



**2017**

**National Employment &  
Disability Survey  
Supervisor Perspectives**

## **Survey Questionnaire**

**The Kessler Foundation, NJ  
October 2017**

**Designed by  
The University of New Hampshire  
Durham, NH**

Prepared by

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## Selection and Consent (SEL)

### Online Consent Form

You have been invited to participate in a research project that will study employer and supervisor practices related to hiring, professional development, advancement, and provision of accommodations for employees with and without disabilities. This project is being conducted by Drs. Andrew Houtenville and Kimberly Phillips at the University of New Hampshire (UNH) Institute on Disability, with approval from the UNH Institutional Review Board for the Protection of Human Subjects in Research. Please read the information on this page. If you understand it and agree to participate, please click the link at the bottom stating that you consent, and go to the first page of the survey.

- About 3,000 supervisors will respond to this survey. Participation requires you to think about your current work position, then read and answer the survey questions.
- This survey will take about 15 minutes. Some questions in the survey will ask about processes that may be in place at your current place of employment, and others will ask about your experiences in your current role as a supervisor. YOUR RESPONSES ARE ANONYMOUS.
- The results of this research may be published and shared in scientific journals or professional meetings. No individual identifying information will be collected, and demographic information, such as age and gender, will be reported by group.
- Your participation is voluntary. You are free to refuse to answer any questions, and you may withdraw your consent and discontinue participation at any time.
- Participation in this research is not expected to present any greater risk to your loss of personal privacy than you would encounter in everyday life when sending and/or receiving information over the internet. While it is not possible to identify all risks associated with such research, all reasonable efforts have been made to minimize any potential risks.
- Any form of communication over the internet carries minimal risk of loss of confidentiality. The responses that you provide will not be encrypted, but we have taken the following measures to protect your privacy: (1) identifying information, such as your name, collected for compensation purposes is not shared or available to the researchers; (2) all survey responses are anonymous; (3) all responses provided will be stored in a password-protected environment accessible only by the principal investigators named in the first paragraph.
- You are not expected to receive any direct benefits from UNH for your participation in the research. The investigators hope that the information gained here may benefit employers and employees indirectly through knowledge gained and applied to future policy and practice.

If at any time, you have questions or concerns about any procedure in this survey, you may email the investigator at Kimberly.Phillips@unh.edu or call (603) 862-4320. At the end of the survey, you will be directed to our project websites where you may learn more about our work, if interested. If you have

questions about your rights as a research subject, you may contact Julie Simpson in UNH Research Integrity Services at (603) 862-2003 or Julie.Simpson@unh.edu.

- Yes, I am 18 or older, have read & understood the consent form, and **CONSENT / AGREE** to participate
- No, I am under 18 and/or I **DO NOT** want to participate in this study

How many paid employees usually work at your current place of employment?

- Less than 25
- 26 to 99
- 100 to 499
- 500 to 999
- 1000 or more

## Disability Screen (DSCR)

Please read the definition of disability provided, then advance to answer the next questions.

According to the Americans with Disabilities Act (ADA), a "person with a disability" is someone who:

- a) has a physical or mental impairment that substantially limits a major life activity;
- b) has a record of such an impairment; or
- c) is regarded as having such an impairment.

- I have read and understand the definition of disability as it is being used in this survey
- The definition does not make sense to me and/or I do not want to continue with this survey

At your current employer, have you SUPERVISED people with any of the following disabilities (select all that apply)?

- Deaf or serious difficulty hearing
- Blind or serious difficulty seeing even when wearing glasses
- Serious difficulty walking or climbing stairs
- Due to a physical, mental, or emotional problem, difficulty remembering, concentrating, or making decisions
- Other (specify) \_\_\_\_\_
- To my knowledge, I have not supervised people with any of these disabilities

Have you supervised anyone who has an EMOTIONAL, PSYCHOLOGICAL, OR MENTAL HEALTH CONDITION? (These may include anxiety, depression, bipolar disorder, substance abuse, attention deficit disorders, anorexia, as well as other conditions.)

- No
- Yes
- I don't know

Have you supervised anyone who has a DEVELOPMENTAL DISABILITY OR DISORDER? (This may include Down syndrome, autism, Asperger syndrome, intellectual disabilities, Cerebral Palsy, as well as other conditions.)

- No
- Yes
- I don't know

## Employment Characteristics (EC)

The next questions will ask some characteristics about your position and your current employer.

How long have you been employed at your current employer?

- 5 years or less
- 6 to 10 years
- 11 to 20 years
- More than 20 years

At your current employer, how long have been supervising other employees?

- 1 year or less
- 2 to 5 years
- I do not supervise other employees

At your current employer, how long have you been supervising other employees?

- 1 year or less
- 2 to 5 years
- 6 to 10 years
- More than 10 years
- I do not supervise other employees

For how many employees are you the immediate supervisor?

- 1 to 5
- 6 to 10
- 11 to 20
- More than 20

Which sector best describes your current place of employment?

- Government
- Private-for-profit company
- Non-profit, including tax exempt and charitable organizations

Is that federal, state, or local government?

- Federal
- State
- Local

What is the primary industry of the organization at which you are currently employed?

- Professional, Scientific, and Technical
- Finance, Insurance, and Real Estate
- Administrative or Support
- Service Industry
- Education
- Health
- Manufacturing
- Construction
- Agriculture, Forestry, or Fishing
- Some other industry (please specify) \_\_\_\_\_
- I don't know

## Recruit and Hire (RH)

The next questions will ask about recruitment and hiring procedures and practices at your organization.

Does your organization have a process for RECRUITING new employees?

- No
- Yes
- I don't know

In general, is the recruiting process EFFECTIVE at attracting qualified employees?

- Not at all effective
- Not very effective
- Somewhat effective
- Very effective

Is the recruiting process AS EFFECTIVE at attracting qualified employees WITH DISABILITIES?

- Less effective
- Equally effective
- More effective
- I don't know

What makes the recruiting process less effective regarding people with disabilities?

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What makes the recruiting process more effective regarding people with disabilities?

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How much effort does your organization put into actively RECRUITING people?

- None
- A little
- A moderate amount
- A lot

How much effort does your organization put into RECRUITING for DIVERSITY?

- None
- A little
- A moderate amount
- A lot

How much effort does your organization put into actively RECRUITING people WITH DISABILITIES?

- None
- A little
- A moderate amount
- A lot

Does your organization partner with or seek assistance from DISABILITY-RELATED ORGANIZATIONS to RECRUIT qualified job candidates with disabilities?

- No
- Yes
- I don't know

Is partnering with or seeking assistance from disability-related organizations EFFECTIVE for recruiting qualified job candidates WITH DISABILITIES?

- Not at all effective
- Not very effective
- Somewhat effective
- Very effective
- I don't know

Why not? \_\_\_\_\_

Would partnering with or seeking assistance from disability-related organizations be a FEASIBLE STRATEGY to make it easier for your organization to recruit qualified people WITH DISABILITIES?

- Not at all feasible
- Not very feasible
- Somewhat feasible
- Very feasible

Why not? \_\_\_\_\_

In your current position, how much are you involved in RECRUITING?

- Not at all involved
- Not very involved
- Somewhat involved
- Very involved

Does your organization have goals for HIRING people WITH DISABILITIES?

- No
- Yes
- I don't know

9pppDoes your organization have goals for DIVERSITY hiring?

- No
- Yes
- I don't know

Are people WITH DISABILITIES included in DIVERSITY hiring goals?

- No
- Yes
- I don't know

How committed would you say the upper management at your organization is to HIRING people WITH DISABILITIES?

- Not at all committed
- Not very committed
- Somewhat committed
- Very committed

How important is it to you as a supervisor to HIRE people WITH DISABILITIES?

- Not at all important
- Not very important
- Somewhat important
- Very important

In your current position, about HOW MANY employees have you been involved in HIRING?

- None
- 1 to 5
- 6 to 10
- 11 to 20

- 21 to 50
- More than 50

In your current position, about HOW MANY of the people you were involved in hiring had a DISABILITY (of which you were aware)?

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Does your organization offer TRAINING for HIRING SUPERVISORS regarding accessible application and interview practices for people WITH DISABILITIES?

- No
- Yes
- I don't know

Has training hiring supervisors regarding accessible application and interview practices been EFFECTIVE for hiring people WITH DISABILITIES?

- Not very effective
- Not at all effective
- Somewhat effective
- Very effective
- I don't know

Why not? \_\_\_\_\_

Would training hiring supervisors on accessible application and interview practices be a FEASIBLE STRATEGY to make it easier for your organization to hire qualified people WITH DISABILITIES?

- Not at all feasible
- Not very feasible
- Somewhat feasible
- Very feasible

Why not? \_\_\_\_\_

Does your organization REVIEW or AUDIT hiring practices to ensure they are accessible to people WITH DISABILITIES?

- No
- Yes
- I don't know

Is reviewing or auditing hiring practices to ensure they are accessible EFFECTIVE for hiring people WITH DISABILITIES?

- Not at all effective
- Not very effective
- Somewhat effective
- Very effective
- I don't know

Why not? \_\_\_\_\_

Would reviewing or auditing hiring practices to ensure they are accessible be a FEASIBLE STRATEGY to make it easier for your organization to hire qualified people WITH DISABILITIES?

- Not at all feasible
- Not very feasible
- Somewhat feasible
- Very feasible

Why not? \_\_\_\_\_

Are there other ways your organization successfully promotes the RECRUITMENT and HIRING of people WITH DISABILITIES?

- No
- Yes (specify) \_\_\_\_\_

## Onboard and Train (OT)

The next questions will ask about new employee onboarding procedures and practices at your organization.

Does your organization have a process for supporting new employees to LEARN THEIR JOBS?

- No
- Yes
- I don't know

Does your organization have a process for supporting new employees to LEARN THEIR JOBS?

- No
- Yes
- I don't know

Does your organization have a process for supporting new employees to LEARN THEIR JOBS?

- No
- Yes
- I don't know

Is the process for supporting new employees to learn their jobs AS EFFECTIVE for employees WITH DISABILITIES?

- Less effective
- Equally effective
- More effective
- I don't know

What makes the process less effective for supporting employees with disabilities to learn their jobs?

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What makes the process more effective for supporting employees with disabilities to learn their jobs?

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In general, are your organization's current practices EFFECTIVE at supporting new employees to learn their jobs?

- Not at all effective
- Not very effective
- Somewhat effective
- Very effective

Are your organization's current practices AS EFFECTIVE at supporting new employees WITH DISABILITIES to learn their jobs?

- Less effective
- Equally effective
- More effective
- I don't know

What makes the current practices less effective regarding new employees with disabilities?

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What makes the current practices more effective regarding new employees with disabilities?

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For quality control, please select "equally effective" as the response for this item.

- Less effective
- Equally effective
- More effective
- I don't know

In general, how committed would you say the upper management at your organization is to supporting new hires to LEARN THEIR JOBS?

- Not at all committed
- Not very committed
- Somewhat committed
- Very committed

How committed would you say the upper management at your organization is to supporting new hires WITH DISABILITIES to LEARN THEIR JOBS?

- Not at all committed
- Not very committed
- Somewhat committed
- Very committed

In general, how important is it to you as a supervisor to spend time ensuring that new employees successfully LEARN THEIR JOBS?

- Not at all important
- Not very important
- Somewhat important
- Very important

How important is it to you as a supervisor to spend time ensuring that new employees WITH DISABILITIES successfully LEARN THEIR JOBS?

- Not at all important
- Not very important
- Somewhat important
- Very important



Which of the following does your organization offer to help new employees successfully LEARN THEIR JOBS?

	Automatically offered for all new hires	Offered at supervisor discretion or upon new hire request	Not typically offered
Job shadowing an existing employee	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Short-term outside assistance (e.g., job coach)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Onsite training by supervisor or coworker	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Other (specify)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

In general, is job shadowing EFFECTIVE for helping new hires to LEARN THEIR JOBS?

- Not at all effective
- Not very effective
- Somewhat effective
- Very effective

Is job shadowing AS EFFECTIVE for helping new hires WITH DISABILITIES to learn their jobs?

- Less effective
- Equally effective
- More effective
- I don't know

What makes job shadowing less effective for people with disabilities?

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What makes job shadowing more effective for people with disabilities?

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Would job shadowing be a FEASIBLE STRATEGY to help new hires WITH DISABILITIES to learn their jobs?

- Not at all feasible
- Not very feasible
- Somewhat feasible
- Very feasible

Why not? \_\_\_\_\_

In general, is short-term outside assistance EFFECTIVE for helping new hires to LEARN THEIR JOBS?

- Not at all effective
- Not very effective
- Somewhat effective
- Very effective

Is short-term outside assistance AS EFFECTIVE for helping new hires WITH DISABILITIES to learn their jobs?

- Less effective
- Equally effective
- More effective
- I don't know

What makes short-term outside assistance less effective regarding new hires with disabilities?

\_\_\_\_\_

What makes short-term outside assistance more effective regarding new hires with disabilities?

\_\_\_\_\_

Would short-term outside assistance (e.g., job coach) be a FEASIBLE STRATEGY to help new hires WITH DISABILITIES to learn their jobs?

- Not at all feasible
- Not very feasible
- Somewhat feasible
- Very feasible

Why not? \_\_\_\_\_

In general, is onsite training by supervisor or coworker EFFECTIVE for helping new hires to LEARN THEIR JOBS?

- Not at all effective
- Not very effective
- Somewhat effective
- Very effective

Is onsite training by supervisor or coworker AS EFFECTIVE for helping new hires WITH DISABILITIES to learn their jobs?

- Less effective
- Equally effective
- More effective
- I don't know

What makes onsite training by supervisor or coworker less effective for new hires with disabilities?

\_\_\_\_\_

What makes onsite training by supervisor or coworker more effective for new hires with disabilities?

\_\_\_\_\_

Would onsite training by supervisor or coworker be a FEASIBLE STRATEGY to help new hires WITH DISABILITIES to learn their jobs?

- Not at all feasible
- Not very feasible
- Somewhat feasible
- Very feasible

Why not? \_\_\_\_\_

In general, is "\${ChoiceTextEntryValue/4}" EFFECTIVE for helping new hires to LEARN THEIR JOBS?

- Not at all effective
- Not very effective
- Somewhat effective
- Very effective

Is "\${ChoiceTextEntryValue/4}" AS EFFECTIVE for helping new hires WITH DISABILITIES to learn their jobs?

- Less effective
- Equally effective
- More effective
- I don't know

What makes it less effective regarding new hires with disabilities?

\_\_\_\_\_

What makes it more effective regarding new hires with disabilities?

\_\_\_\_\_

## Retain and Accommodate (RA)

The next questions will ask about procedures and practices related to the retention and accommodation of employees with disabilities at your organization.

Does your organization have a process for employees WITH DISABILITIES to REQUEST ACCOMMODATIONS (e.g., specialized equipment, job reassignment, modified work schedule, extra assistance)?

- No
- Yes
- I don't know

In general, how EFFECTIVE is the process for employees WITH DISABILITIES to request accommodations?

- Not at all effective
- Not very effective
- Somewhat effective
- Very effective

Why not? \_\_\_\_\_

Is the process for REQUESTING ACCOMMODATIONS discussed at new employee ORIENTATION?

- No, we don't have orientation
- No, not discussed at orientation
- Yes
- I don't know

Does your organization have a centralized ACCOMMODATION FUND?

- No
- Yes
- I don't know

Is the centralized accommodation fund EFFECTIVE at improving your ability to PROVIDE ACCOMMODATIONS to employees WITH DISABILITIES?

- Not at all effective
- Not very effective
- Somewhat effective

- Very effective

Why not? \_\_\_\_\_

How committed would you say the upper management at your organization is to PROVIDING ACCOMMODATIONS for employees WITH DISABILITIES when requested?

- Not at all committed
- Not very committed
- Somewhat committed
- Very committed

How important is it to you as a supervisor to PROVIDE ACCOMMODATIONS for employees WITH DISABILITIES when requested?

- Not at all important
- Not very important
- Somewhat important
- Very important

In your current position, how much are you involved in DECISION-MAKING about PROVIDING ACCOMMODATIONS?

- Not at all involved
- Not very involved
- Somewhat involved
- Very involved

Does your organization have a process that allows employees to anonymously DISCLOSE DISABILITIES or health conditions?

- No
- Yes
- I don't know

Does your organization offer the following FLEXIBLE WORKING ARRANGEMENTS to employees?

	Automatically offered to all employees	Offered at supervisor discretion or upon employee request	Not typically offered
Working from home some of the time	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Working from home most of the time	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Flexible work schedule	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Job sharing	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

In general, is working from home an EFFECTIVE tool to maintain the productivity of employees?

- Not at all effective
- Not very effective
- Somewhat effective
- Very effective

Is working from home AS EFFECTIVE a tool to maintain the productivity of employees WITH DISABILITIES?

- Less effective
- Equally effective
- More effective
- I don't know

What makes working from home a less effective tool regarding employees with disabilities?

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What makes working from home a more effective tool regarding employees with disabilities?

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Would allowing employees to work from home be a FEASIBLE STRATEGY to improve your ability to employ people WITH DISABILITIES?

- Not at all feasible
- Not very feasible
- Somewhat feasible
- Very feasible

Why not? \_\_\_\_\_

In general, is a flexible work schedule an EFFECTIVE tool to maintain the productivity of employees?

- Not at all effective
- Not very effective
- Somewhat effective
- Very effective

Is a flexible work schedule AS EFFECTIVE a tool to maintain the productivity of employees WITH DISABILITIES?

- Less effective
- Equally effective
- More effective
- I don't know

What makes a flexible work schedule less effective regarding employees with disabilities?

\_\_\_\_\_

What makes a flexible work schedule more effective regarding employees with disabilities?

\_\_\_\_\_



Would offering a flexible work schedule be a FEASIBLE STRATEGY to improve your ability to employ people WITH DISABILITIES?

- Not at all feasible
- Not very feasible
- Somewhat feasible
- Very feasible

Why not? \_\_\_\_\_

In general, is job sharing an EFFECTIVE tool to maintain the productivity of employees?

- Not at all effective
- Not very effective
- Somewhat effective
- Very effective

Is job sharing AS EFFECTIVE a tool to maintain the productivity of employees WITH DISABILITIES?

- Less effective
- Equally effective
- More effective
- I don't know

What makes job sharing a less effective tool regarding employees with disabilities?

\_\_\_\_\_

What makes job sharing a more effective tool regarding employees with disabilities?

\_\_\_\_\_

Would offering job sharing be a FEASIBLE STRATEGY to improve your ability to employ people WITH DISABILITIES?

- Not at all feasible
- Not very feasible
- Somewhat feasible
- Very feasible

Why not? \_\_\_\_\_

Which of the following does your organization do to make it easier to EMPLOY or ACCOMMODATE workers WITH DISABILITIES?

	We do this regularly	Have done this in the past	We don't typically do this
Offer training to employees regarding disability issues and cultural competence to improve knowledge and attitudes	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Consult guidance from federal, state, or local resources regarding provision of accommodations	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
For quality assurance, please select "we do this regularly" for this item	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

In general, has training employees regarding disability issues and cultural competence been EFFECTIVE at improving the organization's ability to employ or accommodate workers with disabilities?

- Not at all effective
- Not very effective
- Somewhat effective
- Very effective

Why not? \_\_\_\_\_

Would TRAINING EMPLOYEES regarding disability issues and cultural competence be a FEASIBLE STRATEGY to improve the organization's ability to employ or accommodate workers WITH DISABILITIES?

- Not at all feasible
- Not very feasible
- Somewhat feasible
- Very feasible

Why not? \_\_\_\_\_

In general, has consulting federal, state, or local guidance been EFFECTIVE at improving the organization's ability to employ or accommodate workers with disabilities?

- Not at all effective
- Not very effective
- Somewhat effective
- Very effective

Why not? \_\_\_\_\_

Would consulting federal, state, or local guidance regarding provision of accommodations be a FEASIBLE STRATEGY to improve the organization's ability to employ or accommodate workers WITH DISABILITIES?

- Not at all feasible
- Not very feasible
- Somewhat feasible
- Very feasible

Why not? \_\_\_\_\_

Are there are other ways your organization makes it easier to EMPLOY or ACCOMMODATE workers WITH DISABILITIES?

- No
- Yes Specify) \_\_\_\_\_

## Challenges and Success Stories (CHSS)

Please briefly share a negative experience you had or a difficulty you faced related to supervising employees with disabilities.

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Please briefly share a positive experience or success you had related to supervising employees with disabilities.

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## Demographics

With which gender do you most strongly identify?

- Male
- Female

Do you personally experience any of the following disabilities (select all that apply)?

- Deaf or serious difficulty hearing
- Blind or serious difficulty seeing even when wearing glasses
- Serious difficulty walking or climbing stairs
- Due to a physical, mental, or emotional problem, difficulty remembering, concentrating, or making decision
- Other (specify) \_\_\_\_\_
- None of these

Do you personally experience any EMOTIONAL, PSYCHOLOGICAL, OR MENTAL HEALTH CONDITIONS? (These may include anxiety, depression, bipolar disorder, substance abuse, attention deficit disorders, anorexia, as well as other conditions.)

- No
- Yes
- I don't know

Do you personally experience a DEVELOPMENTAL DISABILITY OR DISORDER? (This may include Down syndrome, autism, Asperger syndrome, intellectual disabilities, Cerebral Palsy, as well as other conditions.)

- No
- Yes
- I don't know

Does anyone close to you experience any of the following disabilities (select all that apply)?

- Deaf or serious difficulty hearing
- Blind or serious difficulty seeing even when wearing glasses
- Serious difficulty walking or climbing stairs
- Due to a physical, mental, or emotional problem, difficulty remembering, concentrating, or making decision

- Other (specify) \_\_\_\_\_
- None of these

Does anyone close to you experience an EMOTIONAL, PSYCHOLOGICAL, OR MENTAL HEALTH CONDITIONS? (These may include anxiety, depression, bipolar disorder, substance abuse, attention deficit disorders, anorexia, as well as other conditions.)

- No
- Yes
- I don't know

Does anyone close to you experience a DEVELOPMENTAL DISABILITY OR DISORDER? (This may include Down syndrome, autism, Asperger syndrome, intellectual disabilities, Cerebral Palsy, as well as other conditions.)

- No
- Yes
- I don't know

What is their relationship to you (select all that apply)?

- Parent
- Child
- Spouse
- Sibling
- Other family member
- Friend
- Neighbor
- Colleague
- Other (specify) \_\_\_\_\_

In what year were you born?

- I don't know
- After 1999
- 1999
- 1998
- 1997
- 1996

- 1995
- 1994
- 1993
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- 1949
- 1948
- 1947
- 1946
- 1945
- 1944
- 1943
- 1942
- 1941
- 1940
- Before 1940

How old are you? \_\_\_\_\_

What is the highest grade in school, or level of education, that you have completed and received credit for?

- Eighth grade or less
- Some high school
- High school graduate (diploma or GED)
- Technical school
- Some college



- College graduate
- Postgraduate work
- I don't know

Are you of Hispanic or Spanish origin?

- No
- Yes
- I don't know

What is your race? (You may choose more than one.)

- White (Caucasian)
- Black (African-American)
- American Indian or Alaska Native
- Asian
- Native Hawaiian or Other Pacific Islander
- Other (please specify) \_\_\_\_\_
- I don't know

How much **total** annual income did you and your family receive in 2016, not just from wages or salaries but from **all** sources - before taxes and other deductions were made?

- Less than \$15,000
- \$15,000 - \$29,999
- \$30,000 - \$44,999
- \$45,000 - \$59,999
- \$60,000 - \$74,999
- \$75,000 - \$99,999
- \$100,000 and over
- I don't know

In which state are you currently employed?

- Alabama
- Alaska
- Arizona
- Arkansas

- California
- Colorado
- Connecticut
- Delaware
- Washington, DC
- Florida
- Georgia
- Hawaii
- Idaho
- Illinois
- Indiana
- Iowa
- Kansas
- Kentucky
- Louisiana
- Maine
- Maryland
- Massachusetts
- Michigan
- Minnesota
- Mississippi
- Missouri
- Montana
- Nebraska
- Nevada
- New Hampshire
- New Jersey
- New Mexico
- New York
- North Carolina
- North Dakota
- Ohio
- Oklahoma

- Oregon
- Pennsylvania
- Rhode Island
- South Carolina
- South Dakota
- Tennessee
- Texas
- Utah
- Vermont
- Virginia
- Washington
- West Virginia
- Wisconsin
- Wyoming
- Outside the USA

