

# Boren Scholarship and Fellowship Survey

[programming is in blue and will not be seen by the survey taker]

## Informed Consent

**Project Title:** Boren Scholarship and Fellowship Survey  
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You are being invited to participate in a research study conducted by the RAND Corporation. Your participation is **voluntary**. The study team is available to answer any questions you have related to participating.

The research study is being conducted to learn more about how the **Boren Awards Program** affects recipients' careers to gauge program effectiveness and identify ways to improve the program.

If you agree to join the study, you will be asked to **participate in a survey** about your experience and impressions of the Boren awards program and your career path. The survey will take approximately 30 minutes.

We do not anticipate any individual risks or benefits with participating in this study. We do anticipate that there will be benefits in regard to the Boren Awards Program, thanks to your participation in this study. At the end of the study, we will be designing policy recommendations that may improve future Boren award recipients' experiences, particularly if we identify qualities of the program that you and other participants identify as in need of improvement.

### Eligibility

To participate in this study, you must be an alumnus of the Boren Awards program.

### Privacy and Confidentiality

No identifiable information will be requested in this study. Your individual answers will not be shared with the Boren Program except in aggregate.

### Questions/Concerns?

If you have any questions or concerns about the study, please contact the study Principal Investigators at [BorenProject@rand.org](mailto:BorenProject@rand.org).

If you have questions about your rights as a research participant or need to report a research-related injury or concern, you can contact RAND's Human Subjects Protection Committee toll-free at (866) 697-5620 or by emailing [hspcinfo@rand.org](mailto:hspcinfo@rand.org). If possible, when you contact the Committee, please reference Study #2020-N0678.

[Do you understand and consent to these terms?](#)

Yes - take me to the survey [[LINK TO SURVEY](#)]

No [[LINK TO INELIG](#)]

Agency Disclosure Notice:

OMB CONTROL NUMBER: 0704-XXXX

OMB EXPIRATION DATE: XX/XX/XXXX

The public reporting burden for this collection of information, 0704-XXXX, is estimated to average 0.5 hours per response, including the time for reviewing instructions, searching existing data sources, gathering and maintaining the data needed, and completing and reviewing the collection of information. Send comments regarding the burden estimate or burden reduction suggestions to the Department of Defense, Washington Headquarters Services, at [whs.mc-alex.esd.mbx.dd-dodinformation-collections@mail.mil](mailto:whs.mc-alex.esd.mbx.dd-dodinformation-collections@mail.mil). Respondents should be aware that notwithstanding any other provision of law, no person shall be subject to any penalty for failing to comply with a collection of information if it does not display a currently valid OMB control number.

## Section 1. Demographics (D)

### [DEM INTRO]

For each of your Boren Awards, please answer the following questions:

D1. [NQ] Which of the following have you received?

1. Boren Scholarship (undergraduate)
2. Boren Fellowship (graduate)
0. I have never received a Boren Scholarship or Fellowship

[IF D1=0, GO TO INELIG]

[IF D1=1 ASK]

### Boren Scholarship #1

[Repeat this text on top of all screens DS1.1-1.9]

		[Dropdowns]
DS1	[CQ] In what year did you receive the Boren award?	[List 1, SUPPRESS OPTION 0]
DS2	[CQ] For which language did you receive the Boren award?	[List 2]
DS3	[CQ] In which country did you use the Boren award?	[List 3]
DS4	[NQ] In which Boren Study Program did you participate?	[List 9]
DS5	[CQ] For what amount of time were you funded to study abroad?	[List 4]
DS6	[CQ] What degree were you pursuing at the time of the award?	[List 5]
DS7	[CQ] In which discipline was the degree?	[List 6]
DS8	[NQ] In what year did you complete the degree you were pursuing during the Boren scholarship?	[List 1]
DS9	[NQ] In what year did you complete the government service commitment for this award?	[List 1]

[IF D1=2, ASK]

### Boren Fellowship

[Repeat this text on top of all screens DF1-9]

		[Dropdowns]
DF1	[CQ] In what year did you receive the award?	[List 1, SUPPRESS OPTION 0]
DF2	[CQ] For which language did you receive the award?	[List 2]
DF3	[CQ] In which country did you use the award?	[List 3]
DF4	[NQ] In which Boren Study Program did you award?	[List 9]
DF5	[CQ] For what amount of time were you funded to study abroad?	[List 4]
DF6	[CQ] What degree were you pursuing at the time of the award?	[List 5]

DF7	[CQ] In which discipline was the degree?	[List 6]
DF8	[NQ] In what year did you complete the degree you were pursuing during the Boren award?	[List 1]
DF9	[NQ] In what year did you complete the government service commitment for this award?	[List 1]

D2. [NQ] Did you complete the government service commitment for this Boren award?

1. Yes [GO TO D3]
0. No [GO TO D4]

[IF D2=1 ASK, ELSE GO TO D4]

D3. [NQ] In what year did you complete the government service commitment for this Boren award?

[List 1]

[IF DF2=0 ASK, ELSE GO TO ELIGIBILITY SCREENER]

D4. [NQ] How did you satisfy the government service requirement for this Boren award?

1. Repaid the amount of the award to NSEP [GO TO D5]
2. Other (specify): \_\_\_\_\_ [GO TO ELIGIBILITY SCREENER]

[IF DF4=1, ASK. ELSE GO TO ELIGIBILITY SCREENER]

D5. [NQ] What led you to choose repayment over completing the requirement through a job in the federal government?

1. Unable to find qualifying employment by NSEP service deadline
2. Pursued employment in a field or position that did not fulfill the NSEP service requirement
3. Employer offered to repay NSEP award balance
4. Other life circumstances and/or other personal commitments

### ELIGIBILITY SCREENER

[TO CONTINUE, ONE OF THE FOLLOWING MUST BE TRUE. ELSE GO TO INELIG:

DS8 AND DS9 >0, OR

DF8 AND DF9 >0]

DL1. [NQ] What is your native language?

[List 2]

D6. [NQ] In which languages (other than your native language) do you feel comfortable reading a news article?

[List 2 as drop-down menu]

D6. [NQ] In which languages (other than your native language) do you feel comfortable describing the plot of a movie?

[List 2 as drop-down menu]



## Section 2. Applying for a Boren Scholarship or Fellowship and Other Programs (A)

A1. [CQ] How did you learn about the Boren Program? Check all that apply.

- A1.1 [CQ] Academic advisor or faculty member
- A1.2 [NQ] Boren Awards web site (BorenAwards.org)
- A1.3 [NQ] National Security Education Program (NSEP) or Defense Language and National Security Education Office (DLNSEO) web site
- A1.4 [CQ] Social media (e.g., Facebook, Instagram, Twitter, LinkedIn)
- A1.5 [NQ] Other internet web site other than social media
- A1.6 [CQ] Other Boren award recipient
- A1.7 [CQ] National Security Education Program (NSEP) or Boren outreach event
- A1.8 [CQ] National Youth Leadership Forum
- A1.9 [CQ] Other federal scholarship program (Critical Language Scholarship, STARTALK, etc.)
- A1.10 [NQ] Boren Campus Representative
- A1.11 [CQ] Other [Specify, but please do not include any identifying information in your response]:

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A2. [NQ] For what other scholarships, fellowships or awards did you apply, in addition to Boren? Check all that you **applied** for.

- A2.0 [CQ] I did not apply for any other scholarships, fellowships, or awards → [Go to A7](#)
- A2.1 [CQ] The Language Flagship (separate from the Boren program)
- A2.2 [CQ] Benjamin A. Gilman International scholarship
- A2.3 [CQ] Charles B. Rangel International Affairs fellowship
- A2.4 [CQ] Critical Language Scholarship (CLS)
- A2.5 [NQ] Department of State's Diplomacy Fellows Program
- A2.6 [CQ] Foreign Language and Area Studies program (FLAS)
- A2.7 [CQ] Freeman Award

- A2.8 [CQ] Fulbright Hays Doctoral Dissertation Research Abroad Fellowship
- A2.9 [CQ] Fulbright Fellowship
- A2.10 [CQ] Graduate Assistance in Areas of National Need (GANN)
- A2.11 [CQ] International Research and Exchanges Board (IREX)
- A2.12 [CQ] Jacob J. Javits Award
- A2.13 [CQ] National Security Language Initiative for Youth award
- A2.14 [CQ] National Science Foundational Fellowship or Grant
- A2.15 [CQ] Office of Personnel Management Presidential Management Fellowship (PMF)
- A2.16 [CQ] Social Science Research Council Fellowship or Grant
- A2.17 [CQ] Thomas R. Pickering Foreign Affairs Fellowship
- A2.18 [CQ] Mellon Fellowship
- A2.19 [CQ] University departmental / division grant
- A2.20 [CQ] Reserve Officers' Training Corps (ROTC) Scholarship
- A2.21 [CQ] Other [Specify: ] \_\_\_\_\_

[If A2=21, specify fill text must fill for A2 and A3]

[IF A2=0, unendorse all others]

[IF A2=0 GO TO A7]

A3. [CQ] What other scholarships, fellowships or awards did you actually receive in addition to Boren?  
Check all that you **received**.

- 0. I did not receive any other scholarships, fellowships, or awards → Go to A7
- 1. [DISPLAY ALL SELECTED IN A2 - ORIGINAL NUMBER+r]

[IF A3=0, unendorse all others]

[IF A3=0, GO TO A7. ELSE ASK]

A4. [NQ] What other scholarships, fellowships or awards did you actually complete in addition to Boren?  
Check all that you **completed**.

- 0. I did not complete any other scholarships, fellowships, or awards → Go to A7
- 1. [DISPLAY ALL SELECTED IN A3 - ORIGINAL NUMBER+c]

[IF A3=0, unendorse all others]

[IF A4=15 (PMF), ASK. ELSE, GO TO A6]

A5. [CQ] Earlier, you indicated that you applied for the Office of Personnel Management Presidential Management Fellowship (PMF). Did you use your PMF position to satisfy your Boren service requirement position?

- 1. Yes
- 0. No

[IF A4=5 (Diplomacy Fellows), ASK. ELSE, GO TO A7]

A6. [CQ] Earlier, you indicated that you applied for the Department of State's Diplomacy Fellows Program. Did you subsequently enter the Foreign Service?

- 1. Yes
- 0. No

We would like to know what attracted you to the Boren Awards Program. Please rate the importance of each of these factors in your decision to apply to the Boren Awards Program.

		Very important	Somewhat important	Somewhat unimportant	Very unimportant
A7	[CQ] Interest in working in the federal government	1	2	3	4
A8	[CQ] Opportunity for language study	1	2	3	4
A9	[NQ] Opportunity for cultural learning	1	2	3	4
A10	[CQ] Opportunity for regional study	1	2	3	4
A11	[NQ] Opportunity for overseas experience	1	2	3	4
A12	[CQ] Interest in funding and support	1	2	3	4
A13	[NQ] Opportunity to be part of the Boren Scholars and Fellows network	1	2	3	4
A14	[NQ] Possibility of receiving mentoring	1	2	3	4



A15	[CQ] Opportunity to connect with my heritage/ background	1	2	3	4
A16	[CQ] Other [Specify, but please do not include any identifying information in your response:]				

A17. [RQ] Were you considering seeking employment with the Federal Government prior to learning about the Boren program?

1. Yes
2. No

A18. [RQ] How significant was your Boren experience in influencing your career path?

1. Very significant
2. Somewhat significant
3. Neither significant nor insignificant
4. Somewhat insignificant
5. Very insignificant

A19. [NQ] Were you in the U.S. military, reserves, or participating in a Reserve Officers' Training Corps (ROTC) program at the time of your Boren award?

1. Yes
0. No
2. Not sure

## Section 3. Post-Award Education and Employment (P)

In this section, you will be asked questions about your experiences and career path after your most recent Boren award. These questions will include your post-award educational and professional experiences.

P1. [CQ] Did you pursue any additional education following the completion of the degree you were working on at the time of your Boren Scholarship or Fellowship?

- 1. Yes
- 0. No

P2. [RQ] How many of each of these degrees or certificates have you ever begun, even if you did not complete it? Select 0 if you never pursued the degree or certificate.

- P2.1 PhD [Drop Down 0 - 5]
- P2.2 Master's Degree
- P2.3 JD
- P2.4 MBA
- P2.5 Bachelor's Degree
- P2.6 Certificate

[CQ] For each degree or certificate, enter the years that you pursued this education and primary field of study:

[FILL P2 ENDORSED]

Degree/ Certificate	Started [P2.1s - P2.6s]	Completed [P2.1c - P2.6c]	Field of Study [P2.1f - P2.6f]
[DISPLAY P2]	[List 1, SUPPRESS OPTION 0]	[List 1]	[List 6]

Please answer the following questions about your post-Boren employment. The information from these questions will be analyzed only in the aggregate, and not associated with any individual person. If you are not comfortable answering, please choose "prefer not to answer."

P3. [NQ] How many jobs have you had since completing the degree associated with your Boren Scholarship or Fellowship, including the job that satisfied your Boren government service commitment?

- 0 0
- 1 1
- 2 2
- 3 3

4 4 or more

P4.1. [RQ] What was your first job after completing the degree associated with your Boren Scholarship or Fellowship?

[TEXT BOX]

[Display fill from P4.1]

P5.1. [CQ] In what year did you start this job?

[List 1, SUPPRESS OPTION 0]

[Display fill from P4.1]

P6.1. [CQ] How would you categorize this job?

1. [CQ] U.S. Federal Government (civilian employee) [GO TO P7.1]
2. [CQ] Federal contractor [GO TO P10.1]
3. [CQ] Educational Institution [GO TO P14.1]
4. [CQ] State government [GO TO P14.1]
5. [CQ] Local government (city, county, school district) [GO TO P14.1]
6. [CQ] U.S. military service, active duty or Commissioned Corps Government [GO TO P14.1]
7. [CQ] For-profit company or organization other than federal contractor [GO TO P14.1]
8. [CQ] Not-for-profit organization [GO TO P14.1]
9. [CQ] FFRDC [GO TO P14.1]
10. [CQ] Other [Specify]: \_\_\_\_\_ [GO TO P14.1]

[IF P6.1=1 ASK. ELSE GO TO P10.1]

[Display fill from P4.1]

P7.1. [CQ] For which federal agency did you work?

[List 7]

[Display fill from P4.1]

P8.1. [CQ] What is your best estimate of your GS level when you began employment with this agency?

[LIST 8]

[Display fill from P4.1]

P9.1. [CQ] If other pay scale (foreign service, NSPS), please specify pay grade: \_\_\_\_\_

[CHECK BOX: N/A]

[IF P6.1=2 ASK. ELSE GO TO P14.1]

[Display fill from P4.1]

P10.1. [CQ] What is / was the name of the company where you were a federal contractor?

\_\_\_\_\_ [100 CHARACTER LIMIT]

[Display fill from P4.1]

P11.1. [CQ] For what federal agency is or was the contract? (If the contract was for more than one agency, please select the primary contracting agency.)

[List 7]

[Display fill from P4.1]

P12.1. [CQ] What is the best estimate of your GS equivalent level when you entered employment with this company?

[List 8]

[Display fill from P4.1]

P13.1. [NQ] Did you view your federal contractor position as a way to transition into a federal government position?

1. Yes
0. No

[Display fill from P4.1]

P14.1. [CQ] Are you still employed with this agency or company?

1. Yes
0. No

[Display fill from P4.1]

P15.1. [CQ] Did this position fulfill your Boren service requirement?

1. Yes

0. No

[IF P3=1, GO TO P16]

P4.2 [RQ] What was your second job after completing the degree associated with your (first) Boren Scholarship or Fellowship?

[TEXT BOX]

[Display fill from P4.2]

P5.2. [CQ] In what year did you start this job?

[List 1, SUPPRESS OPTION 0]

[Display fill from P4.2]

P6.2. [CQ] How would you categorize this job?

1. [CQ] U.S. Federal Government (civilian employee) [GO TO P7.1]
2. [CQ] Federal contractor [GO TO P10.1]
3. [CQ] Educational Institution [GO TO P14.1]
4. [CQ] State government [GO TO P14.1]
5. [CQ] Local government (city, county, school district) [GO TO P14.1]
6. [CQ] U.S. military service, active duty or Commissioned Corps Government [GO TO P14.1]
7. [CQ] For-profit company or organization other than federal contractor [GO TO P14.1]
8. [CQ] Not-for-profit organization [GO TO P14.1]
9. [CQ] FFRDC [GO TO P14.1]
10. [CQ] Other [Specify]: \_\_\_\_\_ [GO TO P14.1]

[IF P6.2=1 ASK. ELSE GO TO P10.2]

[Display fill from P4.2]

P7.2. [CQ] For which federal agency did you work?

[List 7]

[Display fill from P4.2]

P8.2. [CQ] What is your best estimate of your GS level when you began employment with this agency?

[LIST 8]

[Display fill from P4.2]

P9.2. [CQ] If other pay scale (foreign service, NSPS), please specify pay grade: \_\_\_\_\_

[CHECK BOX: N/A]

[IF P6.2=2 ASK. ELSE GO TO P14.2]

[Display fill from P4.2]

P10.2. [CQ] What is / was the name of the company where you were a federal contractor?

\_\_\_\_\_ [100 CHARACTER LIMIT]

[Display fill from P4.2]

P11.2. [CQ] For what federal agency is or was the contract? (If the contract was for more than one agency, please select the primary contracting agency.)

[List 7]

[Display fill from P4.2]

P12.2. [CQ] What is the best estimate of your GS equivalent level when you entered employment with this company?

[List 8]

[Display fill from P4.2]

P13.2. [NQ] Did you view your federal contractor position as a way to transition into a federal government position?

1. Yes
0. No

[Display fill from P4.2]

P14.2. [CQ] Are you still employed with this agency or company?

1. Yes
0. No

[Display fill from P4.2]

P15.2. [CQ] Did this position fulfill your Boren service requirement?

1. Yes
0. No

[IF P3=2, GO TO P16]

P4.3. [RQ] What was your third job after completing the degree associated with your (first) Boren Scholarship or Fellowship?

[TEXT BOX]

[Display fill from P4.3]

P5.3. [CQ] In what year did you start this job?

[List 1, SUPPRESS OPTION 0]

[Display fill from P4.3]

P6.3. [CQ] How would you categorize this job?

1. U.S. Federal Government (civilian employee) [GO TO P7.3]
2. Federal contractor [GO TO P10.3]
3. Educational Institution [GO TO P14.3]
4. State government [GO TO P14.3]
5. Local government (city, county, school district) [GO TO P14.3]
6. U.S. military service, active duty or Commissioned Corps Government [GO TO P14.3]
7. For-profit company or organization other than federal contractor [GO TO P14.3]
8. Not-for-profit organization [GO TO P14.3]
9. FFRDC [GO TO P14.3]
10. Other [Specify]: \_\_\_\_\_ [GO TO P14.3]

[IF P6.3=1 ASK. ELSE GO TO P10.3]

[Display fill from P4.3]

P7.3. [CQ] For which federal agency did you work?

[List 7]

[Display fill from P4.3]

P8.3. [CQ] What is your best estimate of your GS level when you began employment with this agency?

[LIST 8]

[Display fill from P4.3]

P9.3. [CQ] If other pay scale (foreign service, NSPS), please specify pay grade: \_\_\_\_\_

[CHECK BOX: N/A]

[IF P6.3=2 ASK. ELSE GO TO P14.3]

[Display fill from P4.3]

P10.3. [CQ] What is / was the name of the company where you were a federal contractor?

\_\_\_\_\_ [100 CHARACTER LIMIT]

[Display fill from P4.3]

P11.3. [CQ] For what federal agency is or was the contract? (If the contract was for more than one agency, please select the primary contracting agency.)

[List 7]

[Display fill from P4.3]

P12.3. [CQ] What is the best estimate of your GS equivalent level when you entered employment with this company?

[List 8]

[Display fill from P4.3]

P13.3. [NQ] Did you view your federal contractor position as a way to transition into a federal government position?

1. Yes
0. No

[Display fill from P4.3]

P14.3. [CQ] Are you still employed with this agency or company?

1. Yes
0. No

[Display fill from P4.3]



P15.3. [CQ] Did this position fulfill your Boren service requirement?

1. Yes
0. No

[IF P3=3, GO TO P16]

P16. [NQ] Is your most recent job a different job from the 3 you already listed?

1. Yes, it's different
0. No, I already listed it

[IF P16=0, GO TO P16]

P4.4. [CQ] What was your most recent job?

[TEXT BOX]

[Display fill from P4.4]

P5.4. [CQ] In what year did you start this job?

[List 1, SUPPRESS OPTION 0]

[Display fill from P4.4]

P6.4. [CQ] How would you categorize this job?

1. U.S. Federal Government (civilian employee) [GO TO P7.4]
2. Federal contractor [GO TO P10.4]
3. Educational Institution [GO TO P14.4]
4. State government [GO TO P14.4]
5. Local government (city, county, school district) [GO TO P14.4]
6. U.S. military service, active duty or Commissioned Corps Government [GO TO P14.4]
7. For-profit company or organization other than federal contractor [GO TO P14.4]
8. Not-for-profit organization [GO TO P14.4]
9. FFRDC [GO TO P14.4]
10. Other [Specify]: \_\_\_\_\_ [GO TO P14.4]

[IF P6.4=1 ASK. ELSE GO TO P10.4]

[Display fill from P4.4]

P7.4. [CQ] For which federal agency did you work?

[List 7]

[Display fill from P4.4]

P8.4. [CQ] What is your best estimate of your GS level when you began employment with this agency?

[LIST 8]

[Display fill from P4.4]

P9.4. [CQ] If other pay scale (foreign service, NSPS), please specify pay grade: \_\_\_\_\_

[CHECK BOX: N/A]

[IF P6.4=2 ASK. ELSE GO TO P14.4]

[Display fill from P4.4]

P10.4. [CQ] What is / was the name of the company where you were a federal contractor?

\_\_\_\_\_ [100 CHARACTER LIMIT]

[Display fill from P4.4]

P11.4. [CQ] For what federal agency is or was the contract? (If the contract was for more than one agency, please select the primary contracting agency.)

[List 7]

[Display fill from P4.4]

P12.4. [CQ] What is the best estimate of your GS equivalent level when you entered employment with this company?

[List 8]

[Display fill from P4.4]

P13.4. [NQ] Did you view your federal contractor position as a way to transition into a federal government position?

1. Yes
0. No

[Display fill from P4.4]

P14.4. [CQ] Are you still employed with this agency or company?

1. Yes
0. No

[Display fill from P4.4]

P15.4. [CQ] Did this position fulfill your Boren service requirement?

1. Yes
0. No

[IF

P6.1=1 AND P14.1=1, OR

P6.2=1 AND P14.2=1, OR

P6.3=1 AND P14.3=1 OR

P6.4=1 AND P14.4=1]

GO TO PINTRO1

ELSE IF

P6.1=1 AND P14.1=0, OR

P6.2=1 AND P14.2=0, OR

P6.3=1 AND 14.3=0 OR

P6.4=1 AND 14.4=0]

GO TO PINTRO2

ELSE, GO TO P23

PINTRO1. Your answers in the preceding questions indicate that you are still employed by the federal government.

P17. [CQ] What is your current GS level?

[List 8]

P18. [CQ] If other pay scale (Foreign Service, NSPS, etc.) please specify pay grade: \_\_\_\_\_

[CHECK BOX FOR N/A]

P19. [CQ] How long do you intend to stay with the federal government?

1. One year or less
2. Between 1 and 3 years
3. Between 3 and 5 years
4. Between 5 and 10 years
5. Entire career

PINTRO2. Your answers in the preceding question indicate that you are no longer employed by the federal government.

P20. [CQ] What is your best estimate of your GS level at the time you left employment with this agency?

[List 8]

P21. [CQ] If other pay scale (Foreign service, NSPS, etc.) please specify pay grade: \_\_\_\_\_

[Checkbox for N/A]

P22. [CQ] Why did you leave employment with this agency? Check all that apply.

P22.1 Not a good match for skills

P22.2 Opportunity in another agency/employer

P22.3 Change in career or professional interests

P22.4 Went back to school

P22.5 Job location/ duty station

P22.6 Position was an internship

P22.7 Position was temporary (e.g., Schedule A(r) appointment)

P22.8 Family related reasons (e.g. children, spouse's job moved)

P22.9 Completed service requirement

P22.10 Salary and benefits

P22.11 Lack of career/ promotion opportunities

P22.12 Working conditions (E.g., hours, working environment)

P22.13 Other [Specify, but please do not include any identifying information in your response]:

\_\_\_\_\_

P23. [CQ] In what year did you leave?

[List 8, SUPPRESS OPTION 0]

P24. [NQ] While you were working in any of these positions, were you also waiting for an agency security clearance?

[DISPLAY P4.1; DISPLAY P4.2; DISPLAY P4.3; DISPLAY P4.4]

1. Yes
0. No

[IF P24=1 ASK, ELSE GO TO SECTION 4]

P25. [NQ] How long did the security clearance process take?

1. Less than 1 year
2. 1 year or more but less than 3 years
3. 3 years or more but less than 5 years

4. 5 years or more
5. Did not finish clearance processing

## Section 4. Service Requirement Position (S)

The following section asks questions about the position you used to fulfill your service requirement. If you received more than one Boren scholarship, or both a Boren Scholarship and fellowship, please answer the remaining questions about your most recent award only.

S1. [RQ] Did you use any of the following as a resource when applying for a full-time job after completing your degree? Check all that apply.

- S1.1 [CQ] NSEP office
- S1.2 [NQ] NSEP job board
- S1.3 [NQ] NSEP networking contacts
- S1.4 [NQ] Boren mentor or peer networks
- S1.5 [NQ] Boren Forum
- S1.6 [NQ] Boren group on LinkedIn
- S1.7 [NQ] Boren group on Facebook
- S1.8 [NQ] Other [Specify, but please do not include any identifying information in your response]:  
\_\_\_\_\_

S2. [RQ] Which factors weighed most heavily in your decision to accept the position that you used to fulfill your service commitment? Check all that apply.

- S2.1 [CQ] Good match for skill set
- S2.2 [NQ] Good match for topical interest
- S2.3 [CQ] Desire to work in that agency / employer or interest in specific position
- S2.4 [CQ] Need to fulfill the service commitment in the specified amount of time
- S2.5 [CQ] Compensation (salary and benefits)
- S2.6 [CQ] Career/ promotion potential
- S2.7 [CQ] It was the only position offered
- S2.8 [CQ] Job location/duty station
- S2.9 [CQ] Other [Specify, but please do not include any identifying information in your response]:  
\_\_\_\_\_

S3. [CQ] Were special hiring authorities (such as Schedule A, National Defense Authorization Act FY 10, National Defense Authorization Act FY 13) used to hire you to your service requirement position?

- 1. Yes
- 0. No
- 2. Don't know

S4. [NQ] Did you learn about this job through an NSEP exclusive job posting for Boren Scholars and Fellows?

- 1. Yes
- 0. No

2. Don't know

To what extent do you agree with the following statements:

S5. [CQ] My Boren Scholarship / Fellowship experience helped me get my service requirement position.

1. Strongly agree
2. Agree
3. Neither agree nor disagree
4. Disagree
5. Strongly disagree

S6. [CQ] My Boren Scholarship / Fellowship experience helped me succeed in my service requirement position.

1. Strongly agree
2. Agree
3. Neither agree nor disagree
4. Disagree
5. Strongly disagree

S7 [RQ] What generalizable skills did you gain while completing your Boren Scholarship/ Fellowship?  
Check all that apply.

- S7.1 [CQ] Language proficiency
- S7.2 [CQ] Regional proficiency
- S7.3 [CQ] Cross-cultural understanding
- S7.4 [CQ] Writing
- S7.5 [CQ] Research
- S7.6 [CQ] Problem solving
- S7.7 [CQ] Strategic planning
- S7.8 [NQ] Analytical thinking
- S7.9 [CQ] Interpersonal communication
- S7.10 [CQ] Ability to perform under pressure
- S7.11 [CQ] Building project time tables
- S7.12 [CQ] Monitoring progress against agreed upon goals
- S7.13 [CQ] Confidence in adapting to new/ unfamiliar settings
- S7.14 [CQ] Professionalism
- S7.15 [CQ] Didn't acquire generalizable skills during Boren
- S7.16 [CQ] Other [Specify, but please do not include any identifying information in your response]:  
\_\_\_\_\_

S8 [CQ] Which of these skills did you use in your service requirement position? Check all that apply.

- S8.1 [CQ] Language proficiency
- S8.2 [CQ] Regional proficiency

- S8.3 [CQ] Cross-cultural understanding
  - S8.4 [CQ] Writing
  - S8.5 [CQ] Research
  - S8.6 [CQ] Problem solving
  - S8.7 [CQ] Strategic planning
  - S8.8 [NQ] Analytical thinking
  - S8.9 [CQ] Interpersonal communication
  - S8.10 [CQ] Ability to perform under pressure
  - S8.11 [CQ] Building project time tables
  - S8.12 [CQ] Monitoring progress against agreed upon goals
  - S8.13 [CQ] Confidence in adapting to new/ unfamiliar settings
  - S8.14 [CQ] Professionalism
  - S8.15 [CQ] Didn't use any of these skills in the service requirement position
  - S8.16 [CQ] Other [Specify, but please do not include any identifying information in your response]:
- 

S9. [CQ] Are you still working in the position you used to fulfill your service requirement?

- 1. Yes
- 0. No



## Section 5. Current Employment (E)

This section asks questions about your current or most recent employment.

E1. [CQ] Having a Boren Scholarship/ Fellowship helped me to succeed in my current or most recent position.

1. Strongly agree
2. Agree
3. Neither agree nor disagree
4. Disagree
5. Strongly disagree

E2. [CQ] Having a Boren Scholarship/ Fellowship helped me get my current or most recent position.

1. Strongly agree
2. Agree
3. Neither agree nor disagree
4. Disagree
5. Strongly disagree

E3. [RQ] What skills have you used in your most recent position, regardless of whether you gained them from Boren? Check all that apply.

E3.1 [CQ] Language proficiency

E3.2 [CQ] Regional proficiency

E3.3 [CQ] Cross-cultural understanding

E3.4 [CQ] Writing

E3.5 [CQ] Research

E3.6 [CQ] Problem solving

E3.7 [CQ] Strategic planning

E3.8 [NQ] Analytic thinking

E3.9 [CQ] Interpersonal communication

E3.10 [Q] Ability to perform under pressure

E3.11 [CQ] Building project time tables

E3.12 [CQ] Monitoring progress against agreed upon goals

E3.13 [CQ] Adapting to new/ unfamiliar settings

E3.14 [CQ] Professionalism

E3.15 [CQ] Don't use skills acquired during Boren

E3.16 [CQ] Other [Specify, but please do not include any identifying information in your response]:

---

E3.17 [CQ] None of the above / Not applicable

## Section 6. Career Path (C)

[IF P15.1 =0 OR P15.2=0 OR P15.3=0 OR P15.4=0 ASK. ELSE GO TO C17] [For those who indicated they had employment other than the position that fulfilled the service commitment]

[NQ] Please rate the importance of each of the following on your decision to accept your current or most recent position.

	Very Important	Somewhat Important	Slightly Important	Not at all Important
C1. [NQ] Benefits	1	2	3	4
C2. [NQ] Location	1	2	3	4
C3. [NQ] Work/Life Balance	1	2	3	4
C4. [NQ] Salary	1	2	3	4
C5. [NQ] Expected job satisfaction	1	2	3	4
C6. [NQ] Desire to work in a particular agency, institution, or company	1	2	3	4
C7. [NQ] Desire to work in a certain field	1	2	3	4
C8. [NQ] Match for your skills	1	2	3	4
C9. [NQ] Alignment with your topical interests	1	2	3	4
C10. [NQ] Alignment with your personal values	1	2	3	4
C11. [NQ] Ability to work with existing colleagues and professional network	1	2	3	4
C12. [NQ] Opportunity to expand your contacts and professional network	1	2	3	4
C13. [NQ] Learning opportunity	1	2	3	4
C14. [NQ] Advice from professional contacts or mentors	1	2	3	4
C15. [NQ] Advice from personal contacts	1	2	3	4
C16. [NQ] Quality or quantity of other job offers	1	2	3	4

[CQ] Please rate how influential the skills and perspectives you gained from your Boren award have been on your career path:

	<b>Very influential</b>	<b>Somewhat Influential</b>	<b>Slightly influential</b>	<b>Not influential</b>	<b>N/A</b>
C17. [CQ] Skills acquired while overseas such as language and regional proficiency.	1	2	3	4	5
C18. [CQ] Increased awareness and commitment to U.S. national security.	1	2	3	4	5
C19. [CQ] Increased awareness and commitment to international affairs	1	2	3	4	5
C20. [CQ] Self-assurance in position as a global citizen	1	2	3	4	5
C21. [CQ] Self-assurance in ability to be a consensus-builder and partner	1	2	3	4	5

[CQ] Please rate how influential the resources you gained from your Boren award have been on your career path:

	<b>Very influential</b>	<b>Somewhat Influential</b>	<b>Slightly influential</b>	<b>Not influential</b>	<b>N/A</b>
C22 [CQ] Networking opportunities	1	2	3	4	5
C23. [CQ] Hiring authorities	1	2	3	4	5
C24. [CQ] Boren Awards name recognition	1	2	3	4	5
C25. [NQ] Prestige of the Boren Awards	1	2	3	4	5
C26. [CQ] Access to the Boren Forum	1	2	3	4	5
C27. [CQ] Eligibility in the Department of State's Diplomacy Fellows Program	1	2	3	4	5
C28. [NQ] Mentoring from Boren alumni	1	2	3	4	5

[RQ] We are interested in your perceptions about how the Boren Award affected your academic studies and career opportunities. Please consider how influential your Boren Award was to each of the following.

	<b>Very influential (I definitely would not have done it without the Boren Award)</b>	<b>Somewhat influential (I probably would not have done it without the Boren Award)</b>	<b>Slightly influential (I probably would have done it without the Boren Award)</b>	<b>Not at all influential (I definitely would have done it regardless of the Boren Award)</b>	<b>N/A (or haven't done it)</b>
C29. [CQ] Pursuing my language study	1	2	3	4	5
C30. [CQ] Achieving advanced language proficiency	1	2	3	4	5
C31. [CQ] Traveling overseas for a language immersion/ study abroad experience	1	2	3	4	5
C32. [CQ] Receiving additional fellowship or awards	1	2	3	4	5
C34. [CQ] Working in the federal government	1	2	3	4	5
C35. [CQ] Working in the field in which I am currently employed	1	2	3	4	5
C36. [CQ] Receiving the offer for my service requirement position	1	2	3	4	5
C38. [CQ] Receiving the offer for my current or most recent position	1	2	3	4	5

## Section 7. Opinion (O)

O1. [CQ] Your opinion matters. Please share any additional thoughts below pertaining to your Boren Scholarship / Fellowship or the Boren Awards program in the box below. **Please do not include any personally identifiable information in your response.**

(500 characters.)

---

[END]

Thank you for completing this survey! We very much appreciate your input. If you have any questions, please contact us at [BorenProject@rand.org](mailto:BorenProject@rand.org).

[EXIT]

INELIG

Thank you for your interest in this study. Based on some of your answers, you are not currently eligible to participate. If you have any questions, please contact us at [askRAND@rand.org](mailto:askRAND@rand.org).

[EXIT]

## Appendix

### List 1

- |                        |          |
|------------------------|----------|
| 0. Did not complete it | 15. 2008 |
| 1. 1994                | 16. 2009 |
| 2. 1995                | 17. 2010 |
| 3. 1996                | 18. 2011 |
| 4. 1997                | 19. 2012 |
| 5. 1998                | 20. 2013 |
| 6. 1999                | 21. 2014 |
| 7. 2000                | 22. 2015 |
| 8. 2001                | 23. 2016 |
| 9. 2002                | 24. 2017 |
| 10. 2003               | 25. 2018 |
| 11. 2004               | 26. 2019 |
| 12. 2005               | 27. 2020 |
| 13. 2006               | 28. 2021 |
| 14. 2007               | 29. 2022 |

## List 2

0. Other, not listed language
1. Akan (Twi)
2. Albanian
3. Amharic
4. Arabic
5. Armenian
6. Azerbaijani
7. Bambara
8. Belarusian
9. Bengali
10. Bosnian
11. Bulgarian
12. Cantonese
13. Chinese
14. Croatian
15. Czech
16. English
17. French
18. Gan
19. Georgian
20. German
21. Greek
22. Haitian
23. Hausa
24. Hebrew
25. Hindi
26. Hungarian
27. Indonesian
28. Italian
29. Japanese
30. Javanese
31. Kanarese
32. Kazakh
33. Khmer (Cambodian)
34. Korean
35. Kurdish
36. Kyrgyz
37. Lingala
38. Macedonian
39. Malay
40. Malayalam
41. Mandarin
42. Moldovan
43. Nepali
44. None
45. Pashto
46. Persian
47. Polish
48. Portuguese
49. Punjabi
50. Romanian
51. Russian
52. Serbo-Croatian
53. Sinhala
54. Slovak
55. Slovenian
56. Spanish / Spanish Creole
57. Swahili
58. Tagalog
59. Tajik
60. Tamil
61. Telegu
62. Thai
63. Turkmen
64. Turkish
65. Uighur
66. Ukrainian
67. Urdu
68. Uzbek
69. Vietnamese
70. Wolof
71. Yiddish
72. Yoruba
73. Zulu

### List 3

1. Albania
2. Algeria
3. Angola
4. Argentina
5. Armenia
6. Azerbaijan
7. Bahrain
8. Bangladesh
9. Belarus
10. Benin
11. Bosnia & Herzegovina
12. Brazil
13. Bulgaria
14. Cambodia
15. Cape Verde
16. Chile
17. China
18. Colombia
19. Congo, Democratic Republic of the
20. Congo, Republic of the
21. Cote d'Ivoire
22. Croatia
23. Cuba
24. Czech Republic
25. Egypt
26. El Salvador
27. Eritrea
28. Estonia
29. Ethiopia
30. Georgia
31. Ghana
32. Guatemala
33. Haiti
34. Honduras
35. Hungary
36. India
37. Indonesia
38. Israel
39. Japan
40. Jordan
41. Kazakhstan
42. Kenya
43. Korea, South
44. Kosovo
45. Kuwait
46. Kyrgyzstan
47. Latvia
48. Lebanon
49. Liberia
50. Macedonia
51. Malaysia
52. Mali
53. Mexico
54. Moldova
55. Montenegro
56. Morocco
57. Mozambique
58. Nepal
59. Nicaragua
60. Nigeria
61. Oman
62. Pakistan
63. Panama
64. Peru
65. Philippines
66. Poland
67. Qatar
68. Romania
69. Russia
70. Rwanda
71. Saudi Arabia
72. Senegal
73. Serbia
74. Sierra Leone
75. Slovakia
76. Slovenia
77. South Africa
78. Sri Lanka
79. Taiwan
80. Tajikistan
81. Tanzania
82. Thailand
83. Timor-Leste
84. Tunisia
85. Turkey
86. Uganda
87. Ukraine
88. United Arab Emirates
89. Uzbekistan
90. Venezuela
91. Vietnam



#### List 4

1. 1 month
2. 2 months
3. 3 months
4. 4 months
5. 5 months
6. 6 months
7. 7 months
8. 8 months
9. 9 months
10. 10 months
11. 11 months
12. 12 months
13. 13 months
14. 14 months
15. 15 months
16. 16 months
17. 17 months
18. 18 months
19. 19 months
20. 20 months
21. 21 months
22. 22 months
23. 23 months
24. 24 months

#### List 5

1. PhD
2. Master's Degree
3. J.D.
4. MBA
5. Bachelor's Degree
6. Certificate

## List 6

1. Agricultural & Food Sciences
2. Anthropology
3. Archaeology
4. Area Studies
5. Astronomy
6. Biology
7. Business
8. Chemistry
9. Computer & Information Sciences
10. Criminal Justice
11. Cybersecurity
12. Economics
13. Engineering
14. Environmental Studies
15. Geography
16. Geology
17. History
18. International Affairs
19. International Development
20. Languages
21. Law
22. Linguistics
23. Mathematics
24. Medical Sciences
25. Military Science
26. Nursing
27. Physics
28. Political Science
29. Psychology
30. Public Administration
31. Public Health
32. Social Sciences
33. Social Work
34. Sociology

## List 7

1. Department of State
2. Department of Defense (DOD)
3. U.S. Agency for International Development (USAID) Department of Homeland Security (DHS)
4. Central Intelligence Agency (CIA)
5. Intelligence Community (unspecified)
6. Department of Justice (DOJ)
7. Department of Treasury
8. National Aeronautics and Space Administration Department of Commerce
9. Peace Corps
10. U.S. Congress
11. Department of Agriculture
12. Department of the Interior
13. Department of Veterans Affairs
14. Federal Reserve
15. Federal Judiciary
16. Corporation for National and Community Service Department of Health and Human Services Department of Transportation
17. Environmental Protection Agency (EPA)
18. Millennium Challenge Corporation
19. National Science Foundation
20. Other

## List 8

3.	3	11.	11
4.	4	12.	12
5.	5	13.	13
6.	6	14.	14
7.	7	15.	15
8.	8	16.	Senior Executive Service
9.	9	17.	N/A or unable to estimate
10.	10		

## List 9

1. African Flagship Languages Initiative (AFLI)
2. Indonesian Flagship Language Initiative (IFLI)
3. South Asian Flagship Languages Initiative (SAFLI)
4. Turkish Flagship Language Initiative (TURFLI)
5. Design Your Own Study Program