Item: **speak**
Item ID:
Label:
Module: Front End
Format: Transition
Universe: All respondents
  New Page?

Question Text:

Hello, this is (INTERVIEWER) calling on behalf of Indiana University's Information Technology Work Force or ITWF. May I please speak with (Name) please?

Responses:
Code   Label
1   Proceed, this is NAME
2   NAME is not available
3   new/alternate # given
4   NAME not known
5   transfer to voice mail
9   RF
Next Item: intro

Item: **intro**
Item ID:
Label:
Module: Front End
Format:
Universe: All respondents
   New Page?

Question Text:

(Hello, this is INTERVIEWER calling on behalf of Indiana University's Information Technology Work Force or ITWF.)

We are conducting a survey of faculty and staff from information technology related departments.

Responses:
Code   Label
1   Proceed
2   Ineligible
3   Send copy of survey letter
9   RF

Next Item: rights

Item: **rights**
Item ID:
Label:
Module: Front End
Format: Transition
Universe: All respondents
New Page?

Question Text:

Before we begin, let me tell you that this study is funded by a National Science Foundation grant to the Information Technology Work Force at Indiana University. The study is being conducted by the IU Center for Survey Research. The results of the study will be used to make policy recommendations for improving the quality of university-level information technology programs. Let me assure you that all your answers will be kept completely confidential. No identifying information will be connected to your individual responses. Your participation is voluntary, and if there are any questions you don't feel comfortable answering, please let me know and we'll move on. The interview generally takes about 30 to 45 minutes, depending on your responses. If you need to go at any point, please let me know and we can finish later. Now, if I have your permission, we'll begin.

Responses:
Code   Label
Next Item: priwork
Instructions:
Reference Item:

ITWF Phone Questionnaire

Item: priwork
Item ID:
Label:
Module: Substantive
Format: Radio buttons
Universe: All respondents
  New Page?

Question Text:

What is your primary work?

Responses:

Code	Label
1	Teaching
2	Teaching and research
3	Administration
4	Advising
5	Placement
6	Other (VOL, ENTER TEXT)
8	DK
9	RF

Next Item: if 1,2 or 3 then go to tenure. Otherwise go to percept choices based on who you select for the sample.

Programming Notes:

Item: **tenure**

Item ID:

Label:

Module: Substantive

Format: Radio buttons

Universe: priwork=1,2,3.

  New Page?

Question Text:

Are you tenured or on a tenure track?

Responses:

Code	Label
1	Yes
2	No
7	Not applicable
8	DK
9	RF

Next Item: percept

Item: **percept**
Item ID:
Label:
Module: Substantive
Format: Transition
Universe: All respondents
  New Page?

Question Text:

The first set of questions asks about perceptions of student and faculty experiences in the [DEPARTMENT].

Responses:

Code   Label

Next Item: easjob

Item: **easjob**

Item ID:

Label:

Module: Substantive

Format: Radio buttons

Universe: All respondents

  New Page?

Question Text:

How easy is it currently for graduates of your (UNIT) to find a job in an information technology field? Would you say it is very easy, somewhat easy, somewhat hard, or very hard?

Responses:

Code	Label
1	Very easy
2	Somewhat easy
3	Somewhat hard
4	Very hard
7	Not applicable (VOL)
8	DK
9	RF

Next Item: undgrad

Item: undgrad

Item ID:

Label:

Module: Substantive

Format: Radio buttons

Universe: All respondents

  New Page?

Question Text:

Does your (UNIT) have an undergraduate program?

Responses:

Code	Label
1	Yes
2	No
7	Not applicable
8	DK
9	RF

Next Item: If 1, go to Undgrad2. Otherwise, go to master.

Item: **undgrad2**
Item ID:
Label:
Module: Substantive
Format: Radio buttons
Universe: if undgrad=1
  New Page?

Question Text:

How satisfied in general would you say your undergraduate students are with
your (unit's) program related to information technology? Would you say they
are very satisfied, somewhat satisfied, somewhat dissatisfied, or very
dissatisfied?

Responses:
Code   Label
1   Very satisfied
2   Somewhat satisfied
3   Somewhat dissatisfied
4   Very dissatisfied
8   DK
9   RF
Next Item: ugconcer

Instructions:

Reference Item:

Notes from Client:

Item: ugconcer
Item ID:
Label:
Module: Substantive
Format: Open-ended
Universe: If undgrad=1
  New Page?

Question Text:

What are your undergraduate students concerned about, if anything?
Responses:
Code   Label
1   Answered (ENTER TEXT)
2   Not concerned
8   DK
9   RF
Next Item: master

Item: **master**

Item ID:

Label:

Module: Substantive

Format: Radio buttons

Universe: All respondents

  New Page?

Question Text:

Does your (unit) have a master's program?

Responses:

Code   Label
1   Yes
2   No
7   Not applicable
8   DK
9   RF

Next Item: If 1, go to master2. Otherwise, go to phd.

Item: **master2**
Item ID:
Label:
Module: Substantive
Format: Radio buttons
Universe: If master=1
  New Page?

Question Text:

How satisfied in general would you say your master's students are with your (unit's) program related to information technology? Would you say they are very satisfied, somewhat satisfied, somewhat dissatisfied, or very dissatisfied?

Responses:
Code   Label
1   Very satisfied
2   Somewhat satisfied
3   Somewhat dissatisfied
4   Very dissatisfied
8   DK
9   RF
Next Item: maconcer

Item: **maconcer**
Item ID:
Label:
Module: Substantive
Format: Open-ended
Universe: If master=1
  New Page?

Question Text:

What are your master's students concerned about, if anything?
Responses:
Code   Label
1   Answered (ENTER TEXT)
2   Not concerned
8   DK
9   RF
Next Item: phd

Item: phd
Item ID:
Label:
Module: Substantive
Format: Radio buttons
Universe: All respondents
  New Page?

Question Text:

Does your (unit) have a Ph.D. program?
Responses:
Code   Label
1   Yes
2   No
7   Not applicable
8   DK
9   RF
Next Item: if 1, go to phd2. Otherwise, go to ugmorale.

Item: **phd2**
Item ID:
Label:
Module: Substantive
Format: Radio buttons
Universe: If phd=1
  New Page?

Question Text:

How satisfied in general would you say your Ph.D students are with your (unit's) program related to information technology? Would you say they are very satisfied, somewhat satisfied, somewhat dissatisfied, or very dissatisfied?

Responses:
Code   Label
1   Very satisfied
2   Somewhat satisfied
3   Somewhat dissatisfied
4   Very dissatisfied
8   DK
9   RF
Next Item: phconcer

Instructions:

Item: **phconcer**

Item ID:

Label:

Module: Substantive

Format: Open-ended

Universe: if phd=1

  New Page?

Question Text:

What are your Ph.D. students concerned about, if anything?

Responses:

Code   Label
1   Answered (ENTER TEXT)
2   Not concerned
8   DK
9   RF

Next Item: ugmorale

Item: **ugmorale**

Item ID:

Label:

Module: Substantive

Format: Radio buttons

Universe: if undgrad=1

  New Page?

Question Text:

Overall, what do you perceive to be the biggest issue in your (unit) for undergraduate student morale?

Responses:

Code   Label
1   Answered (ENTER TEXT)
2   No issues
8   DK
9   RF

Next Item: grmorale

Item: **grmorale**

Item ID:

Label:

Module: Substantive

Format: Radio buttons

Universe: if master or phd=1

  New Page?

Question Text:

Overall, what do you perceive to be the biggest issue in your (unit) for
graduate student morale?

Responses:

Code   Label
1   Answered (ENTER TEXT)
2   No issues
8   DK
9   RF

Next Item: climate

Item: **climate**

Item ID:

Label:

Module: Substantive

Format: Transition

Universe: All respondents

   New Page?

Question Text:

Please tell me how you would assess the climate in your (unit) for each of the following groups of students.

Responses:

Code   Label

Next Item: climaa

Item: **climaa**
Item ID:
Label:
Module: Substantive
Format:
Universe: All respondents
  New Page?

Question Text:

How would you assess the climate in your (unit) for African American students?
Would you say it's: very supportive, somewhat supportive, somewhat
unsupportive or very unsupportive?

Responses:

Code   Label
1   Very supportive
2   Somewhat supportive
3   Somewhat unsupportive
4   Very unsupportive
7   Neutral (Volunteered)
8   DK
9   RF

Next Item: climas

Item: **climas**
Item ID:
Label:
Module: Substantive
Format:
Universe: All respondents
  New Page?
Question Text:

For Asian American students? (How would you assess the climate in your (unit) for Asian American students?) (Would you say it's: very supportive, somewhat supportive, somewhat unsupportive or very unsupportive?)

Responses:
Code   Label
1   Very supportive
2   Somewhat supportive
3   Somewhat unsupportive
4   Very unsupportive
7   Neutral (Volunteered)
8   DK
9   RF
Next Item: climhis

Item: **climhis**
Item ID:
Label:
Module: Substantive
Format:
Universe: All respondents
  New Page?

Question Text:

For Hispanic students? (How would you assess the climate in your (unit) for
Hispanic students?) (Would you say it's: very supportive, somewhat supportive,
somewhat unsupportive or very unsupportive?)

Responses:
Code   Label
1   Very supportive
2   Somewhat supportive
3   Somewhat unsupportive
4   Very unsupportive
7   Neutral (Volunteered)
8   DK
9   RF

Next Item: climeth

Item: **climeth**
Item ID:
Label:
Module: Substantive
Format:
Universe: All respondents
  New Page?

Question Text:

For other ethnic and racial minority students? (How would you assess the
climate in your (unit) for other ethnic and racial minority students?) (Would
you say it's: very supportive, somewhat supportive, somewhat unsupportive or
very unsupportive?)

Responses:

Code   Label
1   Very supportive
2   Somewhat supportive
3   Somewhat unsupportive
4   Very unsupportive
7   Neutral (Volunteered)
8   DK
9   RF

Next Item:

Item: **climca**

Item ID:

Label:

Module: Substantive

Format:

Universe: All respondents

   New Page?

Question Text:

For White students? (How would you assess the climate in your (unit) for White students?) (Would you say it's: very supportive, somewhat supportive, somewhat unsupportive or very unsupportive?)

Responses:

Code   Label
1   Very supportive
2   Somewhat supportive
3   Somewhat unsupportive
4   Very unsupportive
7   Neutral (Volunteered)
8   DK
9   RF

Item: **climdis**

Item ID:

Label:

Module: Substantive

Format:

Universe: All respondents

  New Page?

Question Text:

For students with disabilities? (How would you assess the climate in your (unit) for students with disabilities?) (Would you say it's: very supportive, somewhat supportive, somewhat unsupportive or very unsupportive?)

Responses:

Code	Label
1	Very supportive
2	Somewhat supportive
3	Somewhat unsupportive
4	Very unsupportive
7	Neutral (Volunteered)
8	DK
9	RF

Next Item: climgl

Item: **climgl**
Item ID:
Label:
Module: Substantive
Format:
Universe: All respondents
  New Page?
Question Text:

For gay and lesbian students? (How would you assess the climate in your (unit)
for gay and lesbian students?) (Would you say it's: very supportive, somewhat
supportive, somewhat unsupportive or very unsupportive?)

Responses:
Code   Label
1   Very supportive
2   Somewhat supportive
3   Somewhat unsupportive
4   Very unsupportive
7   Neutral (Volunteered)
8   DK
9   RF
Next Item: climtb

Item: **climtb**
Item ID:
Label:
Module: Substantive
Format:
Universe: All respondents
   New Page?

Question Text:

For transgender and bisexual students? (How would you assess the climate in your (unit) for transgender and bisexual students?) (Would you say it's: very supportive, somewhat supportive, somewhat unsupportive or very unsupportive?)

Responses:
Code   Label
1   Very supportive
2   Somewhat supportive
3   Somewhat unsupportive
4   Very unsupportive
7   Neutral (Volunteered)
8   DK
9   RF
Next Item: climint

Item: climint
Item ID:
Label:
Module: Substantive
Format:
Universe: All respondents
  New Page?

Question Text:

For international students? (How would you assess the climate in your (unit) for international students?) (Would you say it's: very supportive, somewhat supportive, somewhat unsupportive or very unsupportive?)

Responses:
Code   Label
1   Very supportive
2   Somewhat supportive
3   Somewhat unsupportive
4   Very unsupportive
7   Neutral (Volunteered)
8   DK
9   RF
Next Item: climmen

Item: **climmen**
Item ID:
Label:
Module: Substantive
Format:
Universe: All respondents
  New Page?

Question Text:

For male students? (How would you assess the climate in your (unit) for male students?) (Would you say it's: very supportive, somewhat supportive, somewhat unsupportive or very unsupportive?)

Responses:

Code   Label
1   Very supportive
2   Somewhat supportive
3   Somewhat unsupportive
4   Very unsupportive
7   Neutral (Volunteered)
8   DK
9   RF

Next Item: climwom

Item: **climwom**
Item ID:
Label:
Module: Substantive
Format:
Universe: All respondents
  New Page?

Question Text:

For female students? (How would you assess the climate in your (unit) for female students?) (Would you say it's: very supportive, somewhat supportive, somewhat unsupportive or very unsupportive?)

Responses:

Code	Label
1	Very supportive
2	Somewhat supportive
3	Somewhat unsupportive
4	Very unsupportive
7	Neutral (Volunteered)
8	DK
9	RF

Next Item: diffstud

Item: **difstud**

Item ID:

Label:

Module: Substantive

Format: Radio buttons

Universe: All respondents

  New Page?

Question Text:

In the last five years, are you aware of any cases of students in your (unit) experiencing difficulties that could be related to their membership in one of the groups I just mentioned?

Responses:

Code   Label

1   Yes

2   No

7   Not applicable

8   DK

9   RF

Next Item: if 1, go to difstud2. Otherwise, go to facmoral.

Item: **difstud2**
Item ID:
Label:
Module: Substantive
Format: Open-ended
Universe: if difstud=1
  New Page?

Question Text:

Please explain:
Responses:
Code   Label
2   Other (ENTER TEXT)
8   DK
9   RF
Next Item: facmoral

ITWF Phone Questionnaire

Item: **facmoral**
Item ID:
Label:
Module: Substantive
Format: Radio buttons
Universe: All respondents
  New Page?

Question Text:

How would you assess overall faculty morale in your (unit) at the present time?
Would you say it is very high, somewhat high, somewhat low, or very low?

Responses:
Code   Label
1   Very high
2   Somewhat high
3   Somewhat low
4   Very low
8   DK
9   RF
Next Item: If 1-4, go to attmoral. Otherwise, go to recrfem.

Item: **attmoral**
Item ID:
Label:
Module: Substantive
Format: Open-ended
Universe: if facmoral=1,2,3 or 4
  New Page?

Question Text:

To what do you attribute this level of faculty morale?
Responses:
Code   Label
2   Other (ENTER TEXT)
8   DK
9   RF
Next Item: recrfem

Item: **recrfem**
Item ID:
Label:
Module: Substantive
Format: Radio buttons
Universe: All respondents
  New Page?

Question Text:

Does your (unit) make any special efforts to recruit and retain female students?

Responses:
Code   Label
1   Yes
2   No
7   Not applicable
8   DK
9   RF
Next Item: if recrfem=1 go to recrfem2. otherwise go to recrmin

Item: **recrfem2**

Item ID:

Label:

Module: Substantive

Format: Open-ended

Universe: if recrfem=1

  New Page?

Question Text:

What efforts has your (unit) made?

Responses:

Code	Label
2	Other (ENTER TEXT)
8	DK
9	RF

Next Item: recrfem3

Item: **recrfem3**
Item ID:
Label:
Module: Substantive
Format: Open-ended
Universe: if recrfem=1
  New Page?

Question Text:

How successful have they been so far?
Responses:
Code   Label
2   Other (ENTER TEXT)
8   DK
9   RF
Next Item: recrmin

Item: **recrmin**

Item ID:

Label:

Module: Substantive

Format: Radio buttons

Universe: All respondents

  New Page?

Question Text:

Does your (unit) make any special efforts to recruit and retain minority
students?

Responses:

Code   Label

1   Yes

2   No

7   Not applicable

8   DK

9   RF

Next Item: if 1 then go to recrmin2. otherwise go to recffac

Item: **recrmin2**
Item ID:
Label:
Module: Substantive
Format: Open-ended
Universe: if recrmin=1
  New Page?

Question Text:

What efforts has your (unit) made?
Responses:
Code   Label
2   Other (ENTER TEXT)
8   DK
9   RF
Next Item: recrimin3

Item: **recrmin3**

Item ID:

Label:

Module: Substantive

Format: Open-ended

Universe: if recrmin=1

  New Page?

Question Text:

How successful have they been so far?

Responses:

Code   Label
2   Other (ENTER TEXT)
8   DK
9   RF

Next Item: recffac

Item: **recffac**
Item ID:
Label:
Module: Substantive
Format: Radio buttons
Universe: All respondents
  New Page?

Question Text:

Does your (unit) make any special efforts to recruit and retain female faculty?

Responses:
Code   Label
1   Yes
2   No
7   Not applicable
8   DK
9   RF
Next Item: if recffac=1 go to recffac2. otherwise go to Recffac.

Item: **recffac2**
Item ID:
Label:
Module: Substantive
Format: Open-ended
Universe: recrfac=1
  New Page?

Question Text:

What efforts has your (unit) made?
Responses:
Code   Label
2   Other (ENTER TEXT)
8   DK
9   RF
Next Item: recrfac3

Item: **recrfac3**
Item ID:
Label:
Module: Substantive
Format: Open-ended
Universe: recrfac=1
  New Page?

Question Text:

How successful have they been so far?
Responses:
Code   Label
2   Other (ENTER TEXT)
8   DK
9   RF
Next Item: recmfac

Item: **recmfac**
Item ID:
Label:
Module: Substantive
Format: Radio buttons
Universe: All respondents
  New Page?

Question Text:

Does your (unit) make any special efforts to recruit and retain minority
faculty?

Responses:
Code   Label
1   Yes
2   No
7   Not applicable
8   DK
9   RF
Next Item: if 1 then go to recmfac2. otherwise go to recrfems.

Item: **recmfac2**
Item ID:
Label:
Module: Substantive
Format: Open-ended
Universe: if recmfac=1
  New Page?

Question Text:

What efforts has your (unit) made?
Responses:
Code   Label
2   Other (ENTER TEXT)
8   DK
9   RF
Next Item: recmfac3

Item: **recmfac3**

Item ID:

Label:

Module: Substantive

Format: Open-ended

Universe: if recmfac=1

  New Page?

Question Text:

How successful have they been so far?

Responses:

Code   Label

2   Other (ENTER TEXT)

8   DK

9   RF

Next Item: recrfems

Item: **recrfems**
Item ID:
Label:
Module: Substantive
Format: Radio buttons
Universe: All respondents
  New Page?

Question Text:

How important to you personally is the issue of recruiting and retaining
female students in your (unit)? Would you say it is very important, somewhat
important, not too important, or not at all important?

Responses:
Code   Label
1   Very important
2   Somewhat important
3   Not too important
4   Not at all important
8   DK
9   RF
Next Item: recrmins

Item: recrmins
Item ID:
Label:
Module: Substantive
Format: Radio buttons
Universe: All respondents
  New Page?

Question Text:

How important to you personally is the issue of recruiting and retaining minority students in your (unit)? Would you say it is very important, somewhat important, not too important, or not at all important?

Responses:

Code	Label
1	Very important
2	Somewhat important
3	Not too important
4	Not at all important
8	DK
9	RF

Next Item: recrfemf

Item: **recrfemf**

Item ID:

Label:

Module: Substantive

Format: Radio buttons

Universe: All respondents

  New Page?

Question Text:

How important to you personally is the issue of recruiting and retaining
female faculty in your (unit)? (Would you say it is very important, somewhat
important, not too important, or not at all important?)

Responses:

Code   Label

1   Very important

2   Somewhat important

3   Not too important

4   Not at all important

8   DK

9   RF

Next Item: recrminf

Item: **recrminf**
Item ID:
Label:
Module: Substantive
Format: Radio buttons
Universe: All respondents
  New Page?

Question Text:

How important to you personally is the issue of recruiting and retaining
minority faculty in your (unit)? (Would you say it is very important,
somewhat important, not too important, or not at all important?)

Responses:
Code   Label
1   Very important
2   Somewhat important
3   Not too important
4   Not at all important
8   DK
9   RF
Next Item: intexp

Item: **intexp**
Item ID:
Label:
Module: Substantive
Format: Transition
Universe: All respondents
  New Page?

Question Text:

This next set of questions asks about your own experiences within your work
and personal life.

Responses:

Code   Label

Next Item: ubalance

Item: ubalance

Item ID:

Label:

Module: Substantive

Format: Radio buttons

Universe: All respondents

  New Page?

Question Text:

How difficult is it to balance your personal life with your work life? Would you say it is very easy, somewhat easy, somewhat difficult, or very difficult?

Responses:

Code   Label
1   Very easy
2   Somewhat easy
3   Somewhat difficult
4   Very difficult
8   DK
9   RF

Next Item: ustrain

Item: **ustrain**
Item ID:
Label:
Module: Substantive
Format: Radio buttons
Universe: All respondents
  New Page?

Question Text:

Would you say that the strain created by balancing your personal and work life
is minimal, moderate or severe?

Responses:

Code	Label
1	Minimal
2	Moderate
3	Severe
4	No strain (VOL)
8	DK
9	RF

Next Item: upriorit

Item: upriorit

Item ID:

Label:

Module: Substantive

Format: Radio buttons

Universe: All respondents

New Page?

Question Text:

Which of the following statements best reflects your present priorities? Would you say your career is more important than your personal life, your personal life is more important than your career, or your personal life and your career are equally important?

Responses:

Code   Label
1   Career is more important than personal life.
2   Personal life is more important than career.
3   Personal life and career are equally important.
8   DK
9   RF

Next Item: suppnet

Item: **suppnet**
Item ID:
Label:
Module: Substantive
Format: Radio buttons
Universe: All respondents
  New Page?

Question Text:

Do you have a network of people you tend to turn to for informal professional information and support?

Responses:

Code   Label
1   Yes
2   No
7   Not applicable
8   DK
9   RF

Next Item: If 1, go to netcamp. Otherwise, go to mentor

Item: **netcamp**
Item ID:
Label:
Module: Substantive
Format: Radio buttons
Universe: if suppnet=1
  New Page?

Question Text:

Are the people in this network mostly on-campus, off-campus or both?
Responses:
Code   Label
1   Mostly on-campus
2   Mostly off-campus
3   Both on and off-campus
8   DK
9   RF
Next Item: netgend

Item: netgend

Item ID:

Label:

Module: Substantive

Format: Radio buttons

Universe: if suppnet=1

  New Page?

Question Text:

Are people in this network mostly female, mostly male or about equally female and male?

Responses:

Code   Label
1   Mostly female
2   Mostly male
3   About equally female and male
8   DK
9   RF

Next Item: netcarer

Item: **netcarer**
Item ID:
Label:
Module: Substantive
Format: Radio buttons
Universe: if suppnet=1
  New Page?

Question Text:

How helpful would you say this network has been in furthering your career?
Would you say it has been very helpful, somewhat helpful, not too helpful, or
not at all helpful?

Responses:
Code   Label
1   Very helpful
2   Somewhat helpful
3   Not too helpful
4   Not at all helpful
8   DK
9   RF

Next Item: mentor

Item: **mentor**
Item ID:
Label:
Module: Substantive
Format: Radio buttons
Universe: All respondents
  New Page?

Question Text:

Is there someone you currently consider to be your mentor?
Responses:
Code   Label
1   Yes
2   No
7   Not applicable
8   DK
9   RF
Next Item: If 1, go to mentor2. Otherwise, go to ugstment.

Item: mentor2
Item ID:
Label:
Module: Substantive
Format: Radio buttons
Universe: if mentor=1
  New Page?

Question Text:

Is that person inside or outside your institution?
Responses:

Code	Label
1	Inside
2	Outside
8	DK
9	RF

Next Item: mentor3

Item: mentor3

Item ID:

Label:

Module: Substantive

Format: Radio buttons

Universe: if mentor=1

   New Page?

Question Text:

Is that person inside or outside your (unit)?

Responses:

Code   Label

1   Inside

2   Outside

8   DK

9   RF

Next Item: mentrel

ITWF Phone Questionnaire

Item: mentrel
Item ID:
Label:
Module: Substantive
Format: Open-ended
Universe: if mentor=1
  New Page?

Question Text:

What is this person's relationship to you?
Responses:
Code   Label
2   Other (ENTER TEXT)
8   DK
9   RF
Next Item: mengend

Item: mengend

Item ID:

Label:

Module: Substantive

Format: Radio buttons

Universe: if mentor=1

  New Page?

Question Text:

Is this person of the same gender as you?

Responses:

Code   Label
1   Yes
2   No
7   Not applicable
8   DK
9   RF

Next Item: menrace

Item: **menrace**
Item ID:
Label:
Module: Substantive
Format: Radio buttons
Universe: if mentor=1
  New Page?

Question Text:

Is this person of the same race as you?
Responses:
Code   Label
1   Yes
2   No
7   Not applicable
8   DK
9   RF
Next Item: menunit

Item: **menunit**
Item ID:
Label:
Module: Substantive
Format: Radio buttons
Universe: if mentor=1
  New Page?

Question Text:

Does this person keep you informed about the social and political realities of your (unit's) work environment? For example, does this person share with you what is going on at higher levels in the (unit)?

Responses:
Code   Label
1   Yes
2   No
7   Not applicable
8   DK
9   RF

Next Item: mencamp

Item: **mencamp**
Item ID:
Label:
Module: Substantive
Format: Radio buttons
Universe: if mentor=1
  New Page?

Question Text:

Does this person keep you informed about campus social and political realities, for example, how external changes or conditions may be influencing your (unit)?

Responses:
Code   Label
1   Yes
2   No
7   Not applicable
8   DK
9   RF

Next Item: mensupp

Item: **mensupp**
Item ID:
Label:
Module: Substantive
Format: Radio buttons
Universe: if mentor=1
  New Page?

Question Text:

Does this person provide psychological support? For example, does this person encourage you to talk openly about anxiety and fears that detract from your work?

Responses:

Code	Label
1	Yes
2	No
7	Not applicable
8	DK
9	RF

Next Item: menrec

Item: **menrec**
Item ID:
Label:
Module: Substantive
Format: Radio buttons
Universe: if mentor=1
  New Page?

Question Text:

Does this person recommend you for new projects, positions or assignments?

Responses:
Code   Label
1   Yes
2   No
7   Not applicable
8   DK
9   RF
Next Item: ugstment

Item: **ugstment**
Item ID:
Label:
Module: Substantive
Format: Radio buttons
Universe: All respondents
  New Page?

Question Text:

When you were an undergraduate student, was there someone who mentored you in
a way that you found particularly helpful?

Responses:
Code   Label
1   Yes
2   No
7   Not applicable
8   DK
9   RF

Next Item: if 1, go to smenrel. Otherwise, go to gstment.

Item: **smenrel**
Item ID:
Label:
Module: Substantive
Format: Radio buttons
Universe: if ugstment=1
  New Page?

Question Text:

What was that person's relationship to you? Was your mentor a professor, advisor, older student, or someone else?

Responses:

Code   Label
1   Professor
2   Advisor
3   Older student
4   Someone else (ENTER TEXT)
8   DK
9   RF

Next Item: smengend.

ITWF Phone Questionnaire

Item: **smengend**
Item ID:
Label:
Module: Substantive
Format: Radio buttons
Universe: if ugstment=1
  New Page?

Question Text:

Was that person of the same gender as you?
Responses:
Code   Label
1   Yes
2   No
7   Not applicable
8   DK
9   RF
Next Item: smenrce

Item: **smenrce**
Item ID:
Label:
Module: Substantive
Format: Radio buttons
Universe: if ugstment=1
  New Page?

Question Text:

Was that person of the same race as you?
Responses:
Code   Label
1   Yes
2   No
7   Not applicable
8   DK
9   RF
Next Item: gstment

Item: **gstment**
Item ID:
Label:
Module: Substantive
Format: Radio buttons
Universe: All respondents
  New Page?

Question Text:

When you were a graduate student, was there someone who mentored you in a way that you found particularly helpful?

Responses:

Code	Label
1	Yes
2	No
7	Not applicable
8	DK
9	RF

Next Item: if 1, then go to gmenrel. otherwise go to expment

Item: **gmenrel**
Item ID:
Label:
Module: Substantive
Format: Radio buttons
Universe: if gstment=1
  New Page?

Question Text:

What was that person's relationship to you? Was your mentor a professor, advisor, older student, or someone else?

Responses:
Code   Label
1   Professor
2   Advisor
3   Older student
4   Someone else (ENTER TEXT)
8   DK
9   RF

Next Item: gsmengen

Item: **gsmengen**
Item ID:
Label:
Module: Substantive
Format: Radio buttons
Universe: if gstment=1
 New Page?

Question Text:

Was that person of the same gender as you?
Responses:
Code   Label
1   Yes
2   No
7   Not applicable
8   DK
9   RF
Next Item: gsmenrce

Item: **gsmenrce**
Item ID:
Label:
Module: Substantive
Format: Radio buttons
Universe: if gstment=1
  New Page?

Question Text:

Was that person of the same race as you?
Responses:
Code   Label
1   Yes
2   No
7   Not applicable
8   DK
9   RF
Next Item: expment

Item: **expment**
Item ID:
Label:
Module: Substantive
Format: Open-ended
Universe: All respondents
  New Page?

Question Text:

Is there anything else about your experiences of being mentored that you would like to share?

Responses:

Code   Label
1   yes (ENTER TEXT)
2   no
8   DK
9   RF

Next Item: helpment

Item: **helpment**
Item ID:
Label:
Module: Substantive
Format: Radio buttons
Universe: All respondents
   New Page?

Question Text:

How helpful would you say that the mentoring you have received, in general, has been in furthering your career? Would you say it was very helpful, somewhat helpful, not too helpful, or not at all helpful?

Responses:

Code   Label
1   Very helpful
2   Somewhat helpful
3   Not too helpful
4   Not at all helpful
8   DK
9   RF

Next Item: indment

Item: **indment**
Item ID:
Label:
Module: Substantive
Format: Radio buttons
Universe: All respondents
  New Page?

Question Text:

Do you mentor individual students in your (unit)?
Responses:
Code   Label
1   Yes
2   No
7   Not applicable
8   DK
9   RF
Next Item: if 1, go to indment2. Otherwise, go to rlemodel.

Item: **indment2**
Item ID:
Label:
Module: Substantive
Format: Textbox
Universe: if indment=1
  New Page?

Question Text:

How many students do you mentor?
Responses:
Code   Label
1-94   students
95   95 or more students
98   DK
99   RF
Next Item: tellment

Item: **tellment**
Item ID:
Label:
Module: Substantive
Format: Open-ended
Universe: if indment=1
  New Page?

Question Text:

Could you tell me about the ways you do this mentoring?
Responses:
Code   Label
2   Other (ENTER TEXT)
8   DK
9   RF
Next Item: rlemodel

Item: **rlemodel**
Item ID:
Label:
Module: Substantive
Format: Radio buttons
Universe: All respondents
  New Page?

Question Text:

How conscious are you of being a role model for students in your (unit)? Do
you always think about it, sometimes think about it, rarely think about it, or
never think about it?

Responses:

Code   Label
1   Always think about it
2   Sometimes think about it
3   Rarely think about it
4   Never think about it
5   Students don't think of me as a role model (VOL)
8   DK
9   RF

Next Item: simvalue

Item: **simvalue**

Item ID:

Label:

Module: Substantive

Format: Radio buttons

Universe: All respondents

  New Page?

Question Text:

How similar do you think your values are with the values of your chosen field?
Are they very similar, somewhat similar, not too similar, or not at all
similar?

Responses:

Code   Label
1   Very similar
2   Somewhat similar
3   Not too similar
4   Not at all similar
8   DK
9   RF

Next Item: if priwork=1 or 2, go to rschcnt. Else, go to soccoll

Item: **rschcnt**
Item ID:
Label:
Module: Substantive
Format: Radio buttons
Universe: if priwork=1 or 2
  New Page?

Question Text:

How much do your colleagues appreciate your research contributions? Would you say, very much, somewhat, not much, or not at all?

Responses:

Code   Label
1   Very much
2   Somewhat
3   Not much
4   Not at all
7   Not applicable (VOL)
8   DK
9   RF

Next Item: tchcnt

Item: **tchcnt**
Item ID:
Label:
Module: Substantive
Format: Radio buttons
Universe: if priwork=1 or 2
  New Page?

Question Text:

How much do your colleagues appreciate your teaching contributions? Would you say, very much, somewhat, not much, or not at all?

Responses:

Code   Label
1   Very much
2   Somewhat
3   Not much
4   Not at all
7   Not applicable (VOL)
8   DK
9   RF

Next Item: srvcnt

Item: **srvcnt**
Item ID:
Label:
Module: Substantive
Format: Radio buttons
Universe: if priwork=1 or 2
  New Page?

Question Text:

How much do your colleagues appreciate your service contributions? (Would you say, very much, somewhat, not much, or not at all?)

Responses:
Code   Label
1   Very much
2   Somewhat
3   Not much
4   Not at all
7   Not applicable (VOL)
8   DK
9   RF

Next Item: soccoll

Item: **soccoll**
Item ID:
Label:
Module: Substantive
Format: Radio buttons
Universe: All respondents
  New Page?

Question Text:

How often do you socialize with colleagues from your (unit) outside of work,
including going out to lunch? Would you say at least once a week, at least
once a month, at least once every six months, at least once a year or almost
never?

Responses:
Code   Label
1   At least once a week
2   At least once a month
3   At least once every six months
4   At least once a year
5   Almost never
8   DK
9   RF
Next Item: ingroup

Item: **ingroup**
Item ID:
Label:
Module: Substantive
Format: Radio buttons
Universe: All respondents
  New Page?

Question Text:

Is there an in-group and an out-group in your (unit)?
Responses:
Code   Label
1   Yes
2   No
7   Not applicable
8   DK
9   RF
Next Item: if 1, go to ingroup2. Otherwise, go to prsbkgnd.

Item: **ingroup2**
Item ID:
Label:
Module: Substantive
Format:
Universe: if ingroup=1
  New Page?
Question Text:

Which group do you think you are in, the in-group or the out-group?
Responses:
Code   Label
1   In-group
2   Out-group
8   DK
9   RF
Next Item: prsbkgnd

Item: **prsbkgnd**

Item ID:

Label:

Module: Substantive

Format: Transition

Universe: All respondents

  New Page?

Question Text:

In the next set of questions we would like to ask about your personal background.

Responses:

Code   Label

Next Item: fathinf

Item: **fathinf**

Item ID:

Label:

Module: Substantive

Format: Radio buttons

Universe: All respondents

  New Page?

Question Text:

Did your father work in an information technology field?

Responses:

Code	Label
1	Yes
2	No
7	Not applicable
8	DK
9	RF

Next Item: if 1, go to fathinf2. Otherwise, go to mothinf.

Item: **fathinf2**

Item ID:

Label:

Module: Substantive

Format: Open-ended

Universe: if fathinf=1

  New Page?

Question Text:

What kind of work did he do?

Responses:

Code   Label
2   Other (ENTER TEXT)
8   DK
9   RF

Next Item: mothinf

Item: **mothinf**
Item ID:
Label:
Module: Substantive
Format: Radio buttons
Universe: All respondents
  New Page?

Question Text:

Did your mother work in an information technology field?
Responses:
Code   Label
1   Yes
2   No
7   Not applicable
8   DK
9   RF
Next Item: if 1, go to mothinf2. Otherwise, go to primact.

ITWF Phone Questionnaire

Item: **mothinf2**
Item ID:
Label:
Module: Substantive
Format: Open-ended
Universe: Mothinf = 1
  New Page?

Question Text:

What kind of work did she do?
Responses:
Code   Label
2   Other (ENTER TEXT)
8   DK
9   RF
Next Item: primact

ITWF Phone Questionnaire

Item: primact
Item ID:
Label:
Module: Substantive
Format: Radio buttons
Universe: All respondents
  New Page?

Question Text:

Which of the following best describes the primary activities you carry out in your current position? Would you say administrative or managerial, advising, teaching and/or research, technical support, or something else?

Responses:
Code   Label
1   Administrative/managerial
2   Advising
3   Teaching and/or research
4   Technical support
5   Something else (ENTER TEXT)
8   DK
9   RF

Next Item: If 1, go to lngadmn. If 2, go to lngadvs. If 3, go to lngtchr. If 4, go to lngtech. If 5, goto lngother. Otherwise, go to curemply.

Item: **lngadmn**
Item ID:
Label:
Module: Substantive
Format: Textbox
Universe: primact=1
  New Page?

Question Text:

How many years have you worked as an administrator?
Responses:
Code   Label
0   less than 1 year
1-29
30   30 or more years
98   DK
99   RF
Next Item: curemply

Item: **lngadvs**
Item ID:
Label:
Module: Substantive
Format: Textbox
Universe: primact=2
  New Page?

Question Text:

How long have you been an advisor?
Responses:
Code   Label
0   less than 1 year
1-29
30   30 or more years
98   DK
99   RF
Next Item: curemply

Item: lngtchr
Item ID:
Label:
Module: Substantive
Format: Textbox
Universe: primact=3
  New Page?

Question Text:

How long have you been a teacher or researcher?
Responses:
Code   Label
0   less than 1 year
1-29
30   30 or more years
98   DK
99   RF
Next Item: curemply

Item: lngtech

Item ID:

Label:

Module: Substantive

Format: Textbox

Universe: primact=4

 New Page?

Question Text:

How long have you been in technical support?

Responses:

Code	Label
0	less than 1 year
1-29	
30	30 or more years
98	DK
99	RF

Next Item: curemply

Item: lngother
Item ID:
Label:
Module: Substantive
Format: Textbox
Universe: primact=5
  New Page?

Question Text:

How long have you been in this field?
Responses:
Code   Label
0   less than 1 year
1-29
30   30 or more years
98   DK
99   RF
Next Item: curemply

Item: curemply

Item ID:

Label:

Module: Substantive

Format: Textbox

Universe: All respondents

  New Page?

Question Text:

How long have you been employed in your current unit?

Responses:

Code   Label

0   less than 1 year

1-29

30   30 or more years

98   DK

99   RF

Next Item: If primact=3, go to tchload. If primact=2, go to studadvs. If
           primact=1, go to admnrspn. Otherwise, go to hrscomp.

Item: **tchload**
Item ID:
Label:
Module: Substantive
Format: Open-ended
Universe: primact=3
  New Page?

Question Text:

What is your total teaching load, that is, how many courses do you teach per year?

Responses:

Code   Label
1-19   courses
20   20 or more courses
98   DK
99   RF

Next Item: hrscomp

Item: **studadvs**
Item ID:
Label:
Module: Substantive
Format: Open-ended
Universe: if primact=2
  New Page?

Question Text:

About how many students do you regularly advise?
Responses:
Code   Label
1-94   students
95   95 or more students
98   DK
99   RF
Next Item: whtadvs

Item: **whtadvs**
Item ID:
Label:
Module: Substantive
Format: Open-ended
Universe: if primact=2
  New Page?

Question Text:

On what issues do you typically advise your students?
Responses:
Code   Label
2   Other (ENTER TEXT)
8   DK
9   RF
Next Item: advsduty

Item: **advsduty**

Item ID:

Label:

Module: Substantive

Format: Open-ended

Universe: if primact=2

  New Page?

Question Text:

What other duties do you have as an advisor?

Responses:

Code	Label
2	Other (ENTER TEXT)
8	DK
9	RF

Next Item: hrscomp

Item: **admnrspn**

Item ID:

Label:

Module: Substantive

Format: Open-ended

Universe: if primact=1

  New Page?

Question Text:

What are your primary administrative responsibilities?

Responses:

Code   Label

2   Other (ENTER TEXT)

8   DK

9   RF

Next Item: hrscomp

Item: **hrscomp**
Item ID:
Label:
Module: Substantive
Format: Textbox
Universe: All respondents
  New Page?

Question Text:

About how many hours per week, on average, do you spend at a computer?
Responses:
Code   Label
0   less than 1 hour
1-94
95   95 or more
98   DK
99   RF
Next Item: confcomp

Item: **confcomp**
Item ID:
Label:
Module: Substantive
Format: Radio buttons
Universe: All respondents
  New Page?

Question Text:

How would you rate your self-confidence when it comes to working with computers?
 Would you say: very confident, somewhat confident, not very confident, or not at all confident?

Responses:

Code   Label
1   Very confident
2   Somewhat confident
3   Not very confident
4   Not at all confident
8   DK
9   RF

Next Item: progcomp

Item: **progcomp**
Item ID:
Label:
Module: Substantive
Format: Radio buttons
Universe: All respondents
  New Page?

Question Text:

Do you know how to program a computer?
Responses:
Code   Label
1   Yes
2   No
7   Not applicable
8   DK
9   RF
Next Item: progskls

ITWF Phone Questionnaire

Item: **progskls**
Item ID:
Label:
Module: Substantive
Format: Radio buttons
Universe: All respondents
  New Page?

Question Text:

How would you rate your programming skills compared to your immediate
colleagues? Would you say they are: much better, somewhat better, about the
same, somewhat worse, or much worse?

Responses:
Code   Label
1   Much better
2   Somewhat better
3   About the same
4   Somewhat worse
5   Much worse
7   Not applicable (VOL)
8   DK
9   RF

Next Item: yrborn

Item: **yrborn**

Item ID:

Label:

Module: Demographics

Format: Textbox

Universe: All respondents

  New Page?

Question Text:

What year were you born?

Responses:

Code   Label

1890-1986

9998   DK

9999   RF

Next Item: country

Item: **country**

Item ID:

Label:

Module: Demographics

Format: Open-ended

Universe: All respondents

New Page?

Question Text:

What country did you grow up in?

Responses:

Code   Label
2   Other (ENTER TEXT)
8   DK
9   RF

Next Item: lang

Item: **lang**
Item ID:
Label:
Module: Demographics
Format: Textbox
Universe: All respondents
  New Page?

Question Text:

What is your first language, if other than English?
Responses:
Code   Label
1   English
2   Other (ENTER TEXT)
Next Item: hisporg.

Item: **hisporg**

Item ID:

Label:

Module: Demographics

Format: Radio buttons

Universe: All respondents

  New Page?

Question Text:

Are you of Hispanic, Latino, or Spanish origin?

Responses:

Code   Label

1   Yes

2   No

7   Not applicable

8   DK

9   RF

Next Item: race_1

Item: **race_1**
Item ID:
Label:
Module: Demographics
Format: Checkbox
Universe: All respondents
  New Page?

Question Text:

Please tell me your race using one or more of the following categories. Please answer yes or no to each. Are you: American Indian or other Native American?

Responses:

Code	Label
1	Yes
2	No
8	DK
9	RF

Next Item: race_2

ITWF Phone Questionnaire

Item: race_2
Item ID:
Label:
Module: Demographics
Format: Checkbox
Universe: All respondents
  New Page?

Question Text:

(Please tell me your race using one or more of the following categories.
Please answer yes or no to each. Are you:) Asian American or Pacific Islander?

Responses:
Code   Label
1   Yes
2   No
7   Not applicable
8   DK
9   RF
Next Item: race_3

Instructions:

Reference Item:

Notes from Client:

Notes to Client:
Internal Notes:
Programming Notes:

Testing Notes:

ITWF Phone Questionnaire

Item: **race_3**
Item ID:
Label:
Module: Demographics
Format: Checkbox
Universe: All respondents
  New Page?

Question Text:

(Please tell me your race using one or more of the following categories.
Please answer yes or no to each. Are you:) Black or African American?

Responses:
Code   Label
1   Yes
2   No
7   Not applicable
8   DK
9   RF
Next Item: race_4

Item: **race_4**
Item ID:
Label:
Module: Demographics
Format: Checkbox
Universe: All respondents
  New Page?

Question Text:

(Please tell me your race using one or more of the following categories. Please answer yes or no to each. Are you:) White?

Responses:
Code   Label
1   Yes
2   No
7   Not applicable
8   DK
9   RF

Next Item: race_5

Item: **race_5**
Item ID:
Label:
Module: Demographics
Format: Checkbox
Universe: All respondents
  New Page?

Question Text:

(Please tell me your race using one or more of the following categories.
Please answer yes or no to each.) Are you another race I have not mentioned?

Responses:
Code   Label
1   Yes (ENTER TEXT)
2   No
8   DK
9   RF

Next Item:

Item: **gender**
Item ID:
Label:
Module: Demographics
Format: Radio buttons
Universe: All respondents
  New Page?

Question Text:

NOTE THE INTERVIEWEE'S GENDER:
Responses:
Code   Label
1   Male
2   Female
3   Can't tell
Next Item:

Item: **sponsor**
Item ID:
Label:
Module: Back End
Format: Radio buttons
Universe: All respondents
  New Page?

Question Text:

These are all the questions I have for you.

Would you like the address, telephone number or email address of the project
director, Jean Robinson, in case you have any questions about the study?

Responses:
Code   Label
1   Yes
2   No
Next Item: if sponsor=1, go to spons. Otherwise go to humsub_a

Item: **spons**

Item ID:

Label:

Module: Back End

Format: Reference

Universe: if sponsor=1

  New Page?

Question Text:

Here are her details:

Jean Robinson
Professor of Political Science, Project Director
Department of Political Science
Indiana University
1100 E. 7th Street
Bloomington, IN 47405
812 855-7230
robinso@indiana.edu

Responses:

Code   Label

Next Item: humsub_a

Item: **humsub_a**
Item ID:
Label:
Module: Back End
Format: Radio buttons
Universe: All respondents
  New Page?

Question Text:

Would you like the address or phone number of the Human Subjects Committee at
IU to ask any questions about your rights as a respondent?

Responses:

Code   Label
1   Yes
2   No

Next Item: if 1 then humsub_b. otherwise thnk

ITWF Phone Questionnaire

Item: **humsub_b**
Item ID:
Label:
Module: Back End
Format: Reference
Universe: humsub_a=1
  New Page?

Question Text:

The address is:
Human Subjects Committee
Carmichael Center, L03
530 E. Kirkwood Avenue
Indiana University
Bloomington, IN 47408

The phone number is: 812-855-3067

The e-mail address is iub_hsc@indiana.edu

The reference number is: 03-8344

Responses:
Code   Label

Next Item: thnk

Item: **thnk**
Item ID:
Label:
Module: Back End
Format: Reference
Universe: All respondents
  New Page?

Question Text:

Thank you very much for your time and cooperation. You have been very helpful.