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### Changes to Current FLAS Tracking Survey

Recommendation	Suggested changes/Notes	Current Wording	New Wording
Modify	Change the single-response question format to a drop-down menu. Increase the number of response categories because the survey will be administered every two years to track a new cohort of FLAS fellow graduates.	Q.1 In what year did you graduate from the degree program in which you received your fellowship? <input type="radio"/> 2010 (1) <input type="radio"/> 2011 (2) <input type="radio"/> 2012 (3)	Q.1 In what year did you graduate from the degree program in which you received your fellowship? 2010 2011 2012 2013 2014 2015 2016 2017 2018 2019 2020
Delete	This question can be deleted if a new response category of "1" is added to Q3 (How many FLAS fellowship awards did you receive?).	Q.2 Have you received more than one FLAS fellowship award? <input type="radio"/> Yes (1) <input type="radio"/> No (2)	[DELETE]
Modify	Change the single-response question format to a drop-down menu and add a new response category of "1," which eliminates the need for Q2 (Have you received more than one FLAS	Q.3 How many FLAS fellowship awards did you receive? <input type="radio"/> 2 (1) <input type="radio"/> 3 (2) <input type="radio"/> 4 (3)	Q.2 What is the total number of FLAS fellowship awards that you have received? 1

Recommendation	Suggested changes/Notes	Current Wording	New Wording
	fellowship award?). Increase the number of response categories to eliminate the need for Q.4 (Enter the total number of FLAS fellowships you received.).	<ul style="list-style-type: none"> <li>o 5 (4)</li> <li>o More than five (5) _____</li> </ul>	<ul style="list-style-type: none"> <li>2</li> <li>3</li> <li>4</li> <li>5</li> <li>6</li> <li>7</li> <li>8</li> <li>9</li> <li>10+</li> </ul>
Delete	This question can be deleted if more response categories are added to Q3 (How many FLAS fellowship awards did you receive?).	Q.4 Enter the total number of FLAS fellowships you received. _____	[DELETE]
Keep	Continue using side-by-side question format and drop-down menus. Continue to distinguish academic year and summer fellowships. Increase the number of response categories because the survey will be administered every two years to track a new cohort of FLAS fellow graduates. List years from earliest to most recent so that order is consistent throughout the survey.	Q.4a For each of your FLAS awards, please answer the following questions: What year did you receive the FLAS? 2012 Academic Year (2012-13) (1) 2012 Summer (2) 2011 Academic Year( 2011-12) (3) 2011 Summer (4) 2010 Academic Year (2010-2011) (5)	For each of your FLAS awards, please answer the following questions. Q.3a What year did you receive the FLAS? Academic Year 2009-10 Summer 2010 Academic Year 2010-11 Summer 2011 Academic Year 2011-12 Summer 2012 Academic Year 2012-13 Summer 2013 Academic Year 2013-14 Summer 2014 Academic Year 2014-15 Summer 2015 Academic Year 2015-16

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			Summer 2016 Academic Year 2016-17 Summer 2017 Academic Year 2017-18 Summer 2018 Academic Year 2018-19 Summer 2019 Academic Year 2019-20 Summer 2020
Keep	Continue using drop-down menu.	Q.4b For each of your FLAS awards, please answer the following questions: For which language did you receive the FLAS? [List of 81 languages, plus "other."]	For each of your FLAS awards, please answer the following questions. Q.3b For which language did you receive the FLAS? [Same list of 81 languages, plus "other."]
Keep	Continue using open-ended response.	Q.4f If you received a FLAS award for a language other than the ones listed above, please specify the language(s) here. _____	Q.3b1 (If "Other" to Q.3b, otherwise skip to Q.3c) If you received a FLAS award for a language other than the ones listed, please specify the language here. _____
Keep	Continue using drop-down menu.	Q.4c For each of your FLAS awards, please answer the following questions: Where did you use the FLAS? Domestic institution (1) Overseas (2) Both (3)	For each of your FLAS awards, please answer the following questions. Q.4a Where did you use the FLAS? Domestic institution Overseas Both

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Modify	Continue using drop-down menu. Note: Some response categories were shortened so that several questions would fit in a side-by-side matrix within the screen. Change “terminal Master's degree, including dual Master's degree” to Master’s degree. Ask respondents to specify the type of advanced professional degree (e.g., MBA, JD, MD) in a follow-up question.	Q.4d For each of your FLAS awards, please answer the following questions: What degree were you working towards when you received the FLAS? Bachelor's degree (1) Terminal Master's degree, including dual Master's degree (2) Doctorate (3) Other advanced professional degree (4) Certificate (5) Other (6)	For each of your FLAS awards, please answer the following questions. Q.4b What degree were you working toward when you received the FLAS? Bachelor’s degree Master’s degree Doctorate Other advanced prof. degree Certificate Other (skip to Q.4b1)
Add	Use drop-down menu with several likely choices and an “other” category.		Q.4b1 Please specify type of other advanced professional degree. MBA J.D. (Juris Doctor) M.D. (Medical Doctor) D.D. S. (Doctor of Dental Surgery) Other
Keep	Keep open-ended response format.	Q.4g If you were working toward a degree not listed above, please specify the degree here.  _____	Q.4b1 (If “Other” to Q.4b2 or Q.4c, otherwise skip to Q.4d) Please specify other degree.  _____
Modify	This question on the current FLAS survey uses a drop-down menu, which only allows a single choice. The instructions say to select more than one discipline if you are enrolled in a dual-	Q.4e For each of your FLAS awards, please answer the following questions: In which discipline was the degree? Select more than one only if you were enrolled in a dual-Master's program.	For each of your FLAS awards, please answer the following questions. Q.4d In which discipline was the degree that you were working

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	<p>Master's degree, but this is not possible with the drop-down menu. Instead, change instructions to say "Select 'other' if you have a dual major or are enrolled in a dual-degree program (e.g., joint JD/MBA program)," then ask respondent to list all disciplines in a follow-up question. List each of the majors under humanities and social sciences separately, because a large proportion of FLAS recipients are likely to be in these two categories. Add an "other, specify" response category to capture anything not listed here and to allow respondents who have double majors or are enrolled in joint degree programs to list multiple disciplines.</p>	<p>Business management/administration (accounting, finance, etc.) (1)  Communications (2)  Computer and information sciences (3)  Education (4)  Engineering (5)  Humanities (including history, foreign languages and literature, art, film, music, philosophy, and religion) (6)  International Studies (7)  Journalism (8)  Law (9)  Life sciences (including health sciences) (10)  Mathematics (11)  Physical sciences (12)  Psychology (13)  Public administration (14)  Social sciences (including anthropology, area studies, cultural studies, economics, geography, international affairs, linguistics, political science and government, public policy, sociology, urban affairs, and urban planning) (15)  Social work (16)</p>	<p>toward? Select "other" if you have a dual major or are enrolled in a dual-degree program (e.g., joint JD/MBA program).  Anthropology  Area studies  Art  Business (accounting, finance, etc.)  Communication  Computer and information sciences  Cultural studies  Economics  Education  Engineering  English language and literature  Film  Foreign languages and literature  Geography  History  International affairs  International studies  Journalism  Law  Life sciences (including health sciences)  Linguistics  Mathematics  Music  Philosophy  Physical sciences  Political science and government  Psychology  Public administration</p>

Recommendation	Suggested changes/Notes	Current Wording	New Wording
			Public policy Religion Social work Sociology Urban affairs Urban planning Other (skip to Q.4d1)
Add			Q.4d1 (If “Other” to Q.4d, otherwise skip to Q.5.) Please specify other discipline. If more than one discipline (e.g., you have a double major or are enrolled in a joint degree program), please list all disciplines. <hr/>
Modify	Change single-choice response format to drop-down menu. Use display logic for Q.4d so that this question only appears if the respondent received the FLAS while in graduate school. Specify in instructions that respondent should select “other” if he or she had a double major, then ask respondent to list both disciplines in a follow-up question. List each of the majors under humanities and social sciences separately. Add an "other, specify" response category.	Q.5 Select the discipline that best describes your undergraduate degree. <input type="radio"/> Business management/administration (accounting, finance, etc.) (1) <input type="radio"/> Communications (2) <input type="radio"/> Computer and information sciences (3) <input type="radio"/> Education (4) <input type="radio"/> Engineering (5) <input type="radio"/> Humanities (including history, foreign languages and literature, art, film, music, philosophy, and religion) (6) <input type="radio"/> International Studies (7) <input type="radio"/> Journalism (8) <input type="radio"/> Law (9) <input type="radio"/> Life sciences (including health	Q.5 Select the discipline that best describes your undergraduate degree. If you had a double major, please select “other.”  Anthropology Area studies Art Business (accounting, finance, etc.) Communication Computer and information sciences Cultural studies Economics Education Engineering English language and literature

Recommendation	Suggested changes/Notes	Current Wording	New Wording
		sciences) (10) o Mathematics (11) o Physical sciences (12) o Psychology (13) o Public administration (14) o Social sciences (including anthropology, area studies, cultural studies, economics, geography, international affairs, linguistics, political science and government, public policy, sociology, urban affairs, and urban planning) (15) o Social work (16)	Film Foreign languages and literature Geography History International affairs International studies Journalism Law Life sciences (including health sciences) Linguistics Mathematics Music Philosophy Physical sciences Political science and government Psychology Public administration Public policy Religion Social work Sociology Urban affairs Urban planning Other (skip to Q.4c1)
Add			Q.4c1 (If “Other” to Q.4c, otherwise skip to Q.5.) Please specify other discipline. If you had a double major, please list both disciplines.

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Modify	Keep single-choice response. List "or certificates" in the question or respondent may select "no" and skip the questions that follow.	Q.6 In addition to the degree you pursued during your fellowship, are you enrolled in or have you completed another degree? o Yes (1) o No (2)	Q.5 In addition to the degree you pursued during your fellowship, are you enrolled in or have you completed any other degrees or certificates? o Yes o No (skip to Q.8a)
Add	Ask respondents about each additional degree earned or in progress, rather than highest degree earned. Use drop-down menu.		Q.6 Number of additional degrees or certificates you have either completed or are working toward: 1 2 3 4 5+
Modify	Change "terminal Master's degree, including dual Master's degree" to Master's degree. Ask respondents to specify the type of advanced professional degree (e.g., MBA, JD, MD) in a follow-up question.	Q.7 What type of additional degree or certificate are you working towards or have you completed? If you are working towards or have completed more than one degree, mark the level for the highest degree. Bachelor's degree (1) Terminal Master's degree, including dual Master's degree (2) Doctorate (3) Other advanced professional degree (e.g., MBA, MPA, JD) (4) Certificate (5) Other (please specify) (6)	Q.7a What type of degree is this? Bachelor's degree Master's degree Doctorate Other advanced prof. degree Certificate Other (skip to Q.7a1)



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Add	Use drop-down menu with several likely choices and an “other” category.		Q.7b Please specify type of other advanced professional degree. MBA J.D. (Juris Doctor) M.D. (Medical Doctor) D.D. S. (Doctor of Dental Surgery) Other
	This information is provided in Q.7.		Q.7a1 (If “Other” to Q.7a or Q.7b, otherwise skip to Q.7c.) Please specify other degree.
Add	This might be important information to capture separately.		Q.7c Have you completed this degree or is it in progress? Completed In progress
Modify	List humanities and social science majors separately.	Q.8 What is the primary field of study for this additional degree or certificate? o Business management/administration (accounting, finance, etc.) (1) o Communications (2) o Computer and information sciences (3) o Education (4) o Engineering (5) o Humanities (including history, foreign languages and literature, art, film,	Q.7d What was the primary field of study for this degree/certificate? Anthropology Area studies Art Business (accounting, finance, etc.) Communication Computer and information sciences Cultural studies Economics Education

Recommendation	Suggested changes/Notes	Current Wording	New Wording
		music, philosophy, and religion) (6) o International Studies (7) o Journalism (8) o Law (9) o Life sciences (including health sciences) (10) o Mathematics (11) o Physical sciences (12) o Psychology (13) o Public administration (14) o Social sciences (including anthropology, area studies, cultural studies, economics, geography, international affairs, linguistics, political science and government, public policy, sociology, urban affairs, and urban planning) (15) o Social work (16)	Engineering English language and literature Film Foreign languages and literature Geography History International affairs International studies Journalism Law Life sciences (including health sciences) Linguistics Mathematics Music Philosophy Physical sciences Political science and government Psychology Public administration Public policy Religion Social work Sociology Urban affairs Urban planning Other (skip to Q.7e1)
Add	Current question needs an "other, specify" response category to capture anything not listed.		Q.7e1 (If "Other" to Q.7e, otherwise skip to Q.8a.) Please specify other field of study.

Recommendation	Suggested changes/Notes	Current Wording	New Wording
Keep		Q.9 Does this additional degree or certificate have a foreign language component? Yes (1) No (2)	Q.7c Does this degree have a foreign language component? Yes No
Keep		Q.10 Does this additional degree or certificate have an international and/or area studies component? Yes (1) No (2)	Q.7d Does this degree have an international and/or area studies component? Yes No
Modify	Current list of response categories is long and somewhat confusing. Consider using the three exhaustive categories that economists use: employed, unemployed, or out of the workforce. In this case, list choices separately instead of using a drop-down menu so that respondent can compare the definitions before selecting a choice. Important: Check the skip pattern for this question. At present, if a respondent checks "Full-time student, not employed" the survey does not skip over the subsequent questions about current job held (which this respondent would not have). How important is it to gather info on specific categories such as postdocs, students employed in academic work vs. other work, and unpaid interns? Response categories should be mutually exclusive, but some of them overlap. For example, it is possible to be	Q.11 What is your current employment status? Employed for pay, full-time (1) Employed for pay, part-time (2) Full-time student, not employed (3) Full-time student, employed in academic work (e.g., research assistant, teaching assistant) (4) Full-time student, employed part-time outside of academic work (5) Postdoctoral fellow (6) Unpaid intern (7) Stay-at-home parent (8) Unemployed (9) Other-please specify (10) _____	Q.9 What is your current employment status? Employed (working either full-time or part-time for pay) Unemployed (not working right now, but actively looking for work) Full-time student Out of the workforce and not looking for work (e.g., stay-at-home parent, retired, disabled)

Recommendation	Suggested changes/Notes	Current Wording	New Wording
Add	<p>employed for pay, part-time, yet also be a full-time student, employed part-time outside of academic work.</p> <p>Current survey asks about current job only. Ask instead about all jobs held, using similar side-by-side question format that asks about all FLAS fellowships received. At present, someone who is currently an unpaid intern, a stay-at-home parent, or unemployed will skip all of the questions about jobs held. For everyone else, the survey will only collect information about current job held and will not capture potentially valuable information about other postgraduate jobs.</p>		<p>Q.10 How many jobs for pay have you held since this FLAS fellowship ended? Include full- and part-time jobs. Do not include research or teaching that you did in conjunction with your work toward the degree supported by this fellowship.</p> <p>0 (skip to Q.13.)</p> <p>1</p> <p>2</p> <p>3</p> <p>4</p> <p>5</p> <p>6</p> <p>7</p> <p>8</p> <p>9+</p>
Modify	<p>If you ask about the number of years worked at each job held, you can add them to get total number of years employed.</p>	<p>Q.12 How many years have you been employed since the completion of your highest degree?</p> <p>o Years (1) _____</p> <p>o Months (2) _____</p>	<p>Q.11a How many years did you work here?</p> <p>Less than 1</p> <p>1</p> <p>2</p> <p>3</p> <p>4</p> <p>5</p> <p>6</p> <p>7</p> <p>8</p> <p>9+</p>

Recommendation	Suggested changes/Notes	Current Wording	New Wording
Add			Q.11b Was this a full-time or part-time job? Full-time Part-time
Add			Q.11c Is this your current job? Yes No
Modify	Ask this question about each job held, not just current job. Recommendation is to add more types of job categories that college graduates might hold. It looks like you have already done this. The different categories for teachers and the social scientist category are especially appropriate for this group of respondents. Some of the others may be less so (e.g., farmer/forester/fisherman). Do you still want to exclude consultant and researcher from the choices?	Q.13 Using the job categories listed below, choose the one that best describes your current position. (Note: if you are a Consultant or Researcher, please select the area most relevant to your consulting or research expertise) o Biological/Life Scientist (1) o Clerical/Administrative Support (2) o Clergy and Other Religious Worker (3) o Computer-Related Occupation (4) o Counselors (5) o Engineer/Architects (6) o Engineering Technologists/Technicians/Surveyors (7) o Farmer/Forester/Fisherman (8) o Health Occupation (9) o International Occupation (10) o Lawyer/Judge (11) o Librarian/Archivist/Curator (12) o Managers, Top-level Executives/Administrators (13)	Q.11d Which of the following job categories best describes this job? Accounting Admin & Clerical Banking Biotech Biology Business development Communications, Media, Journalism Consultant Customer Service Cybersecurity Design Education – Teaching (skip to Q.11d1) Education – Other Engineering Entertainment Environment Executive Finance General Business Federal Government

Recommendation	Suggested changes/Notes	Current Wording	New Wording
		<ul style="list-style-type: none"> <li>o Managers, Other (14)</li> <li>o Management-Related Occupation (Accountant, Auditor, Personnel Specialist, etc.) (15)</li> <li>o Mathematical Scientist (16)</li> <li>o Physical Scientist (17)</li> <li>o Sales/Marketing (18)</li> <li>o Service Occupation, except Health (including food preparation and protective services) (19)</li> <li>o Social Scientist (includes anthropology, economics, history, political science, psychology, sociology) (20)</li> <li>o Teacher – Pre-college (21)</li> <li>o Teacher/Professor - Postsecondary (22)</li> <li>o Teacher -- Other (e.g., private tutor, dance instructor) (23)</li> <li>o Writers/Editors/Public Relations Specialists/Artists/Entertainers/Broadcasters (24)</li> <li>o Other Occupation (please specify) (25) _____</li> </ul>	<ul style="list-style-type: none"> <li>Health Care</li> <li>Hotel – Hospitality</li> <li>Human Resources</li> <li>Information Technology</li> <li>Insurance</li> <li>International Development</li> <li>Legal</li> <li>Library</li> <li>Linguistics</li> <li>Management</li> <li>Manufacturing</li> <li>Marketing</li> <li>Museum</li> <li>Nonprofit – Social Services</li> <li>Pharmaceutical</li> <li>Professional Services</li> <li>Purchasing – Procurement</li> <li>QA – Quality Control</li> <li>Real Estate</li> <li>Research</li> <li>Restaurant – Food Service</li> <li>Retail</li> <li>Sales</li> <li>Science</li> <li>Skilled Labor – Trades</li> <li>State/Local Government</li> <li>Telecommunications</li> <li>Training</li> <li>Transportation</li> <li>U.S. Military (skip to Q.11d)</li> <li>Other (skip to Q.11d3)</li> <li>Q.11d (If U.S. Military is selected, otherwise skip to Q.11e.)</li> </ul>
Add	For consistency with DDRA survey		

Recommendation	Suggested changes/Notes	Current Wording	New Wording
			Please specify branch of the U.S. military. United States Air Force United States Army United States Marine Corps United States Navy United States Coast Guard
	This information is collected in Q.13.		Q.11d3 (If “Other” to Q.11d, otherwise skip to Q.11e.) Please specify other job category.
Modify	Current list of sectors is long -- consider collapsing to fewer categories. Categories should be mutually exclusive, but some on the current FLAS survey overlap (e.g., public institution of higher education, and state government (including state colleges and universities) are not mutually exclusive categories) Separate U.S. military category from civilian federal government category throughout the survey as you did here.	Q.14 Which one of the following best describes your principal employer? o Private sector--for-profit company or organization (1) o Private sector--in a non-profit organization (including private colleges and universities, and tax-exempt and charitable organizations) (2) o Public institution of higher education (3) o Government--local government (e.g., city, county, school district) (4) o Government--state government (including state colleges and universities) (5) o Government--U.S. military service, active duty and Commissioned Corps (6) o Government--U.S. federal government (e.g., civilian employee) (7) o International organization (8)	Q.11e Which of the following sectors best describes this employer? Private sector business (includes self-employed) Non-profit organization Federal government (skip to Q.11e1) State government (includes state colleges and universities) Local government (includes public school districts) Foreign/international U.S. military (skip to Q.11e2) Other (skip to Q.11e3)

Recommendation	Suggested changes/Notes	Current Wording	New Wording
		<ul style="list-style-type: none"> <li>o Self-employed or a business owner--non-incorporated business, professional practice, or farm (9)</li> <li>o Self-employed or a business owner--incorporated business, professional practice, or farm (10)</li> <li>o Other (please specify) (11)</li> </ul> <hr/>	
Add	For consistency with DDRA survey		<p>Q.11e2 (If U.S. Military is selected, otherwise skip to Q.12a) Please specify branch of the U.S. military.</p> <ul style="list-style-type: none"> <li>United States Air Force</li> <li>United States Army</li> <li>United States Marine Corps</li> <li>United States Navy</li> <li>United States Coast Guard</li> </ul>
	Current FLAS survey collects this in Q.14.		<p>Q.11e3 (If “Other” to Q.11e, otherwise skip to Q.12a.) Please specify other sector.</p> <hr/>
Add	This information is not collected in the current FLAS survey if respondent says principal employer is the Federal government.		<p>Q.11e1 Please indicate the agency where you worked when you held this U.S. government job.</p> <ul style="list-style-type: none"> <li>Executive Branch Agencies</li> <li>Executive Office of the President (e.g., White House Office, Office of Management and Budget)</li> <li>U.S. Department of Agriculture</li> </ul>



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			<p>U.S. Department of Commerce  U.S. Department of Defense  U.S. Department of Education  U.S. Department of Energy  Environmental Protection Agency  U.S. Department of Health and Human Services (excluding NIH)  U.S. Department of Homeland Security  U.S. Department of Housing and Urban Development  U.S. Department of Interior  U.S. Department of Justice  U.S. Department of Labor  National Aeronautics and Space Administration (NASA)  National Institutes of Health (NIH)  National Science Foundation  U.S. Department of State  U.S. Department of Transportation  U.S. Department of Treasury  U.S. Department of Veterans Affairs  Legislative Branch (e.g., U.S. Congress, Congressional Research Service, Library of Congress)</p> <p>Federal Independent Agencies (e.g., GSA, SSA, NTSB)  Judiciary Branch (e.g., U.S. Supreme Court, Court of International Trade)  Other national security agency  Peace Corps  Other federal agency (skip to</p>

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			<p>Q.11e2) I prefer not to disclose</p> <p>Q.11e2 (If “Other federal agency” to Q.11e1, otherwise skip to Q.12a.) Please specify other federal agency.</p> <hr/>
Keep or modify	Revised FLAS survey skips to next question about type of educational institution each time respondent indicates job category of "Education - Teacher." Different way to get at this information.	<p>Q.16 Is your current employer an educational institution?</p> <ul style="list-style-type: none"> <li>o Yes (1)</li> <li>o No (2)</li> </ul>	
Modify	I shortened some of the response categories so that several questions would fit side-by-side on the screen.	<p>Q.17 Is the educational institution where you work a...(mark one answer)</p> <ul style="list-style-type: none"> <li>o Preschool, elementary, middle, or secondary school or system (1)</li> <li>o Two-year college, community college, or technical institute (2)</li> <li>o Four-year college or university, other than a medical school (3)</li> <li>o Medical school (including university-affiliated hospital or medical center) (4)</li> <li>o University-affiliated research institute (5)</li> <li>o Other (please specify) (6)</li> </ul> <hr/>	<p>Q.11d1 (If “Education – Teaching” to Q.11d, otherwise skip to Q.11e.) Please indicate the type of educational institution where you worked.</p> <p>Pre-Kindergarten Elementary or secondary school or system 2-year college, community college, or technical institute 4-year public college or university 4-year private college or university</p> <p>Foreign education institution Other (skip to Q.11d2)</p>
	This information is already collected in Q.17.		<p>Q.11d2 (If “Other” to Q.11d1, otherwise skip to Q.11e.) Please indicate other type of</p>

Recommendation	Suggested changes/Notes	Current Wording	New Wording
			educational institution.
Delete	<p>Recommendation is to drop this question because the final question of the survey asks the respondent to provide the name of the organization and location where he/she is currently working. In addition, this question does not ask if the respondent is working for the Title VI center, only if the respondent is working at one of the universities that has one of the Title VI centers. It is not clear what the purpose of this question is.</p>	<p>Q.18 If you are working in higher education, please indicate if it is one of these institutions that has a Title VI center funded by the Department of Education (e.g., National Resource Center, Language Resource Center, or Center for International Business Education). If your institution is not included below, please provide the name in the space provided below.</p> <ul style="list-style-type: none"> <li>o Boston University (1)</li> <li>o Brigham Young University (2)</li> <li>o Columbia University (3)</li> <li>o Cornell University (4)</li> <li>o Duke University (5)</li> <li>o Florida International University (6)</li> <li>o George Washington University (7)</li> <li>o Georgetown University (8)</li> <li>o Georgia Institute of Technology (9)</li> <li>o Georgia State University (10)</li> <li>o Harvard University (11)</li> <li>o Indiana University-Bloomington (12)</li> <li>o Michigan State University (13)</li> <li>o New York University (14)</li> <li>o Northern Illinois University (15)</li> <li>o Ohio State University (16)</li> <li>o Ohio University (17)</li> <li>o Pennsylvania State University (18)</li> <li>o Portland State University (19)</li> <li>o Princeton University (20)</li> </ul>	

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Delete		<ul style="list-style-type: none"> <li>o Purdue University (21)</li> <li>o Saint Mary's University of Minnesota (22)</li> <li>o San Diego State University (23)</li>   <li>Q.18 (cont.)</li> <li>o Stanford University (24)</li> <li>o Temple University (25)</li> <li>o Texas A&amp;M University (26)</li> <li>o Tulane University of Louisiana (27)</li> <li>o University of Arizona (28)</li> <li>o University of California-Berkeley (29)</li> <li>o University of California-Los Angeles (30)</li> <li>o University of Chicago (31)</li> <li>o University of Colorado-Denver (32)</li> <li>o University of Connecticut (33)</li> <li>o University of Florida (34)</li> <li>o University of Hawaii-Manoa (35)</li> <li>o University of Illinois-Urbana-Champaign (36)</li> <li>o University of Kansas (37)</li> <li>o University of Maine (38)</li> <li>o University of Maryland-College Park (39)</li> <li>o University of Memphis (40)</li> <li>o University of Miami (41)</li> <li>o University of Michigan-Ann Arbor (42)</li> <li>o University of Minnesota-Twin Cities (43)</li> <li>o University of New Mexico (44)</li> </ul>	

Recommendation	Suggested changes/Notes	Current Wording	New Wording
Delete		<ul style="list-style-type: none"> <li>o University of North Carolina at Chapel Hill (45)</li> <li>o University of Oregon (46)</li> <li>o University of Pennsylvania (47)</li> <li>o University of Pittsburgh (48)</li> <li>o University of South Carolina-Columbia (49)</li> </ul> <p>Q.18 (cont.)</p> <ul style="list-style-type: none"> <li>o University of Southern California (50)</li> <li>o University of Texas-Austin (51)</li> <li>o University of Utah (52)</li> <li>o University of Virginia (53)</li> <li>o University of Washington (54)</li> <li>o University of Wisconsin-Madison (55)</li> <li>o Vanderbilt University (56)</li> <li>o Yale University (57)</li> <li>o Other (please specify) (58)</li> </ul>	
Modify	Recommendation is to ask this about every job held, not just current job.	<p>Q.19 To what extent is your work in your principal job related to the field in which you received your degree (the one(s) you were working on during your FLAS fellowship(s))? Is it...(mark one answer)</p> <ul style="list-style-type: none"> <li>o Closely related (1)</li> <li>o Somewhat related (2)</li> <li>o Not related (3)</li> </ul>	<p>Q.12a How closely was this job related to the field in which you received your degree (the one(s) you were working on during your FLAS fellowship(s))?</p> <p>Closely related Somewhat related Not related</p>
Delete	Recommendation is to drop this question if you ask about every job	Q.20 Did the following factors influence your decision to work in an	[DELETE]

Recommendation	Suggested changes/Notes	Current Wording	New Wording
	held, since it is likely that this information will change for different jobs. Important: If you decide to keep this question, add an "N/A" category. At present, respondent has to mark either yes or no under the "other, please specify" question in order to move forward, even if he or she has nothing to enter here.	area outside the field of your degree (the one you were working on during your FLAS fellowship(s))? (Mark yes or no for each item) Pay, promotion opportunities (1) Working conditions (e.g., hours, equipment, working environment) (2) Job location (3) Change in career or professional interests (4) Family-related reasons (e.g., children, spouse's job moved) (5) Job in field not available (6) Other (please specify) (7)	
Modify	Ask this question about each job held, not just current job.	Q.21 Is knowledge of a foreign language a requirement or considered a key asset for your current job? o Yes (1) o No (2)	Q.12b Was knowledge of a foreign language a requirement or considered a key asset for this job? Yes No
Modify	Ask this question about each job held, not just current job.	Q.22 Is your international and/or area studies training a requirement or considered a key asset for your current job? o Yes (1) o No (2)	Q.12c Was your international and/or area studies training a requirement or considered a key asset for this job? Yes No
Modify	Ask this question about each job held, not just current job.	Q.23 How often in your current job are you called on to use the foreign language(s) you studied in your fellowship(s)? o Daily (1) o Weekly (2)	Q.12d When you held this job, how often were you called on to use the foreign language(s) you studied in your fellowship(s)? Daily Weekly

Recommendation	Suggested changes/Notes	Current Wording	New Wording
		<ul style="list-style-type: none"> <li>o Monthly (3)</li> <li>o Less than once a month (4)</li> <li>o Never (5)</li> </ul>	<p>Monthly Less than once a month Never</p>
Modify	Ask this question about each job held, not just current job.	<p>Q.24 How often in your current job are you called on to use the international and/or area studies training you received during your fellowship(s)?</p> <ul style="list-style-type: none"> <li>o Daily (1)</li> <li>o Weekly (2)</li> <li>o Monthly (3)</li> <li>o Less than once a month (4)</li> <li>o Never (5)</li> </ul>	<p>Q.24 How often in your current job are you called on to use the international and/or area studies training you received during your fellowship(s)?</p> <p>Daily (1) Weekly (2) Monthly (3) Less than once a month (4) Never (5)</p>
Keep		<p>Q.25 Please rate, in your own estimation, how the language proficiency and area studies training you gained as a part of the fellowship has affected your career path in the following ways:</p>	<p>(PLEASE RATE, IN YOUR OWN ESTIMATION, HOW THE LANGUAGE PROFICIENCY AND AREA STUDIES TRAINING YOU GAINED AS PART OF THE FELLOWSHIP HAS AFFECTED YOUR CAREER PATH IN THE FOLLOWING WAYS :)</p>
Keep		<p>In your initial marketability on the job market (1) Very beneficial (1) Beneficial (2) Somewhat beneficial (3) Not beneficial at all (4) N/A (5)</p>	<p>Q.14a In your initial marketability on the job market Very beneficial Beneficial Somewhat beneficial Not beneficial at all N/A</p>
Keep		In your professional	Q.14b In your professional

Recommendation	Suggested changes/Notes	Current Wording	New Wording
		development/promotion (2) Very beneficial (1) Beneficial (2) Somewhat beneficial (3) Not beneficial at all (4) N/A (5)	development/promotion Very beneficial Beneficial Somewhat beneficial Not beneficial at all N/A
Keep		Q.26 Please indicate how likely it is you would have accomplished any of the following if you had not received fellowship support. Without the support of this fellowship, I still would have:	(HOW LIKELY IS IT THAT YOU WOULD HAVE ACCOMPLISHED THE FOLLOWING WITHOUT FLAS FELLOWSHIP SUPPORT?)
Keep		Pursued my language of study (1) Very Likely (1) Likely (2) Unlikely (3) Very unlikely (4) N/A (5)	Q.15a Pursued my language of study Very likely Likely Unlikely Very unlikely N/A
Keep		Achieved advanced language proficiency (2) Very Likely (1) Likely (2) Unlikely (3) Very unlikely (4) N/A (5)	Q.15b Achieved advanced language proficiency Very likely Likely Unlikely Very unlikely N/A
Keep		Pursued area and/or international studies (3) Very Likely (1) Likely (2) Unlikely (3) Very unlikely (4)	Q.15c Pursued area and/or international studies Very likely Likely Unlikely Very unlikely



Recommendation	Suggested changes/Notes	Current Wording	New Wording
Keep		N/A (5)  Graduated from my degree program (4) Very Likely (1) Likely (2) Unlikely (3) Very unlikely (4) N/A (5)	N/A  Q.15d Graduated from my degree program Very likely Likely Unlikely Very unlikely N/A
Keep		Traveled overseas for a language immersion/study abroad experience (5) Very Likely (1) Likely (2) Unlikely (3) Very unlikely (4) N/A (5)	Q.15e Traveled overseas for a language immersion/study abroad experience Very likely Likely Unlikely Very unlikely N/A
Keep		Gone into the field in which I am currently employed (6) Very Likely (1) Likely (2) Unlikely (3) Very unlikely (4) N/A (5)	Q.15f Gone into the field in which I am currently employed Very likely Likely Unlikely Very unlikely N/A
Keep		Received my current position (7) Very Likely (1) Likely (2) Unlikely (3) Very unlikely (4) N/A (5)	Q.15g Received my current position Very likely Likely Unlikely Very unlikely N/A

Recommendation	Suggested changes/Notes	Current Wording	New Wording
Keep		Received additional fellowships or awards (8) Very Likely (1) Likely (2) Unlikely (3) Very unlikely (4) N/A (5)	Q.15h Received additional fellowships or awards Very likely Likely Unlikely Very unlikely N/A
Keep	I moved this earlier in the survey because it fits with the block of questions about post-graduate education outcomes. I added a few more language-related fellowships to the list -- it looks like you have already added them. Recommendation is to move the "not applicable" response category to the top of the list so that respondents don't miss this and skip the question entirely.	Q.27 If you received additional fellowships or awards after participating in the fellowship program, please check which of the following you received: <input type="checkbox"/> Benjamin A. Gilman scholarship <input type="checkbox"/> Boren award <input type="checkbox"/> Charles B. Rangel International Affairs fellowship <input type="checkbox"/> Freeman award <input type="checkbox"/> Fulbright-Hays Doctoral Dissertation Research Abroad fellowship <input type="checkbox"/> Fulbright-Hays Faculty Research Abroad fellowship <input type="checkbox"/> Fulbright fellowship <input type="checkbox"/> Graduate Assistance in Areas of National Need (GAANN) <input type="checkbox"/> International Research & Exchanges Board (IREX) award <input type="checkbox"/> Jacob K. Javits award <input type="checkbox"/> National Security Language Initiative for Youth Award <input type="checkbox"/> National Science Foundation fellowship or grant <input type="checkbox"/> Social Science Research Council	Q.8a Have you received any additional fellowships or awards after participating in the FLAS fellowship program? (Please check all that you received.) <input type="checkbox"/> Not applicable <input type="checkbox"/> Benjamin A. Gilman scholarship <input type="checkbox"/> Boren award <input type="checkbox"/> Charles B. Rangel International Affairs fellowship <input type="checkbox"/> Freeman award <input type="checkbox"/> Fulbright-Hays Doctoral Dissertation Research Abroad fellowship <input type="checkbox"/> Fulbright U.S. Student Program (FUSP-IIE) <input type="checkbox"/> Graduate Assistance in Areas of National Need (GAANN) <input type="checkbox"/> International Research & Exchanges Board (IREX) award <input type="checkbox"/> Jacob K. Javits award <input type="checkbox"/> National Security Language Initiative for Youth Award <input type="checkbox"/> National Science Foundation

Recommendation	Suggested changes/Notes	Current Wording	New Wording
		fellowship or award <input type="checkbox"/> Thomas R. Pickering Foreign Affairs fellowship <input type="checkbox"/> Mellon fellowship <input type="checkbox"/> University departmental/division grant <input type="checkbox"/> Other (please specify) _____ <input type="checkbox"/> Not applicable (N/A)	fellowship or grant <input type="checkbox"/> Social Science Research Council fellowship or award <input type="checkbox"/> Wenner-Gren Foundation grant <input type="checkbox"/> Thomas R. Pickering Foreign Affairs fellowship <input type="checkbox"/> Mellon fellowship <input type="checkbox"/> University departmental/division grant <input type="checkbox"/> Other (skip to Q.8b)
	This information is already collected in Q.27.		Q.8b (If “Other” to Q.8a, otherwise skip to Q.9.) Please specify the names of any other fellowships or awards. _____
		Q.28 Have you ever made use of your foreign language and/or area studies training by consulting or volunteering for any of the following? (check all that apply) <input type="checkbox"/> College or university (1) <input type="checkbox"/> Community college (2) <input type="checkbox"/> Domestic nonprofit organization (3) <input type="checkbox"/> For-profit organization (4) <input type="checkbox"/> International non-governmental organization (5) <input type="checkbox"/> Media (6) <input type="checkbox"/> Minority-serving institution (7) <input type="checkbox"/> Multi-lateral agency (8) <input type="checkbox"/> U.S. federal government agency (9) <input type="checkbox"/> U.S. state government agency (10)	Q.13 Have you ever made use of your foreign language and/or area studies training by consulting or volunteering for any of the following? (Please check all that apply.) <input type="checkbox"/> No -- not applicable <input type="checkbox"/> Elementary or secondary education <input type="checkbox"/> Four-year public or private institution of higher education <input type="checkbox"/> Two-year college, community college, or technical institute <input type="checkbox"/> Domestic nonprofit organization <input type="checkbox"/> Business <input type="checkbox"/> For-profit organization <input type="checkbox"/> Foreign government

Recommendation	Suggested changes/Notes	Current Wording	New Wording
		<ul style="list-style-type: none"> <li>o U.S. local government agency (11)</li> <li>o Peace Corps service, indicate years of service (12) _____</li> <li>o Other (list) (13) _____</li> <li>o Not applicable (N/A) (14)</li> <li>o If applicable, please describe how you used your foreign language and/or area studies training as a consultant or volunteer: (15) _____</li> </ul>	<p>International non-governmental organization Media Minority-serving institution Multi-lateral organization (e.g., OECD, World Health Organization) Federal government agency (skip to Q.13d) State government agency Local government agency Peace Corps service (skip to Q.13b) U.S. military (skip to Q.13e) Other (skip to Q.13a)</p>
	This information is collected in Q.28.		<p>Q.13a (If “Other” to Q.13, otherwise skip to Q.13c.) Please specify other types of organizations or agencies for which you consulted or volunteered.</p>
Add	For consistency with DDRA		<p>Q.13e (If “U.S. military” to QX, otherwise skip to Q.13c.) Please specify branch of the U.S. military. United States Air Force United States Army United States Marine Corps United States Navy United States Coast Guard</p>
	This information is collected in Q.28.		<p>Q.13b (If “Peace Corps service” to Q.13, otherwise skip to Q.13c.) Please indicate years of service in the</p>

Recommendation	Suggested changes/Notes	Current Wording	New Wording
			Peace Corps. Less than 1 1 2 3 4 5 6 7 8 9+
Modify	Recommendation is to delete "if applicable" and use skip pattern so that a separate question only appears if respondent reported in Q.28 that he or she was a consultant or volunteer.	Q.28a If applicable, please describe how you used your foreign language and/or area studies training as a consultant or volunteer: <hr/>	Q.13c Please describe how you used your foreign language and/or area studies training as a consultant or volunteer: <hr/>
Modify	Change "if you have consulted..." to "when you consulted..." and use skip pattern so that this question appears only if the respondent reported in Q.28 that he or she consulted for the U.S. federal government.	Q.29 If you have consulted for the U.S. federal government, with which agency or agencies did you work? Select all that apply. <input type="checkbox"/> Agriculture Department (1) <input type="checkbox"/> Commerce Department (2) <input type="checkbox"/> Congressional Branch (US Congress, Congressional Research Service, Library of Congress) (3) <input type="checkbox"/> Defense Department (4) <input type="checkbox"/> Education Department (5) <input type="checkbox"/> Energy Department (6) <input type="checkbox"/> Environmental Protection Agency (7)	Q.13d (If "U.S. Federal government agency" to Q.13, otherwise skip to Q.14.) When you consulted for the U.S. federal government, with which agency or agencies did you work? (Please select all that apply.) <input type="checkbox"/> Executive Branch Agencies <input type="checkbox"/> Executive Office of the President (e.g., White House Office, Office of Management and Budget) <input type="checkbox"/> U.S. Department of Agriculture <input type="checkbox"/> U.S. Department of Commerce

Recommendation	Suggested changes/Notes	Current Wording	New Wording
		<ul style="list-style-type: none"> <li>o Health and Human Services Department (excluding NIH) (8)</li> <li>o Homeland Security (9)</li> <li>o Housing and Urban Development Department (10)</li> <li>o Interior Department (11)</li> <li>o Justice Department (12)</li> <li>o Labor Department (13)</li> <li>o National Aeronautics and Space Administration (14)</li> <li>o National Institutes of Health (NIH) (15)</li> <li>o National Science Foundation (16)</li> <li>o State Department (17)</li> <li>o Transportation Department (18)</li> <li>o Treasury Department (19)</li> <li>o Veterans Affairs (20)</li> <li>o White House (21)</li> <li>o Other national security agency (22)</li> <li>o Other federal agency (please specify) (23) _____</li> <li>o I prefer not to disclose (24)</li> </ul>	<p>U.S. Department of Defense  U.S. Department of Education  U.S. Department of Energy  Environmental Protection Agency  U.S. Department of Health and Human Services (excluding NIH)  U.S. Department of Homeland Security  U.S. Department of Housing and Urban Development  U.S. Department of Interior  U.S. Department of Justice  U.S. Department of Labor  National Aeronautics and Space Administration (NASA)  National Institutes of Health (NIH)  National Science Foundation  State Department  U.S. Department of Transportation  U.S. Department of Treasury  U.S. Department of Veterans Affairs</p> <p>Federal Independent Agencies (e.g., GSA, SSA, NTSB)  Judiciary Branch (e.g., U.S. Supreme Court, Court of International Trade)  Other national security agency (e.g., FBI, CIA, DEA, NSA)  Peace Corps  Other federal agency (skip to Q.13e)  I prefer not to disclose (skip to Q.14a)</p>

Recommendation	Suggested changes/Notes	Current Wording	New Wording
	This information is collected in Q.29.		Q.13e (If “Other federal agency” to Q.13d, otherwise skip to Q.13f.) Please specify other federal agency.
Modify	Delete "optional" to increase number of responses.	Q.30 Optional: Please provide details on your work with this federal agency or agencies.	Q.13f Please provide details about the work you performed for this federal agency or agencies and how you made use of your foreign language and/or area studies training.
Keep		Q.31 What is your sex? o Male (1) o Female (2)	Q.16 What is your gender? Male Female
Keep	Use drop-down menu.	Q.32 In what year were you born? (enter 4-digit birth year; for example: 1976)	Q.17 In what year were you born? [Drop-down menu of years from XXXX to YYYY]
Keep		Q.33 Are you Hispanic or Latino? o Yes (1) o No (2)	Q.18 Are you Hispanic or Latino? Yes No
Keep		Q.34 What is your racial background? (check all that apply) o American Indian or Alaska Native (1) o Asian (2) o Black or African American (3) o Native Hawaiian or Other Pacific Islander (4) o White (5)	Q.19 What is your racial background? (Please check all that apply.) American Indian or Alaska Native Asian Black or African American Native Hawaiian or Other Pacific Islander White

Recommendation	Suggested changes/Notes	Current Wording	New Wording
Keep		Q.34 Did you speak a language other than English at home when you were growing up? o Yes (1) o No (2)	Q.20a Did you speak a language other than English at home when you were growing up? Yes No (skip to Q.21)
Keep		Q.35 If yes, what language did you speak at home (if more than one, select the primary language) [List of 81 Languages, plus "other."]	Q.20b What language did you speak at home? (If more than one, please select the primary language.) [Same list of 81 Languages, plus "other."]
Add	Important: Q.35 currently has no place for respondent to specify name of language if he or she marked "other."		Q.20c (If "Other" to Q.20b, otherwise skip to Q.21.) Please specify other language. <hr/>
Delete	You can cut this question and still obtain this information by comparing Q.35 (What language did you speak at home?) and Q.4b (For each of your FLAS awards, please answer the following question: For which language did you receive the FLAS?)	Q.36 Is the language you spoke at home the same language that you studied during your fellowship(s)? o Yes (1) o No (2)	[DELETE]
Modify	Delete "optional" to increase response rate.	Q.37 Optional: If your experience with the fellowship program has been beneficial to your career, please explain why and provide specific examples.	Q.22 If your experience with the FLAS fellowship program has been beneficial to your career, please explain how and provide specific examples. <hr/>
Modify	Delete "optional" to increase response	Q.38 Optional: Is there anything else	Q.21 Is there anything else you



Recommendation	Suggested changes/Notes	Current Wording	New Wording
	rate.	you would like to tell us?	would like to tell us? _____
Modify	Delete "optional" to increase response rate.	Q.39 Optional: Please name the organization and geographic location where you currently work or study.	(PLEASE PROVIDE THE NAME OF THE ORGANIZATION AND THE GEOGRAPHIC LOCATION WHERE YOU CURRENTLY WORK OR STUDY.)
Keep	Keep as open-ended response.	Organization (1) _____	Q.23a Organization _____
Modify	Change from open-ended response to drop-down menu.	State or territory (if U.S.) (2) _____	Q.23b State or territory (U.S.) [Drop-down menu of 56 States and Territories]
Modify	Change from open-ended response to drop-down menu. Use “location” rather than “country,” since list will include territories. Use official lists published by the U.S. Department of State of Independent States in the World ( <a href="https://www.state.gov/s/inr/rls/4250.htm">https://www.state.gov/s/inr/rls/4250.htm</a> ) and Dependencies and Areas of Special Sovereignty ( <a href="https://www.state.gov/s/inr/rls/10543.htm">https://www.state.gov/s/inr/rls/10543.htm</a> ).	Country (if not U.S.) (3) _____	Q.23c Location (if outside U.S.) [Drop-down menu of Independent States in the World, Dependencies and Areas of Special Sovereignty, and “other.”]
	Information is already collected in open-response to Q.39.		Q.23c1 (If “Other” to Q.23c, otherwise skip to end of survey.) Please specify other location. _____

Recommendation	Suggested changes/Notes	Current Wording	New Wording