

**Council of Graduate Schools
Understanding PhD Career Pathways for Program Improvement
Student Survey Questionnaire: Spring 2019**

CGS Career Pathways Student Survey: Spring 2019
Survey Questionnaire, Codebook

Updated
January 15, 2019

This update replaces the CGS Career Pathways Student Survey released in January 2018

**Council of Graduate Schools
Understanding PhD Career Pathways for Program Improvement
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Section 1. Screening, Current PhD Program, and Funding Support

Item #	Item Name	Question Wording
1	QUAL	Are you currently enrolled in a PhD program at [INSTITUTION] ? <input type="radio"/> Yes (1) <input type="radio"/> No (2) [DISQUALIFY, EXIT SURVEY]
2	YEAR	In which time period did you start your doctoral studies at [INSTITUTION] ? <input type="radio"/> July 1, 2014 to June 30, 2015 (1) <input type="radio"/> July 1, 2017 to June 30, 2018 (2) <input type="radio"/> Other (if any, please specify the month/year that you started) (3) <input style="width: 150px; height: 15px;" type="text"/> <p style="text-align: center;">###ADDITIONAL GUIDANCE TO STUDY SITES###</p> You may elect to field this survey to students in entering cohorts other than 2 nd and 5 th year doctoral students. In those case, you may revise this questionnaire wording, as long as the resulting data for CGS submission follows this questionnaire format. <p style="text-align: center;">###</p>
3	PROG	What is the name of the PhD program in which you are currently enrolled at [INSTITUTION] ? <input style="width: 150px; height: 15px;" type="text"/> <p style="text-align: center;">###ADDITIONAL GUIDANCE TO STUDY SITES###</p> 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 . <p style="text-align: center;">###</p>
4	GRAD	Select the statement that best describes you. <input type="radio"/> I am actively seeking post-graduation employment options (including post-doctoral opportunities). (1) <input type="radio"/> I am not actively seeking post-graduation employment options, but I will be in the 2019/2020 academic year. (2) <input type="radio"/> I am not actively seeking post-graduation employment options, and will not be in the 2019/2020 academic year. (3)
5	FINAID	Please indicate which of the following is a source of financial support for you for your graduate education this academic year (2018-19). (Select all that apply) <input type="checkbox"/> Fellowship, scholarship (1) <input type="checkbox"/> Grant (2) <input type="checkbox"/> Teaching assistantship (3) <input type="checkbox"/> Research assistantship (4) <input type="checkbox"/> Other assistantship (5)

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- Traineeship (6)
- Tuition remission or other discounts as part of fellowship, scholarship, traineeship, or assistantship (7)
- Internship, clinical residency (8)
- Loans (federal) (9)
- Loans (from any non-federal sources) (10)
- Personal savings (11)
- Personal earnings during graduate school (other than sources listed above) (12)
- Spouse's, partner's, and/or family earnings or savings (13)
- Employer reimbursement assistance (other than sources listed above) (14)
- Foreign (non-U.S.) support (other than sources listed above) (15)
- Other (if any, please specify) (16)

###ADDITIONAL GUIDANCE TO STUDY SITES###

You may elect to include names of specific financial aid awards offered 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.

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Section 2. Career Aspirations

Item #	Item Name	Question Wording																																																												
6	WORK	<p>Now we have a few questions about your career aspirations. First, we will explore what kinds of work you aspire to do.</p> <p>Indicate how desirable the following work activities are for the job that you would like to get immediately after earning your PhD degree.</p> <p style="background-color: yellow;">RANDOMIZE THE ORDER OF QUESTIONNAIRE ITEMS 1-8</p> <table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="width: 70%;"></th> <th style="width: 10%;">Not at All Desirable (1)</th> <th style="width: 10%;">Slightly Desirable (2)</th> <th style="width: 10%;">Moderately Desirable (3)</th> <th style="width: 10%;">Very Desirable (4)</th> <th style="width: 10%;">Extremely Desirable (5)</th> </tr> </thead> <tbody> <tr> <td>Basic research – study directed toward gaining knowledge primarily for its own sake (1)</td> <td style="text-align: center;"><input type="radio"/></td> <td style="text-align: center;"><input type="radio"/></td> <td style="text-align: center;"><input type="radio"/></td> <td style="text-align: center;"><input type="radio"/></td> <td style="text-align: center;"><input type="radio"/></td> </tr> <tr> <td>Applied research – study directed toward gaining knowledge to meet a recognized need (2)</td> <td style="text-align: center;"><input type="radio"/></td> <td style="text-align: center;"><input type="radio"/></td> <td style="text-align: center;"><input type="radio"/></td> <td style="text-align: center;"><input type="radio"/></td> <td style="text-align: center;"><input type="radio"/></td> </tr> <tr> <td>Development – using knowledge gained from research for the production of materials, devices, and other products (3)</td> <td style="text-align: center;"><input type="radio"/></td> <td style="text-align: center;"><input type="radio"/></td> <td style="text-align: center;"><input type="radio"/></td> <td style="text-align: center;"><input type="radio"/></td> <td style="text-align: center;"><input type="radio"/></td> </tr> <tr> <td>Managing or supervising people (4)</td> <td style="text-align: center;"><input type="radio"/></td> <td style="text-align: center;"><input type="radio"/></td> <td style="text-align: center;"><input type="radio"/></td> <td style="text-align: center;"><input type="radio"/></td> <td style="text-align: center;"><input type="radio"/></td> </tr> <tr> <td>Managing projects (5)</td> <td style="text-align: center;"><input type="radio"/></td> <td style="text-align: center;"><input type="radio"/></td> <td style="text-align: center;"><input type="radio"/></td> <td style="text-align: center;"><input type="radio"/></td> <td style="text-align: center;"><input type="radio"/></td> </tr> <tr> <td>Professional services (e.g., health care, counseling, financial services, legal services) (6)</td> <td style="text-align: center;"><input type="radio"/></td> <td style="text-align: center;"><input type="radio"/></td> <td style="text-align: center;"><input type="radio"/></td> <td style="text-align: center;"><input type="radio"/></td> <td style="text-align: center;"><input type="radio"/></td> </tr> <tr> <td>Higher education administration (e.g., student affairs, advising, program coordination) (7)</td> <td style="text-align: center;"><input type="radio"/></td> <td style="text-align: center;"><input type="radio"/></td> <td style="text-align: center;"><input type="radio"/></td> <td style="text-align: center;"><input type="radio"/></td> <td style="text-align: center;"><input type="radio"/></td> </tr> <tr> <td>Teaching (8)</td> <td style="text-align: center;"><input type="radio"/></td> <td style="text-align: center;"><input type="radio"/></td> <td style="text-align: center;"><input type="radio"/></td> <td style="text-align: center;"><input type="radio"/></td> <td style="text-align: center;"><input type="radio"/></td> </tr> <tr> <td>Other (if any, please specify) (9)</td> <td style="text-align: center;"><input type="radio"/></td> <td style="text-align: center;"><input type="radio"/></td> <td style="text-align: center;"><input type="radio"/></td> <td style="text-align: center;"><input type="radio"/></td> <td style="text-align: center;"><input type="radio"/></td> </tr> </tbody> </table>		Not at All Desirable (1)	Slightly Desirable (2)	Moderately Desirable (3)	Very Desirable (4)	Extremely Desirable (5)	Basic research – study directed toward gaining knowledge primarily for its own sake (1)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Applied research – study directed toward gaining knowledge to meet a recognized need (2)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Development – using knowledge gained from research for the production of materials, devices, and other products (3)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Managing or supervising people (4)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Managing projects (5)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Professional services (e.g., health care, counseling, financial services, legal services) (6)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Higher education administration (e.g., student affairs, advising, program coordination) (7)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Teaching (8)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Other (if any, please specify) (9)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
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Item #	Item Name	Question Wording
7	WSEC	<p>Indicate your preferences for the following employment sectors for the job that you would like to get immediately after earning your PhD degree.</p> <p style="background-color: yellow;">RANDOMIZE THE ORDER OF QUESTIONNAIRE ITEMS 1-11</p>

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	Not at All Desirable (1)	Slightly Desirable (2)	Moderately Desirable (3)	Very Desirable (4)	Extremely Desirable (5)
Research university (1)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Master's/Regional university (2)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Liberal arts college (3)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Community or two-year college (4)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Preschool, elementary, middle, secondary school or school system (5)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
U.S. federal/national government (including various federal agencies and military) (6)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
U.S. state or local government (7)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Non-U.S. (foreign) government (8)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Not-for-profit organization or Non-governmental organization (9)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Business/For-profit company (10)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Self-employed (11)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

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Item #	Item Name	Question Wording																																																																		
8	WIMP	<p>How important will the following factors be in your decision to select your first job immediately following your PhD graduation?</p> <p>RANDOMIZE THE ORDER OF QUESTIONNAIRE ITEMS 1-12</p> <table border="1"> <thead> <tr> <th></th> <th>Not Important (1)</th> <th>Slightly Important (2)</th> <th>Moderately Important (3)</th> <th>Very Important (4)</th> <th>Extremely Important (5)</th> </tr> </thead> <tbody> <tr> <td>Salary (1)</td> <td><input type="radio"/></td> <td><input type="radio"/></td> <td><input type="radio"/></td> <td><input type="radio"/></td> <td><input type="radio"/></td> </tr> <tr> <td>Benefits (2)</td> <td><input type="radio"/></td> <td><input type="radio"/></td> <td><input type="radio"/></td> <td><input type="radio"/></td> <td><input type="radio"/></td> </tr> <tr> <td>Job security (3)</td> <td><input type="radio"/></td> <td><input type="radio"/></td> <td><input type="radio"/></td> <td><input type="radio"/></td> <td><input type="radio"/></td> </tr> <tr> <td>Job location (4)</td> <td><input type="radio"/></td> <td><input type="radio"/></td> <td><input type="radio"/></td> <td><input type="radio"/></td> <td><input type="radio"/></td> </tr> <tr> <td>Opportunity for advancement (5)</td> <td><input type="radio"/></td> <td><input type="radio"/></td> <td><input type="radio"/></td> <td><input type="radio"/></td> <td><input type="radio"/></td> </tr> <tr> <td>Intellectual challenge (6)</td> <td><input type="radio"/></td> <td><input type="radio"/></td> <td><input type="radio"/></td> <td><input type="radio"/></td> <td><input type="radio"/></td> </tr> <tr> <td>Level of responsibility (7)</td> <td><input type="radio"/></td> <td><input type="radio"/></td> <td><input type="radio"/></td> <td><input type="radio"/></td> <td><input type="radio"/></td> </tr> <tr> <td>Degree of independence (8)</td> <td><input type="radio"/></td> <td><input type="radio"/></td> <td><input type="radio"/></td> <td><input type="radio"/></td> <td><input type="radio"/></td> </tr> <tr> <td>Contribution to society (9)</td> <td><input type="radio"/></td> <td><input type="radio"/></td> <td><input type="radio"/></td> <td><input type="radio"/></td> <td><input type="radio"/></td> </tr> <tr> <td>Work-life balance (10)</td> <td><input type="radio"/></td> <td><input type="radio"/></td> <td><input type="radio"/></td> <td><input type="radio"/></td> <td><input type="radio"/></td> </tr> </tbody> </table>		Not Important (1)	Slightly Important (2)	Moderately Important (3)	Very Important (4)	Extremely Important (5)	Salary (1)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Benefits (2)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Job security (3)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Job location (4)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Opportunity for advancement (5)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Intellectual challenge (6)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Level of responsibility (7)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Degree of independence (8)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Contribution to society (9)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Work-life balance (10)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
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		Prestige of employer (11)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
		Prestige of position/job title (12)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

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Item #	Item Name	Question Wording																								
9	WPRP	<p>Please rate your level of agreement with each of the following statements.</p> <table border="1"> <thead> <tr> <th></th> <th>Strongly Disagree (1)</th> <th>Disagree (2)</th> <th>Neutral (3)</th> <th>Agree (4)</th> <th>Strongly Agree (5)</th> </tr> </thead> <tbody> <tr> <td>I have a sense of direction for my career post-graduation. (1)</td> <td><input type="radio"/></td> <td><input type="radio"/></td> <td><input type="radio"/></td> <td><input type="radio"/></td> <td><input type="radio"/></td> </tr> <tr> <td>My PhD program has been preparing me for the career I want post-graduation. (2)</td> <td><input type="radio"/></td> <td><input type="radio"/></td> <td><input type="radio"/></td> <td><input type="radio"/></td> <td><input type="radio"/></td> </tr> <tr> <td>My PhD program has been supportive of my desired post-graduation career. (3)</td> <td><input type="radio"/></td> <td><input type="radio"/></td> <td><input type="radio"/></td> <td><input type="radio"/></td> <td><input type="radio"/></td> </tr> </tbody> </table>		Strongly Disagree (1)	Disagree (2)	Neutral (3)	Agree (4)	Strongly Agree (5)	I have a sense of direction for my career post-graduation. (1)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	My PhD program has been preparing me for the career I want post-graduation. (2)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	My PhD program has been supportive of my desired post-graduation career. (3)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
	Strongly Disagree (1)	Disagree (2)	Neutral (3)	Agree (4)	Strongly Agree (5)																					
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Section 3. Professional Development

Item #	Item Name	Question Wording																																																																								
10	INSTPD	<p>Now we have a few questions about professional development opportunities.</p> <p>In what types of professional development opportunities have you participated in since starting your doctorate program? (Select all that apply)</p> <table border="1" data-bbox="396 499 1352 1535"> <thead> <tr> <th></th> <th>At a PhD program sponsored opportunity (1)</th> <th>At an institution sponsored opportunity (2)</th> <th>At an opportunity outside of the institution (3)</th> </tr> </thead> <tbody> <tr><td>Leadership (1)</td><td><input type="checkbox"/></td><td><input type="checkbox"/></td><td><input type="checkbox"/></td></tr> <tr><td>Grant writing (2)</td><td><input type="checkbox"/></td><td><input type="checkbox"/></td><td><input type="checkbox"/></td></tr> <tr><td>Project management (3)</td><td><input type="checkbox"/></td><td><input type="checkbox"/></td><td><input type="checkbox"/></td></tr> <tr><td>Teaching preparation (4)</td><td><input type="checkbox"/></td><td><input type="checkbox"/></td><td><input type="checkbox"/></td></tr> <tr><td>Quantitative literacy/Data analytics (5)</td><td><input type="checkbox"/></td><td><input type="checkbox"/></td><td><input type="checkbox"/></td></tr> <tr><td>Research ethics/Scholarly integrity (6)</td><td><input type="checkbox"/></td><td><input type="checkbox"/></td><td><input type="checkbox"/></td></tr> <tr><td>Entrepreneurship (7)</td><td><input type="checkbox"/></td><td><input type="checkbox"/></td><td><input type="checkbox"/></td></tr> <tr><td>Communication (8)</td><td><input type="checkbox"/></td><td><input type="checkbox"/></td><td><input type="checkbox"/></td></tr> <tr><td>Public speaking (9)</td><td><input type="checkbox"/></td><td><input type="checkbox"/></td><td><input type="checkbox"/></td></tr> <tr><td>Networking (10)</td><td><input type="checkbox"/></td><td><input type="checkbox"/></td><td><input type="checkbox"/></td></tr> <tr><td>Diversity/Multicultural competency (11)</td><td><input type="checkbox"/></td><td><input type="checkbox"/></td><td><input type="checkbox"/></td></tr> <tr><td>Digital literacy (12)</td><td><input type="checkbox"/></td><td><input type="checkbox"/></td><td><input type="checkbox"/></td></tr> <tr><td>Academic writing (13)</td><td><input type="checkbox"/></td><td><input type="checkbox"/></td><td><input type="checkbox"/></td></tr> <tr><td>Career preparation (i.e. CV preparation, interviewing) (14)</td><td><input type="checkbox"/></td><td><input type="checkbox"/></td><td><input type="checkbox"/></td></tr> <tr><td>Study abroad (semester/quarter or longer) (15)</td><td><input type="checkbox"/></td><td><input type="checkbox"/></td><td><input type="checkbox"/></td></tr> <tr><td>International travel seminar or study tour (16)</td><td><input type="checkbox"/></td><td><input type="checkbox"/></td><td><input type="checkbox"/></td></tr> <tr><td>Research or field work abroad (17)</td><td><input type="checkbox"/></td><td><input type="checkbox"/></td><td><input type="checkbox"/></td></tr> </tbody> </table> <p style="text-align: center;">###ADDITIONAL GUIDANCE TO STUDY SITES###</p> <p>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. 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11	PDPLAN	<p>In what types of professional development opportunities do you plan to participate in during the remainder of your doctorate program? (Select all that apply)</p>																																																																								

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			At a PhD program sponsored opportunity (1)	At an institution sponsored opportunity (2)	At an opportunity outside of the institution (3)
		Leadership (1)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
		Grant writing (2)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
		Project management (3)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
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		Academic writing (13)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
		Career preparation (i.e. CV preparation, interviewing) (14)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
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		###ADDITIONAL GUIDANCE TO STUDY SITES###			
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		###			
12	INSTPD_OT	If you have taken part in any other types of professional development opportunities since you began your doctorate program, please list them. <input style="width: 300px; height: 20px;" type="text"/>			
13	ADDPD	Please list any other types of professional development opportunities not listed above, if any, that you hope to complete before you complete your doctorate program (including those not currently offered by your institution). <input style="width: 300px; height: 20px;" type="text"/>			
14	SKILLS	How well prepared do you feel you are in the following attributes, behaviors, and skillsets? RANDOMIZE THE ORDER OF QUESTIONNAIRE ITEMS 1-14			

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	Very Poorly (1)	Poorly (2)	Well (3)	Very Well (4)	Excellently (5)
Applying research methodologies, tools, and techniques appropriately (1)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Grant writing (2)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Developing new ideas, processes, or products, which are rooted in research (3)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Critically analyzing and evaluating findings and results (4)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Demonstrating a theoretical and practical understanding of your subject area and its wider research context (5)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Working constructively with colleagues, acknowledging their contribution (6)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Influencing others, providing direction and encouraging contributions from others (7)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Communicating ideas clearly and persuasively in writing, such as in journal articles, grant proposals, or reports (8)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Communicating ideas clearly and persuasively when speaking to others one-on-one or in groups (9)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Conducting research in an ethical manner (10)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Awareness of your own cultural values and biases (11)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Valuing others' worldviews (12)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Using culturally appropriate interpersonal skills (13)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Personal stress management (14)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

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Section 4. Demographic Information

Item #	Item Name	Question Wording
15	GENDER	<p>Finally, we have some additional questions that will help us better understand the career pathways of PhD students from different backgrounds.</p> <p>Do you identify as:</p> <ul style="list-style-type: none"> <input type="radio"/> Male (1) <input type="radio"/> Female (2) <input type="radio"/> Gender non-binary (3) <input type="radio"/> Another gender not listed (4) <p style="text-align: center;">###ADDITIONAL GUIDANCE TO STUDY SITES###</p> <p>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.</p> <p style="text-align: center;">###</p>
16	CITIZEN	<p>What is your U.S. citizenship status?</p> <ul style="list-style-type: none"> <input type="radio"/> U.S. citizen (1) [SKIP TO ITEM 18] <input type="radio"/> Permanent U.S. resident (“Green Card”) (2) [SKIP TO ITEM 18] <input type="radio"/> Temporary resident (non-U.S. citizen) (3)
17	INTERNATIONAL	<p>[IF ‘TEMPORARY RESIDENT’ TO 16]</p> <p>What is (are) your country(ies) of citizenship?</p> <div style="border: 1px solid black; height: 20px; width: 100%;"></div> <p>[SKIP TO ITEM 20]</p>
18	HISPANIC	<p>Are you Hispanic or Latinx?</p> <ul style="list-style-type: none"> <input type="radio"/> Yes (1) <input type="radio"/> No (2)
19	RACE	<p>What is your racial background? (Select all that apply)</p> <ul style="list-style-type: none"> <input type="checkbox"/> American Indian/Alaska Native (1) <input type="checkbox"/> Native Hawaiian or other Pacific Islander (2) <input type="checkbox"/> Asian (3) <input type="checkbox"/> Black or African American (4) <input type="checkbox"/> White (5) <p style="text-align: center;">###ADDITIONAL GUIDANCE TO STUDY SITES###</p> <p>You may elect to substitute race and ethnic categories in Items 18 and 19 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.</p> <p style="text-align: center;">###</p>

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20	DOBM	<p>What is the month and year of your birth?</p> <p>Month</p> <ul style="list-style-type: none"> <input type="radio"/> January (1) <input type="radio"/> February (2) <input type="radio"/> March (3) <input type="radio"/> April (4) <input type="radio"/> May (5) <input type="radio"/> June (6) <input type="radio"/> July (7) <input type="radio"/> August (8) <input type="radio"/> September (9) <input type="radio"/> October (10) <input type="radio"/> November (11) <input type="radio"/> December (12)
21	DOBY	<p>Year (YYYY format)</p> <div style="border: 1px solid black; width: 300px; height: 20px; margin-bottom: 5px;"></div> <p style="background-color: yellow;">[ADD CONTENT VALIDATION FOR NUMBERS, MIN: 1900 & MAX: 2018]</p>
22	PAEDU	<p>What is the highest educational attainment of any of your parents/guardians?</p> <ul style="list-style-type: none"> <input type="radio"/> No formal schooling (1) <input type="radio"/> Less than high school graduate (2) <input type="radio"/> High school graduate/GED (3) <input type="radio"/> Some college (4) <input type="radio"/> Associate's degree (5) <input type="radio"/> Bachelor's degree (6) <input type="radio"/> Master's degree (MA, MS, MSW, etc.) (7) <input type="radio"/> Professional degree (MD, DDS, JD, etc.) (8) <input type="radio"/> Doctoral degree (PhD, EdD, etc.) (9) <input type="radio"/> Not applicable/unknown (10) <p style="text-align: center; background-color: red; color: black; font-weight: bold;">###ADDITIONAL GUIDANCE TO STUDY SITES###</p> <p>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.</p> <p style="text-align: center;">###</p>

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Section 5. Release of Student ID Number

Item #	Item Name	Question Wording
23	IDPERM	<p>Would you be willing to share your student ID number at [INSTITUTION]? <i>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 for any other purpose other than for this project, and no personally identifiable data will be shared outside of the project team at [INSTITUTION].</i></p> <p><input type="radio"/> Yes (there is no obligation) (1) <input type="radio"/> No (2) [SKIP TO ITEM 25]</p>
24	SID	<p>What is your student ID number at [INSTITUTION]?</p> <input type="text"/>

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Section 6. Release of Contact Information to CGS

Item #	Item Name	Question Wording
25	CONTPERM	<p>Would you be interested in participating in a follow-up component of the Understanding PhD Career Pathways project?</p> <p><i>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 the website [LINK: cgsnet.org]). The CGS study will be conducting a study independently from [INSTITUTION] and follow-up activities may include a telephone interview, focus group, and/or follow-up survey. You are not committed to participate in the follow-up study by providing your contact information. This is simply for the CGS research team to follow up with you about your participation.</i></p> <p><input type="radio"/> Yes (there is no obligation) (1)</p> <p><input type="radio"/> No (2) [GO TO END OF THE SURVEY]</p>
26	CONTACTN	<p>Please provide your name and e-mail address below:</p> <p>Name</p> <input data-bbox="394 884 971 919" type="text"/>
27	CONTACTE	<p>E-mail address</p> <input data-bbox="394 989 971 1024" type="text"/>

[END OF THE SURVEY]

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Section 7: UC Items

Thank you for completing the Council of Graduate Schools section of the survey. We have a few more for you designed to assess your experience at UC.

Below are statements with which you may agree or disagree. Indicate your agreement or disagreement with each item by selecting the appropriate response.

1. I'm confident about my financial situation.
2. I can get by financially without having to cut back on too many of the things that are important to me.
3. I've been concerned about money lately. (REVERSED)
4. I'm on track to complete my degree program on time.
5. I'm well prepared for the work required to complete my program.
6. I'm upbeat about my post-graduation career prospects.
7. I'm not very engaged by my day-to-day work. (REVERSED)
8. I have the space and the resources I need in the university to succeed academically.
9. My academic work is meaningful and inspires me.
10. My academic work stretches and challenges me intellectually.
11. I'm satisfied with the mentorship and advising I receive in my program.
12. I'm satisfied with the career support I receive in my program.

Strongly Disagree(1), Disagree(2), Slightly Disagree(3), Neither Agree nor Disagree(4), Slightly Agree(5), Agree(6), Strongly Agree(7)

Question Block B

1. Do you have an advisor?
Yes(1), No(0)
(If yes) My academic advisor...
 2. is a real mentor to me.
 3. doesn't really advocate for me. (REVERSED)
 4. allows me to set my own priorities.
 5. provides advice and resources in support of my goals and ambitions.
 6. helps me find other mentors and sponsors.
 7. seems genuinely interested in my personal well-being.
 8. is aware of and supportive of my financial well-being.
 9. is actively involved in my academic training.
 10. is open to outside opportunities such as internships, mentoring and training.
 11. is an asset to my career and professional development.
 12. impedes my career development. (REVERSED)
 13. shares knowledgeable information about career opportunities within academia
 14. shares knowledgeable information about career opportunities outside of academia

Strongly Disagree(1), Disagree(2), Slightly Disagree(3), Neither Agree nor Disagree(4), Slightly Agree(5), Agree(6), Strongly Agree(7)

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Question Block E (open ended questions)

If your career goals have changed at any point during your time as a graduate student at UC (institution), what factors influenced that change?

We'd like to hear from you. If any additional thoughts on ways to improve your PhD education, please take a moment to write them in the comment box below.

Question Block F

Additional demographic questions

Yes(1) or no(0) items

1. Are you married or in a domestic partnership?
2. Are you a parent?
3. Have you ever served in the military?
4. How many years passed between completing your bachelor's degree and entering your current PhD program?
 - a. 0-1 years(1)
 - b. 1-3 years(2)
 - c. 4-7 years(3)
 - d. 8-10 years(4)
 - e. more than 10 years(5)
5. When you began your PhD program, what was your ultimate career goal?
 - a. tenure track faculty position(1)
 - b. lecturer/teaching position(2)
 - c. Non-academic position(3)
 - d. Undecided (4)

if c is selected

What factors influenced your decision to pursue a non- academic career? (open-ended item)