CGS Career Pathways Alumni Survey: Fall 2019
Survey Questionnaire

Questions regarding this questionnaire and overall scope of the research should be directed to:
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Section 1. Screening, Information about an Earned Doctorate

Item #	Question Wording
1	First, we would like to ask you a few questions concerning your PhD. Do you hold a PhD from [INSTITUTION]? O Yes (1) O No (2) [DISQUALIFY, EXIT THE SURVEY]

[PAGE BREAK]

Item #	Question Wording
2	What was the name of the PhD program in which you earned your PhD at [INSTITUTION] (e.g., Anthropology, English, Microbiology)? _____ ###ADDITIONAL GUIDANCE TO STUDY SITES### You may elect to use the list of programs, instead of an open-ended format. The resulting data for CGS submission must follow the CGS field taxonomy. For questions about crosswalks between the CGS field taxonomy and specific PhD programs at your institution, please contact careerpathways@cgs.nche.edu. ###

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Item #	Question Wording
3	In what month and year did you begin your PhD in [RESPONSE TO ITEM 2] at [INSTITUTION]? Month O January (1) O February (2) O March (3) O April (4) O May (5) O June (6) O July (7) O August (8) O September (9) O October (10)

	○ November (11)	
	○ December (12)	
4	Year [ ] [ADD CONTENT VALIDATION FOR NUMBERS, MIN: 1950 & MAX: 2018]	
5	In what month and year was your PhD in [RESPONSE TO ITEM 2] at [INSTITUTION] conferred? Month ○ January (1) ○ February (2) ○ March (3) ○ April (4) ○ May (5) ○ June (6) ○ July (7) ○ August (8) ○ September (9) ○ October (10) ○ November (11) ○ December (12)	
6	Year [ ] [ADD CONTENT VALIDATION FOR NUMBERS, MIN: 1950 & MAX: 2018]	

[END OF THE SECTION/PAGE BREAK]

Section 2. Current Employment Status & Principal Job

Item #	Question Wording

7	We would like to ask some questions about the jobs you have held since receiving your PhD in [RESPONSE TO ITEM 2] from [INSTITUTION]. We are interested in any job, including postdoctoral appointments, residencies, fellowships, and internships. We will begin with the job(s) you held during the week of October 1 of this year.
	
	Were you working for pay or profit during the week of October 1 of this year?
	
	  ○ Yes (1)
	  ○ No (2) [SKIP TO THE END OF THE SECTION]

[PAGE BREAK]

Item #	Question Wording
8	In the following questions, we ask about your principal job and employer, that is, the employer for the job at which you worked the most hours during the week of October 1 of this year. If you had more than one job, you will have an opportunity to tell us about those jobs later. What is your job title for the principal job that you held during the week of October 1 of this year? [_____]

[PAGE BREAK]

Item #	Question Wording

9	How closely is your job as [RESPONSE TO ITEM 8] related to the PhD you earned in [RESPONSE TO ITEM 2] from [INSTITUTION]?
	
	  ○ Closely related (1)
	  ○ Somewhat related (2)
	  ○ Not at all related (3)

10	How important were the following factors be in your decision to select your job as [RESPONSE TO ITEM 8]?

	Not Important (1)	Slightly Important (2)	Moderately Important (3)	Very Important (4)	Extremely Important (5)
Salary (1)	○	○	○	○	○
Benefits (2)	○	○	○	○	○
Job security (3)	○	○	○	○	○
Job location (4)	○	○	○	○	○
Opportunity for advancement (5)	○	○	○	○	○
Intellectual challenge (6)	○	○	○	○	○
Level of responsibility (7)	○	○	○	○	○
Degree of independence (8)	○	○	○	○	○
Contribution to society (9)	○	○	○	○	○
Work-life balance (10)	○	○	○	○	○
Prestige of employer (11)	○	○	○	○	○

Prestige of position/job title (12)	○	○	○	○	○	
Change in career (13)	○	○	○	○	○	
Job relatedness to your PhD education (14)	○	○	○	○	○	
Some other reason (please specify) (15) & (15TX)	○	○	○	○	○	
[RANDOMIZE THE LIST]						

[PAGE BREAK]

Item #	Question Wording
11	During a typical week in your job as **[RESPONSE TO ITEM 8]**, how many hours did you work? ○ Fewer than 35 hours per week. (1) ○ 35 or more hours per week. (2)
12	Are you self-employed for the **[RESPONSE TO ITEM 8] position**? ○ Yes, I am self-employed. (1) **[SKIP TO ITEM 17]** ○ No, I am not self-employed. (2)

[PAGE BREAK]

Item #	Question Wording
13	Which one of the following best describes the sector of your employer for your job as **[RESPONSE TO ITEM 8]**? **Education** ○ Research university (1) ○ Master's/Regional university (2) ○ Liberal arts college (3) ○ Community or two-year college (4) ○ College or University system (5) ○ Preschool, elementary, middle, secondary school or school system (6) **Government** ○ US federal government (including military) (7) ○ US state or local government (8) ○ Non-US government (9) **Private Sector** ○ Not-for-profit organization or NGO (10) ○ Business/For-profit company (11)

Item #	Question Wording
14	[DISPLAY IF ITEM 13 = 1, 2, 3, 4, OR 5] Which of the following best describes your job as [RESPONSE TO ITEM 8]? ○ Administrator (1) ○ Tenured faculty member (2) ○ Tenure-track/eligible faculty member (3) ○ Non tenure-track/eligible faculty member with a multi-year contract (4) ○ Non tenure-track/eligible faculty member with a one-year or less term contract (5) ○ Non-faculty researcher (6) ○ Postdoctoral researcher/associate (7) ○ Other staff position (8)
15	[DISPLAY IF ITEM 13 = 6] Which of the following best describes your job as [RESPONSE TO ITEM 8]? ○ Administrator (1) ○ Classroom teacher (2) ○ Other staff position (3)
16	[DISPLAY IF ITEM 13 = 7, 8, OR 9] Which of the following best describes your job as [RESPONSE TO ITEM 8]? ○ Civilian, career or contract (1) ○ Civilian, political appointee or elected official (2) ○ Military, non-civilian (3)
17	In what month and year did you start your job as [RESPONSE TO ITEM 8]? Month ○ January (1) ○ February (2) ○ March (3) ○ April (4) ○ May (5) ○ June (6) ○ July (7) ○ August (8) ○ September (9) ○ October (10) ○ November (11) ○ December (12)

18	Year
	[text box]
	[ADD CONTENT VALIDATION FOR NUMBERS, MIN: 1950 & MAX: 2018]

[PAGE BREAK]

Item #	Question Wording
19	During a <u>typical</u> week in your job as [RESPONSE TO ITEM 8], which of the following work activities did you spend at least 10 percent of your time performing?

	Yes (1)	No (2)
Basic research – study directed toward gaining knowledge primarily for its own sake (1)	O	O
Applied research – study directed toward gaining knowledge to meet a recognized need (2)	O	O
Development – using knowledge gained from research for the production of materials, devices (3)	O	O
Managing or supervising people (e.g. dean, department chair, program chair, team leader, etc.) (4)	O	O
Managing or coordinating projects (5)	O	O
Professional services (e.g., health care, counseling, financial services, legal services) (6)	O	O
Higher education administration (e.g., student affairs, advising, program coordination) (7)	O	O
Teaching (8)	O	O
Other (please specify) (9) & (9TX) [text box]	O	O

[RANDOMIZE THE LIST]

Item #	Question Wording
20	During a <u>typical</u> week in your job as [RESPONSE TO ITEM 8], which of the following work activities did you spend the most amount of your time performing?

	Basic research (1)	Applied research (2)	Development (3)	Managing or supervising people (4)	Managing or coordinating projects (5)	Professional services (6)	Higher educated administration (7)	Teaching (8)	Other (9)
Work activity that you spent the <u>most</u> number of hours performing (1)	O	O	O	O	O	O	O	O	O

Work activity that you spent the <u>second most</u> number of hours performing (2)	○	○	○	○	○	○	○	○	○

[PAGE BREAK]

Item #	Question Wording
21	How important are each of the following attributes/skills in successfully performing your work in your job as [RESPONSE TO ITEM 8]?

	Not Important (1)	Slightly Important (2)	Moderately Important (3)	Very Important (4)	Extremely Important (5)
Achievement/effort (1)	○	○	○	○	○
Adaptability/flexibility (2)	○	○	○	○	○
Analytical thinking (3)	○	○	○	○	○
Attention to detail (4)	○	○	○	○	○
Concern for others (5)	○	○	○	○	○
Cooperation (6)	○	○	○	○	○
Dependability (7)	○	○	○	○	○
Independence (8)	○	○	○	○	○
Initiative (9)	○	○	○	○	○
Innovation (10)	○	○	○	○	○
Integrity (11)	○	○	○	○	○
Leadership (12)	○	○	○	○	○
Persistence (13)	○	○	○	○	○
Resilience (14)	○	○	○	○	○
Rigor (15)	○	○	○	○	○
Risk-taking (16)	○	○	○	○	○
Self-control (17)	○	○	○	○	○
Social orientation (18)	○	○	○	○	○
Stress tolerance (19)	○	○	○	○	○

[RANDOMIZE THE LIST]

Item #	Question Wording
22	How well did your PhD in [RESPONSE TO ITEM 2] from [INSTITUTION] prepare you for your job as [RESPONSE TO ITEM 8]?

    ○   Poorly (1)

    ○   Fairly well (2)

    ○   Well (3)

    ○   Very well (4)

    ○   Extremely well (5)

23	How many **other** jobs did you have during the week of October 1 of this year?
	[ADD CONTENT VALIDATION FOR NUMBERS, MIN: 0 & MAX: 5]

[PAGE BREAK]

Item #	Question Wording
24	[DISPLAY IF ITEM 23 EQUAL OR GREATER THAN 1] What is the job title of your second job?
25	[DISPLAY IF ITEM 23 EQUAL OR GREATER THAN 2] What is the job title of your third job?
26	[DISPLAY IF ITEM 23 EQUAL OR GREATER THAN 3] What is the job title of your fourth job?
27	[DISPLAY IF ITEM 23 EQUAL OR GREATER THAN 4] What is the job title of your fifth job?
28	[DISPLAY IF ITEM 23 EQUAL TO 5] What is the job title of your sixth job?
29	[DISPLAY IF ITEM 23 EQUAL OR GREATER THAN 1] Please indicate why you held more than one job during the week of October 1 of this year. (Select all that apply.) ☐ To supplement the compensation from the [RESPONSE TO ITEM 8] position (1) ☐ To meet unexpected financial needs (2) ☐ Professional interest/Opportunities for advancement (3) ☐ Personal interest (4) ☐ Other (please specify) (5) & (5TX)

[END OF THE SECTION/PAGE BREAK]

Section 3. Immediate Prior Principal Job (Currently Employed) [DISPLAY IF ITEM 7 = 1]

Item #	Question Wording
30	Now we have a few questions about the last principal job you had immediately prior to starting as [RESPONSE TO ITEM 8] Prior to starting as [RESPONSE TO ITEM 8], did you hold a different principal job? ○ Yes (1) ○ No (2) [SKIP TO THE END OF THE SECTION]
31	What was your job title for this previous principal job?

[PAGE BREAK]

Item #	Question Wording
32	How closely was your position as [RESPONSE TO ITEM 31] related to your current position as [RESPONSE TO ITEM 8]? ○ Closely related (1) ○ Somewhat related (2) ○ Not at all related (3)
33	What was your reason for leaving your position as [RESPONSE TO ITEM 31]? ○ Promoted to [RESPONSE ITEM 8] within the same institution/organization (1) [SKIP TO ITEM 35] ○ Contract not renewed/Laid off/Terminated from a job (2) [SKIP TO ITEM 35] ○ Other reasons for a career change/transition (3)

[PAGE BREAK]

Item #	Question Wording					
34	What factors/attributes of [RESPONSE TO ITEM 31] influenced your decision to leave that position?					
		Not Important (1)	Slightly Important (2)	Moderately Important (3)	Very Important (4)	Extremely Important (5)
	Salary (1)	○	○	○	○	○
	Benefits (2)	○	○	○	○	○
	Job security (3)	○	○	○	○	○
	Job location (4)	○	○	○	○	○
	Opportunity for advancement (5)	○	○	○	○	○
	Intellectual challenge (6)	○	○	○	○	○
	Level of responsibility (7)	○	○	○	○	○
	Degree of independence (8)	○	○	○	○	○
	Contribution to society (9)	○	○	○	○	○
	Work-life balance (10)	○	○	○	○	○

	Prestige of employer (11)	○	○	○	○	○	
	Prestige of position/job title (12)	○	○	○	○	○	
	Change in career (13)	○	○	○	○	○	
	Job relatedness to your PhD education (14)	○	○	○	○	○	
	Some other reason (please specify) (15) & (15TX)	○	○	○	○	○	
	[RANDOMIZE THE LIST]						

Item #	Question Wording
35	How closely was your position as [RESPONSE TO ITEM 31] related to the PhD you earned in [RESPONSE TO ITEM 2] from [INSTITUTION]? ○ Closely related (1) ○ Somewhat related (2) ○ Not at all related (3)
36	Please select a statement(s) that describe the time frame of when you held a position as [RESPONSE TO ITEM 31] (Select all that apply). ☐ This was a job I held while I was pursuing a PhD in [RESPONSE TO ITEM 2] at [INSTITUTION]. ☐ This was a job I held prior to starting a PhD program in [RESPONSE TO ITEM 2] at [INSTITUTION]. ☐ This was a job I held after I earned my PhD in [RESPONSE TO ITEM 2] from [INSTITUTION].

[PAGE BREAK]

Item #	Question Wording
37	During a typical week in your job as [RESPONSE TO ITEM 31], how many hours did you work? ○ Fewer than 35 hours per week. (1) ○ 35 or more hours per week. (2)
38	Were you self-employed for the [RESPONSE TO ITEM 31] position? ○ Yes, I was self-employed. (1) [SKIP TO ITEM 43] ○ No, I was not self-employed. (2)

[PAGE BREAK]

Item #	Question Wording
39	Which one of the following best describes the sector of your employer for your job as [RESPONSE TO ITEM 31]? Education ○ Research university (1) ○ Master's/Regional university (2) ○ Liberal arts college (3)

	○ Community or two-year college (4)
	○ College or University system (5)
	○ Preschool, elementary, middle, secondary school or school system (6)
	Government
	○ US federal government (including military) (7)
	○ US state or local government (8)
	○ Non-US government (9)
	Private Sector
	○ Not-for-profit organization or NGO (10)
	○ Business/For-profit company (11)

[PAGE BREAK]

Item #	Question Wording
40	[DISPLAY IF ITEM 39 = 1, 2, 3, 4, OR 5] Which of the following best describes your job as [RESPONSE TO ITEM 31]? ○ Administrator (1) ○ Tenured faculty member (2) ○ Tenure-track/eligible faculty member (3) ○ Non tenure-track/eligible faculty member with a multi-year contract (4) ○ Non tenure-track/eligible faculty member with a one-year or less term contract (5) ○ Non-faculty researcher (6) ○ Postdoctoral researcher/associate (7) ○ Other staff position (8)
41	[DISPLAY IF ITEM 39 = 6] Which of the following best describes your job as [RESPONSE TO ITEM 31]? ○ Administrator (1) ○ Classroom teacher (2) ○ Other staff position (3)
42	[DISPLAY IF ITEM 39 = 7, 8, OR 9] Which of the following best describes your job as [RESPONSE TO ITEM 31]? ○ Civilian, career or contract (1) ○ Civilian, political appointee or elected official (2) ○ Military, non-civilian (3)
43	In what month and year did you start your job as [RESPONSE TO ITEM 31]? Month ○ January (1)

	○ February (2)
	○ March (3)
	○ April (4)
	○ May (5)
	○ June (6)
	○ July (7)
	○ August (8)
	○ September (9)
	○ October (10)
	○ November (11)
	○ December (12)
44	Year
	[ADD CONTENT VALIDATION FOR NUMBERS, MIN: 1950 & MAX: 2018]

[PAGE BREAK]

Item #	Question Wording
45	During a **typical** week in your job as [RESPONSE TO ITEM 31], which of the following work activities did you spend at least 10 percent of your time performing?

	Yes (1)	No (2)
Basic research – study directed toward gaining knowledge primarily for its own sake (1)	○	○
Applied research – study directed toward gaining knowledge to meet a recognized need (2)	○	○
Development – using knowledge gained from research for the production of materials, devices (3)	○	○
Managing or supervising people (e.g. dean, department chair, program chair, team leader, etc.) (4)	○	○
Managing or coordinating projects (5)	○	○
Professional services (e.g., health care, counseling, financial services, legal services) (6)	○	○
Higher education administration (e.g., student affairs, advising, program coordination) (7)	○	○
Teaching (8)	○	○
Other (please specify) (9) & (9TX)	○	○

[RANDOMIZE THE LIST]

46	During a **typical** week in your job as [RESPONSE TO ITEM 31], which of the following work activities did you spend most amount of your time performing?

	Basic research (1)	Applied research (2)	Develop ment (3)	Managing or supervising people (4)	Managi ng or coordin ating projects (5)	Professio nal services (6)	Higher educat ed admini stratio n (7)	Teachi ng (8)	Other (9)
Work activity that you spent the <u>most</u> number of hours performing (1)	○	○	○	○	○	○	○	○	○
Work activity that you spent the <u>second most</u> number of hours performing (2)	○	○	○	○	○	○	○	○	○

[END OF THE SECTION/PAGE BREAK]

Section 3.1 Immediately Prior Principal Job (Currently Not Employed) [DISPLAY IF ITEM 7 = 2]

Item #	Question Wording
47	What were your reasons for not working during the week of October 1 of this year? (Select all that apply.) ☐ Retired (1) ☐ On layoff/Terminated from a job (2) ☐ Student (3) ☐ Family responsibilities (4) ☐ Chronic illness or permanent disability (5) ☐ Suitable job not available (6) ☐ Did not need or want to work (7) ☐ Other (please specify) (8) & (8TX) [_____]
48	Have you ever worked for pay or profit? ○ Yes (1) ○ No (2) [SKIP TO THE END OF THE SECTION]

[PAGE BREAK]

Item #	Question Wording
49	When did you work for pay or profit last? Month ○ January (1) ○ February (2) ○ March (3) ○ April (4) ○ May (5) ○ June (6) ○ July (7) ○ August (8) ○ September (9) ○ October (10) ○ November (11) ○ December (12)
50	Year [_____] [ADD CONTENT VALIDATION FOR NUMBERS, MIN: 1950 & MAX: 2018]

51	What was your job title for this previous job?
	┌─────────────────────────────────────┐

[PAGE BREAK]

Item #	Question Wording
52	How closely was your position as [RESPONSE TO ITEM 51] related to the PhD you earned in [RESPONSE TO ITEM 2] from [INSTITUTION]?
	○ Closely related (1)
	○ Somewhat related (2)
	○ Not at all related (3)
53	During a typical week in your job as [RESPONSE TO ITEM 51], how many hours did you work?
	○ Fewer than 35 hours per week. (1)
	○ 35 or more hours per week. (2)
54	Are you self-employed for the [RESPONSE TO ITEM 51] position?
	○ Yes, I am self-employed. (1) [SKIP TO ITEM 59]
	○ No, I am not self-employed. (2)

[PAGE BREAK]

Item #	Question Wording
55	Which one of the following best describes the sector of your employer for your job as [RESPONSE TO ITEM 51]?
	Education
	○ Research university (1)
	○ Master's/Regional university (2)
	○ Liberal arts college (3)
	○ Community or two-year college (4)
	○ College or University system (5)
	○ Preschool, elementary, middle, secondary school or school system (6)
	Government
	○ US federal government (including military) (7)
	○ US state or local government (8)
	○ Non-US government (9)
	Private Sector
	○ Not-for-profit organization or NGO (10)
	○ Business/For-profit company (11)

[PAGE BREAK]

Item #	Question Wording
56	[DISPLAY IF ITEM 55 = 1, 2, 3, 4, OR 5] Which of the following best describes your job as [RESPONSE TO ITEM 51]? ○ Administrator (1) ○ Tenured faculty member (2) ○ Tenure-track/eligible faculty member (3) ○ Non tenure-track/eligible faculty member with a multi-year contract (4) ○ Non tenure-track/eligible faculty member with a one-year or less term contract (5) ○ Non-faculty researcher (6) ○ Postdoctoral researcher/associate (7) ○ Other staff position (8)
57	[DISPLAY IF ITEM 55 = 6] Which of the following best describes your job as [RESPONSE TO ITEM 51]? ○ Administrator (1) ○ Classroom teacher (2) ○ Other staff position (3)
58	[DISPLAY IF ITEM 55 = 7, 8, OR 9] Which of the following best describes your job as [RESPONSE TO ITEM 51]? ○ Civilian, career or contract (1) ○ Civilian, political appointee or elected official (2) ○ Military, non-civilian (3)
59	In what month and year did you start your job as [RESPONSE TO ITEM 51]? Month ○ January (1) ○ February (2) ○ March (3) ○ April (4) ○ May (5) ○ June (6) ○ July (7) ○ August (8) ○ September (9) ○ October (10) ○ November (11) ○ December (12)
60	Year

[PAGE BREAK]

Item #	Question Wording
61	During a <u>typical</u> week in your job as [RESPONSE TO ITEM 51], which of the following work activities did you spend at least 10 percent of your time performing?

	Yes (1)	No (2)
Basic research – study directed toward gaining knowledge primarily for its own sake (1)	O	O
Applied research – study directed toward gaining knowledge to meet a recognized need (2)	O	O
Development – using knowledge gained from research for the production of materials, devices (3)	O	O
Managing or supervising people (e.g. dean, department chair, program chair, team leader, etc.) (4)	O	O
Managing or coordinating projects (5)	O	O
Professional services (e.g., health care, counseling, financial services, legal services) (6)	O	O
Higher education administration (e.g., student affairs, advising, program coordination) (7)	O	O
Teaching (8)	O	O
Other (please specify) (9) & (9TX)	O	O

[RANDOMIZE THE LIST]

Item #	Question Wording
62	During a <u>typical</u> week in your job as [RESPONSE TO ITEM 51], which of the following work activities did you spend most amount of your time performing?

	Basic research (1)	Applied research (2)	Development (3)	Managing or supervising people (4)	Managing or coordinating projects (5)	Professional services (6)	Higher educated administration (7)	Teaching (8)	Other (9)
Work activity that you spent the <u>most</u> number of hours performing (1)	O	O	O	O	O	O	O	O	O
Work activity that you spent the	O	O	O	O	O	O	O	O	O

	second most number of hours performing (2)								

[END OF THE SECTION/PAGE BREAK]

Section 4. PhD Experience

Item #	Question Wording
63	Now we have a few questions about your PhD experience. Given the perspective that you have gained since completing your PhD in [RESPONSE TO ITEM 2] at [INSTITUTION], if you had to start again, how likely would you do the following?
64	How well did your PhD program prepare you in the following knowledge, attributes, and behaviors?

Item 63

	Definitely Would Not (1)	Probably Would Not (2)	Indifferent (3)	Probably Would (4)	Definitely Would (5)
Pursue a PhD in general (1)	O	O	O	O	O
Pursue a PhD in the same field (2)	O	O	O	O	O
Choose the same institution for doctoral education (3)	O	O	O	O	O

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	Very Poorly (1)	Poorly (2)	Well (3)	Very Well (4)	Extremely Well (5)
Applying research methodologies, tools, and techniques appropriately (1)	O	O	O	O	O
Awareness of your own cultural values and biases (2)	O	O	O	O	O
Communicating ideas clearly and persuasively in writing, such as in journal articles, grant proposals, or reports (3)	O	O	O	O	O
Communicating ideas clearly and persuasively to a variety of audiences who may not have technical backgrounds about your field of PhD. (4)	O	O	O	O	O
Communicating ideas clearly and persuasively when speaking to others one-on-one or in small groups (5)	O	O	O	O	O
Conducting research in an ethical manner (6)	O	O	O	O	O
Critically analyzing and evaluating findings and results (7)	O	O	O	O	O
Demonstrating a theoretical and practical understanding of your subject area and its wider research context (8)	O	O	O	O	O

	Not valuable (1)	Slightly valuable (2)	Somewhat valuable (3)	Moderately valuable (4)	Very valuable (5)	
Developing new ideas, processes, or products, which are rooted in research (9)	O	O	O	O	O	
Grant writing (10)	O	O	O	O	O	
Influencing others, providing direction and encouraging their contribution (11)	O	O	O	O	O	
Using culturally appropriate interpersonal skills (12)	O	O	O	O	O	
Valuing others' worldviews (13)	O	O	O	O	O	
Working constructively with colleagues, acknowledging their contribution (14)	O	O	O	O	O	
Navigating politics on campus (15)	O	O	O	O	O	

[RANDOMIZE THE LIST]

[PAGE BREAK]

Item #	Question Wording
65	**[DISPLAY IF ITEM 6 IS EQUAL OR GREATER THAN 2011]** How valuable were the following experiences that you may have participated in as a PhD student while at **[INSTITUTION]** to your current career?

	Not valuable (1)	Slightly valuable (2)	Somewhat valuable (3)	Moderately valuable (4)	Very valuable (5)	Did Not Participate (6)
Internship (1)	O	O	O	O	O	O
International experience outside the U.S. (2)	O	O	O	O	O	O
Study/collaborate at U.S. institution other than my own (3)	O	O	O	O	O	O
Coursework outside my discipline (4)	O	O	O	O	O	O
Program or experience to prepare job materials (5)	O	O	O	O	O	O
Individual development plan (6)	O	O	O	O	O	O
Comprehensive examination (7)	O	O	O	O	O	O
Doctoral Dissertation Process (8)	O	O	O	O	O	O

[RANDOMIZE THE LIST]

###ADDITIONAL GUIDANCE TO STUDY SITES###

You may elect to include names of specific professional development opportunities sponsored by your PhD programs and/or your institution, as long as the resulting data for CGS submission follow this questionnaire

	format. Please send the crosswalk between the CGS category and your list of specific professional development opportunities to careerpathways@cgs.nche.edu for review. ###
66	[DISPLAY IF ITEM 6 IS EQUAL OR GREATER THAN 2011] Which of the following experiences do you wish you would have been able to participate in as a PhD student while at [INSTITUTION]? (Select all that apply.) ☐ Internship (1) ☐ International experience outside the U.S. (2) ☐ Study/collaborate at U.S. institution other than my own (3) ☐ Coursework outside my discipline (4) ☐ Program or experience to prepare job materials (5) ☐ Individual Development Plan (6) ☐ Other (please specify) (7) & (7TX) ###ADDITIONAL GUIDANCE TO STUDY SITES### You may elect to include names of specific professional development opportunities sponsored by your PhD programs and/or your institution, as long as the resulting data for CGS submission follow this questionnaire format. Please send the crosswalk between the CGS category and your list of specific professional development opportunities to careerpathways@cgs.nche.edu for review. ###

[PAGE BREAK]

Item #	Question Wording
67	[DISPLAY IF ITEM 6 IS LESS THAN 2011] If you are hiring an early career PhD degree holder to work for you, how important are the <u>job applicant's</u> knowledge, attributes, and behaviors in the following areas in making hiring decisions?

	Not Important (1)	Slightly Important (2)	Moderately Important (3)	Very Important (4)	Extremely Important (5)
Applying research methodologies, tools, and techniques appropriately (1)	○	○	○	○	○
Awareness of your own cultural values and biases (2)	○	○	○	○	○
Communicating ideas clearly and persuasively in writing, such as in journal articles, grant proposals, or reports (3)	○	○	○	○	○
Communicating ideas clearly and persuasively to a variety of audiences who may not have	○	○	○	○	○

technical backgrounds about your field of PhD. (4)					
Communicating ideas clearly and persuasively when speaking to others one-on-one or in small groups (5)	O	O	O	O	O
Conducting research in an ethical manner (6)	O	O	O	O	O
Critically analyzing and evaluating findings and results (7)	O	O	O	O	O
Demonstrating a theoretical and practical understanding of your subject area and its wider research context (8)	O	O	O	O	O
Developing new ideas, processes, or products, which are rooted in research (9)	O	O	O	O	O
Grant writing (10)	O	O	O	O	O
Influencing others, providing direction and encouraging their contribution (11)	O	O	O	O	O
Using culturally appropriate interpersonal skills (12)	O	O	O	O	O
Valuing others' worldviews (13)	O	O	O	O	O
Working constructively with colleagues, acknowledging their contribution (14)	O	O	O	O	O
Navigating politics on campus (15)	O	O	O	O	O

[RANDOMIZE THE LIST]

68	**[DISPLAY IF ITEM 6 IS LESS THAN 2011]**

If you are hiring an early career PhD degree holder to work for you, which of the following experiences do you want the **job applicant** to have before coming to work for you? (Select all that apply.)

☐ Internship (1)

☐ International experience outside the U.S. (2)

☐ Study/collaborate at U.S. institution other than their own (3)

☐ Coursework outside their discipline (4)

☐ Program or experience to prepare job materials (5)

☐ Individual Development Plan (6)

☐ Other (please specify) (7) & (7TX)

###ADDITIONAL GUIDANCE TO STUDY SITES###

You may elect to include names of specific professional development opportunities sponsored by your PhD programs and/or your institution, as long as the resulting data for CGS submission follow this questionnaire

	format. Please send the crosswalk between the CGS category and your list of specific professional development opportunities to careerpathways@cgs.nche.edu for review.
	###

[END OF THE SECTION/PAGE BREAK]

Section 5. Demographic Information

Item #	Question Wording
69	Finally, we have some additional questions that will help us better understand the career pathways of PhD graduates from different backgrounds. Do you identify as: ○ Male (1) ○ Female (2) ○ Gender non-binary (3) ○ Another gender not listed (4) ###ADDITIONAL GUIDANCE TO STUDY SITES### You may elect to substitute this four-category questionnaire item with a more expansive list of gender identities in your survey, as long as the resulting data for CGS submission follow the four-category format. Please send the crosswalk between this four-category item and your proposed new category to careerpathways@cgs.nche.edu for review. ###
70	What is your citizenship status? ○ US citizen (1) [SKIP TO ITEM 72] ○ Permanent US resident ("Green Card") (2) [SKIP TO ITEM 72] ○ Temporary resident (non-US citizen) (3)

[PAGE BREAK]

Item #	Question Wording
71	What is your country(ies) of citizenship? [ ] [SKIP TO ITEM 74]

[PAGE BREAK]

Item #	Question Wording
72	Are you Hispanic or Latino? ○ Yes (1) ○ No (2)
73	What is your racial background? (Select all that apply.) ☐ American Indian/Alaska Native (1) ☐ Native Hawaiian or other Pacific Islander (2) ☐ Asian (3) ☐ Black or African American (4) ☐ White (5)

	###ADDITIONAL GUIDANCE TO STUDY SITES### You may elect to substitute race and ethnic categories in Items 59 and 60 with a more expansive list of race and ethnic categories in your survey, as long as the resulting data for CGS submission follow the CGS category. Please send the crosswalk between the CGS category and your proposed new category to careerpathways@cgs.nche.edu for review. ###
74	What is the month and year of your birth? Month ○ January (1) ○ February (2) ○ March (3) ○ April (4) ○ May (5) ○ June (6) ○ July (7) ○ August (8) ○ September (9) ○ October (10) ○ November (11) ○ December (12)
75	Year [_____] [ADD CONTENT VALIDATION FOR NUMBERS, MIN: 1900 & MAX: 2018]
76	What is the highest educational attainment of any of your parents/guardians? ○ No formal schooling (1) ○ Less than high school graduate (2) ○ High school graduate/GED (3) ○ Some college (4) ○ Associate's degree (5) ○ Bachelor's degree (6) ○ Master's degree (MA, MS, MSW, etc.) (7) ○ Professional degree (MD, DDS, JD, etc.) (8) ○ Doctoral degree (PhD, EdD, etc.) (9) ○ Not applicable/unknown (10) ###ADDITIONAL GUIDANCE TO STUDY SITES###

	You may elect to expand this question by asking the highest educational attainment of more than one parent/guardian, as long as the resulting data for CGS submission report the highest educational attainment of any of respondents' parents/guardians. ###
77	Please indicate the range that best estimates your income from all sources (including income from work, investments, alimony, etc.) prior to taxes and deductions for this calendar year. ○ Don't know (1) ○ Less than $20,000 (2) ○ $20,000-$29,999 (3) ○ $30,000-$39,999 (4) ○ $40,000-$49,999 (5) ○ $50,000-$59,999 (6) ○ $60,000-$69,999 (7) ○ $70,000-$79,999 (8) ○ $80,000-$89,999 (9) ○ $90,000-$99,999 (10) ○ $100,000-$149,999 (11) ○ $150,000 or more (12)
78	What is the zip code for your current primary residence? (If outside of the United States, put 99999)

[END OF THE SECTION/PAGE BREAK]

Section 6. Release of Student ID Number

Item #	Question Wording
79	Would you be willing to share your student ID number at [INSTITUTION]? *By sharing your student ID, you will allow the project team at [INSTITUTION] to match your survey responses with administrative records, such as courses taken, grades, and financial aid awards. This will allow [INSTITUTION] to conduct more detailed analysis and program evaluations. Your records will not be used any other purpose other than for this project, and no personally identifiable data will be shared outside of the project team at [INSTITUTION].* ○ Yes (there is no obligation) (1) ○ No (2) **[SKIP TO THE END OF THE SECTION]**

[PAGE BREAK]

Item #	Question Wording
80	What is your student ID number at [INSTITUTION]? [_____]

[END OF THE SECTION/PAGE BREAK]

Section 7. Release of Contact Information to CGS

Item #	Question Wording
81	Would you be interested in participating in a follow-up component of the Understanding PhD Career Pathways project? *The Council of Graduate Schools (CGS) is interested in further examining career pathways of doctoral degree holders. CGS is the only national organization in the United States that is dedicated solely to the advancement of graduate education and research (for more information, visit cgsnet.org.) This study will be conducted independently from* [INSTITUTION]. *Follow-up activities may include a telephone interview, focus group, and/or follow-up survey. Your contact information will only be used by the CGS research team to follow-up with you about your interest to participate in future follow-up activities. By providing your information you are not committing to participate in the follow-up study, you are simply providing it for the CGS research team to potentially contact you about your potential participation.* ○ Yes (there is no obligation) (1) ○ No (2) [SKIP TO THE END OF THE SECTION]

[PAGE BREAK]

Item #	Question Wording
82	Please provide your name and e-mail address below: Name [_____]
83	Email address [_____] [ADD CONTENT VALIDATION FOR E-MAIL ADDRESSES]

[END OF THE SECTION/END OF THE SURVEY]

UC Items

LiveinUS   Do you currently live in the United States?

○ Yes (1)

○ No (0)

ZipCode   Please indicate your current zip/postal code

_____

EmployerName   What is the name of your current employer?

_____

GradPrepare   How could your graduate education have better prepared you for your current position?

_____

_____

GradHelpful   Please describe the parts of your graduate education that were most useful for your current position.

_____

_____

Q90 How important are each of the following in performing effectively in your profession or work life?

	Not at all important (1)	Only a little Important (2)	Somewhat important (3)	Very important (4)	Extremely important (5)
Writing Skills (WritingSkills)	○	○	○	○	○
Research Skills (ResearchSkills)	○	○	○	○	○
Technological Skills (TechSkills)	○	○	○	○	○
Presentation Skills (PresSkills)	○	○	○	○	○
Ability to critique and give feedback (GiveFeedback)	○	○	○	○	○
Using an interdisciplinary approach (Interapproach)	○	○	○	○	○
Collaborating with a team (Collaborate)	○	○	○	○	○
Project management (ProManage)	○	○	○	○	○
Leadership (Lead)	○	○	○	○	○
Interacting with others from different backgrounds (DiffBackgrounds)	○	○	○	○	○
Teaching skills (TeachingSkills)	○	○	○	○	○
Networking and relationship building (Networking)	○	○	○	○	○
Persuasive speaking (PerSpeaking)	○	○	○	○	○
Financial and business management skills (FinSkills)	○	○	○	○	○
Entrepreneurial skills (EntSkills)	○	○	○	○	○

Q92 How much did your ${e://Field/PHD%20Student} program help you acquire or develop the following skills?

	Not at all (1)	Very little (2)	Some (3)	Very much (4)
Writing Skills (Pr_WritingSkills)	○	○	○	○
Research Skills (Pr_ResearchSkills)	○	○	○	○
Technological Skills (Pr_TechSkills)	○	○	○	○
Presentation Skills (Pr_PresSkills)	○	○	○	○
Ability to critique and give feedback (Pr_FeedSkills)	○	○	○	○
Using an interdisciplinary approach (Pr_InterSkills)	○	○	○	○
Collaborating with a team (Pr_CollabSkills)	○	○	○	○
Project management (Pr_ProdManSkills)	○	○	○	○
Leadership (Pr_LeadSkills)	○	○	○	○
Interacting with others from different backgrounds (Pr_DifBackSkills)	○	○	○	○
Teaching skills (Pr_TeachSkills)	○	○	○	○
Networking and relationship building (Pr_NetSkills)	○	○	○	○
Persuasive speaking (Pr_PerSpkSkills)	○	○	○	○
Financial and business management skills (Pr_FinSkills)	○	○	○	○
Entrepreneurial skills (Pr_EntSkills)	○	○	○	○

Q94   Rate the level of involvement in the following campus-based activities and organizations while you were a graduate student at ${e://Field/Campus}.

	Not involved (1)	Somewhat involved (2)	Involved (3)	Very involved (4)	Don't know or N/A (5)
Academic (e.g., your research group, dissertation writing group) (CB_AcadResearch)	○	○	○	○	○
Arts (e.g.,Poetry Review, Friends of KALX) (CB_Arts)	○	○	○	○	○
Cultural (e.g., nationality or ethnic student groups) (CB_Cultural)	○	○	○	○	○
Political (e.g., Young Republicans, College Democrats) (CB_Political)	○	○	○	○	○
Professional (e.g., American Institute of Chemical Engineers, Asian Business Association) (CB_Professional)	○	○	○	○	○
Recreational (e.g., chess club, bike club, rock climbing) (CB_Recreational)	○	○	○	○	○
Religious (e.g., Korean Campus Ministry, World Peace Buddhist Club) (CB_Religious)	○	○	○	○	○
Residence hall groups (e.g., IHouse, co-ops) (CB_Residence)	○	○	○	○	○
Service (e.g., ${e://Field/Campus} United in Literacy Development, Cal in Local Government) (CB_Service)	○	○	○	○	○
Sport (e.g., rugby club, Kendo club) (CB_Sports)	○	○	○	○	○
Student government (e.g., Graduate Assembly, ASUC) (CB_STUDGOV)	○	○	○	○	○
Other campus-based group or organization (please specify) (CB_Other)	○	○	○	○	○

Q96   Please tell us how you have participated in each of the following types of organizations over the past 12 months (check boxes in rows that apply to you):

	Member (1)	Volunteer (2)	Leader (3)	Don't know or N/A (4)
Academic or professional society (Par_Academic)	○	○	○	○
Civic or cultural organization (e.g., museum, historical society) (Par_Civic)	○	○	○	○
College or university alumni organization (Par_College)	○	○	○	○
Community service or fraternal organization (e.g., Lions or Kiwanis) (Par_ComServ)	○	○	○	○
Ethnic, nationality, or civil liberties organization (e.g., NAACP, MALDEF, ACLU) (Par_Ethnic)	○	○	○	○
K-12 school support or service group (e.g., PTA) (Par_K12)	○	○	○	○
Performing arts organization (e.g., theater, music, etc) (Par_Arts)	○	○	○	○
Political action group or party committee (Par_PolAct)	○	○	○	○
Public interest group (e.g., Sierra Club, NRA) (Par_PolInt)	○	○	○	○
Religious organization (e.g., Knights of Columbus, B'nai B'rith) (Par_Religious)	○	○	○	○
Social welfare organization or charity (e.g., Doctors without Borders, Red Cross) (Par_SocWel)	○	○	○	○
Trade, farm, or business association (Par_Trade)	○	○	○	○
Youth organization (e.g., youth sports leagues, Boys & Girls Clubs) (Par_Youth)	○	○	○	○
Other (Please specify) (Par_Other)	○	○	○	○