 1: First change to average number of hours worked per week	X
Background	49	BB17DEMPH201	Employer 1, job 1: Second change to average number of hours worked per week	X
Background	50	BB17DEMPH301	Employer 1, job 1: Third change to average number of hours worked per week	X
Background	51	BB17DEMPH401	Employer 1, job 1: Fourth change to average number of hours worked per week	X
Background	52	BB17DPREFT01	Employer 1, job 1: Would prefer to work full-time	
Background	53	BB17DJBBA01	Employer 1, job 1: Bachelor's degree required to be hired	
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Employment	59	BB17DEXIT01	Transition to next employer	
Employment	60	BB17DNWINTRO	Non-working loop introduction	
Employment	61	BB17DNW01	Activities while not working	
Employment	62	BB17DOTHOUT	Looking for work introduction	

Employment	63	BB17DSEARCH	Currently looking for a (different) job	
Employment	64	BB17DEVERLK	Ever actively looked for work after completing bachelor's degree	
Employment	65	BB17DLKWRK	Months actively looked for work after completing bachelor's degree	X
Employment	66	BB17DACTLKWK	Job search activities	
Employment	67	BB17DIMPBEN	Important factors when choosing a job	X
Teaching	68	BB17EINTRO	Teaching section introduction	
Teaching	69	BB17EEVRTCH	Worked as a regular classroom teacher, itinerant teacher, support teacher, teacher's aide, substitute teacher, or student teacher at pre-K through 12th grade level	
Teaching	70	BB17EPREPAR	Done anything (formal) to prepare for a pre-K through 12th grade teaching career	
Teaching	71	BB17ECONSID	Currently considering teaching at the pre-K through 12th grade level	
Teaching	72	BB17ETHNKINFL	Factors that influenced decision to pursue teaching	X
Teaching	73	BB17ETCHAPP	Applied for a pre-K through 12th grade teaching position since completing bachelor's degree	
Teaching	74	BB17EOFFER	Received offers to teach at the pre-k through 12th grade level	
Teaching	75	BB17ESTTCLG	Length of student teaching	X
Teaching	76	BB17EALTCRT	Entered teaching through an alternative route to certification	
Teaching	77	BB17EFTCHIND	Participated in a formal teacher induction/mentor program in first teaching job	
Teaching	78	BB17EFTCHPRE	Felt adequately prepared in first teaching job	
Teaching	79	BB17EFTCHHLP	Received help from school or school district in first teaching job	X
Teaching	80	BB17ETCHLEV	Reasons left teaching	
Teaching	81	BB17EMOVE	Likelihood of moving into non-teaching job in elementary or secondary education	X
Background	82	BB17FINTRO	Background section introduction	

Background	83	BB17FORIGIN	Country of birth	
Background	84	BB17FENGL	English is native language	
Background	85	BB17FNATIVE	Native language	
Background	86	BB17FOTLANG	Know any other language(s) or ever taken classes in a foreign language	
Background	87	BB17FLANGS	Best-known second language	
Background	88	BB17FLCAREER	Non-English language increased career possibilities	X
Background	89	BB17FLNGCAR	Currently use non-English language in career	
Background	90	BB17FHOUSE	Own home or pay rent	
Background	91	BB17FMTGAMT	Average total monthly rent or mortgage payment	
Background	92	BB17FHOMDAT	Date began paying current rent or mortgage	X
Background	93	BB17FHOMPRV	Paid a different rent or mortgage amount between bachelor's degree date and date began paying current rent or mortgage amount	X
Background	94	BB17FHOMEMOS	Months paid different rent or mortgage amount between bachelor's degree date and date began paying current rent or mortgage	X
Background	95	BB17FHOMAMT	Average monthly payment for previous rent or mortgage between bachelor's degree date and date began paying current rent or mortgage	X
Background	96	BB17FHOMVAL	Approximate current value of home(s)	
Background	97	BB17FHOMOWE	Amount owed on mortgage(s) of home(s)	
Background	98	BB17FCARLOAN	Make loan or lease payments for a vehicle	
Background	99	BB17FCARAMT	Total amount paid each month for vehicle loan(s) or lease(s)	
Background	100	BB17FCARDAT	Date began paying current vehicle payment	X
Background	101	BB17FCARPRV	Paid a different vehicle loan or lease payment between bachelor's degree date and date began paying current vehicle loan	X

			or lease payment	
Background	102	BB17FCARMOS	Months paid different vehicle loan/lease payment between bachelor's degree date and date began paying current vehicle loan or lease payment	X
Background	103	BB17FCARAMT2	Average monthly payment for previous vehicle loan or lease payment between bachelor's degree date and date began paying current vehicle loan or lease payment	X
Background	104	BB17FRETIR	Has retirement account	
Background	105	BB17FAMTRET	Not including contributions made on respondent's behalf, contributed to retirement account in past 12 months	
Background	106	BB17FDONATE	Since completing bachelor's degree, made financial contributions to NPSAS (not including tuition, payments, or fees)	X
Background	107	BB17FAFFCOST	Financial costs as a result of undergraduate/graduate education	X

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EMPLOYMENT

Item #	Spec Name	Value
1	**Question Name**	**BB17DINTRO**
	Wording	In the next section, [{if usermode = TIO} I {else} we] would like to ask some questions about your employment since completing your bachelor's degree requirements in [BA DATE]. We are interested in all paid employment, including full-time and part-time employment, [{if BB17CPSTGRD = 1} graduate assistantships,] paid internships, and self-employment.
	Help Text	This is an introductory screen. Please select "Next" to continue.
	Item	
2	**Question Name**	**BB17DANYJOBS**
	Wording	Have you worked for pay at any time after you completed your bachelor's degree in [BA DATE]?
	Help Text	Please consider any jobs for pay, including: full-time and part-time employment, self-employment, graduate assistantships, and paid internships. For graduate students, please consider graduate school jobs such as assistantships and fellowships as having worked for pay.
	Item	**Spec Name** / **Value** **Item Name** **BB17DANYJOBS** Wording **Response Option** **Code** / **Label** 1 Yes 0 No
3	**Question Name**	**BB17DPINTRN**
	Wording	Did you have a paid internship at any time after [BA DATE]?
	Help Text	An internship is any official or formal program to provide practical experience for beginners in an occupation or profession. Internships can be paid or unpaid. Only indicate "yes" if your internship was **paid.**
	Item	**Spec Name** / **Value** **Item Name** **BB17DPINTRN** Wording **Response Option** **Code** / **Label** 1 Yes 0 No
4	**Question Name**	**BB17DLICFILT**
	Wording	A professional certification or license shows you are qualified to perform specific job and includes things like Certified or Licensed Teacher, Licensed Realtor, Certified Medical Assistant, Certified Construction Manager, or an IT certification.

		Do you have a currently active professional certification or a state or industry license? (Do not include business licenses such as a liquor license or vending license.)
	Help Text	A **professional certification or license** qualifies an individual to work in a particular occupational area.
	Item	**Spec Name** / **Value** **Item Name** **BB17DLICENSE** Wording **Response Option** **Code** / **Label** 1 Yes 0 No
	Specific Probe	If answered "Yes"…in what are you licensed or certified? Did the provided list of examples help you to answer the question?
5	**Question Name**	**BB17DNUMEMP**
	Wording	How many employers have you had since [BA DATE]? (If you have been self-employed at any point since [BA DATE] include yourself as an employer.)
	Help Text	Please provide the number of employers you have worked for at any time since [BA DATE]. Do not report any employers where you have only applied for work or any employer where you have not accepted a paid position.
	Item	**Spec Name** / **Value** **Item Name** **BB17DNUMEMP** Wording employer(s)
	Specific Probe	How did you come up with this number? How confident are you in this number? What period of time were you thinking about? How easy or difficult was it for you to recall the information requested? Does your specific employment scenario make this more easy or difficult to answer?
6	**Question Name**	**BB17DEMPNAM**
	Wording	[If BB17DNUMEMP = 1] What is the name of that employer? [else] What are the names of the [BB17DNUMEMP] employers you have had since [BA DATE]?
	Help Text	Please provide the name(s) of any employer(s) you have had since [BA DATE]. Do not report any employers where you have only applied for work or any employer where you have not accepted a paid position. Your employer name(s) will be used for your reference on questions as you progress through the survey.
	Item	**Spec Name** / **Value** **Item Name** **BB17DEMPNAM1-7** Wording Employer (1-7):

		Item Name **BB17DSLFEMP1** Wording Self-employed
	Specific Probe	How easy or difficult was it for you to recall the information requested? Is the layout of the screen intuitive? Would you change anything?
7	**Question Name**	**BB17DEMPJOBS**
	Wording	[if BB17DNUMEMP = 1] How many unique jobs have you had [{if SELF-EMPLOYED = 1} as a self-employed individual {else} at [BB17DEMPNAM1]]? Please consider a change in your primary job duties, not just your job title, as a unique job. We are interested in all paid jobs, including full-time and part-time jobs, [{if BB17CPSTGRD = 1} graduate assistantships,] [{if BB17DPINTRN = 1} paid internships,] and self-employment. [If SELF-EMPLOYED=1]: Employment that is per event or performance should be considered one job. (For example, if you are a musician all events or performances as a musician would be considered one job.) [else] How many unique jobs have you had for each of your employers? Please consider a change in your primary job duties, not just your job title, as a unique job. We are interested in all paid jobs, including full-time and part-time jobs, [{if BB17CPSTGRD = 1} graduate assistantships,] [{if BB17DPINTRN = 1} paid internships,] and self-employment. [If SELF-EMPLOYED=1]: Employment that is per event or performance should be considered one job. (For example, if you are a musician all events or performances as a musician would be considered one job.)
	Help Text	Please provide the number of unique jobs have you had for each of your employers. A unique job within the same employer is considered to be a change in your primary job duties. An example of a unique job within the same employer would be a college professor who became an administrator at the same school. If your job title changed but your primary job duties did not change, please do not count that as a unique job. For example, if your job title changes from "Accountant I" to "Accountant II" but your primary job duties remain the same, please count this as 1 unique job. If you received one or more promotions or raises in your current role, that is not considered a job change for our purposes. Employment that is per event or performance should be considered one job. For example, if you are a musician all events or performances as a musician would be considered one job.
	Item	**Spec Name** **Value** **Item Name** **BB17DEMPJOB1-7** Wording [{If BB17DEMPNAM1 ne missing} BB17DEMPNAM1 {else if BB17DNUMEMP > 1} Employer 1] | job(s)
	Specific Probe	What does the term “unique jobs” mean to you? How easy or difficult was it for you to recall the information requested? How did you come up with these numbers? What did you count as a “unique job”? How confident are you in your response?

		Does your specific employment scenario make this more difficult to answer?
8	**Question Name**	**BB17DZIPPL01**
	Wording	[if SELF-EMPLOYED = 1] [{if employer_loop > 1} Thanks. Now we'd like to ask you some questions about your self-employment].] Is or was your primary work location in… [else if BB17DEMPNAM1 = missing] [{if employer_loop > 1} Thanks. Now we'd like to ask you some questions about your employment with your next employer.] Do or did you primarily work for this employer in… [else] [{if employer_loop > 1} Thanks. Now we'd like to ask you some questions about your employment with [BB17DEMPNAM1].] Do or did you primarily work for [BB17DEMPNAM1] in…
	Help Text	If your employer has multiple locations or you travel(ed) regularly, please indicate the location information where you primarily work(ed). If you relocated primary locations with this employer, choose the most recent location. If you primarily work(ed) from home, please indicate the location of your home office. If you spend or spent equal amounts of time at different offices, please select "I don't have a primary location."
	Item	**Spec Name** / **Value** **Item Name** **BB17DZIPPL01** Wording **Code** / **Label** **Response Option** 1-7 [BB17DEMPZIPEX01] ([BB17DEMPCYEX01], [BB17DEMPSTEX01 in words] from iteration 1-7 8 I don't have a primary location 99 A different ZIP code
9	**Question Name**	**BB17DJBZIPEX01**
	Wording	[BB17DNUMEMP = 1 and SELF-EMPLOYED = 1] What is the ZIP code for the primary location where you work(ed)? [else if BB17DNUMEMP = 1] What is the ZIP code for the primary location where you work(ed) with [{if BB17DEMPNAM1 = missing} this employer {else} BB17DEMPNAM1]? [else if employer iteration = 1 and SELF-EMPLOYED = 1] Next, we'd like to ask a few questions about your self-employment. What is the ZIP code for the primary location where you work(ed)? [else if employer iteration = 1]

		Next, we'd like to ask a few questions about your employment with [{if BB17DEMPNAM1 = missing} this employer {else} BB17DEMPNAM1]. What is the ZIP code for the primary location where you work(ed)? [else if SELF-EMPLOYED = 1] [{If BB17DZIPPL01 = 99 or missing} no words {else} Thanks. Now we'd like to ask you some questions about your self-employment.] What is the ZIP code for primary location where you work(ed)? [else] What is the ZIP code for the primary location where you work(ed) with [{if BB17DEMPNAM1 = missing} this employer {else} BB17DEMPNAM1]? [All get parenthetical statement]: (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. If you spend or spent equal amounts of time at different offices, please select **"No primary location for this job."**
	Item	**Spec Name** / **Value** **Item Name** **BB17DFORADDEX01** Wording Check here if the location is not in the United States or a US territory **Item Name** **BB17DEMPZIPEX01** Wording Employer zip code **Item Name** **BB17DEMPCYEX01** Wording Employer city: **Item Name** **BB17DEMPSTEX01** Wording Employer state: **Item Name** **BB17DZPDKEX01** Wording No primary location for this job
	Specific Probe	How easy or difficult was it for you to recall this information? How confident are you in your response? What do you think of the layout and functionality of this question?
10	**Question Name**	**BB17DEMPTYP01**
	Wording	What type of company or organization is [EMPLOYER NAME]? Is it…
	Help Text	Select the category which best describes this employer. A **for-profit company** is one that has the primary purpose of generating a profit. Owners and shareholders can benefit financially from such profits. Examples of for-profit companies include (but are not limited to) most grocery stores, fast food restaurants, and clothing retail companies.

A **nonprofit company or organization** is an incorporated organization which exists for educational or charitable reasons, and for which its shareholders or trustees (owners) do not benefit financially. Examples of nonprofit organizations include museums, some universities, and agencies helping the disadvantaged.

Local government refers to the agencies governing a city or town.

State government refers to agencies governing one of the 50 U.S. states and Puerto Rico.

Federal government refers to any agency of the United States or a foreign government.

The **military** refers to the five branches of the US armed services and the National Guard and includes civilian employees working for the armed services.

Item

Spec Name	Value
Item Name	**BB17DEMPTYP01**
Wording	

Code	Label
1	The school where you are currently enrolled as a student
2	A for-profit company
3	A nonprofit company or organization
4	A local, state, or federal government (including public schools and public universities)
5	The military (including civilian employees of the military)
6	Other

Response Option

Item Name	**BB17DEMPTYP01_other**
Wording	Please specify

11 Question Name **BB17DINDTX01**

Wording

[if employer_loop = 1]
An industry is a way of classifying the primary business activity or service of a company or organization. For example, if you are a nurse working for an elementary school, you would report your employer's industry as education.

What is or was [{if SELF-EMPLOYED = 1} the primary industry of your self-employment? {else} the primary industry for [EMPLOYER NAME]?]

[else]
What is or was [{if SELF-EMPLOYED = 1} the primary industry of your self-employment? {else} the primary industry for [EMPLOYER NAME]?]

(An industry is a way of classifying the primary business activity or service of a company or organization. For example, if you are a nurse working for an elementary school, you would report your employer's industry as education.)

Help Text

Enter the name of the industry for this employer.

Consider the type of business or commercial sector of the employer. When considering an industry, keep in mind that industry describes the employer's primary business and may be different from your specific job duties.

	Item	**Spec Name** / **Value** **Item Name** **BB17DINDTX01** Wording **Item Name** **BB17DINSTRG01** Wording **Item Name** **BB17DINDCOD01** Wording
	Specific Probe	What does “primary business or industry” mean to you in your own words? How easy or difficult was it for you to find the industry you were looking for? What do you think of the layout and functionality of this question? What would make more sense to you?
12	**Question Name**	**BB17D1IND01**
	Wording	Would you classify [{if SELF-EMPLOYED = 1} the primary industry of your self-employment? {else} the primary industry for [EMPLOYER NAME]] as…
	Help Text	Please indicate the primary industry for this employer. Consider the type of business or commercial sector of the employer.
	Item	**Spec Name** / **Value** **Item Name** **BB17D1IND01** Wording **Response Option** **Code** / **Label** 1 Education 2 Healthcare 3 Retail sales 4 Something else 5 Government
	Specific Probe	You were just asked to select 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? Why?
13	**Question Name**	**BB17DEDIND01**
	Wording	[If SELF-EMPLOYED = 1] Which of the following best describes the education level in which you are self-employed? [else] Which of the following best describes the education level of [EMPLOYER NAME]?
	Help Text	Indicate the education level of this employer.
	Item	**Spec Name** / **Value** **Item Name** **BB17DEDIND01** Wording **Response Option** **Code** / **Label** 1 Preschool or Pre-K 2 K-12 school 3 College, university, trade school, other postsecondary institution

			4	Education support services (non-government)
			5	Other
		Item Name	**BB17DEDIND01_other**	
		Wording	Please specify	
14	**Question Name**	**BB17D2IND01**		
	Wording	[If SELF-EMPLOYED = 1] [{If BB17D1IND01 ne missing} Thanks. Would you say your primary industry is… {else} Would you say your primary industry is…] [else] [{If BB17D1IND01 ne missing} Thanks. Would you say [EMPLOYER NAME]'s primary industry is… {else} Would you say [EMPLOYER NAME]'s primary industry is…]		
	Help Text	Please indicate the primary industry for this employer. Consider the type of business or commercial sector of the employer.		
	Item	**Spec Name**	**Value**	
		Item Name	**BB17D2IND01**	
		Wording		
		Response Option	**Code**	**Label**
			5	Professional, scientific, and technical services
			6	Food service and accommodations
			7	Financial and insurance
			8	Something else
	Specific Probe	You were just asked to select 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? Why?		
15	**Question Name**	**BB17DNUMPL01**		
	Wording	How many employees does [EMPLOYER NAME] have company-wide and not just at your specific location? Would you say…		
	Help Text	Please indicate the total number of employees for this employer. Please report all employees for the entire company or organization and not just those in your department or work area. If you are unsure, provide your best guess.		
	Item	**Spec Name**	**Value**	
		Item Name	**BB17DNUMPL01**	
		Wording		
		Response Option	**Code**	**Label**
			1	1-5 employees
			2	6-50 employees
			3	51-100 employees
			4	More than 100 employees

	Specific Probe	How confident are you in the accuracy of the answer you provided? Would you change the categories offered? If so, why?
16	**Question Name**	**BB17DFNDJB01**
	Wording	How did you hear about this [EMPLOYER NAME]?
	Help Text	Please check the box if you heard about this employer through any of the options listed in the question. A **recruiter** works with one or more companies to help fill any positions that are currently open. A **headhunter** is an individual who operates as an independent contractor and who is hired by a company to find a suitable candidate to fill a particular position within that company. Headhunters use networking resources like LinkedIn and job fairs to go out and contact potential candidates for the positions they are representing.
	Item	**Spec Name** / **Value** **Item Name** **BB17DFDFAM01** Wording Friend or family member **Item Name** **BB17DFDINT01** Wording Internship **Item Name** **BB17DFDEMA01** Wording Headhunter or recruiter **Item Name** **BB17DFDONL01** Wording Online job posting **Item Name** **BB17DFDCOL01** Wording Colleague or mentor **Item Name** **BB17DFDFAC01** Wording Faculty member or alumni **Item Name** **BB17DFCDI01** Wording Direct inquiry (for example: contacting employer directly) **Item Name** **BB17DFAWRK01** Wording Already working for [EMPLOYER NAME] **Item Name** **BB17DFDOTH01** Wording Other **Item Name** **BB17DFDOTH01_other** Wording Please specify
17	**Question Name**	**BB17DWKMON01**
	Wording	[if BB17D1OCC01 = missing] At any point after [BA DATE], in which months [{If BB17DJOBCUR01 = 1} have you been {else} were you] [{if SELF-EMPLOYED = 1} self-employed {else} employed at **this particular job with [EMPLOYER NAME]**]? [else] At any point after [BA DATE], in which months [{If BB17DJOBCUR01 = 1} have you been {else} were you] [{if SELF-EMPLOYED = 1} **self-employed as a(n) [JOB TITLE]** {else} employed as **a(an) [JOB TITLE] with [EMPLOYER NAME]**]?
	Help Text	Please use the calendar to select the months in which you have been employed at this job for

		this employer. Any month that has been selected will be shaded BLUE. Months that are not selected will remain shaded LIGHT GRAY. If you would like to select all visible months within a given year, check the "Select all" button. To unselect these months, check the button once again. If you began your employment at this job for this employer prior to completing your bachelor's degree requirements, please indicate this by checking the box below the calendar.
	Item	**Spec Name** / **Value** **Item Name** **July 2014 – November 2016** **Item Name** **BB17DWKPRGRD01** Wording: Also worked as a(n) [{if SELF-EMPLOYED = 1} self-employed [if [JOB TITLE]=missing: individual/else: [JOB TITLE] {else} {else if JOB TITLE= missing} in this job with [EMPLOYER NAME] {else} [as a(n) [JOB TITLE] with [EMPLOYER NAME]] prior to [BA DATE]
	Specific Probe	How confident are you in the accuracy of the answer you provided? Any comments on the layout or functionality of this question? Anything that can be improved upon?
18	**Question Name**	**BB17DJOBCUR01**
	Wording	[if SELF-EMPLOYED = 1] Are you currently self-employed? [else] [{if job_nested iteration > 1} Thanks for reporting on your previous job(s) with [EMPLOYER NAME]. Now, we'd like to collect some information about your other job with [EMPLOYER NAME]. Are you currently employed [{if job_nested iteration > 1} in this other job with {else} at] [EMPLOYER NAME]? {if job_nested iteration > 1} (If you had more than one other job with [EMPLOYER NAME], tell us about the most recent other job first. You will have an opportunity to tell us about all jobs with [EMPLOYER NAME] later).
	Help Text	Please indicate if you are currently employed at this employer. If you have/had multiple jobs at the employer, indicate whether you are currently employed for the job referenced in the question.
	Item	**Spec Name** / **Value** **Item Name** **BB17DJOBCUR01** Wording **Response Option**: Code / Label 1 Yes 0 No
19	**Question Name**	**BB17DJBIN01**
	Wording	[If Iteration=1] [{If BB17DJOBCUR01=1} Is your current {else} Was] your job with [EMPLOYER NAME] a paid

		internship? (If you had multiple jobs with [EMPLOYER NAME], you will be able to report about any paid internships you may have previously held, but are not currently holding with [EMPLOYER NAME] later.) [Else] [{If BB17DJOBCUR01=1} Is {else} Was] this other job with [EMPLOYER NAME] a paid internship?
	Help Text	Indicate if the shown job is or was an internship. An **internship** is any formal or informal program that provides on-the-job-experience for beginners in an occupation or profession. Many work in internships in order to learn new skills or to gain job experience.
	Item	**Spec Name** / **Value** **Item Name** **BB17DJBIN01** Wording **Response Option** **Code** / **Label** 1 Yes 0 No
20	**Question Name**	**BB17D1OCC01**
	Wording	First, [{if usermode = TIO} I'd {else} we'd] like to classify your job. To do this, [{if usermode = TIO} I {else} we] need your job title. Select the closest match from the options returned from our database based on your information. (If you are unable to find a close match for your job title, click "Job title not listed" and hit "Next.")
	Help Text	In the text box, enter the job title for your job. Choose the option that best describes your occupation.
	Item	
	Specific Probe	What did this question ask you to do? (Did you read all the instructions?) How easy or difficult was it for you to find your job? What do you think of the functionality of this question? What can be improved to make it easier for others?
21	**Question Name**	**BB17D2OCC01**
	Wording	Next, provide your job duties so [{if usermode = TIO} I {else} you] can try to select the closest match from the options returned from our database based on your information. (If you are unable to find a close match for your job title, click “Job duties not listed” and hit “Next.”)
	Help Text	In the text box, enter the job duties for your job. Choose the option that best describes your occupation.
	Item	

	Specific Probe	What did this question ask you to do? (Did you read all the instructions?) What do you think of the functionality of this question? What can be improved to make it easier for others?
22	**Question Name**	**BB17DLICOND01**
	Wording	[If BB17DJOBCUR01 = 1] Is your professional certification or license required for the work you do [{if BB17DJBTL01 = missing]} at your job {else} as a(n) [JOB TITLE]]? [else] Was your professional certification or license required for the work you did [{if BB17DJBTL01 = missing]} at your job {else} as a(n) [JOB TITLE]]?
	Help Text	Earlier in the survey you indicated having a professional certification or license. Indicate "yes" if your professional certification or license is or was **required** for the job shown.
	Item	**Spec Name** / **Value** **Item Name** **BB17DLICOND01** Wording **Response Option** **Code** / **Label** 1 Yes 0 No
	Specific Probe	How did you interpret the phrase “required for the work you do?” How did you decide on your answer?
23	**Question Name**	**BB17ECURCRT01**
	Wording	Are you currently certified, in any state, to teach at the pre-K through 12 level?
	Help Text	To be considered currently certified, you must hold a valid license or certificate at the present time. Please indicate whether you are currently certified to teach at the pre-K through 12 level. If you currently hold an **emergency certificate or waiver**, answer "**Yes**." An emergency certificate or waiver refers to a certificate issued by states or districts to candidates who have bachelor's degrees but little or no professional/teacher education. These are often issued when districts have shortages of certified teachers.
	Item	**Spec Name** / **Value** **Item Name** **BB17ECURCRT01** Wording **Response Option** **Code** / **Label** 1 Yes 0 No
24	**Question Name**	**BB17EHOWPREP01**
	Wording	[If BB17ECURCRT = 1] Which of the following steps did you take to prepare for a state-issued teaching certificate at the pre-K through 12 level? [else] Which of the following steps have you taken to prepare for a state-issued teaching certificate at the pre-K through 12 level?

	Help Text	***Praxis*** is a series of teacher certification exams, one or more of which is required in most states in order to become certified to teach at the pre-K through 12 level. A **teacher education program** is a formal program taken in a college or university and designed for individuals who seek to qualify for a state teacher certification. **Non-traditional teacher education programs**, also called alternative teacher education programs, include programs such as Teach For America (TFA) and Troops to Teachers (TTT). **Courses in teaching theory or methods** are courses designed to prepare students to become successful teachers. Some topics of these courses include curriculum design, classroom management, and student assessment strategies, etc. A **student teaching assignment** is a component of a teacher education program and involves the close observation and participation in teaching responsibilities of a school classroom.
	Item	**Spec Name** — **Value** **Item Name** **BB17EPREPAPP01** Wording Applied to teacher education program **Item Name** **BB17EPREPPRX01** Wording Taken one or more Praxis exams **Item Name** **BB17EPREPENT01** Wording Entered teacher education program **Item Name** **BB17EPREPCOR01** Wording Taken courses in teaching theory or methods **Item Name** **BB17EPREPEXM01** Wording Taken other exam to enter or exit teacher education program **Item Name** **BB17EPREPCOMP01** Wording Completed student teaching assignment **Item Name** **BB17EPREPNTRD01** Wording Applied to non-traditional teacher education program **Item Name** **BB17EPREPNONE01** Wording None of these
	Specific Probe	How did you decide on your answer(s)? Is this the correct set of response options in your opinion?
25	**Question Name**	**BB17ECRTST01**
	Wording	In which state or states are you currently certified to teach?
	Help Text	Please enter the state or states in which you are certified to teach in the textbox.
	Item	**Spec Name** — **Value** **Item Name** **BB17ECRTST01** Wording
	Specific Probe	How easy or difficult was it for you to answer this question?
26	**Question Name**	**BB17ECRTFLD01**
	Wording	In what subject area(s) are you currently certified to teach?
	Help Text	Indicate the fields in which you are certified to teach. Choose all that apply.

		A license or certificate for a particular field is issued when a teacher has successfully completed a list of requirements which may include, but is not limited to, successful completion of coursework, exams, and/or a certain number of teaching hours (student teaching). Most middle, junior high, or high school teachers teach specific subjects and, therefore, should indicate the specific subjects in which they are certified. Use **"general education in middle or secondary grades"** only to indicate certification in general education (i.e., being certified to teach a wide variety of subjects to a single group of students during the day) at the middle grades or secondary level. Only indicate **"Other subject area not listed"** if your field does not fit into one of the pre-specified fields.
	Item	**Spec Name** / **Value** **Item Name** **BB17EPREK** Wording Early childhood education (pre-K) **Item Name** **BB17ECGENA01** Wording Elementary education (general curriculum in elementary or middle grades) **Item Name** **BB17ECGENB01** Wording General education in middle or secondary grades **Item Name** **BB17ECMATH01** Wording Mathematics or computer science **Item Name** **BB17ECSCIEN01** Wording Natural sciences (for example: biology, chemistry) **Item Name** **BB17ECSOSCI01** Wording Social sciences (for example: social studies, psychology) **Item Name** **BB17ECSPCED01** Wording Special education **Item Name** **BB17ECOTHER01** Wording Other subject area not listed
	Specific Probe	How easy or difficult was it for you to find your answer(s) in the provided set of options? Do you have any suggestions for improvement to this question?
27	**Question Name**	**BB17ECRTOTH01**
	Wording	In what other subject area(s) are you currently certified to teach?
	Help Text	Indicate the fields in which you are certified to teach. Choose all that apply. A license or certificate for a particular field is issued when a teacher has successfully completed a list of requirements which may include, but is not limited to, successful completion of coursework, exams, and/or a certain number of teaching hours (student teaching). Most middle, junior high, or high school teachers teach specific subjects and, therefore, should indicate the specific subjects in which they are certified. Only indicate **"Other subject area not reported"** if your field does not fit into one of the pre-specified fields.
	Item	**Spec Name** / **Value** **Item Name** **BB17ECART01** Wording Arts or music **Item Name** **BB17ECESL01**

		Wording: English as a second language (ESL) **Item Name: BB17ECENGL01** Wording: English or language arts **Item Name: BB17ECFLNG01** Wording: Foreign languages **Item Name: BB17ECHELTH01** Wording: Health, physical education **Item Name: BB17ECVOCTC01** Wording: Vocational, career, or technical education **Item Name: BB17EMISC** Wording: Miscellaneous (for example: driver education, humanities or liberal studies, library or information science, military science or ROTC, philosophy, religious studies, theology, or divinity) **Item Name: BB17ECOTH01** Wording: [If mode = WEB] Other subject area not reported {else} Any other subject area not reported **Item Name: BB17ECOTH01_other** Wording: Please specify
	Specific Probe	How easy or difficult was it to find your answer(s) in the provided set of options? Do you have any suggestions for improvement to this question?
28	**Question Name**	**BB17EJBTP01**
	Wording	[If BB17D1OCC01 = missing] What type of Pre-K through 12 teaching position [{if BB17DJOBCUR01 = 1} do {else} did] you have working at your job [{if SELF-EMPLOYED = 1} no words {else} with [EMPLOYER NAME]]? [else] What type of Pre-K through 12 teaching position [{if BB17DJOBCUR01 = 1} do {else} did] you have working as a(n) [JOB TITLE] [{if SELF-EMPLOYED = 1} no words {else} with [EMPLOYER NAME]]?
	Help Text	A **regular classroom teacher (full- or part-time)** refers to a teacher who is a regular classroom teacher in any grade level from prekindergarten to twelfth grade. A **short-term substitute teacher** refers to a certified or non-certified teacher who works as a replacement for a regular teacher when he/she takes a leave of absence for a short-term period of time (up to 12 weeks). He/she may substitute for a regular teacher for as short a period as a day or for a week at a time. A **long-term substitute teacher** refers to a certified or non-certified teacher who works as a replacement for a regular teacher when he/she takes a leave of absence for a long-term period of time (more than 12 weeks). This type of substitute teaches in place of the regular teacher for more than 12 weeks consecutively. A **teacher's aide** refers to a certified or non-certified assistant who aids the teacher in preparing classroom materials for instruction and may help with grading and special projects. He/she does NOT assume full responsibility for classroom instruction. A **support teacher** works largely with other teachers, rather than with students, and often designs or conducts professional development activities for others. Examples of activities include developing curricula, supporting other teachers' use of technology for instruction, analyzing achievement data and helping teachers understand or use those data to improve

instruction, or coaching in particular subject areas or instructional methods. **Examples of positions include literacy coaches, math coaches, teachers on special assignment with professional development responsibilities, etc.**

A **student teacher** refers to a teacher who is shadowing a teacher and taking on various roles in the classroom. While some teaching may be involved, this type of teacher does not primarily teach students.

An **itinerant teacher** refers to a teacher who holds one position or assignment, but who teaches in multiple schools.

If you consider yourself to be a teacher at the preK-12 level but none of the types of teachers indicated reflects your teaching position, respond **"Other teaching position."**

Item

Spec Name	Value
Item Name	**BB17EJBTP01**
Wording	

Code	Label
1	Regular classroom teacher (full- or part-time)
2	Itinerant teacher
3	Support teacher
4	Teacher's aide
5	Short-term substitute
6	Long-term substitute
7	Student teacher
8	Other teaching position

Response Option

Item Name	**BB17EJBTP01_other**
Wording	Please specify

Specific Probe

How easy or difficult was it for you to answer this question?
Do you have any suggestions for improvement to this question?

29	**Question Name**	**BB17EJBSPT01**
	Wording	What [{If BB17DJOBCUR01 = 1} is {else} was] the name of the school where you [{If BB17DJOBCUR01 = 1} work {else} worked]? (Your employer name and your school name may be the same. If you can't find your school, click "School not listed" or "Next.")
	Help Text	Only preschools, elementary schools, and secondary schools within the United States and Puerto Rico are included in the database. Begin by typing your school name into the textbox; a list of schools matching your response will display. From the results displayed, select the name of the school then click "Next." You will be taken to the next question in the survey.

Item

Spec Name	Value
Item Name	**BB17ESCHPT01**
Wording	School name

30	**Question Name**	**BB17EJBGR01**
	Wording	[if BB17D1OCC01 = missing] What [{if BB17DJOBCUR01 = 1} are {else} were] the lowest and highest grades that you [if BB17DJOBCUR01 = 1} teach {else} taught] at your job [{if SELF-EMPLOYED = 1} no words {else} with [EMPLOYER NAME]]? (If you only [if BB17DJOBCUR01 = 1} teach {else} taught] one grade level, please select the same grade level for both the lowest and highest grades.) [else] What [{if BB17DJOBCUR01 = 1} are {else} were] the lowest and highest grades that you [if BB17DJOBCUR01 = 1} teach {else} taught] as a(n) [JOB TITLE] [[{if SELF-EMPLOYED = 1} no words {else} with [EMPLOYER NAME]]? (If you only [if BB17DJOBCUR01 = 1} teach {else} taught] one grade level, please select the same grade level for both the lowest and highest grades.)
	Help Text	Indicate the lowest and highest grades taught in the teaching position referenced in the question. If you taught only one grade, indicate the same grade level for both the lowest and highest grade. Report the lowest grade and highest grade you taught in the teaching position referenced in the question, **not** the lowest and highest grades taught at the school. **Ungraded students** refers to students who are not formally classified by grade level. If you teach or taught both graded and ungraded students in this position, please select the lowest and highest grade levels of the graded students and also indicate that you teach or taught ungraded students in this position.
	Item	**Spec Name** — **Value** **Item Name** — **BB17EGRLO01** Wording — Lowest grade level: **Response Option**: -9 -Select one- 1 Pre-Kindergarten 2 Kindergarten 3 First grade 4 Second grade 5 Third grade 6 Fourth grade 7 Fifth grade 8 Sixth grade 9 Seventh grade 10 Eighth grade 11 Ninth grade 12 Tenth grade 13 Eleventh grade 14 Twelfth grade **Item Name** — **BB17EGRHI01** Wording — Highest grade level: **Response Option**: -9 -Select one- 1 Pre-Kindergarten

		2	Kindergarten
		3	First grade
		4	Second grade
		5	Third grade
		6	Fourth grade
		7	Fifth grade
		8	Sixth grade
		9	Seventh grade
		10	Eighth grade
		11	Ninth grade
		12	Tenth grade
		13	Eleventh grade
		14	Twelfth grade
		Item Name	**BB17EJBGRUN01**
		Wording	Teach ungraded students
31	**Question Name**	**BB17EJBFD01**	
	Wording	[if BB17D1OCC01 = missing] What subjects [{if BB17DJOBCUR01 = 1} do you teach {else} have you taught] at your job [{if SELF-EMPLOYED = 1} no words {else} with [EMPLOYER NAME]]? [else] What subjects [{if BB17DJOBCUR01 = 1} do you teach {else} have you taught] as a(n) [JOB TITLE] [[{if SELF-EMPLOYED = 1} no words {else} with [EMPLOYER NAME]]?	
	Help Text	Indicate the subject areas taught in the teaching position referenced in the question. Choose all that apply. Most middle, junior high, or high school teachers teach specific subjects and, therefore, should indicate the specific subjects they teach/taught. Use **"general education in middle or secondary grades"** only to indicate teaching in general education (i.e., teaching a wide variety of subjects to a single group of students during the day) at the middle grades or secondary level. Only indicate **"Other subject area not listed"** if you teach in a subject area that does not fit into one of the pre-specified fields.	
	Item	**Spec Name**	**Value**
		Item Name	**BB17EPREK01**
		Wording	Early childhood education (pre-K)
		Item Name	**BB17EGENA01**
		Wording	Elementary education (general curriculum in elementary or middle grades)
		Item Name	**BB17EGENB01**
		Wording	General education in middle or secondary grades
		Item Name	**BB17EMTH01**
		Wording	Mathematics or computer science
		Item Name	**BB17ESCI01**
		Wording	Natural sciences (for example: biology, chemistry)
		Item Name	**BB17ESOC01**
		Wording	Social sciences (for example: social studies, psychology)
		Item Name	**BB17ESPED01**

		Wording: Special education **Item Name: BB17EOTH01** Wording: Other subject area not listed
32	**Question Name**	**BB17EFDOT01**
	Wording	[if BB17D1OCC01 = missing] What other subjects [{if BB17DJOBCUR01 = 1} do you teach {else} have you taught] at your job [{if SELF-EMPLOYED = 1} no words {else} with [EMPLOYER NAME]]? [else] What other subjects [{if BB17DJOBCUR01 = 1} do you teach {else} have you taught] as a(n) [JOB TITLE] [[{if SELF-EMPLOYED = 1} no words {else} with [EMPLOYER NAME]]?
	Help Text	Indicate the subject areas taught in the teaching position referenced in the question. Choose all that apply. Most middle, junior high, or high school teachers teach specific subjects and, therefore, should indicate the specific subjects they teach/taught. Only indicate **"Other subject area not reported"** if you teach in a subject area that does not fit into one of the pre-specified fields.
	Item	**Spec Name: Value** **Item Name: BB17EART01** Wording: Arts or music **Item Name: BB17EESL01** Wording: English as a second language (ESL) **Item Name: BB17EENG01** Wording: English or language arts **Item Name: BB17EFLN01** Wording: Foreign languages **Item Name: BB17EHPE01** Wording: Health, physical education **Item Name: BB17EVOC01** Wording: Vocational, career, or technical education **Item Name: BB17EMISC01** Wording: Miscellaneous (for example: driver education, humanities or liberal studies, library or information science, military science or ROTC, philosophy, religious studies, theology, or divinity) **Item Name: BB17EFDOTH01** Wording: [If mode = WEB] Other subject area not reported {else} Any other subject area not reported **Item Name: BB17EFDOTH01_other** Wording: Please specify
33	**Question Name**	**BB17EPRMSB01**
	Wording	[if BB17D1OCC01 = missing] What [{If BB17DJOBCUR01 = 1} is {else} was] the primary subject you [if BB17DJOBCUR01 = 1} teach {else} taught] at your job [{if SELF-EMPLOYED = 1} no words {else} with [EMPLOYER NAME]]?

		[else] What [{If BB17DJOBCUR01 = 1} is {else} was] the primary subject you [if BB17DJOBCUR01 = 1} teach {else} taught] as a(n) [JOB TITLE] [{if SELF-EMPLOYED = 1} no words {else} with [EMPLOYER NAME]]?
	Help Text	Please indicate the subject in which you spend/spent the largest percentage of time teaching. If you spend/spent equal time teaching 2 or more subjects, please select **Equal split among 2 (or more) subjects**.
	Item	**Spec Name** / **Value** **Item Name** **BB17EPRMSB01** Wording **Response Option**

Code	Label
1	Elementary education (general curriculum in elementary or middle grades)
10	Social sciences (for example: social studies, psychology)
11	Vocational, career, or technical education
12	General education in middle or secondary grades
13	Miscellaneous (for example: driver education, library or information science, military science or ROTC)
14	Other
15	[If 2 options selected on BB17EJBFD01] Equal split among 2 subjects [else] Equal split among 2 or more subjects
16	Early childhood education
2	Special education
3	Arts and music
4	English or language arts
5	English as a second language (ESL)
6	Foreign languages
7	Health, physical education
8	Mathematics or computer science
9	Natural sciences (for example: biology, chemistry)

34	**Question Name**	**BB17DSTDAT01**
	Wording	[if SELF-EMPLOYED = 1] In which month and year did you first begin working as a [if JOB TITLE=missing: self-employed individual/Else: self-employed [JOB TITLE]? [else if BB17D1OCC01 = missing] In which month and year did you first begin working at [EMPLOYER NAME]? [else] In which month and year did you first begin working at [EMPLOYER NAME] as a(n) [JOB TITLE]?
	Help Text	Please enter the month and year you first started working for this employer. If you are unsure of

		the date, please provide your best guess.
	Item	**Spec Name** / **Value** **Item Name** BB17DSTDTMM01 Wording **Response Option** Code / Label: -9 -Select one- 1 January 10 October 11 November 12 December 2 February 3 March 4 April 5 May 6 June 7 July 8 August 9 September **Item Name** BB17DSTDTYY01 Wording **Response Option** Code / Label: -9 -Select one- 2013 Before 2014 2014 2014 2015 2015 2016 2016
	Specific Probe	How confident are you in the accuracy of your response to this question?
35	**Question Name**	**BB17DBENANY01**
	Wording	[if BB17D1OCC01 = missing] [{If BB17DJOBCUR01 = 1} Do {else} Did] you receive any benefits such as health insurance, retirement contributions, or paid vacations at your job [{if SELF-EMPLOYED = 1} no words {else} with [EMPLOYER NAME]? [else] [{If BB17DJOBCUR01 = 1} Do {else} Did] you receive any benefits such as health insurance, retirement contributions, or paid vacations as a(n) [JOB TITLE] [{if SELF-EMPLOYED = 1} no words {else} with [EMPLOYER NAME]?
	Help Text	Benefits are a type of non-monetary employee compensation provided in addition to salary. Examples of benefits are health, vision, or dental insurance, paid vacation or holidays, etc.
	Item	**Spec Name** / **Value** **Item Name** BB17DBENANY01 Wording **Response Option** Code / Label: 1 Yes 0 No

36	**Question Name**	**BB17DEMPSS01**
	Wording	[if BB17D1OCC01 = missing] Not including tips, bonuses, or commissions, how much did you make when you first started working at your job [{if SELF-EMPLOYED = 1} no words {else} with [EMPLOYER NAME]]? (If you are unsure of the amount, provide your best guess or an average amount.) [else] Not including tips, bonuses, or commissions, how much did you make when you first started working as a(n) **[JOB TITLE]** [{if SELF-EMPLOYED = 1} no words {else} with [EMPLOYER NAME]]? (If you are unsure of the amount, provide your best guess or an average amount.)
	Help Text	Please indicate the salary when you first started working at this job. You can chose to provide your salary hourly, monthly, or yearly. The increment you provide your salary here is how we will ask it for all questions related to this job.
	Item	**Spec Name** / **Value** **Item Name** **BB17DEMPSA01** Wording $ **Item Name** **BB17DEMST01** Wording **Response Option** Code / Label 1 Per hour 2 Per month 3 Per year
	Specific Probe	In your own words, what is this question asking? How did you come up with this amount? Are you confident in your response?
37	**Question Name**	**BB17DEMPSC01**
	Wording	[If BB17DEMPSA01 = missing and BB17DJOBCUR01 = 1] Has your pay changed since you started working [{if BB17DJBTL01 = missing]} at your job {else} as a(n) **[JOB TITLE]]** [{if SELF-EMPLOYED = 1} no words {else} with [EMPLOYER NAME]]? [else if BB17DJOBCUR01 = 1] Has your pay of $[BB17DEMPSA01] [{if BB17DEMST01 = 1} per hour {else if BB17DEMST = 2} per month {else if BB17DEMST = 3} per year {else} no words] changed since you started working [{if BB17DJBTL01 = missing]} at your job {else} as a(n) **[JOB TITLE]]** [{if SELF-EMPLOYED = 1} no words {else} with [EMPLOYER NAME]]? [else if BB17DEMPSA01 = missing] Did your pay change while you worked [{if BB17DJBTL01 = missing]} at your job {else} as a(n) **[JOB TITLE]]** [{if SELF-EMPLOYED = 1} no words {else} with [EMPLOYER NAME]]? [else] Did your pay of $[BB17DEMPSA01] [{if BB17DEMST01 = 1} per hour {else if BB17DEMST = 2} per month {else if BB17DEMST = 3} per year {else} no words] change while you worked [{if BB17DJBTL01 = missing]} at your job {else} as a(n) **[JOB TITLE]]** [{if SELF-EMPLOYED = 1} no words {else} with [EMPLOYER NAME]]?

	Help Text	Please indicate whether your salary at this job changed since you first started. Think only about the particular job referenced in the question. If you had a different salary for a different job with this employer, we will ask you about that in other questions in the survey.
	Item	**Spec Name** / **Value** **Item Name** **BB17DEMPSC01** Wording **Response Option** Code: 1 — Label: Yes Code: 0 — Label: No
	Specific Probe	In your own words, what is this question asking? How easy or difficult was it to come up with the requested information? How confident are you in the accuracy of the answer you provided?
38	**Question Name**	**BB17DEMPSN01**
	Wording	[If BB17DJOBCUR01 = 1] **Since you started working as a(n) [{if SELF-EMPLOYED = 1} self-employed [if [JOB TITLE]=missing: individual/else: [JOB TITLE]] {else} [JOB TITLE] with [EMPLOYER NAME]**, how many times has your pay changed? [else] **Since you started working as a(n) [{if SELF-EMPLOYED = 1} self-employed [if [JOB TITLE]=missing: individual/else: [JOB TITLE] {else} [JOB TITLE] with [EMPLOYER NAME]**, how many times did your pay change?
	Help Text	Please indicate how many times your salary changed since you first started at this job. Think only about the particular job referenced in the question. If you had a different salary for a different job with this employer, we will ask you about that in other questions in the survey.
	Item	**Spec Name** / **Value** **Item Name** **BB17DEMPSN01** Wording | time(s)
	Specific Probe	In your own words, what is this question asking? How did you come up with your response? How confident are you in the accuracy of the answer you provided?
39	**Question Name**	**BB17DEMPS101**
	Wording	[If BB17DEMPSN01 = 1] In this job [{if SELF-EMPLOYED = 1} as a self-employed [if [JOB TITLE]=missing: individual/else: [JOB TITLE]] {else if JOB TITLE= missing} with [EMPLOYER NAME] {else} [as a(n) [JOB TITLE] with [EMPLOYER NAME], what was your salary change? [else] In this job [{if SELF-EMPLOYED = 1} as a self-employed [if [JOB TITLE]=missing: individual/else: [JOB TITLE]] {else if JOB TITLE= missing} with [EMPLOYER NAME] {else} [as a(n) [JOB TITLE] with [EMPLOYER NAME], what was your **first** salary change?
	Help Text	Please indicate what your first new salary was at this job and the date that it began.

If you are unsure of either the amount or the date, please provide your best guess.

Item

Spec Name	Value
Item Name	**BB17DEMSA101**
Wording	To: $
Response Option	
Item Name	**BB17DEMPST101**
Wording	

	Code	Label
Response Option	1	Per hour
	2	Per month
	3	Per year

Specific Probe

How did you come up with these numbers? What period of time were you thinking about?
How confident are you in the accuracy of the answer you provided?
Any comments on the layout of this question? What would make it easier to answer?

Question Name **BB17DEMSMY101**

Wording **Date new salary began:**

Help Text

Please indicate what your first new salary was at this job and the date that it began.

If you are unsure of either the amount or the date, please provide your best guess.

Item

Spec Name	Value
Item Name	**BB17DEMSM101**
Wording	Month:

	Code	Label
	-9	-Select one-
	1	January
	10	October
	11	November
	12	December
Response Option	2	February
	3	March
	4	April
	5	May
	6	June
	7	July
	8	August
	9	September

Item Name	**BB17DEMSY101**
Wording	Year:

	Code	Label
	-9	-Select one-
Response Option	2013	Before 2014
	2014	2014
	2015	2015
	2016	2016

40	**Question Name**	**BB17DEMPS201**
	Wording	[If BB17DEMPSN01 = 2] **What was your last salary change?** [else] **What was your second salary change?**
	Help Text	Please indicate what your next new salary was at this job and the date that it began. If you are unsure of either the amount or the date, please provide your best guess.
	Item	**Spec Name** / **Value** **Item Name** **BB17DEMSA201** Wording: [If BB17DEMST01 = 1] $[BB17DEMSA101] per hour to: $| per hour [else if BB17DEMST01 = 2] $[BB17DEMSA101] per month to: $| per month [else if BB17DEMST01 = 3] $[BB17DEMSA101] per year to: $| per year [else] $[BB17DEMSA101] to: $| **Item Name** **BB17DEMPST201** Wording **Response Option** Code / Label 1 Per hour 2 Per month 3 Per year
	Specific Probe	How easy or difficult was it to remember the requested information at this level of detail? How confident are you in the accuracy of the answer you provided? How did you come up with these numbers? How did you remember when your last salary change took place?
	Question Name	**BB17DEMSMY201**
	Wording	**Date new salary began:**
	Help Text	Please indicate what your next new salary was at this job and the date that it began. If you are unsure of either the amount or the date, please provide your best guess.
	Item	**Spec Name** / **Value** **Item Name** **BB17DEMSM201** Wording: Month: **Response Option** Code / Label -9 -Select one- 1 January 10 October 11 November 12 December 2 February 3 March 4 April 5 May 6 June 7 July

			8	August
			9	September
		Item Name	**BB17DEMSY201**	
		Wording	Year:	
			Code	**Label**
			-9	-Select one-
		Response Option	2013	Before 2014
			2014	2014
			2015	2015
			2016	2016
41	**Question Name**	**BB17DEMPS301**		
	Wording	[If BB17DEMPSN01 = 3] **What was your last salary change?** [else] **What was your third salary change?**		
	Help Text	Please indicate what your next new salary was at this job and the date that it began. If you are unsure of either the amount or the date, please provide your best guess.		
	Item	**Spec Name**	**Value**	
		Item Name	**BB17DEMSA301**	
		Wording	[If BB17DEMST01 = 1] $[BB17DEMSA201] per hour to: $| per hour [else if BB17DEMST01 = 2] $[BB17DEMSA201] per month to: $| per month [else if BB17DEMST01 = 3] $[BB17DEMSA201] per year to: $| per year [else] $[BB17DEMSA201] to: $|	
		Item Name	**BB17DEMPST301**	
		Wording		
			Code	**Label**
		Response Option	1	Per hour
			2	Per month
			3	Per year
	Specific Probe	How easy or difficult was it to remember the requested information at this level of detail? How confident are you in the accuracy of the answer you provided? How did you come up with these numbers? How did you remember when your last salary change took place?		
	Question Name	**BB17DEMSMY301**		
	Wording	**Date new salary began:**		
	Help Text	Please indicate what your next new salary was at this job and the date that it began. If you are unsure of either the amount or the date, please provide your best guess.		
	Item	**Spec Name**	**Value**	
		Item Name	**BB17DEMSM301**	
		Wording	Month:	
		Response	**Code**	**Label**

		-9	-Select one-
		1	January
		10	October
		11	November
		12	December
		2	February
	Option	3	March
		4	April
		5	May
		6	June
		7	July
		8	August
		9	September
	Item Name	**BB17DEMSY301**	
	Wording	Year:	

	Code	Label
	-9	-Select one-
Response Option	2013	Before 2014
	2014	2014
	2015	2015
	2016	2016

42	**Question Name**	**BB17DEMPS401**
	Wording	[If BB17DEMPSN01 = 4] **What was your last salary change?** [else] **What was your fourth salary change?**
	Help Text	Please indicate what your next new salary was at this job and the date that it began. If you are unsure of either the amount or the date, please provide your best guess.

	Item	

Spec Name	Value
Item Name	**BB17DEMSA401**
Wording	[If BB17DEMST01 = 1] $[BB17DEMSA301] per hour to: $| per hour [else if BB17DEMST01 = 2] $[BB17DEMSA301] per month to: $| per month [else if BB17DEMST01 = 3] $[BB17DEMSA301] per year to: $| per year [else] $[BB17DEMSA301] to: $|
Item Name	**BB17DEMPST401**
Wording	

	Code	Label
Response Option	1	Per hour
	2	Per month
	3	Per year

	Specific Probe	How easy or difficult was it to remember the requested information at this level of detail? How confident are you in the accuracy of the answer you provided? How did you come up with these numbers? How did you remember when your last salary change took place?

	Question Name	**BB17DEMSMY401**
	Wording	**Date new salary began:**
	Help Text	Please indicate what your next new salary was at this job and the date that it began. If you are unsure of either the amount or the date, please provide your best guess.
	Item	**Spec Name** / **Value** **Item Name** **BB17DEMSM401** Wording Month **Response Option** -9 -Select one- 1 January 10 October 11 November 12 December 2 February 3 March 4 April 5 May 6 June 7 July 8 August 9 September **Item Name** **BB17DEMSY401** Wording Year **Response Option** -9 -Select one- 2013 Before 2014 2014 2014 2015 2015 2016 2016
43	**Question Name**	**BB17DOVTIM01**
	Wording	[If BB17DJOBCUR01 = 1] Do you earn any tips, commission, or bonuses [{if BB17DJBTL01 = missing]} at your job {else} as a(n) [JOB TITLE]] [{if SELF-EMPLOYED = 1} no words {else} with [EMPLOYER NAME]]? [else] Did you earn any tips, commission, or bonuses [{if BB17DJBTL01 = missing]} at your job {else} as a(n) [JOB TITLE]] [{if SELF-EMPLOYED = 1} no words {else} with [EMPLOYER NAME]]?
	Help Text	Indicate whether you received any tips, commission, or bonuses as part of your compensation for your job. If they were available but not actually received or earned, indicate "no."
	Item	**Spec Name** / **Value** **Item Name** **BB17DOVTIM01** Wording

		Response Option	**Code** / **Label** 1 Yes 0 No
44	**Question Name**	**BB17DOVAVG01**	
	Wording	How much [{If BB17DJOBCUR01 = 1}do {else} did] you make, on average, in tips, commission, or bonuses [{if BB17DJBTL01 = missing]} at your job {else} as a(n) [JOB TITLE]] [{if SELF-EMPLOYED = 1} no words {else} with [EMPLOYER NAME]]?	
	Help Text	Indicate the dollar amount you in received in tips, commission, or bonuses as part of your compensation for your job. Do not include tips, commissions, or bonuses in the total that were available to you, but that you did not actually receive.	
	Item	**Spec Name** / **Value** **Item Name** **BB17DAVGAMT01** Wording $|	
		Item Name **BB17DAVGTIM01** Wording	
		Response Option	**Code** / **Label** 1 Week 2 Month 3 Quarter 4 Year
	Specific Probe	How did you come up with this number? What did you include? How easy or difficult was it for you to recall the information requested? Does your specific employment scenario make this more difficult to answer?	
45	**Question Name**	**BB17DEMPHS01**	
	Wording	On average, how many hours per week did you work when you **first started** [{if BB17DJBTL01 = missing]} at your job {else} as a(n) **[JOB TITLE]]** [{if SELF-EMPLOYED = 1} no words {else} with [EMPLOYER NAME]]?	
	Help Text	Please indicate the average number of hours you worked per week when you first started this job. If the number of yours you worked per week fluctuated, please enter the **average** number of hours you worked. If you are unsure please provide your best guess.	
	Item	**Spec Name** / **Value** **Item Name** **BB17DEMPHS01** Wording hour(s) per week	
	Specific Probe	In your own words, what is this question asking? How did you come up with this amount? Are you confident in your response?	
46	**Question Name**	**BB17DEMPHC01**	

	Wording	[If BB17DEMPHS01 = missing and BB17DJOBCUR01 = 1] Has the average number of hours you work per week changed since you started working [{if BB17D1OCC01 = missing]} at your job {else} as a(n) **[JOB TITLE]]** [{if SELF-EMPLOYED = 1} no words {else} with [EMPLOYER NAME]]? [If BB17DJOBCUR01 = 1] Has the average number of hours you work per week ([BB17DEMPHS01] hours) changed since you started working [{if BB17DJBTL01 = missing]} at your job {else} as a(n) **[JOB TITLE]]** [{if SELF-EMPLOYED = 1} no words {else} with [EMPLOYER NAME]]? [else if BB17DEMPHS01 = missing] Did the average number of hours worked per week change while you worked [{if BB17DJBTL01 = missing]} at your job {else} as a(n) **[JOB TITLE]]** [{if SELF-EMPLOYED = 1} no words {else} with [EMPLOYER NAME]]? [else] Did the average number of hours worked per week ([BB17DEMPHS01] hours) change while you worked [{if BB17DJBTL01 = missing]} at your job {else} as a(n) **[JOB TITLE]]** [{if SELF-EMPLOYED = 1} no words {else} with [EMPLOYER NAME]]?
	Help Text	Please indicate whether the average number of hours you worked changed since you started this job. If the number of hours you worked per week fluctuated, please only indicate "Yes" when the average number of hours you typically worked in a week changed. For example, if you typically worked 20-25 hours per week for several weeks and then began working 35-40 hours per week, this would be a change in the average number of hours you worked per week.
	Item	**Spec Name** / **Value** **Item Name** **BB17DEMPHC01** Wording **Response Option** Code / Label 1 Yes 0 No
	Specific Probe	In your own words, what is this question asking? How did you come up with your response? How confident are you in the accuracy of the answer you provided?
47	**Question Name**	**BB17DEMPHN01**
	Wording	[If BB17DJOBCUR01 = 1] How many times has the average number of hours you work per week changed since you started working [{if BB17D1OCC01 = missing]} at your job {else} as a(n) [JOB TITLE]] [{if SELF-EMPLOYED = 1} no words {else} with [EMPLOYER NAME]]? [else] How many times did the average number of hours you worked per week change while you worked [{if BB17D1OCC01 = missing]} at your job {else} as a(n) [JOB TITLE]] [{if SELF-EMPLOYED = 1} no words {else} with [EMPLOYER NAME]]?
	Help Text	Please indicate how many times the average number of hours you worked changed since you started this job.

		If the number of hours you worked per week fluctuated, please only indicate the number of times that the average number of hours you typically worked in a week changed. For example, if you typically worked 20-25 hours per week for several weeks and then began working 35-40 hours per week, this would be a change in the average number of hours you worked per week.
	Item	**Spec Name** **Value** **Item Name** **BB17DEMPHN01** Wording | time(s)
	Specific Probe	In your own words, what is this question asking? How did you come up with your response? How confident are you in the accuracy of the answer you provided?
48	**Question Name**	**BB17DEMPH101**
	Wording	[If BB17DEMPHN01 = 1] **What was the change to the average number of hours you worked per week?** [else] **What was the first change to the average number of hours you worked per week?**
	Help Text	Please indicate what the first change to your average number of hours worked was, and the date that it began. If you are unsure of either the number of hours or the date, please provide your best guess.
	Item	**Spec Name** **Value** **Item Name** **BB17DEMHA101** Wording [BB17DEMPHS01] hours per week to : | hours per week
	Specific Probe	How did you come up with these numbers? What period of time were you thinking about? How confident are you in the accuracy of the answer you provided? Any comments on the layout of this question? What would make it easier to answer?
	Question Name	**BB17DEMHMY101**
	Wording	**Date new hours began:**
	Help Text	Please indicate what the first change to your average number of hours worked was, and the date that it began. If you are unsure of either the number of hours or the date, please provide your best guess.
	Item	**Spec Name** **Value** **Item Name** **BB17DEMHM101** Wording Month: **Response Option** **Code** **Label** -9 -Select one- 1 January 10 October

			11	November
			12	December
			2	February
			3	March
			4	April
			5	May
			6	June
			7	July
			8	August
			9	September
		Item Name	**BB17DEMHY101**	
		Wording	Year:	
			Code	**Label**
			-9	-Select one-
		Response Option	2013	Before 2014
			2014	2014
			2015	2015
			2016	2016
49	**Question Name**	**BB17DEMPH201**		
	Wording	[If BB17DEMPHN01 = 2] **What was the last change to the average number of hours you worked per week?** [else] **What was the second change to the average number of hours you worked per week?**		
	Help Text	Please indicate what the next change to your average number of hours worked is and the date that it began. If you are unsure of either the number of hours or the date, please provide your best guess.		
	Item	**Spec Name**	**Value**	
		Item Name	**BB17DEMHA201**	
		Wording	[BB17DEMHA101] hours per week to: | hours per week	
	Specific Probe	How easy or difficult was it to remember the requested information at this level of detail? How confident are you in the accuracy of the answer you provided? How did you come up with these numbers?		
	Question Name	**BB17DEMHMY201**		
	Wording	**Date new hours began:**		
	Help Text	Please indicate what the next change to your average number of hours worked is and the date that it began. If you are unsure of either the number of hours or the date, please provide your best guess.		
	Item	**Spec Name**	**Value**	
		Item Name	**BB17DEMHM201**	
		Wording	Month:	
		Response	**Code**	**Label**

		Option	-9	-Select one-
			1	January
			10	October
			11	November
			12	December
			2	February
			3	March
			4	April
			5	May
			6	June
			7	July
			8	August
			9	September
		Item Name	**BB17DEMHY201**	
		Wording	Year:	
			Code	**Label**
		Response Option	-9	-Select one-
			2013	Before 2014
			2014	2014
			2015	2015
			2016	2016
50	**Question Name**	**BB17DEMPH301**		
	Wording	[If BB17DEMPHN01 = 3] **What was the last change to the average number of hours you worked per week?** [else] **What was the third change to the average number of hours you worked per week?**		
	Help Text	Please indicate what the next change to your average number of hours worked is and the date that it began. If you are unsure of either the number of hours or the date, please provide your best guess.		
	Item	**Spec Name**	**Value**	
		Item Name	**BB17DEMHA301**	
		Wording	[BB17DEMHA201] hours per week to: | hours per week	
	Specific Probe	How easy or difficult was it to remember the requested information at this level of detail? How confident are you in the accuracy of the answer you provided? How did you come up with these numbers?		
	Question Name	**BB17DEMHMY301**		
	Wording	**Date new hours began:**		
	Help Text	Please indicate what the next change to your average number of hours worked is and the date that it began. If you are unsure of either the number of hours or the date, please provide your best guess.		
	Item	**Spec Name**	**Value**	

	Item Name	**BB17DEMHM301**
	Wording	Month:
	Response Option	Code: -9 Label: -Select one- Code: 1 Label: January Code: 10 Label: October Code: 11 Label: November Code: 12 Label: December Code: 2 Label: February Code: 3 Label: March Code: 4 Label: April Code: 5 Label: May Code: 6 Label: June Code: 7 Label: July Code: 8 Label: August Code: 9 Label: September
	Item Name	**BB17DEMHY301**
	Wording	Year:
	Response Option	Code: -9 Label: -Select one- Code: 2013 Label: Before 2014 Code: 2014 Label: 2014 Code: 2015 Label: 2015 Code: 2016 Label: 2016
51	**Question Name**	**BB17DEMPH401**
	Wording	[If BB17DEMPHN01 = 4] **What was the last change to the average number of hours you worked per week?** [else] **What was the fourth change to the average number of hours you worked per week?**
	Help Text	Please indicate what the next change to your average number of hours worked is and the date that it began. If you are unsure of either the number of hours or the date, please provide your best guess.
	Item	Spec Name: **Item Name** Value: **BB17DEMHA401** Spec Name: Wording Value: [BB17DEMHA301] hours per week to: | hours per week
	Specific Probe	How easy or difficult was it to remember the requested information at this level of detail? How confident are you in the accuracy of the answer you provided? How did you come up with these numbers?
	Question Name	**BB17DEMHMY401**
	Wording	**Date new hours began:**
	Help Text	Please indicate what the next change to your average number of hours worked is and the date

that it began.

If you are unsure of either the number of hours or the date, please provide your best guess.

Item

Spec Name	Value
Item Name	**BB17DEMHM401**
Wording	Month:

Response Option

Code	Label
-9	-Select one-
1	January
10	October
11	November
12	December
2	February
3	March
4	April
5	May
6	June
7	July
8	August
9	September

Spec Name	Value
Item Name	**BB17DEMHY401**
Wording	Year:

Response Option

Code	Label
-9	-Select one-
2013	Before 2014
2014	2014
2015	2015
2016	2016

52	**Question Name**	**BB17DPREFT01**
	Wording	Would you prefer to work full-time (35 or more hours per week)?
	Help Text	Indicate whether you would prefer or have preferred to work full-time.

Item

Spec Name	Value
Item Name	**BB17DPREFT01**
Wording	

Response Option

Code	Label
1	Yes
0	No

53	**Question Name**	**BB17DJBBA01**
	Wording	[if SELF-EMPLOYED = 1] Was a bachelor's degree required for you to be working as a [if JOB TITLE=missing: self-employed individual/Else: a self-employed [JOB TITLE]? [else if BB17DJBTL01 = missing] Was a bachelor's degree required by [EMPLOYER NAME] for you to be hired in this job?

		[else] Was a bachelor's degree required by [EMPLOYER NAME] for you to be hired as a(n) [JOB TITLE]?
	Help Text	Indicate "yes" if a bachelor's degree was **required** in order to be hired at this job. Select "no" if a bachelor's degree was only **preferred,** but not required.
	Item	**Spec Name** / **Value** **Item Name** **BB17DJBBA01** Wording **Response Option** Code: 1 = Yes; 0 = No
54	**Question Name**	**BB17DNSF19B01**
	Wording	Would you say the skills required [{if BB17DJBTL01 = missing} for your job {else} for your job as a(n) [JOB TITLE]] [{If BB17DJOBCUR01=1} are {else} were] closely related, somewhat related, or not related to the skills you obtained in your bachelor's degree program at [NPSAS]?
	Help Text	Indicate whether this job is related to your bachelor's degree major or field of study at [NPSAS]. Consider whether the duties of this job required you to use the skills you learned while pursuing your bachelor's degree.
	Item	**Spec Name** / **Value** **Item Name** **BB17DNSF19B01** Wording **Response Option** Code: 0 = Not related; 1 = Closely related; 2 = Somewhat related
55	**Question Name**	**BB17DJBREL01**
	Wording	[If BB17DJOBCUR01 = 1] Is the work you do [{if BB17D1OCC01 = missing]} at your job {else} as a(n) [JOB TITLE]] [{if SELF-EMPLOYED = 1} no words {else} with [EMPLOYER NAME]] related to your undergraduate internship, practicum, and/or co-operative experience? [else] Was the work you did [{if BB17D1OCC01 = missing]} at your job {else} as a(n) [JOB TITLE]] [{if SELF-EMPLOYED = 1} no words {else} with [EMPLOYER NAME]] related to your undergraduate internship, practicum, and/or co-operative experience?
	Help Text	Earlier in the survey you indicated having an undergraduate internship, practicum, or co-operative experience. Indicate if your work in the job shown is or was related to your internship, practicum, or co-operative experience.
	Item	**Spec Name** / **Value** **Item Name** **BB17DJBREL01** Wording **Response Option** Code: 1 = Yes

		0	No
		Item Name	**BB17DRELNO01**
		Wording	Did not have undergraduate internship, practicum, or co-op experience
56	**Question Name**	**BB17DCURL01**	
	Wording	[if BB17DJOBCUR01 = 1] Do you consider your job [{if BB17D1OCC01 = missing]} no words {else} as a(n) [JOB TITLE]] [{if SELF-EMPLOYED = 1} no words {else} with [EMPLOYER NAME]] to be part of a career you are pursuing? [else] Did you consider your job [{if BB17D1OCC01 = missing]} no words {else} as a(n) [JOB TITLE]] [{if SELF-EMPLOYED = 1} no words {else} with [EMPLOYER NAME]] to be part of a career you were pursuing?	
	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	**BB17DCURL01**
		Wording	
		Response Option	**Code** / **Label** 1 Yes 0 No
57	**Question Name**	**BB17DCURJOB01**	
	Wording	In which of the following ways would you describe your job [{if BB17D1OCC01 = missing]} no words {else} as a(n) [JOB TITLE]], since it [{If BB17DJOBCUR01 = 1} is {else} was] not part of your career?	
	Help Text	Please indicate the reasons why you do not consider this job to be part of your career in the particular occupational area/field in which you are pursuing. Please answer **"Any other description"** if none of the other reasons describe your situation.	
	Item	**Spec Name**	**Value**
		Item Name	**BB17DCURCAR01**
		Wording	Working to obtain job experience
		Item Name	**BB17DCURBEN01**
		Wording	Working to receive benefits
		Item Name	**BB17DCURPAY01**
		Wording	Working to pay loans or bills (for example: best job available)
		Item Name	**BB17DCUREDU01**
		Wording	Working to earn money for future education
		Item Name	**BB17DCUROTH01**
		Wording	[If USERMODE = WEB] Other description [else] Any other description
		Item Name	**BB17DCUROTH01_other**
		Wording	Please specify

58	**Question Name**	**BB17DJSAT01**
	Wording	[If TIO mode]: In each of the following aspects of your job [{if SELF-EMPLOYED = 1} as a self-employed [if [JOB TITLE]=missing: individual/else: [JOB TITLE]] {else if JOB TITLE= missing} in this job with [EMPLOYER NAME] {else} [as a(n) [JOB TITLE] with [EMPLOYER NAME], were you dissatisfied, neither dissatisfied nor satisfied, or satisfied with… [else] Indicate your level of satisfaction with each of the following areas of your job [{if SELF-EMPLOYED = 1} as a self-employed [if [JOB TITLE]=missing: individual/else: [JOB TITLE]] {else if JOB TITLE= missing} in this job with [EMPLOYER NAME] {else} [as a(n) [JOB TITLE] with [EMPLOYER NAME].
	Help Text	Indicate your level of satisfaction with each aspect of the job referenced in the question.
	Item	**Spec Name** / **Value** **Item Name** **BB17DPAY01** Wording: Compensation (wages, bonuses, and tips) **Response Option**: 1 Dissatisfied; 2 Neither dissatisfied nor satisfied; 3 Satisfied **Item Name** **BB17DBEN01** Wording: Benefits **Response Option**: 1 Dissatisfied; 2 Neither dissatisfied nor satisfied; 3 Satisfied **Item Name** **BB17DSEC01** Wording: Job security **Response Option**: 1 Dissatisfied; 2 Neither dissatisfied nor satisfied; 3 Satisfied **Item Name** **BB17DBAL01** Wording: Ability to balance work and personal life **Response Option**: 1 Dissatisfied; 2 Neither dissatisfied nor satisfied; 3 Satisfied
59	**Question Name**	**BB17DEXIT01**
	Wording	Thank you for providing us information about your employment with [EMPLOYER NAME]. Now we would like to ask you questions about your next employer.
	Help Text	This is an introductory screen. Please select "Next" to continue.
	Item	

60	**Question Name**	**BB17DNWINTRO**
	Wording	Now we would like to ask you about you have done during your periods of unemployment.
	Help Text	This is an introductory screen. Please select "Next" to continue.
	Item	
61	**Question Name**	**BB17DNW01**
	Wording	During any times when you were both not working after you completed the requirements for your bachelor's degree from [NPSAS] in [BA DATE], were you…
	Help Text	Indicate what you were doing during any periods in which you were not working. You may select all the options that are applicable to your situation. If the available options are not applicable to your specific situation, then select "Something else."
	Item	**Spec Name** / **Value** **Item Name** **BB17DNWLK01** Wording Looking for work **Item Name** **BB17DNWBK01** Wording Taking a break from work **Item Name** **BB17DNWPH01** Wording Not working due to personal health issues (for example: disabled) **Item Name** **BB17DNWCC01** Wording Caring for others (for example, children or family members) **Item Name** **BB17DNWOT01** Wording Something else **Item Name** **BB17DNWOT01_other** Wording Please specify **Item Name** **BB17DWKING01** Wording Always either working and/or enrolled in school after completing bachelor's degree requirements in [BA DATE]
62	**Question Name**	**BB17DOTHOUT**
	Wording	The next section will focus on any job search experiences you may have had at any point after completing your bachelor's degree requirements in [BA DATE].
	Help Text	This is an introductory screen. Please select "Next" to continue.
	Item	
63	**Question Name**	**BB17DSEARCH**
	Wording	[If CURRENTLY EMPLOYED = 1] Are you currently looking for a different job? (Indicate "yes" if you are looking for full-time jobs, part-time jobs, or graduate school jobs such as assistantships or fellowships.)

		[else] Are you currently looking for a job? (Indicate "yes" if you are looking for full-time jobs, part-time jobs, or graduate school jobs such as assistantships or fellowships.)
	Help Text	If you are currently unemployed and looking for a job, OR if you are currently employed but looking for a different job, respond "Yes." If you are currently unemployed but are not looking for a job, OR if you are currently employed and not looking for a different job, respond "No."
	Item	**Spec Name** / **Value** **Item Name** **BB17DSEARCH** Wording **Response Option** **Code** / **Label** 1 Yes 0 No
64	**Question Name**	**BB17DEVERLK**
	Wording	At any point after completing your bachelor's degree requirements in [BA DATE], have you ever actively looked for employment, including looking for a different or additional job? (Actively looking for work means you have been engaged in activities such as submitting resumes and cover letters, scheduling phone and in-person interviews, etc.)
	Help Text	Indicate whether you have ever looked for a job, including looking for a different or additional job, since [BA DATE].
	Item	**Spec Name** / **Value** **Item Name** **BB17DEVERLK** Wording **Response Option** **Code** / **Label** 1 Yes 0 No
65	**Question Name**	**BB17DLKWRK**
	Wording	At any point after [BA DATE], which months were you actively looking for employment, including looking for a different or additional job?
	Help Text	Indicate the months you have been actively looking for work since graduating from [NPSAS]. Actively looking for work means you have been engaged in activities such as submitting resumes and cover letters, scheduling phone and in-person interviews, etc. If you are currently employed but looking for a different or additional job, please include the months you have been looking for a different or additional job.
	Item	**Spec Name** / **Value** **Item Name** **July 2014 – November 2016** **Item Name** **BB17DLKNOLK** Wording Never looked for a job

	Specific Probe	In your own words, what is this question asking? How did you come up with your response? How confident are you in the accuracy of the answer you provided?
66	**Question Name**	**BB17DACTLKWK**
	Wording	[If current month selected on BB17DLKWRK] What are you doing to look for a job? [else] What did you do to look for a job?
	Help Text	Please indicate all of the ways in which you have looked for employment. An **internship** is any formal or informal program that provides on-the-job-experience for beginners in an occupation or profession. An **employment agency** specializes in providing human resource assistance to existing businesses, including matching companies with temporary workers and finding employees for long-term job placement for an outside workplace. **Searching online job postings** can be either from job search websites (for example Monster.com) or searching directly on employer websites.
	Item	**Spec Name** / **Value** **Item Name** **BB17DLKFAM** Wording [If current month selected on BB17DLKWRK] Talking to friends or family members [else] Talked to friends or family members **Item Name** **BB17DLKINT** Wording [If current month selected on BB17DLKWRK] Completing an internship [else] Completed an internship **Item Name** **BB17DLKEMA** Wording [If current month selected on BB17DLKWRK] Using an employment agency [else] Used an employment agency **Item Name** **BB17DLKONL** Wording [If current month selected on BB17DLKWRK] Searching online job postings [else] Searched online job postings **Item Name** **BB17DLKCOL** Wording [If current month selected on BB17DLKWRK] Talking with coworkers or mentors [else] Talked with coworkers or mentors **Item Name** **BB17DLKFAC** Wording [If current month selected on BB17DLKWRK] Talking with faculty members or alumni [else] Talked with faculty members or alumni **Item Name** **BB17DLKOTH** Wording Other **Item Name** **BB17DLKOTH_other** Wording Please specify
67	**Question Name**	**BB17DIMPBEN**
	Wording	Think about the factors that are important to you when choosing a job. Using a scale from 1 to 4 where 1 is "not at all important" and 4 is "very important," please indicate the importance of each of the following factors.

Help Text Indicate how important each benefit would be to you if you were choosing a job today.

Item

Spec Name	Value
Item Name	**BB17DBENSAL**
Wording	Wages and bonuses
Response Option	Code / Label: 1 (Not at all important); 2 (Somewhat important); 3 (Important); 4 (Very important)
Item Name	**BB17DBENPRO**
Wording	Promotion opportunities
Response Option	Code / Label: 1 (Not at all important); 2 (Somewhat important); 3 (Important); 4 (Very important)
Item Name	**BB17DBENRELA**
Wording	Work that is directly related to your field of study
Response Option	Code / Label: 1 (Not at all important); 2 (Somewhat important); 3 (Important); 4 (Very important)
Item Name	**BB17DBENFLEX**
Wording	Making your own decisions about how to get your work done
Response Option	Code / Label: 1 (Not at all important); 2 (Somewhat important); 3 (Important); 4 (Very important)
Item Name	**BB17DBENEMP**
Wording	Employer-provided benefits (for example: retirement, health insurance)
Response Option	Code / Label: 1 (Not at all important); 2 (Somewhat important); 3 (Important); 4 (Very important)
Item Name	**BB17DBENCOM**
Wording	Commute (for example: time, hassle)
Response Option	Code / Label: 1 (Not at all important); 2 (Somewhat important); 3 (Important); 4 (Very important)

Specific Probe You just provided us information about all your employers and jobs since completing your bachelor's degree. How easy or difficult was it to provide the requested information?
Would you have provided a different number of employers knowing that we were going to ask about each of them in detail?

	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 and job at each employer?

TEACHING

Item #	Spec Name	Value
68	**Question Name**	**BB17EINTRO**
	Wording	[If EVER EMPLOYED AS A TEACHER = 1] The next set of questions focuses on your experiences as a pre-K through 12th grade teacher. [else] One of the goals of this study is to learn about recent college graduates' interest in the teaching profession – even among graduates who did not major in an education field. The next set of questions asks about your level of interest in becoming a pre-kindergarten through 12th grade (pre-K through 12) teacher.
	Help Text	This is an introductory screen. Please select "Next" to continue.
	Item	
69	**Question Name**	**BB17EEVRTCH**
	Wording	Have you worked as a regular classroom teacher, itinerant teacher, support teacher, teacher's aide, substitute teacher, or student teacher at the pre-K through 12 level?
	Help Text	Below are examples of teaching positions for which you would answer **"Yes."** A **regular, full- or part-time, pre-K, elementary, or secondary school teacher** is a regular classroom teacher in any grade level from pre-kindergarten to twelfth grade. An **itinerant teacher** holds one position or assignment, but teaches in multiple schools. A **support teacher** works largely with other teachers, rather than with students, and often designs or conducts professional development activities for others. Examples include literacy coaches, math coaches, teachers on special assignment with professional development responsibilities, etc. A **teacher's aide** is a certified or non-certified assistant who helps the teacher prepare classroom instruction materials and grade assignments, but does NOT assume full responsibility for classroom instruction. A **short-term substitute** teacher is a certified or non-certified teacher who works as a replacement for a regular teacher when he/she takes a leave of absence for a short-term period of time (less than two weeks). A **long-term substitute** teacher is a certified or non-certified teacher who works as a replacement for a regular teacher when he/she takes a leave of absence for a long-term period of time (more than twelve weeks). A **student teacher** is a college student who shadows a teacher and takes on various roles in the

classroom, but does not primarily teach students.

	Item	**Spec Name** / **Value** **Item Name** **BB17EEVRTCH** Wording **Response Option** 0 No 1 Yes, currently work as a pre-K through 12 teacher, substitute, or aide 2 Yes, formerly worked as a pre-K through 12 teacher, substitute, or aide
70	**Question Name**	**BB17EPREPAR**
	Wording	Have you done anything to prepare for a teaching career at the pre-K through 12 level? (Please only include formal preparations, such as taking courses to complete an education degree, taking a certification exam, or completing a student teaching assignment.)
	Help Text	Answer **"Yes"** if you have done anything to prepare for a career in teaching at the pre-kindergarten through 12th grade (pre-K through 12) level. This preparation includes but is not limited to: 1) Taking courses to complete an education degree or certification program 2) Taking a national or state-level certification exam 3) Completing a student teaching or teacher practicum assignment Please only include formal preparations (for example, classes, tests, internships) and do not include informal preparations (for example, research).
	Item	**Spec Name** / **Value** **Item Name** **BB17EPREPAR** Wording **Response Option** 1 Yes 0 No -1 Don't know
71	**Question Name**	**BB17ECONSID**
	Wording	Are you currently considering a career in teaching at the pre-K through 12 level?
	Help Text	If you are **currently** considering entering the teaching profession at the pre-kindergarten through 12th grade (pre-K through 12) level at any point in your career, answer "**Yes**." If you are not currently considering ever entering the teaching profession at the pre-kindergarten through 12th grade (pre-K through 12) level, answer "**No**."

	Item	**Spec Name**	**Value**	
		Item Name	**BB17ECONSID**	
		Wording		
			Code	**Label**
		Response Option	1	Yes
			0	No
			-1	Don't know
72	**Question Name**	**BB17ETHNKINFL**		
	Wording	Before you began teaching, how did each of the following influence your decision to pursue a teaching career?		
	Help Text	Factors that **positively influenced** your thinking about teaching were things that made you more interested in teaching as a career. Factors that **negatively influenced** your thinking about teaching are things that discouraged you from pursuing a career in teaching.		
	Item	**Spec Name**	**Value**	
		Item Name	**BB17EINFLFIN**	
		Wording	Financial compensation	
			Code	**Label**
		Response Option	1	Negative influence
			2	No influence
			3	Positive influence
		Item Name	**BB17EINFLPRES**	
		Wording	Prestige of occupation	
			Code	**Label**
		Response Option	1	Negative influence
			2	No influence
			3	Positive influence
		Item Name	**BB17EINFLKIDS**	
		Wording	Working with kids	
			Code	**Label**
		Response Option	1	Negative influence
			2	No influence
			3	Positive influence
		Item Name	**BB17EINFLCONT**	
		Wording	Opportunity to contribute to society	
			Code	**Label**
		Response Option	1	Negative influence
			2	No influence
			3	Positive influence
		Item Name	**BB17EINFLACCT**	
		Wording	Teacher accountability for student achievement	
			Code	**Label**
		Response Option	1	Negative influence
			2	No influence
			3	Positive influence

		Item Name **BB17EINFLWKCD** Wording Teachers' working conditions **Response Option** Code: Label 1: Negative influence 2: No influence 3: Positive influence **Item Name** **BB17EINFLADV** Wording Possibilities for career advancement **Response Option** Code: Label 1: Negative influence 2: No influence 3: Positive influence **Item Name** **BB17EINFLLOAN** Wording Loan forgiveness or other financial incentives to teach in a high-need subject or location (for example: science or math, poor urban schools) **Response Option** Code: Label 1: Negative influence 2: No influence 3: Positive influence
	Specific Probe	How easy or difficult was it for you to answer this question? Any suggestions for improvements to the question or the way it is laid out on the screen?
73	**Question Name**	**BB17ETCHAPP**
	Wording	Have you applied for a pre-K through 12 teaching position since completing your bachelor's degree requirements in [BA DATE]?
	Help Text	Answer "Yes" if you have **applied** for a teaching position, including any type of substitute teacher, teacher's aide, student teaching, or other classroom teaching position, at the pre-kindergarten through 12th grade (pre-K through 12) level **since completing your bachelor's degree requirements at [NPSAS]**.
	Item	Spec Name: Value **Item Name** **BB17ETCHAPP** Wording **Response Option** Code: Label 1: Yes 0: No
74	**Question Name**	**BB17EOFFER**
	Wording	Have you received any offers for teaching positions at the pre-K through 12 level?
	Help Text	Indicate "**Yes**" if you received any formal job offers for teaching positions at the pre-K through 12 level, even if you did not accept any offers. Indicate "**No**" if you have not received any formal job offers at the pre-K through 12 level .
	Item	Spec Name: Value **Item Name** **BB17EOFFER** Wording **Response** Code: Label

		Option	1	Yes
			0	No
75	**Question Name**	**BB17ESTTCLG**		
	Wording	How long did your student teaching last?		
	Help Text	Indicate which interval best describes the length of time of your student teaching assignment. A student teaching assignment is a component of a teacher education program and involves the close observation and participation in teaching responsibilities of a school classroom. If you are unsure of the exact time, please provide your best guess.		
	Item	**Spec Name**	**Value**	
		Item Name	**BB17ESTTCLG**	
		Wording		
		Response Option	**Code**	**Label**
			1	4 weeks or less
			2	5-7 weeks
			3	8-11 weeks
			4	12 weeks or more
	Specific Probe	How easy or difficult was it for you to answer this question? Is this the correct set of response options in your opinion? Why or why not?		
76	**Question Name**	**BB17EALTCRT**		
	Wording	Did you enter teaching through an alternative route to certification? (Teach For America and Troops to Teachers are examples of alternative routes to certification.)		
	Help Text	Alternative routes to certification are courses of study that help non-teachers move into teaching careers, often after working in other fields. Example of alternate routes to teaching certification include: Teach for America, Troops to Teachers, and various routes for college graduates who want to teach in pre-K through 12 schools.		
	Item	**Spec Name**	**Value**	
		Item Name	**BB17EALTCRT**	
		Wording		
		Response Option	**Code**	**Label**
			1	Yes
			0	No
77	**Question Name**	**BB17EFTCHIND**		
	Wording	In your first teaching job, did you participate in a formal teacher induction program in which you were assigned a mentor teacher who provided guidance to you in your job?		
	Help Text	**Induction programs** are comprehensive initiations or introductions to a position that provide inexperienced teachers who have undergone traditional training programs with models and tools		

		for beginning their teaching careers and guidance aimed at helping them meet performance standards. Induction may include mentoring, assistance in planning, professional development and evaluation.
	Item	**Spec Name** / **Value** **Item Name** **BB17EFTCHIND** Wording **Response Option** **Code** / **Label** 1 Yes 0 No
78	**Question Name**	**BB17EFTCHPRE**
	Wording	In your first teaching job, did you feel adequately prepared to…
	Help Text	Indicate whether you felt adequately prepared in each area listed, in your first teaching job.
	Item	**Spec Name** / **Value** **Item Name** **BB17EDSCP** Wording Handle a range of classroom management or discipline situations? **Response Option** **Code** / **Label** 1 Yes 0 No **Item Name** **BB17EINVR** Wording Use a variety of instructional methods? **Response Option** **Code** / **Label** 1 Yes 0 No **Item Name** **BB17ETCH** Wording Teach your subject matter? **Response Option** **Code** / **Label** 1 Yes 0 No
79	**Question Name**	**BB17EFTCHHLP**
	Wording	Did you receive help from your school or school district in your first teaching job to…
	Help Text	Indicate whether your school or school district helped you with each of these aspects of teaching in your first teaching job.
	Item	**Spec Name** / **Value** **Item Name** **BB17EDISC** Wording Discipline students? **Response Option** **Code** / **Label** 1 Yes 0 No **Item Name** **BB17EMTHD** Wording Select and implement appropriate instructional methods and curriculum? **Response Option** **Code** / **Label** 1 Yes

		0	No
	Item Name	**BB17ECMNT**	
	Wording	Work with parents and the community?	
	Response Option	**Code**	**Label**
		1	Yes
		0	No
	Specific Probe	How did you interpret "first teaching job?" Do these questions adequately represent issues related to your first teaching job?	
80	**Question Name**	**BB17ETCHLEV**	
	Wording	Did you leave teaching for any of the following reasons?	
	Help Text	Please indicate all the reasons why you left teaching.	
	Item	**Spec Name**	**Value**
		Item Name	**BB17ELVTRSF**
		Wording	Involuntarily transferred
		Item Name	**BB17ELVSAL**
		Wording	Salary and/or benefits were inadequate
		Item Name	**BB17ELVPERS**
		Wording	Personal life reasons (for example: health reasons, to care for child(ren), change in residence)
		Item Name	**BB17ELVCOND**
		Wording	Dissatisfied with workplace conditions (for example: grade level or subject area, facilities)
		Item Name	**BB17ELVCAR**
		Wording	Dissatisfied with teaching as a career or wanted to pursue another career
		Item Name	**BB17ELVSCHL**
		Wording	Return to school
		Item Name	**BB17ELVLAID**
		Wording	Laid off
		Item Name	**BB17ELVOTH**
		Wording	{If mode=web} Other reason(s) {else} Any other reason(s)
		Item Name	**BB17ELVOTH_other**
		Wording	Please specify
81	**Question Name**	**BB17EMOVE**	
	Wording	How likely do you think it is that you will move into a non-teaching job in elementary or secondary education (for example: administrator or school counselor)?	
	Help Text	Non-teaching jobs are positions in the education field that may not require classroom teaching (for example, school administrators or counselors).	
	Item	**Spec Name**	**Value**
		Item Name	**BB17EMOVE**
		Wording	
		Response Option	**Code** / **Label**
			1 — Not at all likely
			2 — Somewhat likely

	3	Likely
	4	Very likely
Specific Probe	You just provided us information about your teaching experiences. What was the most difficult piece of information you were asked to provide? Do you think this is the correct set of questions about your teaching preparation and experiences? Is there anything missing?	

BACKGROUND

Item #	Spec Name	Value
82	**Question Name**	**BB17FINTRO**
	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.
	Item	
83	**Question Name**	**BB17FORIGIN**
	Wording	In what country were you born? (Enter your country and select from the resulting options. If you can't find your country, click "Country Not Listed" and hit "Next.")
	Help Text	Please indicate the country in which you were born. To enter your country: Begin by typing in the country name; a list of countries matching your entry will be displayed. From the responses displayed, select the country that most closely matches your entry and click "Next." You will then be taken to the next question in the survey. **If you can't find your country** from among the responses returned, click "Country not listed" or "Next."
	Item	Spec Name / Value **Item Name** **BB17FORIGIN** Wording Country Name **Item Name** **BB17FORIGCOD** Wording Country Code **Item Name** **BB17FSTRNG** Wording
84	**Question Name**	**BB17FENGL**
	Wording	Is English your native language?
	Help Text	If you consider English to be your first or native language, indicate "**Yes**," otherwise, indicate "**No**."
	Item	Spec Name / Value **Item Name** **BB17FENGL**

		Wording	
		Response Option	Code: 1 — Label: Yes Code: 0 — Label: No
85	**Question Name**	**BB17FNATIVE**	
	Wording	What language do you consider to be your native language? (Please choose your native language from the dropdown list below.)	
	Help Text	Please indicate the non-English language that you consider to be your native language. If your language is not listed in the dropdown menu, please select **"Other"** and enter your language in the box provided.	
	Item	**Spec Name** — **Value**	
		Item Name	**BB17FNATIVE**
		Wording	
		Response Option	Code: -9 — Label: -Please select- Code: 1 — Label: American Sign Language or other sign language Code: 10 — Label: Hebrew (modern) Code: 11 — Label: Hindi Code: 12 — Label: Italian Code: 13 — Label: Japanese Code: 14 — Label: Javanese Code: 15 — Label: Korean Code: 16 — Label: Latin Code: 17 — Label: Malay Code: 18 — Label: Marathi Code: 19 — Label: Portuguese Code: 2 — Label: Arabic Code: 20 — Label: Punjabi Code: 21 — Label: Russian Code: 22 — Label: Spanish Code: 23 — Label: Swahili Code: 24 — Label: Tamil Code: 25 — Label: Telugu Code: 26 — Label: Turkish Code: 27 — Label: Urdu Code: 28 — Label: Vietnamese Code: 3 — Label: Bengali Code: 4 — Label: Chinese Code: 5 — Label: French or Canadian French Code: 6 — Label: German Code: 8 — Label: Greek (modern) Code: 99 — Label: Other
		Item Name	**BB17FNATIVOT**
		Wording	Please specify:

86	**Question Name**	**BB17FOTLANG**
	Wording	[If BB17FENGL = 1] Do you know any other language(s) or have you ever taken classes in a foreign language? [else] Have you ever taken classes in [BB17FNATIVE]?
	Help Text	Please indicate if you have taken classes in, or know, another language other than English.
	Item	**Spec Name** / **Value** **Item Name** **BB17FOTLANG** Wording **Response Option** Code / Label 1 Yes 0 No
87	**Question Name**	**BB17FLANGS**
	Wording	Which second language do you know best? (Choose the second language you know best from the dropdown list below. If you consider yourself to have more than one second language, choose one of these languages.)
	Help Text	Please indicate the second language you know best from the dropdown list below. If you consider yourself to have more than one second language, please choose just one of these languages. If your language is not listed in the dropdown menu, please select **"Other"** and enter your language in the box provided.
	Item	**Spec Name** / **Value** **Item Name** **BB17FLANGS** Wording **Response Option** Code / Label -9 -Please select- 1 American Sign Language or other sign language 10 Hebrew (modern) 11 Hindi 12 Italian 13 Japanese 14 Javanese 15 Korean 16 Latin 17 Malay 18 Marathi 19 Portuguese 2 Arabic 20 Punjabi 21 Russian

		22 Spanish 23 Swahili 24 Tamil 25 Telugu 26 Turkish 27 Urdu 28 Vietnamese 3 Bengali 4 Chinese 5 French or Canadian French 6 German 7 Greek (ancient) 8 Greek (modern) 9 Hebrew (Biblical) 99 Other
		Item Name **BB17FLANGSOTH** Wording Please specify: **Item Name** **BB17FNOLANG** Wording Do not have a second best language
88	**Question Name**	**BB17FLCAREER**
	Wording	[If BB17FENGL ne 1] Has [BB17FNATIVE] increased your career possibilities? [else] Has [BB17FLANGS] increased your career possibilities?
	Help Text	Please indicate whether knowing a non-English language helped increase your career possibilities.
	Item	
	Specific Probe	How easy or difficult was it for you to answer this question? How did you interpret the phrase “increased your career possibilities?”
89	**Question Name**	**BB17FLNGCAR**
	Wording	[If BB17FENGL = 0] Do you currently use [{BB17FNATIVE in missing, 99} your other (non-English) language {else} BB17FNATIVE] in your career? [else if BB17FOTLANG = 1] Do you currently use [{BB17FLANGS in missing, 99} your other (non-English) language {else} BB17FLANGS] in your career? [else] Do you currently use your other (non-English) language in your career?
	Help Text	Please indicate whether or not you currently use your other (non-English) language in your career. By "use" we mean interactions that are written or spoken, or casual or formal.
	Item	**Spec Name** **Value** **Item Name** **BB17FLNGCAR**

	Wording	
	Response Option	**Code** / **Label** 1 Yes 0 No
90	**Question Name**	**BB17FHOUSE**
	Wording	[If BB17AMARR=2] *Married* Do you own a home or pay rent? (If someone other than your spouse makes housing payments on your behalf, please answer, "None of the above.") [If BB17AMARR = 6 or BB17AFINWHO = 1] *Cohabitating* Do you own a home or pay rent? (If someone other than your partner makes housing payments on your behalf, please answer, "None of the above.") [else] Do you own a home or pay rent? (If someone makes housing payments on your behalf, please answer, "None of the above.")
	Help Text	If you rent your home from another person or organization, please select, "**Pay rent**." If you purchased your home, but are still making mortgage payments, please select, "**Pay mortgage**." If you purchased your home, and have finished paying all of the payments, please select, "**Own home(s) outright.**" If someone other than you and/or a spouse pays your mortgage or your rent on your behalf, select "**None of the above**."
	Item	**Spec Name** / **Value** **Item Name** **BB17FMORTG** Wording Pay mortgage **Item Name** **BB17FRENT** Wording Pay rent **Item Name** **BB17FOWNHM** Wording Own home(s) outright **Item Name** **BB17FNONE** Wording None of the above
91	**Question Name**	**BB17FMTGAMT**
	Wording	[If BB17FMORTG = 1 and BB17FRENT = 1] How much (on average) is your total monthly housing payment (including both rent and mortgage payments)?

		(Please indicate only the amount that you ([if BB17AMARR = 2] or your spouse [else if BB17AMARR = 6 or BB17AFINWHO = 1] or your partner) are responsible for paying. If someone else pays your total monthly housing payment on your behalf, please indicate "0.") [else if BB17FMORTG = 1] How much (on average) is your total monthly mortgage payment? (Please indicate only the amount that you ([if BB17AMARR = 2]or your spouse [else if BB17AMARR = 6 or BB17AFINWHO = 1] or your partner) are responsible for paying. If someone else pays your total monthly mortgage payment on your behalf, please indicate "0.") [else if BB17FRENT = 1] How much (on average) is your total monthly rent payment? (Please indicate only the amount that you ([if BB17AMARR = 2]or your spouse [else if BB17AMARR = 6 or BB17AFINWHO = 1] or your partner) are responsible for paying. If someone else pays your total monthly rent payment on your behalf, please indicate "0.") [else] How much (on average) is your total monthly rent or mortgage payment? (Please indicate only the amount that you ([if BB17AMARR = 2]or your spouse [else if BB17AMARR = 6 or BB17AFINWHO = 1] or your partner) are responsible for paying. If you do not have a monthly housing payment or someone else pays your monthly housing payment on your behalf, please indicate "0.")
	Help Text	Indicate the amount of your total monthly mortgage and/or rent payment(s). Expenses directly related to your monthly housing payments, such as multiple mortgage payments, construction loans, and homeowner's association fees, etc., should be included in this amount. Do not include amounts for household expenses such as utilities. Indicate only the amount paid by you or a spouse or partner. Do not include payments made by anyone else on your behalf. If you have no mortgage payment (for example, mortgage is paid off) enter "0." If you work in exchange for housing, enter "0." Enter "0" if someone else, other than your spouse or your partner, pays your rent and/or mortgage entirely.
	Item	**Spec Name** / **Value** **Item Name** **BB17FMTGAMT** Wording $|.00 per month **Item Name** **BB17FMTGDK** Wording Don't know
92	**Question Name**	**BB17FHOMDAT**
	Wording	[If BB17FMORTG = 1] In what month and year did you begin paying {{if BB17FMTGAMT > 0} $BB17FMTGAMT per month {else} the mortgage] for your current residence? [else] In what month and year did you begin paying {{if BB17FMTGAMT > 0} $BB17FMTGAMT per month {else} the rent] for your current residence?

	Help Text	Indicate the month and year you began paying your mortgage or rent payment at your current residence. If you are not sure of the date, provide your best guess.
	Item	**Spec Name** — **Value** **Item Name** **BB17FHOMEMM** Wording: Month: **Response Option** Code / Label: -9 -Select one- 1 January 10 October 11 November 12 December 2 February 3 March 4 April 5 May 6 June 7 July 8 August 9 September **Item Name** **BB17FHOMEYY** Wording: Year: **Response Option** Code / Label: wording 1979-2016
	Specific Probe	How did you come up with your response? How easy or difficult was it to remember the requested information at this level of detail? How confident are you in the accuracy of the answer you provided?
93	**Question Name**	**BB17FHOMPRV**
	Wording	Create Months between BA DATE and beginning payment date: If BB17FHOMEMM or BB17FHOMEYY = missing, Months between BA DATE and beginning payment date = current month minus 1 month and current year (in words); else Months between BA DATE and beginning payment date = BB17FHOMEMM minus 1 month and BB17FHOMEYY (in words) [If [BA DATE] = Months between BA DATE and beginning payment date] Did you have a rent or mortgage payment in [Months between BA DATE and beginning payment date]? ({If BB17AMARR in (2 6) or BB17AFINWHO = 1} If someone other than your [{If BB17AMARR=2} spouse {If BB17AMARR = 6 or BB17AFINWHO = 1} partner] made housing payments on your behalf, please answer, "No.") [else] Were you paying a rent or mortgage between [BA DATE] and [Months between BA DATE and beginning payment date]? ({If BB17AMARR in (2 6) or BB17AFINWHO = 1} If someone other than your [{If BB17AMARR=2} spouse {If BB17AMARR = 6 or BB17AFINWHO = 1} partner] made housing payments on your behalf, please answer, "No.")

	Help Text	Indicate whether you were paying a mortgage or rent between [BA DATE] and the date shown. If you are not sure of the date, provide your best guess.
	Item	**Spec Name** / **Value** **Item Name** **BB17FHOMPRV** Wording **Response Option** **Code** / **Label** 1 Yes 0 No
	Specific Probe	In your own words, what is this question asking? How did you come up with your response? What period of time were you thinking about? How confident are you in the accuracy of the answer you provided?
94	**Question Name**	**BB17FHOMEMOS**
	Wording	What months between [BA DATE] and [Months between BA DATE and beginning payment date] were you paying a rent or mortgage?
	Help Text	Please select the months between [BA DATE] and the date listed in which you were making a rent or mortgage payment.
	Item	**Spec Name** / **Value** **Item Name** **July 2014 - November 2016**
	Specific Probe	How easy or difficult was it to remember the requested information at this level of detail? How confident are you in the accuracy of the answer you provided? What do you think of the layout and functionality of this question? Anything that can be improved upon?
95	**Question Name**	**BB17FHOMAMT**
	Wording	[If [BA DATE] = Months between BA DATE and beginning payment date] How much was your rent or mortgage payment in [Months between BA DATE and beginning payment date]? (If you do not know the exact amount, please provide your best guess.) [else if all months selected on BB17FHOMEMOS between [BA DATE] and Months between BA DATE and beginning payment date] What was your average monthly rent or mortgage payment between [BA DATE] and [Months between BA DATE and beginning payment date]? (If you do not know the exact amount, please provide your best guess.) [else] For the months that you had a rent or mortgage payment between [BA DATE] and [Months between BA DATE and beginning payment date], what was your average monthly payment? (If you do not know the exact amount, please provide your best guess.)
	Help Text	Indicate on average, how much you paid for your rent or mortgage between [BA DATE] and the date shown. If you are unsure of the exact amount, please provide your best guess.

	Item	**Spec Name** **Value** **Item Name** **BB17FHOMAMT** Wording $|.00 per month **Item Name** **BB17FHOMDK** Wording Don't know
	Specific Probe	How did you come up with this number? What period of time were you thinking about? How easy or difficult was it for you to come up with your answer? Why? How confident are you in the accuracy of the answer you provided?
96	**Question Name**	**BB17FHOMVAL**
	Wording	What is the approximate current value of your home(s)? (If you do not know the exact amount, please provide your best guess.)
	Help Text	Please provide your best estimate of the current value of your primary residence regardless of the amount that you may owe. If you both own a home and pay rent, please answer about the home that you own.
	Item	**Spec Name** **Value** **Item Name** **BB17FHOMVAL** Wording $|.00
97	**Question Name**	**BB17FHOMOWE**
	Wording	About how much do you ([if BB17AMARR = 2]or your spouse/[else if BB17AMARR = 6 or BB17AFINWHO = 1] or your partner) owe on the mortgage(s) for your home(s)? (If you owe nothing for your mortgage(s), please enter "0".)
	Help Text	Please indicate how much you and your spouse or partner (if applicable) currently owe on the mortgage of your primary residence. If you are unsure, please provide your best estimate.
	Item	**Spec Name** **Value** **Item Name** **BB17FHOMOWE** Wording $|.00
98	**Question Name**	**BB17FCARLOAN**
	Wording	Do you [{If BB17AMARR = 2} or your spouse {If BB17AMARR = 6 or BB17AFINWHO = 1} or your partner] make loan or lease payments for a vehicle (car, truck, motorcycle, or other vehicle)? (If someone makes vehicle loan or lease payments on [{If BB17AMARR = 2} behalf of you or your spouse {If BB17AMARR = 6 or BB17AFINWHO = 1} behalf of you or your partner {else} your behalf], please answer, "No.")
	Help Text	Please indicate whether you (and your spouse/partner if applicable) make vehicle loan or lease payments. Vehicles can include cars, trucks, and motorcycles.
	Item	**Spec Name** **Value** **Item Name** **BB17FCARLOAN**

	Wording	
	Response Option	Code: 1 — Label: Yes Code: 0 — Label: No
99	**Question Name**	**BB17FCARAMT**
	Wording	What is the total amount you [{If BB17AMARR = 2} or your spouse {If BB17AMARR = 6 or BB17AFINWHO = 1} or your partner] pay each month for your vehicle loan(s) or lease(s)?
	Help Text	Indicate the amount of your monthly loan or lease payment(s) for all vehicles (car, truck, motorcycle, etc.) owned by you. Do **not** add your car insurance payment to the loan or lease amount. Only indicate the amount of your loan or lease payment. Please provide the amount paid by you or your spouse or partner only. Do not include payments made by anyone else on your behalf.
	Item	Spec Name: **Item Name** — Value: **BB17FCARAMT** Wording — $|.00 per month
100	**Question Name**	**BB17FCARDAT**
	Wording	In what month and year did you begin paying your vehicle payment [{if BB17FCARAMT > 0} of $BB17FCARAMT per month]?
	Help Text	Indicate the month and year you began paying your monthly loan or lease payment(s) for all vehicles (car, truck, motorcycle, etc.) owned by you. If you are not sure of the date, provide your best guess.
	Item	Spec Name: **Item Name** — Value: **BB17FCARMM** Wording — Month: **Response Option** Code: -9 — Label: -Select one- Code: 1 — Label: January Code: 10 — Label: October Code: 11 — Label: November Code: 12 — Label: December Code: 2 — Label: February Code: 3 — Label: March Code: 4 — Label: April Code: 5 — Label: May Code: 6 — Label: June Code: 7 — Label: July Code: 8 — Label: August Code: 9 — Label: September **Item Name** — **BB17FCARYY** Wording — Year: **Response Option** Code: wording — Label: 1979-2016

	Specific Probe	How did you come up with your response? How easy or difficult was it to remember the requested information at this level of detail? How confident are you in the accuracy of the answer you provided?
101	**Question Name**	**BB17FCARPRV**
	Wording	Create Months between BA DATE and beginning payment date: If BB17FCARMM or BB17FCARYY = missing, Months between BA DATE and beginning payment date = current month minus 1 month and current year (in words); else Months between BA DATE and beginning payment date = BB17FCARMM minus 1 month and BB17FCARYY (in words) [If [BA DATE] = Months between BA DATE and beginning payment date] Did you have a vehicle payment in [Months between BA DATE and beginning payment date]? ({If BB17AMARR in (2 6) or BB17AFINWHO = 1} If someone other than your [{If BB17AMARR=2} spouse {If BB17AMARR = 6 or BB17AFINWHO = 1} partner] made vehicle payments on your behalf, please answer, "No.") [else] Were you paying a vehicle payment between [BA DATE] and [Months between BA DATE and beginning payment date]? ({If BB17AMARR in (2 6) or BB17AFINWHO = 1} If someone other than your [{If BB17AMARR=2} spouse {If BB17AMARR = 6 or BB17AFINWHO = 1} partner] made vehicle payments on your behalf, please answer, "No.")
	Help Text	Indicate whether you were making any loan lease payment(s) for vehicles (car, truck, motorcycle, etc.) owned by you between [BA DATE] and the date shown.
	Item	**Spec Name** / **Value** **Item Name** **BB17FCARPRV** Wording **Response Option** **Code** / **Label** 1 Yes 0 No
	Specific Probe	In your own words, what is the question asking? How did you come up with your response? What period of time were you thinking about? How confident are you in the accuracy of the answer you provided?
102	**Question Name**	**BB17FCARMOS**
	Wording	What months between [BA DATE] and [Months between BA DATE and beginning payment date] were you making a vehicle payment?
	Help Text	Please select the months between [BA DATE] and the date listed in which you were making a vehicle payment.
	Item	**Spec Name** / **Value** **Item Name** **July 2014 – November 2016**
	Specific Probe	How easy or difficult was it to remember the requested information at this level of detail? How confident are you in the accuracy of the answer you provided? What do you think of the layout and functionality of this question? Anything that can be improved upon?

103	**Question Name**	**BB17FCARAMT2**
	Wording	Create Months between BA DATE and beginning payment date: Months between BA DATE and beginning payment date = BB17FCARMM minus 1 month and BB17FCARYY (in words) [If [BA DATE] = Months between BA DATE and beginning payment date] How much was your vehicle payment in [Months between BA DATE and beginning payment date]? (If you do not know the exact amount, please provide your best guess.) [else if all months selected on BB17FCARMOS between [BA DATE] and Months between BA DATE and beginning payment date] What was your average monthly vehicle payment between [BA DATE] and [Months between BA DATE and beginning payment date]? (If you do not know the exact amount, please provide your best guess.) [else] For the months that you had a vehicle payment between [BA DATE] and [Months between BA DATE and beginning payment date], what was your average monthly payment? (If you do not know the exact amount, please provide your best guess.)
	Help Text	Indicate how much, on average, you paid each month for your loan or lease payment(s) for vehicles (car, truck, motorcycle, etc.) owned by you between [BA DATE] and the shown date.
	Item	**Spec Name** / **Value** **Item Name** **BB17FCARAMT2** Wording $|.00 per month **Item Name** **BB17FCARDK** Wording Don't know
	Specific Probe	How did you come up with this number? What period of time were you thinking about? How easy or difficult was it for you to come up with your answer? Why? How confident are you in the accuracy of the answer you provided?
104	**Question Name**	**BB17FRETIR**
	Wording	Do you have a(n)…
	Help Text	Please indicate whether you have any of the following types of retirement accounts. An **IRA** is an individual retirement account (IRA) that allows individuals to direct pretax income, up to specific annual limits, toward investments that can grow tax-deferred (no capital gains or dividend income is taxed). Contributions to the traditional IRA may be tax-deductible depending on the taxpayer's income, tax-filing status and other factors. There are several variations of an IRA, including: the *Roth IRA*, *Simple IRA* and *SEP IRA*. A **401(k)** is a qualified plan established by employers to which eligible employees may make salary deferral (salary reduction) contributions on a post-tax and/or pretax basis. Employers offering a 401(k) plan may make matching or non-elective contributions to the plan on behalf of eligible employees and may also add a profit-sharing feature to the plan. A **403(b)** is a retirement plan for certain employees of public schools, tax-exempt organizations

		and certain ministers. The features of a 403(b) plan are very similar to those of a 401(k) plan. A **Pension** is a retirement plan provided by an employer that provides the employee with an income when they are no longer earning a regular income from their employment. U.S. government Social Security is not considered a Pension. An **other retirement savings account** includes an employer based retirement account not listed above.
	Item	**Spec Name** / **Value** **Item Name** **BB17FRETEMP** Wording: Employer-based retirement savings account (for example, 401k, 403b, Pension) **Response Option** Code / Label 1 Yes 0 No -1 Don't know **Item Name** **BB17FRETNON** Wording: Non-employer based retirement savings account (for example, IRA) **Response Option** Code / Label 1 Yes 0 No -1 Don't know
105	**Question Name**	**BB17FAMTRET**
	Wording	Not counting any contributions made on your behalf, in the past 12 months did you contribute to your…
	Help Text	Please indicate whether you have contributed to each of your retirement savings accounts in the past 12 months. Please only answer "Yes" if you have contributed your money into the account. Do ***not*** include money contributed into the account solely from your employer.
	Item	**Spec Name** / **Value** **Item Name** **BB17FCONTEMP** Wording: Employer-based retirement savings account (for example, 401k, 403b, Pension) **Response Option** Code / Label 1 Yes 0 No **Item Name** **BB17FCONTNON** Wording: Non-employer based retirement savings account (for example, IRA) **Response Option** Code / Label 1 Yes 0 No
106	**Question Name**	**BB17FDONATE**
	Wording	Since [BA DATE], have you made any financial contributions to [NPSAS]? (Please do not include any tuition, payments, or fees paid to [NPSAS] after completing your

		bachelor's degree in [BA DATE].)
	Help Text	Only include financial contributions/donations made to [NPSAS] after [BA DATE]. Examples of financial contributions or donations can include monetary gifts to support [NPSAS]'s endowment or athletics department. Do not include any money given to [NPSAS] to pay fines, fees, or graduation expenses. Do not include purchases such as athletic tickets or collegiate memorabilia.
	Item	**Spec Name** / **Value** **Item Name** **BB17FDONATE** Wording **Response Option** **Code** / **Label** 1 Yes 0 No
	Specific Probe	In your own words, what is this question asking? How did you interpret "financial contributions"? What did you include in your response? Any suggestions for improvements to the questions?
107	**Question Name**	**BB17FAFFCOST**
	Wording	As a result of your financial costs for undergraduate [{if B18CDEG01 in (5 6 7 8 9) in any iteration} and graduate] education, have you…
	Help Text	Please indicate how your educational costs have affected your plans and decisions.
	Item	**Spec Name** / **Value** **Item Name** **BB17FWRKMORE** Wording Had to work more than desired **Item Name** **BB17FUNRELJB** Wording Taken a job outside your field of study or a less desirable job **Item Name** **BB17FWKINSTD** Wording Taken a job instead of enrolling in additional education **Item Name** **BB17FDLYBYHM** Wording Delayed buying a home **Item Name** **BB17FDLYMARR** Wording Delayed getting married **Item Name** **BB17FDLYKIDS** Wording Delayed having children **Item Name** **BB17FNOAFCST** Wording None of the above
	Specific Probe	In your own words, what do you think the question is asking? How did you feel about answering this question in the survey? How did you decide on your answer?