

# **EARLY CAREER DOCTORATES SURVEY**

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## **QUESTIONNAIRE for a web-based survey**

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National Center for Science and Engineering Statistics  
National Science Foundation

9/10/2014

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## INFORMED CONSENT

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IC1. Before beginning, it is important to verify that we are interviewing the correct person. Are you [ECD first name] [ECD last name], an employee of [Employer from sampling frame]?

1=Yes

0=No

Administered to: All respondents

Routing: If IC1 = 1 go to IC3; else go to IC2.

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IC2. If you are [ECD first name] [ECD last name], an employee of [Employer from sampling frame], please click the 'Previous' button and change your answer to 'Yes' to begin the survey.

If you are not [ECD first name] [ECD last name] or are not employed by [Employer from sampling frame], please click the 'Logout' link in the upper right hand corner of the screen and then call our Help Desk toll-free at 1-800-848-4075.

Administered to: Respondents who answered 'no' to the previous question

Routing: Go to G5

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IC3. Recently, we sent you an email about the National Science Foundation's Early Career Doctorates Survey (ECDS). The email included a link to the survey website which includes information about your rights as a survey participant. Have you read this information and do you agree to participate in the survey?

1=Yes, I understand my rights as a survey participant and want to take the survey

2=No, I have not read the information on the website

Administered to: Respondents who confirmed they are sample members

Routing: If IC3=1 go to IC4; else go to IC5.

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IC4. Great. If you have questions about the ECDS, you may contact the NSF's contractor's survey director Mr. Peter Einaudi at 1-800-848-4075, RTI International. If you have questions about your rights as a survey participant, you may contact the NSF survey contractor's Office of Research Protection at 1-866-214-2043, RTI International. Once you begin the survey, you may stop at any time or skip any question. The average time to complete this survey is about 30 minutes.

Please click 'Next' below.

Administered to: Respondents who confirmed they are sample members and have read the information about rights of survey participants

Routing: Go to A. Educational Background

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IC5. The National Center for Science and Engineering Statistics, a Federal Statistical agency within the National Science Foundation (NSF), is conducting the ECDS to learn about the career paths and research opportunities of individuals who earned their first doctorate within the last 10 years. You are one of approximately 8,250 individuals who have been selected to participate in the ECDS.

This information is solicited under the authority of the National Science Foundation Act of 1950, as amended, and the Confidential Information Protection and Statistical Efficiency Act of 2002. The information you provide will be used for research and statistical purposes only. Your responses will be kept confidential. Your response is voluntary and failure to provide some or all of the requested information will

not in any way adversely affect you. Once you begin the survey, you may stop at any time or skip any question. The average time to complete this survey is about 30 minutes. Please send any comments on the time required to complete this survey to the National Science Foundation, 4201 Wilson Blvd, Suite 295, Arlington, VA 22230, Attn: NSF Reports Clearance Officer.

If you have questions about the ECDS, you may contact the NSF's contractor's survey director Mr. Peter Einaudi at 1-800-848-4075, RTI International. If you have questions about your rights as a survey participant, you may contact the NSF survey contractor's Office of Research Protection at 1-866-214-2043, RTI International.

To visit the survey website click [here](#).

To review the ECDS brochure, click [here](#).

If you agree to participate, please click "Next" below.

Administered to: Respondents who have confirmed they are sample members, but have not read the information about rights of survey participants

Routing: Go to A. Educational Background

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## SECTION A: EDUCATION

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A\_TEXT: The first set of questions is about each educational degree that you have received.

Administered to: All respondents

A1 TEXT: Please start by thinking about your highest degree. *(If you have more than one doctorate or doctorate-equivalent degree, think about the first such degree you received.)*

A1: What type of degree is it?

1=Doctorate degree (e.g., PhD, EdD, DSc, Candidate of science, Dr. rer. nat., etc.)

2=Doctorate-equivalent degree (e.g., MD, DO, DDS, DVM, etc.)

3=Master's degree (e.g., MS, MA, MPH, Diplom, etc.)

4=Undergraduate degree (e.g., BS, BA, AB)

5=Other degree

Administered to: All respondents

Routing: If A1=1 go to A2; else if A1=2 go to A3; else go to A4.

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A2: What type of doctorate degree is it?

1=PhD (Doctor of Philosophy)

2=EdD (Doctor of Education)

3=DSc (Doctor of Science)

4=Candidate of science

5=Dr. rer. nat.

6=Other doctorate degree, including international degree equivalent to U.S. doctorate *(Please specify)*

Administered to: Respondents whose highest degree is a doctorate

Routing: Go to A6

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A3: What type of doctorate-equivalent degree is it?

1=DDS (Doctor of Dental Surgery)

2=DO (Doctor of Osteopathic Medicine)

3=DVM (Doctor of Veterinary Medicine)

4=MD (Doctor of Medicine)

5=Other doctorate-equivalent degree, including international equivalent to U.S. degree (*Please specify*)

Administered to: Respondents whose highest degree is a doctorate-equivalent degree

Routing: Go to A6

-----

A4: Is your highest degree an international equivalent to a U.S. doctorate or doctorate-equivalent degree?

1=Yes

0=No

(*Please specify*)

Administered to: Respondents whose highest degree is neither a doctorate nor a doctorate-equivalent degree

Routing: If A4=1 then go to A6; else go to A5 and set eligibility status to ineligible.

-----

A5: Are you currently enrolled in a doctoral or doctoral-equivalent program?

1=Yes

0=No

NOTE: If the highest degree is not a doctorate, doctorate-equivalent, or an international equivalent, the case is deemed ineligible and routed to F. Demographics.

Administered to: Respondents whose highest degree is not a doctorate, doctorate-equivalent, nor international equivalent

Routing: Go to F. Demographics

-----

A6: In what month and year was this degree awarded?

A6a. Month:

-9=-Select One

1=January

2=February

3=March

4=April

5=May

6=June

7=July

8=August

9=September

10=October

11=November

12=December

A6b. Year:

-9=- Select One

2014=2014

2013=2013

2012=2012

2011=2011

2009=2009

2008=2008

2007=2007

2006=2006

2005=2005

2004=2004

2003=2003

2002=2002 or before

NOTE: If the highest degree was awarded more than 10 years ago the case is deemed ineligible and routed to F. Demographics.

Administered to: Respondents whose highest degree is a doctorate, doctorate-equivalent degree, or international equivalent

Routing: If A6b < 2004 go to F. Demographics and set eligibility status to ineligible; else go to A7 and set eligibility status to eligible.

-----

A7: Was this degree received from an institution in the United States or another country?

1=United States

2=Another country

Administered to: All ECDs

Routing: If A7=1 then go to A8; else go to A9.

-----  
A8: What is the full name and location of the institution from which you received this degree? *(Please do not use acronyms for the institution name.)*

A8a: Institution Name:

A8b: City or Branch:

A8c: State:

NOTE: A coding application will be used to code institutions in the United States to the Integrated Postsecondary Data System.

Administered to: ECDs whose highest degree institution is in the U.S.

Routing: Go to A10

-----  
A9: What is the full name and location of the institution from which you received this degree? *(Please do not use acronyms for the institution name.)*

A9a: Institution name:

A9b: City or branch:

A9c: State or province:

A9d: Country:

Administered to: ECDs whose highest degree institution is in a foreign country

-----  
A10: What was your primary field of study for this degree?

NOTE: A coding application will be used to code to the Classification of Instructional Programs.

Administered to: All ECDs

-----  
A11: *A postdoctoral appointment, or "postdoc," is a temporary position awarded in academe, industry, government, or a non-profit organization primarily for gaining additional education and training in research.*

How important is a postdoctoral appointment to advancement in **your** desired career track within your specific field?

1=Not important

2=Slightly important

3=Moderately important

4=Very important

5=Extremely important

6=Undecided on your desired career track

Administered to: All ECDs

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A12: Following is a list of types of knowledge, attributes, and behaviors. For each of these, how well did your graduate program prepare you for your first position after completing your [doctorate/doctorate-equivalent] degree? *(Select one response per row)*

A12a: Applying research methodologies, tools and techniques appropriately

A12b: Developing new ideas, processes, or products, which are rooted in research

A12c: Critically analyzing and evaluating findings and results

A12d: Demonstrating a theoretical and practical understanding of your subject area and its wider research context

A12e: Working constructively with colleagues, acknowledging their contribution

- A12f: Influencing others, providing direction and encouraging their contribution
  - A12g: Communicating ideas clearly and persuasively in writing such as in journal articles, grant proposals, or reports
  - A12h: Communicating ideas clearly and persuasively when speaking to others one-on-one or in small groups
  - A12i: Communicating ideas clearly and persuasively when speaking before audiences such as in presentations or lectures
  - A12j: Effectively planning, managing and delivering projects on time
- 1=Very Unprepared
  - 2=Unprepared
  - 3=Prepared
  - 4=Very Prepared
  - 5=Not used in your first position

Administered to: All ECDs

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- A13: Not including your [doctorate/doctorate-equivalent degree] in [field] from [institution], how many other graduate, professional, or undergraduate degrees have you received?
- 0=0
  - 1=1
  - 2=2
  - 3=3
  - 4=4
  - 5=5 or more

Administered to: All ECDs

Routing: If A13=0 go to A22; else go to A14.

-----

- A14: So far you have told us about the following degrees:  
[Degrees listed here]
- Please provide the following information about your next highest degree.  
What type of degree is it?
- 1=Doctorate degree (e.g., PhD, DSc, Candidates of science, Dr. rer. nat., etc.)
  - 2=Doctorate-equivalent degree (e.g., MD, DO, DDS, DVM, etc.)
  - 3=Master's degree (e.g., MS, MA, MPH, Diplom, etc.)
  - 4=Bachelor's degree (e.g., BS, BA, AB)
  - 5=Associate's degree (e.g., AS, AA)
  - 6=Other postsecondary degree (*Please specify*)

Administered to: ECDs who have earned a postsecondary degree other than their highest degree

-----

- A15: In what month and year was your [next highest degree] awarded?
- |                 |             |
|-----------------|-------------|
| A15a: Month:    | 9=September |
| -9=-Select One- | 10=October  |
| 1=January       | 11=November |
| 2=February      | 12=December |
| 3=March         |             |
| 4=April         |             |
| 5=May           |             |
| 6=June          |             |
| 7=July          |             |
| 8=August        |             |

A15b: Year: 1995–2014

Administered to: ECDs who have earned a postsecondary degree other than their highest degree

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A16: Was your [next highest degree] received from an institution in the United States or another country?

1=United States

2=Another country

Administered to: ECDs who have earned a postsecondary degree other than their highest degree

Routing:

If A16=1 and A14=4 then go to A18; else if A16=1 then go to A19; else go to A17

-----

A17: In which country is this institution located?

Administered to: ECDs who have earned a postsecondary degree other than their highest degree from an institution outside the U.S.

Routing: Go to A19

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A18: What is the full name and location of the institution from which you received your Bachelor's degree?

*(Please do not use acronyms for the institution name.)*

A18a: Institution name:

A18b: City:

A18c: State:

NOTE: A coding application will be used to code institutions in the United States to the Integrated Postsecondary Data System.

Administered to: ECDs who earned a Bachelor's degree in the U.S.

Routing: Go to A19

-----

A19: Was your [next highest degree] in [doctorate/doctorate-equivalent degree field]?

1=Yes

0=No

Administered to: ECDs who have earned a postsecondary degree other than their highest degree

Routing: If A19=1 and ECD has not completed responses for the number of degrees specified in A13, then go to A14; else if A19=1 go to A21; else go to A20

-----

A20: What was your primary field of study for your [next highest degree]?

NOTE: A coding application will be used to code to the Classification of Instructional Programs.

Administered to: ECDs who have earned a postsecondary degree other than their highest degree in a different field

Routing: If ECD has not completed responses for the number of degrees specified in A13, then go to A14; else go to A21

-----

A21: So far you have told us about the following degrees:

[Degrees listed here]

Besides these, have you earned any other graduate, professional, or undergraduate degrees?

1=Yes

0=No



Administered to: ECDs who have earned a postsecondary degree other than their highest degree and have completed responses for the number of degrees specified in A13

Routing: If A21=1 then go to A14; else go to A22

-----

A22: Have you **ever** taken a course at a community college?

1=Yes

0=No

Administered to: All ECDs

-----

A23: Which of the following were your sources of financial support during graduate school?

*(Select one response per row)*

A23a: Fellowship or scholarship from an institution in the U.S.

A23b: Fellowship or scholarship from abroad

A23c: Grant

A23d: Teaching assistantship

A23e: Research assistantship

A23f: Other assistantship

A23g: Traineeship

A23h: Internship or clinical residency

A23i: Loans from any source

A23j: Personal savings

A23k: Personal earnings during graduate school other than sources already listed

A23l: Spouse's, partner's, or family's earnings or savings

A23m: Employer reimbursement or assistance

A23n: Foreign (non-U.S.) support other than a fellowship or scholarship

A23o: Another source *(Please specify)*

1=Yes

0=No

Administered to: All ECDs

-----

A24: When you received your [doctorate/doctorate-equivalent] degree in [field] from [institution], how much money did you owe that was directly related to your undergraduate and graduate education?

*(Select one response per column)*

A24a: Undergraduate

1=None

2=\$10,000 or less

3=\$10,001 - \$20,000

4=\$20,001 - \$30,000

5=\$30,001 - \$40,000

6=\$40,001 - \$50,000

7=\$50,001 - \$60,000

8=\$60,001 - \$70,000

9=\$70,001 - \$80,000

10=\$80,001 - \$90,000

11=\$90,001 or more

A24b: Graduate

1=None

2=\$10,000 or less

3=\$10,001 - \$20,000

4=\$20,001 - \$30,000

5=\$30,001 - \$40,000

6=\$40,001 - \$50,000

7=\$50,001 - \$60,000

8=\$60,001 - \$70,000

9=\$70,001 - \$80,000

10=\$80,001 - \$90,000

11=\$90,001 or more

Administered to: All ECDs

Routing: If A24a=1 and A24b=1 go to B. Professional Activities; else go to A25.

-----

A25: Do you **currently** owe any money directly related to your [undergraduate/graduate/undergraduate or graduate] education?

1=Yes

0=No

Administered to: ECDs who owed money for their undergraduate or graduate education when they completed their highest degree

Routing: If A25=1 then go to A26; else go to B. Professional Activities.

-----  
A26: How much money do you **currently** owe that is directly related to your [undergraduate/graduate/undergraduate and graduate] education?

*(Select one response per column)*

A26a: Undergraduate

1=None

2=\$10,000 or less

3=\$10,001 - \$20,000

4=\$20,001 - \$30,000

5=\$30,001 - \$40,000

6=\$40,001 - \$50,000

7=\$50,001 - \$60,000

8=\$60,001 - \$70,000

9=\$70,001 - \$80,000

10=\$80,001 - \$90,000

11=\$90,001 or more

A26b: Graduate

1=None

2=\$10,000 or less

3=\$10,001 - \$20,000

4=\$20,001 - \$30,000

5=\$30,001 - \$40,000

6=\$40,001 - \$50,000

7=\$50,001 - \$60,000

8=\$60,001 - \$70,000

9=\$70,001 - \$80,000

10=\$80,001 - \$90,000

11=\$90,001 or more

Administered to: ECDs who still owe money for their undergraduate or graduate education

Routing: Go to B. Professional Activities

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**SECTION B: PROFESSIONAL ACTIVITIES**  
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B\_TEXT: The next questions ask about your work and research activities.

Administered to: All ECDs

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B1: Thinking about all of your paid, unpaid, and other research activities since receiving your [doctorate/doctorate-equivalent] degree in [field] from [institution], have you:

*(Select one response per row)*

B1a: Published papers in conference proceedings?

B1b: (Co)authored papers for presentation at regional, national, or international conferences? *(Do not include papers published in conference proceedings.)*

B1c: Had articles **accepted** for publication or already published in a peer-reviewed journal?

B1d: **Submitted** articles for publication in a peer-reviewed journal that were **not** accepted for publication or published?

B1e: Published books?

B1f: Published book chapters?

B1g: Been named as an inventor on U.S. patent applications?

B1h: Been named as an inventor on foreign patent applications?

1=Yes

0=No

Administered to: All ECDs

Routing: If any one of B1a through B1h = 1 then go to B2; else go to B6

-----

B2: How many...

- B2a: Papers have you published in conference proceedings?
- B2b: Papers have you (co)authored for presentation at regional, national, or international conferences?  
*(Do not include papers published in conference proceedings.)*
- B2c: Articles have you had **accepted** for publication or already published in a peer-reviewed journal?
- B2d: Articles have you **submitted** for publication in a peer-reviewed journal that were **not** accepted for publication or published? *(If you have submitted one paper multiple times, count it only once.)*
- B2e: Books have you published?
- B2f: Book chapters have you published?
- B2g: U.S. patent applications have you been named as an inventor on?
- B2h: Foreign patent applications have you been named as an inventor on?

Administered to: ECDs who have at least one work product since receiving their highest degree

Routing: If B2g > 1 or B2h > 1 then go to B3; else go to B6

-----

B3: Since receiving your [doctorate/doctorate-equivalent] degree, how many patents have been granted to you as an inventor?

- B3a: U.S. Patents Granted:
- B3b: Foreign Patents Granted:

Administered to: ECDs who have been named as an inventor on a U.S. or foreign patent application since receiving their highest degree

Routing: If B3a > 1 then go to B4; else if B3b > 0 then go to B5; else go to B6

-----

B4: Thinking of the U.S. patents that you have been granted since receiving your [doctorate/doctorate-equivalent] degree, for which of the following types of activity have they been granted?

*(Select one response per row)*

- B4a: Utility patents (i.e., patents for inventions)
- B4b: Plant patents (i.e., patents for fundamentally altered plant species)
- B4c: Design patents (i.e., patents for appearance)

1=Yes  
0=No

Administered to: ECDs who have been granted a U.S patent as an inventor since receiving their highest degree

-----

B5: Since receiving your [doctorate/doctorate-equivalent] degree, have any of your patents resulted in commercialized products or processes or been licensed?

1=Yes  
0=No

Administered to: ECDs who have been granted a U.S. or foreign patent as an inventor since receiving their highest degree

-----  
B6: During the past 12 months, did you take any work-related training, such as workshops or seminars?  
*Include conferences or professional meetings **only if** you attended a training session at the conference or meeting.*  
*Do **not** include college coursework for which you were enrolled in a degree program.*  
1=Yes  
0=No

Administered to: All ECDs

Routing: If B6=1 then go to B7; else go to C. Employment

-----

B7: For which of the following reasons did you take training during the past 12 months?  
*(Select one response per row)*  
B7a: To improve skills or knowledge in your current occupational field  
B7b: To increase opportunities for promotion or advancement in your current occupational field  
B7c: For licensure or certification in your current occupational field  
B7d: To facilitate a change to a different occupational field  
B7e: Required or expected by employer  
B7f: For leisure or personal interest  
B7g: For another reason *(Please specify)*  
1=Yes  
0=No

Administered to: ECDs who have received training in the past 12 months

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## SECTION C: EMPLOYMENT

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C\_TEXT: We would like to ask you some questions about the work and research positions you have held since receiving your [doctorate/doctorate-equivalent] degree in [field] from [institution]. We are interested in any position including postdoctoral appointments, residencies, fellowships, and internships.

Administered to: All ECDs

-----

C1: Have you worked for pay since receiving your [doctorate/doctorate-equivalent degree]?  
1=Yes  
0=No

Administered to: All ECDs

Routing: If C1=0 then go to C2; else go to C3

-----

C2: What are your reasons for not working for pay?  
*(Select one response per row)*  
C2a: In school full-time  
C2b: In school part-time  
C2c: Family responsibilities - child care  
C2d: Family responsibilities - other  
C2e: Chronic illness or permanent disability  
C2f: Suitable position not available

- C2g: Do not need or want to work
- C2h: On layoff from a position
- C2i: Retired
- C2j: Other (*Please specify*)

1=Yes  
0=No

Administered to: ECDs who have not worked for pay since receiving their highest degree

Routing: Go to C4

-----

C3: *For the next two questions, a full-time position is one that requires at least 35 hours per week and a part-time position is one that requires fewer than 35 hours per week.*

C3a: Since receiving your [doctorate/doctorate-equivalent] degree, how many different **full-time paid** positions have you had, including your current position if applicable?

C3b: Since receiving your [doctorate/doctorate-equivalent] degree, how many different **part-time paid** positions have you had, including your current position if applicable?

Administered to: ECDs who have worked for pay since receiving their highest degree

-----

C4: Have you held an unpaid or volunteer position since receiving your [doctorate/doctorate-equivalent degree]?

1=Yes  
0=No

Administered to: All ECDs

Routing: If C4=1 go to C5; else if C1=1 go to C6; else go to D. Work-Life Balance

-----

C5: Since receiving your [doctorate/doctorate-equivalent] degree, how many different unpaid positions have you had? *Please include your current position if applicable.*

Administered to: ECDs who have held an unpaid position since receiving their highest degree

-----

C6: *A postdoctoral appointment, or "postdoc," is a temporary position awarded in academe, industry, government or a non-profit organization primarily for gaining additional education and training in research. For the next question, please include any position you consider to be a "postdoc" even if your employer did not or does not. Please also count reappointments to the same position as one appointment.*

How many postdoctoral appointments have you had, including your current position if applicable?

-9=-Select One-

- 0=0
- 1=1
- 2=2
- 3=3
- 4=4
- 5=5
- 6=6
- 7=7
- 8=8
- 9=9
- 10=10

Administered to: ECDs who have worked for pay or held an unpaid position since receiving their highest degree

Routing: If C3a=0 and C3b=0 and C6=0 then go to D. Work-Life Balance; else go to TRANSITION\_TEXT below

-----  
TRANSITION\_TEXT:

*Iteration 1*

Pre-Routing: If C1=1 and C3a >0 administer iteration 1; else if C1=1 go to C56; else if C4=1 go to C58; else go to D. Work Life Balance

Text: First, we would like to ask you some questions about your first full-time paid position following the receipt of your [doctorate/doctorate-equivalent degree] in [field] from [institution].

Administered to: ECDs who have held a full-time paid position since receiving their highest degree

*Iteration 2*

Pre-Routing: If C8c in iteration 1 ≠ 1 and C56=1 or C58=1 then administer iteration 2; else if C17 ≠ 1 and C18 ≠ 1 for iteration 1 and C6 > 0 then administer iteration 3; else go to D. Work-Life Balance

Text: Now, we would like to ask you some questions about your current position.

Administered to: ECDs who currently hold a paid or unpaid position that is not their first full-time paid position

*Iteration 3*

Pre-Routing: If C17 ≠ 1 and C18 ≠ 1 for all prior iterations and C6 > 0 then administer iteration 3; else go to D. Work-Life Balance

Text: Now, we would like to learn more about the postdoctoral appointment, or "postdoc," that you reported holding. If you have had more than one postdoctoral appointment, please refer to the first postdoc that you held.

Administered to: ECDs who have held a postdoc, but neither their iteration 1 or iteration 2 position is considered a postdoc by the ECD or the institution

-----  
C7: In what month and year did this position begin?

C7a: Month:  
-9=-Select One-  
1=January  
2=February  
3=March  
4=April  
5=May  
6=June  
7=July  
8=August  
9=September  
10=October  
11=November  
12=December

C7b: Year:  
-9=- Select One -  
2014=2014  
2013=2013  
2012=2012  
2011=2011  
2010=2010  
2009=2009  
2008=2008  
2007=2007  
2006=2006  
2005=2005  
2004=2004  
2003=2003  
2002=2002 or before

Administered to: All ECDs eligible for the iteration

Routing: If iteration 2 go to C9; else go to C8

-----  
C8: In what month and year did this position end?

C8a: Month:  
-9=-Select One-  
1=January  
2=February

3=March  
4=April  
5=May  
6=June

7=July  
8=August  
9=September  
10=October  
11=November  
12=December

C8b: Year:  
-9=- Select One -  
2014=2014  
2013=2013  
2012=2012  
2011=2011  
2010=2010  
2009=2009  
2008=2008  
2007=2007  
2006=2006  
2005=2005  
2004=2004  
2003=2003  
2002=2002 or before

C8c: You are still in this position  
1=Yes  
0=No

Administered to: All ECDs eligible for the iteration (iteration 1 and 3 only)

-----

C9: What [is/was] the official title of this position?

Administered to: All ECDs eligible for the iteration

-----

C10: Who [is/was] your employer for this position?

1=[Employer from sampling frame]  
2=[Employer from iteration 1]  
3=[Employer from iteration 2]  
4=A different employer  
5=Self-employed

Administered to: All ECDs eligible for the iteration

Routing: If C10=1 or 5 then go to C16; else if C10=4 or is not answered, go to C11; else go to pre-routing before C12

-----

C11: What [is/was] the name and country of the place of your employment for this position? *(If your employer [has/had] more than one location, report the location that [employs/employed] you. If you [work/worked] for a contracting or consulting company, report the name of that company, not the client organization.)*

C11a: Employer name:

C11b: Country:

-9=-Select One-

1=United States

2=Outside of the United States

*(Please specify the country)*

NOTE: If the respondent is currently employed by an institution outside of the U.S., the case is deemed ineligible and routed to F. Demographics.

Administered to: ECDs eligible for the iteration who work/worked for an organization not previously identified

Routing: Go to pre-routing before C12

-----

Pre-Routing: If currently employed by an institution outside of the United States, set the case to ineligible and go to F. Demographics; else if C10=2 or 3 go to C16; else go to C12

- C12: Which one of the following best describes the type of organization where this position [is/was] located?
- 1=Public or private educational institution including university-affiliated research institutes, hospitals, and medical centers
  - 2=Government including military and intergovernmental organizations (e.g., United Nations)
  - 3=Federally Funded Research and Development Center (FFRDC)
  - 4=Hospital, medical care facility, or community health system not affiliated with a university
  - 5=Other for-profit business
  - 6=Other non-profit organization or foundation
  - 7=Other (*Please specify*)

Administered to: ECDs eligible for the iteration who work/worked at an organization not previously identified

Routing: If C12=1 then go to C13; else if C12=2 go to C14; else if C12=6 then go to C15; else go to C16

-----

- C13: Which one of the following best describes the type of educational institution where this position [is/was] located?
- 1=Medical school including university-affiliated hospital or medical center
  - 2=University or a 4-year college other than a medical school
  - 3=University-affiliated research institute
  - 4=Community or two-year college
  - 5=Preschool, elementary, middle, secondary school or school system

Administered to: ECDs eligible for the iteration who work/worked at an educational organization not previously identified

Routing: Go to C16

-----

- C14: Which one of the following best describes the type of government institution where this position [is/was] located?
- 1=U.S. military
  - 2=U.S. federal government (non-military)
  - 3=U.S. state government
  - 4=U.S. local government
  - 5=Foreign government or military
  - 6=Intergovernmental organization

Administered to: ECDs eligible for the iteration who work/worked at a government organization not previously identified

Routing: Go to C16

-----

- C15: Is this non-profit organization a...
- 1=Research institute, including medical research organization
  - 2=Hospital, medical care facility, or community health system not affiliated with a university
  - 3=University-affiliated hospital or medical center
  - 4=Private foundation
  - 5=Professional or technical society
  - 6=Advocacy group
  - 7=Other (*Please specify*)

Administered to: ECDs eligible for the iteration who work/worked at a non-profit organization not previously identified

-----



C16: For each of the following job characteristics, please indicate if it [describes/described] your position or not.

*(Select one response per row)*

C16a: [Requires/Required] a PhD or doctorate-equivalent degree (e.g., MD, DO, DDS, DVM)

C16b: [Requires/Required] that the doctorate was awarded within the last 10 years

C16c: [Is/Was] a temporary position

C16d: [Is/Was] intended to provide training in research

C16e: [Is/Was] intended to advance professional skills

C16f: [Requires/Required] a full-time commitment to research

C16g: [Requires/Required] that you work under the direction of a senior scholar or Principal Investigator

C16h: [Is/Was] intended to be for a defined period of time (i.e., [has/had] a term limit)

C16i: [Requires/Required] publication of research in scholarly journals

C16j: [Requires/Required] mentorship for professional development

C16k: [Is/Was] intended to prepare you for an independent career

C16l: [Has/Had] an expectation that you provide service to your institution, profession, or community (e.g., committee work, serving as a reviewer)

1=Yes

0=No

97=Don't know

Administered to: All ECDs eligible for the iteration

Routing: If C10=5 then skip to C22; else go to C17

-----  
C17: Would **you** consider this position a postdoctoral appointment?

1=Yes

0=No

Administered to: ECDs eligible for the iteration except for those who are self-employed

Routing: If job title string in C9 includes "postdoc" then go to C19; else go to C18

-----  
C18: Would **your organization** consider this position a postdoctoral appointment?

1=Yes

0=No

Administered to: ECDs eligible for the iteration except those who are self-employed and those whose job title string includes "postdoc"

Routing: If C12 = 1 and C13 ≠ 5 then go to C19; else go to C22

-----  
C19: [In addition to your postdoctoral appointment, [do/did] you hold any of the following academic positions/What type of academic positions [do/did] you hold] at this institution?

*(Select one response per row)*

C19a: Research faculty, scientist, associate, or fellow

C19b: Teaching faculty

C19c: Adjunct faculty

C19d: Postdoc (e.g., postdoctoral fellow or associate)

C19e: Research assistant

C19f: Teaching assistant

C19g: President, Provost, or Chancellor (any level)

C19h: Dean (any level), department head, or department chair

C19i: Other position *(Please specify)*

1=Yes

0=No

Administered to: ECDs eligible for the iteration who work/worked at a postsecondary educational organization

Routing: If C19a=1 or C19b=1 or C19c=1 then go to C20; else go to C22

-----  
C20: What [is/was] your faculty rank?

- 1=Professor
- 2=Associate Professor
- 3=Assistant Professor
- 4=Instructor
- 5=Lecturer
- 6=Not applicable: no ranks designated at your institution
- 7=Not applicable: no ranks designated for your position
- 8=Other (*Please specify*)

Administered to: ECDs eligible for the iteration who work/worked in a faculty position at a postsecondary educational organization

-----  
C21: What [is/was] your tenure status?

- 1=Not applicable: No tenure system at your institution
- 2=Not applicable: No tenure system for your position
- 3=Tenured
- 4=On tenure track but not tenured
- 5=Not on tenure track

Administered to: ECDs eligible for the iteration who work/worked in a faculty position at a postsecondary educational organization

-----  
C22: [Are/Were] you a...

- C22a: Clinical researcher?
- C22b: Clinical fellow?
- C22c: Clinical practitioner?

- 1=Yes
- 0=No

Administered to: All ECDs eligible for the iteration

-----  
C23: To what extent [is/was] this position related to your [doctorate/doctorate-equivalent] degree? Would you say...

- 1=Closely related
- 2=Somewhat related
- 3=Not related

Administered to: All ECDs eligible for the iteration

Routing: If C23=3 then go to C24; else go to TRANSITION\_TEXT

-----  
C24: In what field [are/were] you working?

NOTE: A coding application will be used to code to the Classification of Instructional Programs.

Administered to: ECDs eligible for the iteration who work/worked in a field not related to their highest degree field

-----  
C25: Did any of the following factors influence your decision to work in an area outside the field of your [doctorate/doctorate-equivalent] degree?

*(Select one response per row)*

C25a: Pay, promotion opportunities

C25b: Working conditions (e.g., hours, equipment, working environment)

C25c: Personal career or professional interests

C25d: Family-related reasons (e.g., children, spouse's or partner's job location)

C25e: Geographic location of position

C25f: Position in your doctorate field of study was not available

C25g: Opportunity for training outside doctorate field of study

C25h: Some other reason *(Please specify)*

1=Yes

0=No

Administered to: ECDs eligible for the iteration who work/worked in a field not related to their highest degree field

-----  
TRANSITION\_TEXT: The next series of questions are about your search for this position and how you decided to take it.

Administered to: All ECDs eligible for the iteration

-----  
C26: What was the primary way you found this position?

1=An advertisement in a journal, publication, or website

2=Through your graduate advisor

3=Through a mentor other than your graduate advisor

4=Through another colleague

5=Directly contacted by this employer other than by mentor or colleague

6=You directly contacted this employer

7=You were promoted from an internship within the organization

8=You were promoted from another position within the organization

9=Career or job fair

10=Professional recruiter

11=Other *(Please specify)*

Administered to: ECDs eligible for the iteration except those who are self-employed

-----  
C27: Were you offered other positions at the time you accepted this position?

1=Yes

0=No

Administered to: All ECDs eligible for the iteration

Routing: If C27=1 then go to C28; else go to C29

-----  
C28: What type of positions were you offered at the time you accepted this position? Were you offered...

*(Select one response per row)*

C28a: Permanent position(s)

C28b: Postdoc(s)

C28c: Temporary position other than a postdoc

1=Yes

0=No

Administered to: ECDs eligible for the iteration who were offered other positions when they accepted their position  
-----

C29: What factors did you consider in your decision to choose this position?

*(Select one response per row)*

C29a: It was the only position you were offered at the time

C29b: Opportunity to publish

C29c: Opportunity to conduct your own independent research

C29d: Opportunity to increase knowledge in your [doctorate/doctorate-equivalent] degree field of study

C29e: Opportunity for training outside of your [doctorate/doctorate-equivalent] degree field of study

C29f: Opportunity to work with a particular researcher

C29g: Likelihood of receiving outside funding

C29h: Success of this supervisor's former staff (e.g., postdocs, research staff)

C29i: Prestige of the institution

C29j: Opportunity to work in a particular lab

C29k: Promotion opportunities

C29l: Salary

C29m: Benefits provided by the institution (e.g., health insurance)

C29n: Family-related reasons (e.g., children, spouse's or partner's job location)

C29o: Geographic location of position

C29p: Working conditions (e.g., hours, equipment, and working environment)

C29q: Other *(Please specify)*

1=Yes

0=No

Administered to: All ECDs eligible for the iteration

Routing: If more than one of C29a – C29q=1 then go to C30; else go to C31  
-----

C30: Which factor was most important in your decision to choose this position?

1=It was the only position you were offered at the time

2=Opportunity to publish

3=Opportunity to conduct your own independent research

4=Opportunity to increase knowledge in your [doctorate/doctorate-equivalent] degree field of study

5=Opportunity for training outside of your [doctorate/doctorate-equivalent] degree field of study

6=Opportunity to work with a particular researcher

7=Likelihood of receiving outside funding

8=Success of this supervisor's former staff (e.g., postdocs, research staff)

9=Prestige of the institution

10=Opportunity to work in a particular lab

11=Promotion opportunities

12=Salary

13=Benefits provided by the institution (e.g., health insurance)

14=Family-related reasons (e.g., children, spouse's or partner's job location)

- 15=Geographic location of position
- 16=Working conditions (e.g., hours, equipment, and working environment)
- 17=[Other factor specified in C29q]

Administered to: ECDs eligible for the iteration who identified more than one factor in their decision to choose the position

-----

- C31: When you were offered this position, were you provided with information about... *(Select one response per row)*
- C31a: Salary?
  - C31b: Benefits?
  - C31c: The end date of the position?
  - C31d: Research project(s) that you would be working on?
  - C31e: The responsibilities of the position?
- 1=Yes
  - 2=No
  - 3=Don't remember
  - 4=Not applicable

Administered to: ECDs eligible for the iteration except for those who are self-employed

-----

- C32: Thinking about this position, [do/did] you receive any of the following benefits, even if you [choose/chose] not to take them? *(Select one response per row)*
- C32a: Dental insurance
  - C32b: Vision insurance
  - C32c: Health insurance
  - C32d: Life insurance
  - C32e: Paid sick days
  - C32f: Paid vacation days
  - C32g: Paternity or maternity leave
  - C32h: Retirement plan (e.g., 401(k) or 403(b)) or pension
  - C32i: Childcare subsidy
  - C32j: Tuition reimbursement or education subsidy
  - C32k: Other *(Please specify)*
- 1=Yes
  - 0=No

Administered to: All ECDs eligible for the iteration

-----

TRANSITION\_TEXT: The next questions ask about the funding for this position.

- C33: What [is/was] your basic annual salary before deductions for this position?
- Do not include bonuses, overtime, or additional compensation for summertime teaching or research. If you [are/were] not salaried, please estimate your earned income.*
- C33a: Basic annual salary when you started the position: \$|.00  
Unpaid or volunteer  
1=Yes  
0=No
  - C33b: [Current basic annual salary/Basic annual salary when this position ended]: \$|.00  
Unpaid or volunteer  
1=Yes  
0=No

Administered to: All ECDs eligible for the iteration

Routing: If C33a is not answered or C33b is not answered, go to C34; else if C33a > 0 or C33b > 0 then go to C35; else go to C36

-----  
C34: We appreciate the sensitivity of this question, and assure that this information will be kept confidential. Would you indicate which of the following categories best describes your basic **annual salary** before deductions for this position?

*Do not include bonuses, overtime, or additional compensation for summertime teaching or research. If you [are/were] not salaried, please estimate your earned income.*

C34a: Basic annual salary when you started the position

C34b: [Current basic annual salary/Basic annual salary when this position ended]

-9=-Select one-

0=Unpaid or volunteer

1=\$30,000 or less

2=\$30,001 - \$35,000

3=\$35,001 - \$40,000

4=\$40,001 - \$50,000

5=\$50,001 - \$60,000

6=\$60,001 - \$70,000

7=\$70,001 - \$80,000

8=\$80,001 - \$90,000

9=\$90,001 - \$100,000

10=\$100,001 - \$110,000

11=\$110,001 or above

98=Rather not say

Administered to: ECDs eligible for the iteration who did not answer one or both parts of J1SALARY

Routing: If C33a > 0 or C33b > 0 or 0 < C34a < 98 or 0 < C34b < 98 then go to C35; else go to C36

-----  
C35: Over how many months [is/was] your annual salary disbursed?

1=12 months

2=Fewer than 12 months

*(Please specify the number of months rounding to nearest month)*

Administered to: ECDs eligible for the iteration who answered one or both parts of C33 or C34

-----  
C36: Which of the following sources [fund/funded] [your current position at this point in time/ this position]?

*(Select one response per row)*

C36a: U.S. federal research grant or contract

C36b: U.S. federal fellowship or training grant

C36c: U.S. state or public university funds

C36d: Private university funds

C36e: U.S. city or local government funds

C36f: Foreign (non-U.S.) government funds

C36g: Non-profit organization or foundation funds

C36h: For-profit business funds

C36i: Personal or other individually held funds

C36j: Other sources *(Please specify)*

1=Yes

0=No

97=DK

Administered to: All ECDs eligible for the iteration

Routing: If C36a=1 or C36b=1 then go to C37; else go to C40

-----

C37: How many U.S. federal [grants and contracts/fellowships and grants/grants, contracts, and fellowships] [support/supported] this position?

1=One

2=More than one (*Please specify if number is known*)

97=Don't know

Administered to: ECDs eligible for the iteration whose position is/was funded by a U.S. federal research grant/contract or federal training grant/fellowship

-----

C38: Thinking about the U.S. federal fellowships, grants or contracts that [fund/funded] this position, to whom [are/were] these awarded?

*(Select one response per row)*

C38a: Directly to you

C38b: Your supervisor or the Principal Investigator of the project you [work/worked] on

C38c: A research center, consortium, or lab

C38d: Other (*Please specify*)

1=Yes

0=No

97=Don't know

Administered to: ECDs eligible for the iteration whose position is/was funded by a U.S. federal research grant/contract or federal training grant/fellowship

-----

C39: Which government agencies [fund/funded] this position?

*(Select one response per row)*

C39a. Department of Agriculture (USDA)

C39b. Department of Commerce (Commerce)

C39c. Department of Defense (DOD)

C39d. Department of Education (ED)

C39e. Department of Energy (DOE)

C39f. Department of Homeland Security (DHS)

C39g. Department of the Interior (DOI)

C39h. Department of Labor (DOL)

C39i. Department of Transportation (DOT)

C39j. Department of Veterans Affairs (VA)

C39k. National Aeronautics and Space Administration (NASA)

C39l. National Institutes of Health (NIH)

C39m. National Science Foundation (NSF)

C39n. Other (*Please specify*)

1=Yes

0=No

97=Don't know

Administered to: ECDs eligible for the iteration whose position is/was funded by a U.S. federal research grant/contract or federal training grant/fellowship

-----

C40: During a typical week in this position, how many hours [do/did] you work?

Administered to: All ECDs eligible for the iteration

-----

C41: The next questions ask about your work activities in this position.

While in this position [have/did] you...

*(Select one response per row)*

C41a: [Written/Write] technical reports or working papers other than those presented at conferences or submitted for publication?

C41b: [Attended/Attend] professional conferences when you were not presenting papers?

C41c: [Served/Serve] as a reviewer for a conference, journal, or an agency, institution, or organization?

C41d: [Supervised/Supervise] graduate students, postdocs, or research staff?

C41e: [Taught/Teach] courses?

C41f: [Developed/Develop] marketable products?

C41g: [Worked/Work] with researchers not a part of your department or lab?

C41h: [Served/Serve] as the principal or co-investigator on funded grants?

C41i: [Prepared/Prepare] grant or fellowship proposals in which you [are/were] listed as the principal or co-investigator?

C41j: [Prepared/Prepare] grant proposals in which you [are/were] **not** listed as the principal or co-investigator?

1=Yes

0=No

Administered to: All ECDs eligible for the iteration

-----

C42: On which one of the following activities [do/did] you work the most hours during a typical week in this position?

1=Basic research

2=Applied research

3=Development

4=Teaching

5=Management or administration

6=Clinical or professional services to individuals

7=Supervising students

8=Other *(Please specify)*

Administered to: All ECDs eligible for the iteration

-----

C43: On which one of the following activities [do/did] you work the second most hours during a typical week in this position?

1=Basic research

2=Applied research

3=Development

4=Teaching

5=Management or administration

6=Clinical or professional services to individuals

7=Supervising students

8=Other *(Please specify)*

9=No secondary work activity

Administered to: All ECDs eligible for the iteration

-----



C44: How often [do/did] you and your supervisor meet to discuss your work? (*Do not count lab and departmental meetings.*) Would you say...

- 1=Once a day or more
- 2=At least once a week but not every day
- 3=At least once a month but not every week
- 4=At least once a year but not every month
- 5=Never
- 6=[Do/Did] not have a supervisor

Administered to: All ECDs eligible for the iteration

Routing: If C44 = 6 then go to C51; else go to C45

-----

C45: [Have/Did] you and your supervisor [written/write] a plan that [outlines/outlined] the expectations and responsibilities of your position?

- 1=Yes
- 0=No

Administered to: ECDs eligible for the iteration who have/had a supervisor

Routing: If C45=1 then go to C47; else go to C46

-----

C46: [Have/Did] you and your supervisor [discussed/discuss] the option of developing a plan?

- 1=Yes
- 0=No

Administered to: ECDs eligible for the iteration who did not develop a plan with their supervisors

Routing: Go to C48

-----

C47: How much [does/did] the plan reflect your personal career development goals? Would you say...

- 1=Not at all
- 2=Somewhat
- 3=A great deal

Administered to: ECDs eligible for the iteration who developed a plan with their supervisors

-----

C48: [Has/Did] your supervisor [provided/provide] you with a formal performance evaluation?

- 1=Yes
- 0=No

Administered to: ECDs eligible for the iteration who have/had a supervisor

Routing: If C48=0 and reporting on a current position (C8c=1 in iteration 1 or iteration 2 or C8c=1 in iteration 3) then go to C49; else go to C50

-----

C49: Do you expect a performance evaluation in the future?

- 1=Yes
- 0=No

Administered to: ECDs eligible for the iteration who are reporting on a current position for which they have not had a performance evaluation

-----

C50: With regard to your supervisor, please indicate the extent to which you agree or disagree with the following statements.

Your supervisor...

*(Select one response per row)*

- C50a: [Provides/Provided] appropriate recognition for your work.
- C50b: [Encourages/Encouraged] collaboration with other researchers.
- C50c: [Encourages/Encouraged] increasing independence in your research.
- C50d: [Encourages/Encouraged] presenting work outside the department or lab.
- C50e: [Provides/Provided] opportunities to work on grant proposals.
- C50f: [Supports/Supported] publishing papers.
- C50g: [Provides/Provided] career guidance
- C50h: [Encourages/Encouraged] work-life balance.

- 1=Strongly disagree
- 2=Somewhat disagree
- 3=Neither agree nor disagree
- 4=Somewhat agree
- 5=Strongly agree

Administered to: ECDs eligible for the iteration who have/had a supervisor

-----  
C51: While in this position, [have/did] you [attended/ attend] any training workshops or training courses about the following topics? *(Select one response per row)*

- C51a: Grant writing
- C51b: Publishing
- C51c: Orientation to various career paths
- C51d: Supervising people
- C51e: Project management
- C51f: Teaching
- C51g: Intellectual property
- C51h: Research ethics
- C51i: Other training workshops or training courses *(Please specify)*

- 1=Yes
- 0=No

Administered to: All ECDs eligible for the iteration

Routing: If C17=1 or C18=1 then go to C52; else go to TRANSITION\_TEXT

-----  
C52: [Does/Did] your organization have... *(Select one response per row)*

- C52a: A postdoctoral association?
- C52b: A postdoctoral office?
- C52c: A postdoctoral related agreement (i.e., a "Compact" or "Memorandum of Understanding")?

- 1=Yes
- 0=No
- 97=Don't know

Administered to: ECDs eligible for the iteration who are reporting on a position that either they or their organization considers a postdoc

-----  
TRANSITION\_TEXT: Now, we ask you to evaluate this position.

Administered to: All ECDs eligible for the iteration

-----  
C53: How much [does/did] this position meet your expectations in the following areas? (*Select one response per row*)

- C53a: Increase in subject matter knowledge
- C53b: Conduct your own independent research
- C53c: Publish papers
- C53d: Present papers at professional conferences
- C53e: Teach
- C53f: Gain supervisory experience
- C53g: Write grant proposals
- C53h: Grant submissions under your name
- C53i: Gain experience in an interdisciplinary research environment
- C53j: Network with colleagues
- C53k: Develop marketable products or technologies

- 1=Less than expected
- 2=As expected
- 3=More than expected
- 4=No expectations
- 5=Not applicable

Administered to: All ECDs eligible for the iteration

-----  
C54: How satisfied [are/were] you with this position? Would you say...

- 1=Very dissatisfied
- 2=Dissatisfied
- 3=Neither dissatisfied nor satisfied
- 4=Satisfied
- 5=Very satisfied

Administered to: All ECDs eligible for the iteration

Routing: If not reporting on a current position (C8c ≠ 1 in iteration 1 or C8c ≠ 1 in iteration 3) go to C55; else if in iteration 3 go to D. Work-Life Balance; else go to TRANSITION\_TEXT before C7

-----  
C55: What was the primary reason you left this position?

- 1=Term-limited position ended
- 2=Promoted
- 3=Accepted a better position
- 4=Pay
- 5=Working conditions (e.g., hours, equipment, and working environment)
- 6=Change in professional interests
- 7=Family-related reasons (e.g., children, spouse's or partner's job location)
- 8=Geographic location of position
- 9=Position was terminated
- 10=Funding not renewed
- 11=Other (*Please specify*)

Administered to: ECDs eligible for the iteration who are no longer working in the position being reported on

Routing: If iteration 1 go to C56; else (iteration 3) go to D. Work-Life Balance

-----  
C56: Are you currently working for pay?

- 1=Yes
- 0=No

Administered to: ECDs eligible for iteration 1 who are no longer working in their first full-time paid position

Routing: If C56=1 then go to TRANSITION\_TEXT before C7; else go to C57

-----  
C57: What are your reasons for not currently working for pay? *(Select one response per row)*

- C57a: In school full-time
- C57b: In school part-time
- C57c: Family responsibilities - child care
- C57d: Family responsibilities - other
- C57e: Chronic illness or permanent disability
- C57f: Suitable position not available
- C57g: Do not need or want to work
- C57h: On layoff from a position
- C57i: Retired
- C57j: Other *(Please specify)*

1=Yes  
0=No

Administered to: ECDs who are not currently working for pay

Routing: If C4=1 then to go C58; else go to TRANSITION\_TEXT before C7

-----  
C58: Do you currently hold an unpaid or volunteer position?

1=Yes  
0=No

Administered to: ECDs who are not currently working for pay and have held an unpaid position

Routing: Go to TRANSITION\_TEXT before C7

-----  
**SECTION D: WORK-LIFE BALANCE**

-----  
D\_TEXT: Now we have some questions about your work-life balance.

Administered to: All ECDs

Routing: If start date of first full-time paid position is more than 1 year after doctorate/doctorate-equivalent award date then go to D1; else if C3a=0 or missing, then go to D2; else if A6a is missing or A6b is missing or C7a in the first iteration is missing or C7b in the first iteration is missing then go to D2; else go to D2

-----  
D1: You indicated that your [doctorate/doctorate-equivalent] degree was awarded in [degree month] [degree year] and you started your first full-time paid position in [start month] [start year]. What were you doing between those dates? *(Select one response per row)*

- D1a: Working in a part-time paid position
- D1b: Working in an unpaid position either full-time or part-time
- D1c: Not working
- D1d: Other *(Please specify)*

1=Yes  
0=No

Administered to: ECDs who started their first full-time paid position more than a year after their highest degree was awarded

D2: [Since you completed your [doctorate/doctorate-equivalent] degree in [field] from [institution]/Since you started your first full-time paid position], have you ever taken time off for six months or more?  
1=Yes  
0=No

Administered to: ECDs who received their highest degree in 2004 through 2013

Routing: If D2=1 go to D3; else if currently or previously employed go to D5; else go to E. Career Development and Plans

-----  
D3: Why did you take time off? *(Select one response per row)*

- D3a: For health reasons
- D3b: To start a family or have more children
- D3c: To care for a sick family member
- D3d: To write papers from your dissertation for publication
- D3e: To travel
- D3f: For additional education
- D3g: You could not find employment
- D3h: For some other reason *(Please specify)*

1=Yes  
0=No

Administered to: ECDs who have taken off 6 months or more since receiving their highest degree or starting their first full-time paid position

-----  
D4: How many months did you take off?

Administered to: ECDs who have taken off 6 months or more since receiving their highest degree

Routing: If currently or previously employed go to D5; else go to E. Career Development and Plans

-----  
D5: Would you say that your [current/most recent] position [is/was]...

- 1=Not stressful at all
- 2=Somewhat stressful
- 3=Very stressful
- 4=Extremely stressful

Administered to: ECDs who have worked since earning their highest degree

-----  
D6: Please indicate how much you agree or disagree with the following statements about balancing your [current] professional and personal responsibilities [when you were most recently employed].

*(Select one response per row)*

- D6a: You [can/could] manage the demands of your position and at home.
- D6b: Demands at home [limit/limited] your professional activities (e.g., going to conferences).
- D6c: Your work schedule [allows/allowed] you to maintain the overall quality of life you want.
- D6d: Your work schedule [provides/provided] the flexibility to take care of demands at home.
- D6e: Your supervisor [understands/understood] when demands at home [interfere/interfered] with your professional responsibilities.
- D6f: Demands at home [have] slowed down progress on your professional activities.

1=Strongly disagree  
2=Disagree  
3=Agree  
4=Strongly Agree

Administered to: ECDs who have worked since earning their highest degree

---

**SECTION E: CAREER DEVELOPMENT AND PLANS**

---

E\_TEXT: Now we would like you to think about your career development and future career plans.

Administered to: All ECDs

Routing: If currently or previously employed go to E1; else go to E2

---

E1: How important [are/were] the following knowledge, attributes, and behaviors to meeting your supervisor's expectations in your [**current/most recent**] position?

*(Select one response per row)*

- E1a: Applying research methodologies, tools and techniques appropriately
- E1b: Developing new ideas, processes or products which are rooted in research
- E1c: Critically analyzing and evaluating findings and results
- E1d: Demonstrating a theoretical and practical understanding of your subject area and its wider research context
- E1e: Working constructively with colleagues, acknowledging their contribution
- E1f: Influencing others, providing direction and encouraging their contribution
- E1g: Communicating ideas clearly and persuasively in writing such as in journal articles, grant proposals, or reports
- E1h: Communicating ideas clearly and persuasively when speaking to others one-on-one or in small groups
- E1i: Communicating ideas clearly and persuasively when speaking before audiences such as in presentations or lectures
- E1j: Effectively planning, managing and delivering projects on time

- 1=Not important
- 2=Slightly important
- 3=Moderately important
- 4=Very Important
- 5=Extremely important

Administered to: ECDs who have worked since receiving their highest degree

---

E2: To what extent do you agree or disagree with the following statements? *(Select one response per row)*

- E2a: You were well prepared for your first position after completing your [doctorate/ doctorate-equivalent] degree.
- E2b: Your [doctorate/ doctorate-equivalent] degree enabled you to make progress towards your career aspirations.
- E2c: Your [doctorate/ doctorate-equivalent] degree enabled you to get a position in your chosen career track within 6 months after you completed your degree.
- E2d: When you completed your [doctorate/doctorate-equivalent] degree, it was clear to you what career opportunities you could aspire to.
- E2e: Your [doctorate/ doctorate-equivalent] degree enabled you to make a positive contribution at your workplace.
- E2f: If you could start all over again, you would get a [doctorate/doctorate-equivalent] degree in your field.
- E2g: Your [doctorate/doctorate-equivalent] degree enabled you to be innovative in your work.
- E2h: In terms of your work, the transition to your first position after your [doctorate/doctorate-equivalent] degree was difficult.

- E2i: Having a [doctorate/doctorate-equivalent] degree was required by or important to your [current/most recent] supervisor.  
E2j: You are still using the subject knowledge or methods of your [doctorate/doctorate-equivalent] research.  
E2k: Having a [doctorate/doctorate-equivalent] degree made a positive difference in your career path.

- 1=Strongly Disagree  
2=Disagree  
3=Agree  
4=Strongly Agree  
5=Too early to know

Administered to: All ECDs

-----

- E3: Do you have a mentor?  
1=Yes  
0=No

Administered to: All ECDs

Routing: If E3=1 to go E4; else go to E5

-----

- E4: Do you consider any of the following people to be your mentor? (*Select one response per row*)  
E4a: Your current supervisor  
E4b: A previous supervisor  
E4c: A senior colleague in the department or lab from your current position  
E4d: A senior colleague from a previous position  
E4e: Other colleagues  
E4f: Your [doctorate/doctorate-equivalent] degree advisor  
E4g: Other (*Please specify*)  
1=Yes  
0=No

Administered to: ECDs who have a mentor

-----

- E5: Whom do you primarily rely on for career development advice?  
1=Your current supervisor  
2=A previous supervisor  
3=A senior colleague in the department or lab from your current position  
4=A senior colleague from a previous position  
5=Other colleagues  
6=Your [doctorate/doctorate-equivalent degree] advisor  
7=Other (*Please specify*)  
8=No one

Administered to: All ECDs

Routing: If currently a postdoc (C8c=1 and C17=1 or C18=1 in iteration 1 OR C17=1 or C18=1 in iteration 2 OR C8c=1 and C17=1 or C18=1 in iteration 3) then go to E6; else go to E7

-----

- E6: Which of the following types of positions will you look for next?  
(*Select one response per row*)  
E6a: Permanent position

- E6b: Postdoc
- E6c: Temporary position other than a postdoc
- 1=Yes
- 0=No

Administered to: ECDs who currently are working in a position that either they or their organization considers a postdoc

-----

- E7: Thinking about the next 10 years, where do you plan to pursue your career? Would you say...
  - 1=In the U.S.
  - 2=Abroad
  - 3=Both in the U.S. and abroad

Administered to: All ECDs

-----

- E8: **At the time you completed your [doctorate/doctorate-equivalent] degree**, which one type of organization were you most interested in working in for the first 10 years?
  - 1=Public or private educational institution including university-affiliated research institutes, hospitals, and medical centers
  - 2=Government including military and intergovernmental organizations (e.g., United Nations)
  - 3=Federally Funded Research and Development Center (FFRDC)
  - 4=Hospital, medical care facility, or community health system not affiliated with a university
  - 5=Other for-profit business
  - 6=Other non-profit organization or foundation
  - 7=Self-employment
  - 8=Other (*Please specify*)
  - 9=Undecided

Administered to: All ECDs

Routing: If E8=9 then go to E9; else to go E10

-----

- E9: What type of organizations were you interested in working in for the first 10 years? (*Select one response per row*)
  - E9a: Public or private educational institution including university-affiliated research institutes, hospitals, and medical centers
  - E9b: Government including military and intergovernmental organizations (e.g., United Nations)
  - E9c: Federally Funded Research and Development Center (FFRDC)
  - E9d: Hospital, medical care facility, or community health system not affiliated with a university
  - E9e: Other for-profit business
  - E9f: Other non-profit organization or foundation
  - E9g: Self-employment
  - E9h: Other (*Please specify*)
  - 1=Yes
  - 0=No

Administered to: ECDs who were undecided on the type of organization they were most interested in working for

-----

- E10: **Currently**, which one type of organization are you most interested in working in for the next 10 years?
  - 1=Public or private educational institution including university-affiliated research institutes, hospitals, and medical centers
  - 2=Government including military and intergovernmental organizations (e.g., United Nations)
  - 3=Federally Funded Research and Development Center (FFRDC)



- 4=Hospital, medical care facility, or community health system not affiliated with a university
- 5=Other for-profit business
- 6=Other non-profit organization or foundation
- 7=Self-employment
- 8=Other (*Please specify*)
- 9=Undecided

Administered to: All ECDs

Routing: If E10=9 then go to E11; else to go E12

- 
- E11: What type of organizations are you interested in working in for the next 10 years? (*Select one response per row*)
- E11a: Public or private educational institution including university-affiliated research institutes, hospitals, and medical centers
  - E11b: Government including military and intergovernmental organizations (e.g., United Nations)
  - E11c: Federally Funded Research and Development Center (FFRDC)
  - E11d: Hospital, medical care facility, or community health system not affiliated with a university
  - E11e: Other for-profit business
  - E11f: Other non-profit organization or foundation
  - E11g: Self-employment
  - E11h: Other (*Please specify*)
- 1=Yes
  - 0=No

Administered to: ECDs who are undecided on the type of organization they are most interested in working for

- 
- E12: **At the time you completed your [doctorate/doctorate-equivalent] degree**, which one career track were you most interested in pursuing for the first 10 years?
- 1=Tenured or tenure-track faculty position with an emphasis on teaching
  - 2=Tenured or tenure-track faculty position with an emphasis on research
  - 3=Clinical-track faculty position with an emphasis on teaching
  - 4=Clinical-track faculty position with an emphasis on research
  - 5=Other non-tenure track faculty position with an emphasis on teaching
  - 6=Other non-tenure track faculty position with an emphasis on research
  - 7=[Other teaching/Teaching] position
  - 8=[Other research/Research] position
  - 9=[Other clinical/Clinical] position
  - 10=Administrative position
  - 11=Independent consultant or business owner
  - 12=Other (*Please specify*)
  - 13=Undecided

Administered to: All ECDs

Routing: If E12=13 then go to E13; else to go E14

- 
- E13: Which career tracks were you interested in pursuing for the first 10 years? (*Select one response per row*)
- E13a: Tenured or tenure-track faculty position with an emphasis on teaching
  - E13b: Tenured or tenure-track faculty position with an emphasis on research
  - E13c: Clinical-track faculty position with an emphasis on teaching
  - E13d: Clinical-track faculty position with an emphasis on research
  - E13e: Other non-tenure track faculty position with an emphasis on teaching
  - E13f: Other non-tenure track faculty position with an emphasis on research

- E13g: [Other teaching/Teaching] position
- E13h: [Other research/Research] position
- E13i: [Other clinical/Clinical] position
- E13j: Administrative position
- E13k: Independent consultant or business owner
- E13l: Other (*Please specify*)

1=Yes  
0=No

Administered to: ECDs who were undecided on the career track they were most interested in

-----  
E14: **Currently**, which one career track are you most interested in pursuing for the next 10 years?

- 1=Tenured or tenure-track faculty position with an emphasis on teaching
- 2=Tenured or tenure-track faculty position with an emphasis on research
- 3=Clinical-track faculty position with an emphasis on teaching
- 4=Clinical-track faculty position with an emphasis on research
- 5=Other non-tenure track faculty position with an emphasis on teaching
- 6=Other non-tenure track faculty position with an emphasis on research
- 7=[Other teaching/Teaching] position
- 8=[Other research/Research] position
- 9=[Other clinical/Clinical] position
- 10=Administrative position
- 11=Independent consultant or business owner
- 12=Other (*Please specify*)
- 13=Undecided

Administered to: All ECDs

Routing: If E14=13 then go to E15; else if E12 = E14 and  $0 < E12 < 13$  then to go E16; else if E12 = 13 or missing and  $0 < E14 < 13$  then go to E16; else if E12 ≠ E14 and E12 ≠ 13 and E14 ≠ 13 and E12 ≠ missing and E14 ≠ missing then go to E17; else if currently or previously employed, go to E18; else go to F. Demographics

-----  
E15: Which career tracks are you interested in pursuing for the next 10 years?

(*Select one response per row*)

- E15a: Tenured or tenure-track faculty position with an emphasis on teaching
- E15b: Tenured or tenure-track faculty position with an emphasis on research
- E15c: Clinical-track faculty position with an emphasis on teaching
- E15d: Clinical-track faculty position with an emphasis on research
- E15e: Other non-tenure track faculty position with an emphasis on teaching
- E15f: Other non-tenure track faculty position with an emphasis on research
- E15g: [Other teaching/Teaching] position
- E15h: [Other research/Research] position
- E15i: [Other clinical/Clinical] position
- E15j: Administrative position
- E15k: Independent consultant or business owner
- E15l: Other (*Please specify*)

1=Yes  
0=No

Administered to: ECDs who are undecided on the career track they are most interested in

Routing: If currently or previously employed, go to E18; else go to F. Demographics

- 
- E16: What is your primary reason for this choice?
- 1=Work environment
  - 2=Work hours/schedule
  - 3=Your interests
  - 4=Salary
  - 5=Benefits
  - 6=Job security
  - 7=Opportunity to make a positive contribution
  - 8=Opportunity for leadership
  - 9=Autonomy
  - 10=Other (*Please specify*)

Administered to: ECDs who are most interested in the same career track as they were when they completed their highest degree OR were undecided when they completed their highest degree and now have one career track they are most interested in

Routing: If currently or previously employed, go to E18; else go to F. Demographics

-----

- E17: What is the primary reason for the change in your career track interests since completing your [doctorate/doctorate-equivalent degree]?

Administered to: ECDs who are most interested in a different career track than they were when they completed their highest degree

Routing: If currently or previously employed, go to E18; else go to F. Demographics

-----

- E18: How well do you feel your [current/most recent] position [prepares/prepared] you for your desired career?
- 1=Not well at all
  - 2=Somewhat well
  - 3=Very well
  - 4=You are already in your desired career

Administered to: ECDs who have worked since receiving their highest degree

-----

## **SECTION F: DEMOGRAPHICS**

-----

F\_TEXT: Now some questions about your background.

Administered to: All respondents (including ineligible)

-----

- F1: What is your sex?
- 1=Male
  - 2=Female

Administered to: All respondents (including ineligible)

-----

- F2: In what year were you born?
- 1935–1995

Administered to: All respondents (including ineligible)

-----

F3: Are you of Hispanic, Latino, or Spanish origin?  
1=No, not of Hispanic, Latino, or Spanish origin  
2=Yes, Mexican, Mexican American, Chicano  
3=Yes, Puerto Rican  
4=Yes, Cuban  
5=Yes, South American  
6=Yes, another Hispanic, Latino, or Spanish origin (*Please specify*)

Administered to: All respondents (including ineligible)

-----

F4: What is your race? (*Select all that apply*)  
F5a: White  
F5b: Black or African American  
F5c: Asian  
F5d: Native Hawaiian or other Pacific Islander  
F5e: American Indian or Alaska Native  
  
1=Yes  
0=No

Administered to: All respondents (including ineligible)

-----

F5: Is English your first language?  
1=Yes  
0=No

Administered to: All respondents (including ineligible)

-----

F6: Are you a citizen of the United States?  
1=Yes  
0=No

Administered to: All respondents (including ineligible)

Routing: If F6=1 go to F7; else if eligible ECD, go to F8; else, go to G5

-----

F7: Are you a U.S. citizen...  
1=born in the United States  
2=born in Puerto Rico, Guam, the U.S. Virgin Islands, or Northern Marianas  
3=born abroad of American parent or parents  
4=by naturalization

Administered to: U.S. citizens (including ineligible)

Routing: If eligible ECD, go to F8; else, go to G5

-----

F8: Have you ever served on active duty in the U.S. Armed Forces, military Reserves, or National Guard?  
1=Yes  
0=No

Administered to: All ECDs

Routing: If F6=0 then go to F9; else if F7=4 then go to F12; else go to F21

-----  
F9: Are you a non-U.S. citizen...  
1=With a permanent U.S. Resident Visa (green card)  
2=With a temporary U.S. Resident Visa?

Administered to: ECDs who are not U.S. citizens

Routing: If F9=2 then go to F10; else go to F11  
-----

F10: What type of visa do you have?  
1=H-1B or other H series temporary visa  
2=F-1 or other F series temporary visa  
3=J-1 or other J series temporary visa  
4=TN (Trade NAFTA) temporary visa  
5=Other type of temporary visa (*Please specify*)

Administered to: ECDs who have a temporary visa  
-----

F11: Of which country do you hold citizenship?

Administered to: ECDs who are not U.S. citizens  
-----

F12: In what year did you come to the United States for the first time to stay for a period of 6 months or more?  
1995–2014

Administered to: ECDs who are not U.S. citizens or are U.S. citizens by naturalization  
-----

F13: How many years in total have you lived in the U.S.?

Administered to: ECDs who are not U.S. citizens or are U.S. citizens by naturalization

Routing: If F6=0 then go to F14; else go to F21  
-----

F14: Which of the following factors influenced your decision to come to the United States?

*(Select one response per row)*

- F14a: Needed a U.S. position to advance career in home country
- F14b: To work with a particular researcher/individual
- F14c: To work in a particular department/lab/organization
- F14d: Career opportunities
- F14e: Followed the example of other colleagues who moved to the U.S.
- F14f: Economic conditions in home country
- F14g: To get an education in the United States
- F14h: Family-related reasons
- F14i: Other (*Please specify*)

1=Influenced

2=Did Not Influence

Administered to: ECDs who are not U.S. citizens

-----  
F15: Before arriving in the United States for the first time, did you plan to return to your home country?

- 1=Yes
- 0=No
- 97=Don't know

Administered to: ECDs who are not U.S. citizens

Routing: If currently or previously employed, go to F16; else go to F18

-----

F16: Were you already in the United States on a visa before applying for your [current/most recent] position?

- 1=Yes
- 0=No

Administered to: ECDs who are not U.S. citizens and have worked since receiving their highest degree

Routing: If currently employed, go to F17; else go to F18

-----

F17: Now do you plan to return to your home country when your current position ends?

- 1=Yes
- 0=No
- 97=Don't know

Administered to: ECDs who are not U.S. citizens and are currently employed

Routing: If F17=1 then go to F19; else go to F18

-----

F18: Now do you plan to return to your home country within the next 10 years?

- 1=Yes
- 0=No
- 97=Don't know

Administered to: ECDs who are not U.S. citizens and do not plan to return to their home country when their current position ends or are currently unemployed

Routing: If F18=1 then go to F19; else if F18=0 then go to F20; else go to F21

-----

F19: Did each of the following factors have an influence on your decision to return to your home country?

*(Select one response per row)*

- F19a: Job or economic opportunities in your home country
- F19b: Educational opportunities in your home country
- F19c: Family-related reasons
- F19d: Visa issues
- F19e: Enjoy living in your home country
- F19f: Other factors *(Please specify)*

- 1=Influenced
- 2=Did Not Influence

Administered to: ECDs who are not U.S. citizen and plan to return to their home country either when their current position ends or within the next 10 years

Routing: Go to F21

-----  
F20: Did each of the following factors have an influence on your decision to stay in the United States?

*(Select one response per row)*

F20a: Need for work experience in the U.S. to advance career in your home country

F20b: Career opportunities in the U.S.

F20c: Enjoy living in the U.S.

F20d: Economic conditions in your home country

F20e: Political situation in your home country

F20f: Family-related reasons

F20g: Other *(Please specify)*

1=Influenced

2=Did Not Influence

Administered to: ECDs who are not U.S. citizens and do not plan to return to their home country when their current position ends or within the next 10 years

-----  
F21: What is your current marital status?

1=Married

2=Living in a marriage-like relationship

3=Never married

4=Widowed

5=Separated

6=Divorced

Administered to: All ECDs

Routing: If F21 = 1 or 2, go to F22; else go to F23

-----  
F22: Does your [spouse/ partner] currently have a paid position?

1=Yes

0=No

Administered to: ECDs who have a spouse or partner

-----  
F23: Do you have any dependents?

1=Yes

0=No

Administered to: All ECDs

Routing: If F23=1 go to F24; else to go F25

-----  
F24: How many dependents do you have in each of the following age groups?

F24a: Number of dependents aged 5 years or younger

F24b: Number of dependents aged 6 to 18 years

F24c: Number of dependents aged 19 to 25 years

F24d: Number of dependents over age 25 years

Administered to: ECDs who have dependents

-----  
F25: The next several questions are designed to help us better understand the career paths of individuals with specific functional limitations. What is the **usual** degree of difficulty you have with...

*(Select one response per row)*

F25a: Seeing words or letters in ordinary newsprint (with glasses/contact lenses, if you usually wear them)?

F25b: Hearing what is normally said in conversation with another person (with hearing aid, if you usually wear one)?

F25c: Walking or using stairs without human or mechanical assistance?

F25d: Lifting or carrying something as heavy as 10 pounds, such as a bag of groceries?

F25e: Concentrating, remembering, or making decisions because of a physical, mental, or emotional condition?

1=None

2=Slight

3=Moderate

4=Severe

5=Unable to do

Administered to: All ECDs

Routing: If any one of F25a – F25e > 1 then go to F26; else go to F27

-----

F26: What is the earliest age at which you first began experiencing any difficulties in any of these areas?

Administered to: ECDs who have a functional limitation

-----

F27: What is the highest level of education completed by your father (stepfather or male guardian)?

1=Less than high school diploma

2=High school diploma or equivalent

3=Some college, vocational, or trade school

4=Associate degree (e.g., AA, AS, AAS)

5=Undergraduate degree (e.g., BS, BA, AB)

6=Master's degree (e.g., MS, MA, MPH)

7=Professional (e.g., MD, DO, DDS, DVM, etc.) or doctorate degree (e.g., PhD, EdD, DSc, Candidates of science, etc.)

8=Other degree *(Please specify)*

97=Don't know

Administered to: All ECDs

-----

F28: What is the highest level of education completed by your **mother** (stepmother or female guardian)?

1=Less than high school diploma

2=High school diploma or equivalent

3=Some college, vocational, or trade school

4=Associate degree (e.g., AA, AS, AAS)

5=Undergraduate degree (e.g., BS, BA, AB)

6=Master's degree (e.g., MS, MA, MPH)

7=Professional (e.g., MD, DO, DDS, DVM, etc.) or doctorate degree (e.g., PhD, EdD, DSc, Candidates of science, etc.)

8=Other degree *(Please specify)*

97=Don't know

Administered to: All ECDs



-----  
**SECTION G: RECONTACT INFORMATION**  
-----

G\_TEXT: The final questions ask for your contact information. NSF may need to clarify your responses or ask additional questions over time.

-----  
G1: Please provide phone numbers and email addresses where you can be reached.

- G1a: Primary telephone number:
- G1b: Alternative telephone number:
- G1c: Primary email:
- G1d: Alternative email:

Administered to: All ECDs

Routing: If more than one contact is provided, go to G2; else go to G3

-----  
G2: Please specify which of these is your preferred contact.

- 1=Primary telephone number
- 2=Alternative telephone number
- 3=Primary email
- 4=Alternative email

Administered to: All ECDs

-----  
G3: NSF is interested in how education and employment change over time. Therefore, NSF may want to recontact you. Please provide the name and contact information for two people who are likely to know where you can be reached. *Do not include anyone who lives in your household.*

- G3a1: First Name
- G3b1: Last Name
- G3c1: Telephone
- G3d1: Email
- G3e1: Street
- G3f1: Zip Code
- G3g1: City
- G3h1: State
- G3i1: Foreign Address
- G3j1: Foreign City
- G3k1: Foreign State/Province
- G3l1: Foreign Country
- G3m1: Foreign Zip/Postal Code
- G3n1: (Check here if this person has an international address.)

- 1=Yes
- 0=No

- G3a2: First Name
- G3b2: Last Name
- G3c2: Telephone
- G3d2: Email
- G3e2: Street
- G3f2: Zip Code

G3g2: City  
G3h2: State  
G3i2: Foreign Address  
G3j2: Foreign City  
G3k2: Foreign State/Province  
G3l2: Foreign Country  
G3m2: Foreign Zip/Postal Code  
G3n2: (Check here if this person has an international address.)  
1=Yes  
0=No

Administered to: All ECDs

-----

G4: How do you prefer to participate in research surveys?  
1=On a personal computer or laptop  
2=On a tablet  
3=Telephone  
4=Mail  
5=In-Person

Administered to: All ECDs

-----

G5: Please provide any additional details about your career experiences that you want to share with NSF.

Administered to: All respondents (including ineligible)

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