Attachment C:
CGS Career Pathways Student Survey

Updated
January 19, 2018

This update replaces the CGS Career Pathways Student Survey released in March 2017.

<mark>The survey is being reviewed & revised from this version prior to the Spring 2019 administration.</mark>

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]**? ○ Yes ○ No **[DISQUALIFY, EXIT SURVEY]**
2	PROG	What is the name of the PhD program in which you are currently enrolled at **[INSTITUTION]**? [ ] ###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. ###
3	FINAID	Please indicate which of the following is a source of financial support for you for your graduate education this academic year (2017-18). (Select all that apply) ☐ Fellowship, scholarship ☐ Grant ☐ Teaching assistantship ☐ Research assistantship ☐ Other assistantship ☐ Traineeship ☐ Tuition remission or other discounts as part of fellowship, scholarship, traineeship, or assistantship ☐ Internship, clinical residency ☐ Loans (federal) ☐ Loans (from any non-federal sources) ☐ Personal savings ☐ Personal earnings during graduate school (other than sources listed above) ☐ Spouse's, partner's, and/or family earnings or savings ☐ Employer reimbursement assistance (other than sources listed above) ☐ Foreign (non-U.S.) support (other than sources listed above) ☐ Other (if any, please specify) [ ] ###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
4	**WORK**	Now we have a few questions about your career aspirations. First, we will explore what kinds of work you aspire to do. Indicate how desirable the following work activities are for the job that you would like to get **immediately after earning your PhD degree**.

Work activity	Not at All Desirable	Slightly Desirable	Moderately Desirable	Very Desirable	Extremely Desirable
Basic research – study directed toward gaining knowledge primarily for its own sake	O	O	O	O	O
Applied research – study directed toward gaining knowledge to meet a recognized need	O	O	O	O	O
Development – using knowledge gained from research for the production of materials, devices, and other products	O	O	O	O	O
Managing or supervising people	O	O	O	O	O
Managing projects	O	O	O	O	O
Professional services (e.g., health care, counseling, financial services, legal services)	O	O	O	O	O
Higher education administration (e.g., student affairs, advising, program coordination)	O	O	O	O	O
Teaching	O	O	O	O	O
Other (if any, please specify)	O	O	O	O	O

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Item #	Item Name	Question Wording
5	**WSEC**	Indicate your preferences for the following employment sectors for the job that you would like to get **immediately after earning your PhD degree**.

	Not at All Desirable	Slightly Desirable	Moderately Desirable	Very Desirable	Extremely Desirable
Research university	O	O	O	O	O
Master's/Regional university	O	O	O	O	O

	Not Important	Slightly Important	Moderately Important	Very Important	Extremely Important
Liberal arts college	O	O	O	O	O
Community or two-year college	O	O	O	O	O
Preschool, elementary, middle, secondary school or school system	O	O	O	O	O
U.S. federal/national government (including various federal agencies and military)	O	O	O	O	O
U.S. state or local government	O	O	O	O	O
Non-U.S. (foreign) government	O	O	O	O	O
Not-for-profit organization or Non-governmental organization	O	O	O	O	O
Business/For-profit company	O	O	O	O	O
Self-employed	O	O	O	O	O

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Item #	Item Name	Question Wording
6	WIMP	How important will the following factors be in your decision to select your **first job immediately following your PhD graduation**?

	Not Important	Slightly Important	Moderately Important	Very Important	Extremely Important
Salary	O	O	O	O	O
Benefits	O	O	O	O	O
Job security	O	O	O	O	O
Job location	O	O	O	O	O
Opportunity for advancement	O	O	O	O	O
Intellectual challenge	O	O	O	O	O
Level of responsibility	O	O	O	O	O
Degree of independence	O	O	O	O	O
Contribution to society	O	O	O	O	O
Work-life balance	O	O	O	O	O
Prestige of employer	O	O	O	O	O
Prestige of position/job title	O	O	O	O	O

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Section 3. Professional Development

Item #	Item Name	Question Wording
7	**INSTPD**	Now we have a few questions about professional development opportunities. In what types of professional development opportunities have you participated in since starting your doctorate program? (Select all that apply.)

	At a PhD program sponsored opportunity	At an institution sponsored opportunity	At an opportunity outside of the institution
Leadership	☐	☐	☐
Grant Writing	☐	☐	☐
Project Management	☐	☐	☐
Teaching Preparation	☐	☐	☐
Quantitative Literacy/Data Analytics	☐	☐	☐
Research Ethics/Scholarly Integrity	☐	☐	☐
Entrepreneurship	☐	☐	☐
Communication	☐	☐	☐
Public Speaking	☐	☐	☐
Networking	☐	☐	☐
Diversity/Multicultural Competency	☐	☐	☐
Digital Literacy	☐	☐	☐

###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.

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Item #	Item Name	Question Wording
7.1.1	**INSTPD_OT**	If you have taken part in any other types of professional development opportunities since you began your doctorate program, please list them.
8	**SKILLS**	How well prepared do you feel you are in the following attributes, behaviors, and skillsets?

	Very Poorly	Poorly	Well	Very Well	Excellently
Applying research methodologies, tools, and techniques appropriately	○	○	○	○	○
Grant writing	○	○	○	○	○
Developing new ideas, processes, or products, which are rooted in research	○	○	○	○	○

		Critically analyzing and evaluating findings and results	○	○	○	○	○
		Demonstrating a theoretical and practical understanding of your subject area and its wider research context	○	○	○	○	○
		Working constructively with colleagues, acknowledging their contribution	○	○	○	○	○
		Influencing others, providing direction and encouraging contributions from others	○	○	○	○	○
		Communicating ideas clearly and persuasively in writing, such as in journal articles, grant proposals, or reports	○	○	○	○	○
		Communicating ideas clearly and persuasively when speaking to others one-on-one or in groups	○	○	○	○	○
		Conducting research in an ethical manner	○	○	○	○	○
		Awareness of your own cultural values and biases	○	○	○	○	○
		Valuing others' worldviews	○	○	○	○	○
		Using culturally appropriate interpersonal skills	○	○	○	○	○

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Section 4. Demographic Information

Item #	Item Name	Question Wording
9	GENDER	Finally, we have some additional questions that will help us better understand the career pathways of PhD students from different backgrounds. Do you identify as: ○ Male ○ Female ○ Gender non-binary ○ Another gender not listed ###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. ###
10	CITIZEN	What is your U.S. citizenship status? ○ U.S. citizen ○ Permanent U.S. resident ("Green Card") ○ Temporary resident (non-U.S. citizen) **[SKIP TO ITEM 10.1]**
10.1	INTERNATIONAL	**[IF 'TEMPORARY RESIDENT' TO 11]** What is your country(ies) of citizenship? **[SKIP TO ITEM 13]**
11	HISPANIC	Are you Hispanic or Latinx? ○ Yes ○ No
12	RACE	What is your racial background? (Select all that apply.) ☐ American Indian/Alaska Native ☐ Native Hawaiian or other Pacific Islander ☐ Asian ☐ Black or African American ☐ White ###ADDITIONAL GUIDANCE TO STUDY SITES### You may elect to substitute race and ethnic categories in Items 11 and 12 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. ###

13	DOBM	What is the month and year of your birth? Month ~-Select one-~
13.1	DOBY	Year (YYYY format)
14	PAEDU	What is the highest educational attainment of any of your parents/guardians? ○ No formal schooling ○ Less than high school graduate ○ High school graduate/GED ○ Some college ○ Associate's degree ○ Bachelor's degree ○ Master's degree (MA, MS, MSW, etc.) ○ Professional degree (MD, DDS, JD, etc.) ○ Doctoral degree (PhD, EdD, etc.) ○ Not applicable/unknown ###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. ###

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Section 5. Release of Student ID Number

Item #	Item Name	Question Wording
15	IDPERM	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 for 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) ○ No **[SKIP TO ITEM 17]**
16	SID	What is your student ID number at **[INSTITUTION]**?

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Section 6. Release of Contact Information to CGS

Item #	Item Name	Question Wording
17	**CONTPERM**	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 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.* ○ Yes (there is no obligation) ○ No **[GO TO END OF THE SURVEY]**
18	**CONTACTN**	Please provide your name and e-mail address below: Name [ ]
18.1	**CONTACTE**	Email address [ ]

[END OF THE SURVEY]