SCI Survey Data (Employer)

Subtitle: Perceptions of Career Preparation Among Employers of Humanities Scholars

Alternate Title: SCI Alt-Ac Employer Survey

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Response ID

Response ID
Unique identifier for each respondent

Type
Numeric

Numeric Type
Integer

2 - Q1 How many employees with graduate training in the humanities ("alternative academic employees") have you employed or supervised (now or in the past)? - Number of alt-ac employees

Number of alt-ac employees

How many employees with graduate training in the humanities ("alternative academic employees") have you employed or supervised (now or in the past)?

1	1
2	2-4
3	5-7
4	8-10
5	11+

3 - Q2: PhD What is the highest level of schooling completed by these employees? (Select all that apply.) - Employees' highest degree: PhD

Employees' highest degree: PhD

What is the highest level of schooling completed by these employees? >>PhD

| 1 | True |

3 - Q2: ABD What is the highest level of schooling completed by these employees? (Select all that apply.) - Employees' highest degree: ABD

Employees' highest degree: ABD

What is the highest level of schooling completed by these employees? >>ABD

1	True

3 - Q2: MA What is the highest level of schooling completed by these employees? (Select all that apply.) - Employees' highest degree: MA

Employees' highest degree: MA

What is the highest level of schooling completed by these employees? >>MA

1	True

3 - Q2: MLS etc What is the highest level of schooling completed by these employees? (Select all that apply.) - Employees' highest degree: MLS/MIS/MLIS or similar

Employees' highest degree: MLS/MIS/MLIS or similar

What is the highest level of schooling completed by these employees? >>MLS/MIS/MLIS or similar

1	True

3 - Q2: Other What is the highest level of schooling completed by these employees? (Select all that apply.) - Employees' highest degree: Other

Employees' highest degree: Other

What is the highest level of schooling completed by these employees? >>Other

1	True

4 - XTR-Q2 Are the education levels that you specified in the previous question customary for employees in similar positions (at your institution or

elsewhere)? - Are these education levels customary? (PhD)

Are these education levels customary? (PhD)

Are the education levels that you specified in the previous question customary for employees in similar positions (at your institution or elsewhere)? >>PhD

1	Yes, this educational background is customary
2	No, employees have a wide range of educational/training backgrounds
3	No, most employees have a different educational/training background
4	I don't know

4 - XTR-Q2 Please provide more detail, including the minimum education level required for this role: - Are these education levels customary? (PhD) (Detail)

Are these education levels customary? (PhD) (Detail)

Are the education levels that you specified in the previous question customary for employees in similar positions (at your institution or elsewhere)? >>PhD (Detail)

Type
Text

4 - XTR-Q22 Are the education levels that you specified in the previous question customary for employees in similar positions (at your institution or elsewhere)? - Education levels customary? (ABD)

Education levels customary? (ABD)

Are the education levels that you specified in the previous question customary for employees in similar positions (at your institution or elsewhere)? >>ABD

1	Yes, this educational background is customary
2	No, employees have a wide range of educational/training backgrounds
3	No, most employees have a different educational/training background
4	I don't know

4 - XTR-Q22 Please provide more detail, including the minimum education level required for this role:3 - Education levels customary? (ABD) (Detail)

Education levels customary? (ABD) (Detail)

Are the education levels that you specified in the previous question customary for employees in similar positions (at your institution or elsewhere)? >>ABD (Detail)

Type
Text

4 - XTR-Q24 Are the education levels that you specified in the previous question customary for employees in similar positions (at your institution or elsewhere)? - Education levels customary? (MA)

Education levels customary? (MA)

Are the education levels that you specified in the previous question customary for employees in similar positions (at your institution or elsewhere)? >>MA

1	Yes, this educational background is customary
2	No, employees have a wide range of educational/training backgrounds
3	No, most employees have a different educational/training background
4	I don't know

4 - XTR-Q24 Please provide more detail, including the minimum education level required for this role - Education levels customary? (Detail)

Education levels customary? (Detail)

Are the education levels that you specified in the previous question customary for employees in similar positions (at your institution or elsewhere)? >>Detail

Type
Text

4 - XTR-Q26 Are the education levels that you specified in the previous question customary for employees in similar positions (at your institution or elsewhere)? - Education levels customary? (MLS/MIS/MLIS or similar)

Education levels customary? (MLS/MIS/MLIS or similar)

Are the education levels that you specified in the previous question customary for employees in similar positions (at your institution or elsewhere)? >>MLS/MIS/MLIS or similar

| 1 | Yes, this educational background is customary |
| 2 | No, employees have a wide range of educational/training backgrounds |

3	No, most employees have a different educational/training background
4	I don't know

4 - XTR-Q26 Please provide more detail, including the minimum education level required for this role:7 - Education levels customary? (MLS/MIS/MLIS or similar) (Detail)

Education levels customary? (MLS/MIS/MLIS or similar) (Detail)

Are the education levels that you specified in the previous question customary for employees in similar positions (at your institution or elsewhere)? >>MLS/MIS/MLIS or similar (Detail)

Type
Text

4 - XTR-Q28 Are the education levels that you specified in the previous question customary for employees in similar positions (at your institution or elsewhere)? - Education levels customary? (Other)

Education levels customary? (Other)

Are the education levels that you specified in the previous question customary for employees in similar positions (at your institution or elsewhere)? >>Other

1	Yes, this educational background is customary
2	No, employees have a wide range of educational/training backgrounds
3	No, most employees have a different educational/training background
4	I don't know

4 - XTR-Q28 Please provide more detail, including the minimum education level required for this role:9 - Education levels customary? (Other) (Detail)

Education levels customary? (Other) (Detail)

Are the education levels that you specified in the previous question customary for employees in similar positions (at your institution or elsewhere)? >>Other (Detail)

Type
Text

5 - Q22 Are degree/training requirements for new hires set by your institution? - Hiring requirements set by institution?

Hiring requirements set by institution?

Are degree/training requirements for new hires set by your institution?

1	Yes
2	No

6 - Q23 How do these requirements affect your hiring practices? - How do requirements affect hiring practices?

How do requirements affect hiring practices?

How do these requirements affect your hiring practices?

1	I would probably consider DIFFERENT candidates if these requirements were not in place.
2	I would probably consider THE SAME candidates, even if the requirements were not in place.

6 - Q23 Please provide more detail: - How do requirements affect hiring practices? (Detail)

How do requirements affect hiring practices? (Detail)

How do these requirements affect your hiring practices? (Detail)

Type
Text

7 - Q5 Did you/your department specifically recruit candidates with graduate humanities training? - Recruit humanities grad students?

Recruit humanities grad students?

Did you/your department specifically recruit candidates with graduate humanities training?

1	Yes, it was a hiring requirement
2	Yes, we sought candidates with this training, but it was not required
3	No, we did not specifically recruit candidates with this training

8 - Q3 In general, how important was this training to your/your department's hiring decisions? - Importance of humanities training to hiring decisions?

Importance of humanities training to hiring decisions?

In general, how important was this training to your/your department's hiring decisions?

1	Essential; I would not have hired someone without this training
2	Important, but not essential
3	Not very important; other skills were more valuable
4	Not important at all; it had no bearing on my hiring decision

9 - Q6 If you were to hire someone for the same or a similar position today, would you seek someone with advanced graduate humanities training? - Seek similar training if hiring today?

Seek similar training if hiring today?

If you were to hire someone for the same or a similar position today, would you seek someone with advanced graduate humanities training?

1	Absolutely
2	Probably
3	Neutral
4	Probably not
5	Absolutely not

10 - Q7 During interviews, how well are typical alternative academic candidates able to articulate the value of their graduate training to the position? - Articulation of value of grad training to position?

Articulation of value of grad training to position?

During interviews, how well are typical alternative academic candidates able to articulate the value of their graduate training to the position?

1	Very well (demonstrate clear understanding of specific ways that graduate training would be useful to the position)

2	Moderately well (express value of graduate training relative to position, but with some hesitation or in general terms)
3	Not very well (show some difficulty articulating the value of graduate training relative to the position)
4	Not well at all (unable to express value of graduate training relative to position)
5	N/A (I did not participate in the interview process)

11 - Q8 Do you conduct regular performance reviews? - Regular performance reviews?

Regular performance reviews?
Do you conduct regular performance reviews?

1	Yes
2	No

11 - Q8 With what frequency? - Performance reviews: With what frequency?

Performance reviews: With what frequency?
Performance reviews: With what frequency?

Type
Text

12 - Q9 In your experience as an evaluator, how would you rate the typical OVERALL performance of employees with advanced humanities graduate training? - Overall performance of humanities-trained employees?

Overall performance of humanities-trained employees?
In your experience as an evaluator, how would you rate the typical OVERALL performance of employees with advanced humanities graduate training?

1	Excellent
2	Good
3	Adequate
4	Needs improvement

13 - Q10 How would you rate the typical performance of alternative academic employees in their FIRST

YEAR of employment? - Typical first year performance?

Typical first year performance?

How would you rate the typical performance of alternative academic employees in their FIRST YEAR of employment?

1	Excellent
2	Good
3	Adequate
4	Needs improvement

14 - Q11 How important are the following competencies for the typical roles in which you employ alternative academics? Content knowledge - Importance of: Content knowledge?

Importance of: Content knowledge?

How important are the following competencies for the typical roles in which you employ alternative academics? >>Content knowledge

1	Not important at all
2	Not very important
3	Important
4	Very important

14 - Q1110 How important are the following competencies for the typical roles in which you employ alternative academics? Research skills - Importance of: Research skills

Importance of: Research skills

How important are the following competencies for the typical roles in which you employ alternative academics? >>Research skills

1	Not important at all
2	Not very important
3	Important
4	Very important

14 - Q1111 How important are the following competencies for the typical roles in which you

employ alternative academics? Oral communication - Importance of: Oral communication

Importance of: Oral communication

How important are the following competencies for the typical roles in which you employ alternative academics? >>Oral communication

1	Not important at all
2	Not very important
3	Important
4	Very important

14 - Q1112 How important are the following competencies for the typical roles in which you employ alternative academics? Writing - Importance of: Writing

Importance of: Writing

How important are the following competencies for the typical roles in which you employ alternative academics? >>Writing

1	Not important at all
2	Not very important
3	Important
4	Very important

14 - Q1113 How important are the following competencies for the typical roles in which you employ alternative academics? Editing - Importance of: Editing

Importance of: Editing

How important are the following competencies for the typical roles in which you employ alternative academics? >>Editing

1	Not important at all
2	Not very important
3	Important
4	Very important

14 - Q1114 How important are the following competencies for the typical roles in which you

employ alternative academics? Analytical skills - Importance of: Analytical skills

Importance of: Analytical skills

How important are the following competencies for the typical roles in which you employ alternative academics? >>Analytical skills

1	Not important at all
2	Not very important
3	Important
4	Very important

14 - Q1115 How important are the following competencies for the typical roles in which you employ alternative academics? Collaboration - Importance of: Collaboration

Importance of: Collaboration

How important are the following competencies for the typical roles in which you employ alternative academics? >>Collaboration

1	Not important at all
2	Not very important
3	Important
4	Very important

14 - Q1116 How important are the following competencies for the typical roles in which you employ alternative academics? Project management - Importance of: Project management

Importance of: Project management

How important are the following competencies for the typical roles in which you employ alternative academics? >>Project management

1	Not important at all
2	Not very important
3	Important
4	Very important

14 - Q1117 How important are the following competencies for the typical roles in which you

employ alternative academics? Technical skills - Importance of: Technical skills

Importance of: Technical skills

How important are the following competencies for the typical roles in which you employ alternative academics? >>Technical skills

1	Not important at all
2	Not very important
3	Important
4	Very important

14 - Q1118 How important are the following competencies for the typical roles in which you employ alternative academics? Management - Importance of: Management

Importance of: Management

How important are the following competencies for the typical roles in which you employ alternative academics? >>Management

1	Not important at all
2	Not very important
3	Important
4	Very important

14 - Q1119 How important are the following competencies for the typical roles in which you employ alternative academics? Leadership - Importance of: Leadership

Importance of: Leadership

How important are the following competencies for the typical roles in which you employ alternative academics? >>Leadership

1	Not important at all
2	Not very important
3	Important
4	Very important

14 - Q1120 How important are the following competencies for the typical roles in which you

employ alternative academics? Administrative skills - Importance of: Administrative skills

Importance of: Administrative skills

How important are the following competencies for the typical roles in which you employ alternative academics? >>Administrative skills

1	Not important at all
2	Not very important
3	Important
4	Very important

14 - Q1121 How important are the following competencies for the typical roles in which you employ alternative academics? Persuasive skills - Importance of: Persuasive skills

Importance of: Persuasive skills

How important are the following competencies for the typical roles in which you employ alternative academics? >>Persuasive skills

1	Not important at all
2	Not very important
3	Important
4	Very important

14 - Q1122 How important are the following competencies for the typical roles in which you employ alternative academics? Interpersonal/office culture skills - Importance of: Interpersonal/office culture skills

Importance of: Interpersonal/office culture skills

How important are the following competencies for the typical roles in which you employ alternative academics? >>Interpersonal/office culture skills

1	Not important at all
2	Not very important
3	Important
4	Very important

14 - Q1123 How important are the following competencies for the typical roles in which you employ alternative academics? Other (optional; please specify) - Importance of: Other

Importance of: Other

How important are the following competencies for the typical roles in which you employ alternative academics? >>Other

1	Not important at all
2	Not very important
3	Important
4	Very important

14 - Q1123 How important are the following competencies for the typical roles in which you employ alternative academics? Other/more detail - Importance of: Other (Detail)

Importance of: Other (Detail)

How important are the following competencies for the typical roles in which you employ alternative academics? >>Other (Detail)

Type
Text

15 - XTR-Q11 Please rate the employee's skills in the following areas, which you marked "important" or "very important": Content knowledge - Employee's skills in important competencies: Content knowledge

Employee's skills in important competencies: Content knowledge

Please rate the employee's skills in the following areas, which you marked "important" or "very important": Content knowledge

1	Needs improvement
2	Adequate
3	Good
4	Excellent

15 - XTR-Q1125 Please rate the employee's skills in the following areas, which you marked "important" or "very important": Research skills - Employee's skills in important competencies: Research skills

Employee's skills in important competencies: Research skills

Please rate the employee's skills in the following areas, which you marked "important" or "very important": Research skills

1	Needs improvement
2	Adequate
3	Good
4	Excellent

15 - XTR-Q1126 Please rate the employee's skills in the following areas, which you marked "important" or "very important": Oral communication - Employee's skills in important competencies: Oral communication

Employee's skills in important competencies: Oral communication

Please rate the employee's skills in the following areas, which you marked "important" or "very important": Oral communication

1	Needs improvement
2	Adequate
3	Good
4	Excellent

15 - XTR-Q1127 Please rate the employee's skills in the following areas, which you marked "important" or "very important": Writing - Employee's skills in important competencies: Writing

Employee's skills in important competencies: Writing

Please rate the employee's skills in the following areas, which you marked "important" or "very important": Writing

1	Needs improvement
2	Adequate
3	Good
4	Excellent

15 - XTR-Q1128 Please rate the employee's skills in the following areas, which you marked "important" or "very important": Editing - Employee's skills in important competencies: Editing

Employee's skills in important competencies: Editing

Please rate the employee's skills in the following areas, which you marked "important" or "very important": Editing

1	Needs improvement
2	Adequate
3	Good
4	Excellent

15 - XTR-Q1129 Please rate the employee's skills in the following areas, which you marked "important" or "very important": Analytical skills - Employee's skills in important competencies: Analytical skills

Employee's skills in important competencies: Analytical skills

Please rate the employee's skills in the following areas, which you marked "important" or "very important": Analytical skills

1	Needs improvement
2	Adequate
3	Good
4	Excellent

15 - XTR-Q1130 Please rate the employee's skills in the following areas, which you marked "important" or "very important": Collaboration - Employee's skills in important competencies: Collaboration

Employee's skills in important competencies: Collaboration

Please rate the employee's skills in the following areas, which you marked "important" or "very important": Collaboration

1	Needs improvement
2	Adequate
3	Good
4	Excellent

15 - XTR-Q1131 Please rate the employee's skills in the following areas, which you marked "important" or "very important": Project management - Employee's skills in important competencies: Project management

Employee's skills in important competencies: Project management

Please rate the employee's skills in the following areas, which you marked "important" or "very important": Project management

1	Needs improvement
2	Adequate
3	Good
4	Excellent

15 - XTR-Q1132 Please rate the employee's skills in the following areas, which you marked "important" or "very important": Technical skills - Employee's skills in important competencies: Technical skills

Employee's skills in important competencies: Technical skills

Please rate the employee's skills in the following areas, which you marked "important" or "very important": Technical skills

1	Needs improvement
2	Adequate
3	Good
4	Excellent

15 - XTR-Q1133 Please rate the employee's skills in the following areas, which you marked "important" or "very important": Management - Employee's skills in important competencies: Management

Employee's skills in important competencies: Management

Please rate the employee's skills in the following areas, which you marked "important" or "very important": Management

1	Needs improvement
2	Adequate
3	Good
4	Excellent

15 - XTR-Q1134 Please rate the employee's skills in the following areas, which you marked "important" or "very important": Leadership - Employee's skills in important competencies: Leadership

Employee's skills in important competencies: Leadership

Please rate the employee's skills in the following areas, which you marked "important" or "very important": Leadership

1	Needs improvement
2	Adequate
3	Good
4	Excellent

15 - XTR-Q1135 Please rate the employee's skills in the following areas, which you marked "important" or "very important": Administrative skills - Employee's skills in important competencies: Administrative skills

Employee's skills in important competencies: Administrative skills

Please rate the employee's skills in the following areas, which you marked "important" or "very important": Administrative skills

1	Needs improvement
2	Adequate
3	Good
4	Excellent

15 - XTR-Q1136 Please rate the employee's skills in the following areas, which you marked "important" or "very important": Persuasive skills - Employee's skills in important competencies: Persuasive skills

Employee's skills in important competencies: Persuasive skills

Please rate the employee's skills in the following areas, which you marked "important" or "very important": Persuasive skills

1	Needs improvement
2	Adequate
3	Good

4	Excellent

15 - XTR-Q1137 Please rate the employee's skills in the following areas, which you marked "important" or "very important": Interpersonal/office culture skills - Employee's skills in important competencies: Interpersonal/office culture skills

Employee's skills in important competencies: Interpersonal/office culture skills

Please rate the employee's skills in the following areas, which you marked "important" or "very important": Interpersonal/office culture skills

1	Needs improvement
2	Adequate
3	Good
4	Excellent

15 - XTR-Q1138 Please rate the employee's skills in the following areas, which you marked "important" or "very important": Other (from previous question) - Employee's skills in important competencies: Other

Employee's skills in important competencies: Other

Please rate the employee's skills in the following areas, which you marked "important" or "very important": Other

1	Needs improvement
2	Adequate
3	Good
4	Excellent

16 - Q21 Relative to employees without humanities graduate training, the overall performance of alternative academic employees tends to be: - Performance of alt-ac employees compared to others without humanities training?

Performance of alt-ac employees compared to others without humanities training?

Relative to employees without humanities graduate training, the overall performance of alternative academic employees tends to be:

1	Much stronger

2	Somewhat stronger
3	About the same
4	Somewhat weaker
5	Much weaker

16 - Q21 Relative to employees without humanities graduate training, the overall performance of alternative academic employees tends to be: More detail - Performance of alt-ac employees compared to others without humanities training? (Detail)

Performance of alt-ac employees compared to others without humanities training? (Detail)

Relative to employees without humanities graduate training, the overall performance of alternative academic employees tends to be: (Detail)

Type
Text

17 - Q12 Do you provide training and development to your employees? - Training and development provided?

Training and development provided?

Do you provide training and development to your employees?

1	Yes, regularly
2	Yes, as needed
3	No

18 - Q13 Is the amount of training provided based on a fixed dollar amount/time? - Fixed dollar amount/time for training?

Fixed dollar amount/time for training?

Is the amount of training provided based on a fixed dollar amount/time?

1	Yes, fixed dollar amount
2	Yes, fixed amount of time
3	Depends on employee's role/salary/time with company/other factors
4	No, there is no fixed amount
5	No training is provided

18 - Q13 More detail - Fixed dollar amount/time for training? (Detail)

Fixed dollar amount/time for training? (Detail)

Is the amount of training provided based on a fixed dollar amount/time? (Detail)

Type
Text

19 - Q14 In what areas have your alternative employee needed training? In what areas do you expect training will be needed in the future?: Content knowledge - Training needed, past or future: Content knowledge

Training needed, past or future: Content knowledge

In what areas have your alternative employee needed training? In what areas do you expect training will be needed in the future? >>Content knowledge

1	Training has been provided
2	Training has been recommended
3	Training will likely be needed in the future
4	No training needed (employee strength)
5	No training needed (not required by position)

19 - Q1441 In what areas have your alternative employee needed training? In what areas do you expect training will be needed in the future?: Research skills - Training needed, past or future: Research skills

Training needed, past or future: Research skills

In what areas have your alternative employee needed training? In what areas do you expect training will be needed in the future? >>Research skills

1	Training has been provided
2	Training has been recommended
3	Training will likely be needed in the future
4	No training needed (employee strength)
5	No training needed (not required by position)

19 - Q1442 In what areas have your alternative employee needed training? In what areas do you expect training will be needed in the future?: Oral communication - Training needed, past or future: Oral communication

Training needed, past or future: Oral communication

In what areas have your alternative employee needed training? In what areas do you expect training will be needed in the future? >>Oral communication

1	Training has been provided
2	Training has been recommended
3	Training will likely be needed in the future
4	No training needed (employee strength)
5	No training needed (not required by position)

19 - Q1443 In what areas have your alternative employee needed training? In what areas do you expect training will be needed in the future?: Writing - Training needed, past or future: Writing

Training needed, past or future: Writing

In what areas have your alternative employee needed training? In what areas do you expect training will be needed in the future? >>Writing

1	Training has been provided
2	Training has been recommended
3	Training will likely be needed in the future
4	No training needed (employee strength)
5	No training needed (not required by position)

19 - Q1444 In what areas have your alternative employee needed training? In what areas do you expect training will be needed in the future?: Editing - Training needed, past or future: Editing

Training needed, past or future: Editing

In what areas have your alternative employee needed training? In what areas do you expect training will be needed in the future? >>Editing

1	Training has been provided
2	Training has been recommended

3	Training will likely be needed in the future
4	No training needed (employee strength)
5	

19 - Q1445 In what areas have your alternative employee needed training? In what areas do you expect training will be needed in the future?: Analytical skills - Training needed, past or future: Analytical skills

Training needed, past or future: Analytical skills

In what areas have your alternative employee needed training? In what areas do you expect training will be needed in the future? >>Analytical skills

1	Training has been provided
2	Training has been recommended
3	Training will likely be needed in the future
4	No training needed (employee strength)
5	No training needed (not required by position)

19 - Q1446 In what areas have your alternative employee needed training? In what areas do you expect training will be needed in the future?: Collaboration - Training needed, past or future: Collaboration

Training needed, past or future: Collaboration

In what areas have your alternative employee needed training? In what areas do you expect training will be needed in the future? >>Collaboration

1	Training has been provided
2	Training has been recommended
3	Training will likely be needed in the future
4	No training needed (employee strength)
5	No training needed (not required by position)

19 - Q1447 In what areas have your alternative employee needed training? In what areas do you expect training will be needed in the future?: Project

management - Training needed, past or future: Project management

Training needed, past or future: Project management

In what areas have your alternative employee needed training? In what areas do you expect training will be needed in the future? >>Project management

1	Training has been provided
2	Training has been recommended
3	Training will likely be needed in the future
4	No training needed (employee strength)
5	No training needed (not required by position)

19 - Q1448 In what areas have your alternative employee needed training? In what areas do you expect training will be needed in the future?: Technical skills - Training needed, past or future: Technical skills

Training needed, past or future: Technical skills

In what areas have your alternative employee needed training? In what areas do you expect training will be needed in the future? >>Technical skills

1	Training has been provided
2	Training has been recommended
3	Training will likely be needed in the future
4	No training needed (employee strength)
5	No training needed (not required by position)

19 - Q1449 In what areas have your alternative employee needed training? In what areas do you expect training will be needed in the future?: Management - Training needed, past or future: Management

Training needed, past or future: Management

In what areas have your alternative employee needed training? In what areas do you expect training will be needed in the future? >>Management

1	Training has been provided
2	Training has been recommended
3	Training will likely be needed in the future
4	No training needed (employee strength)

| 5 | No training needed (not required by position) |

19 - Q1450 In what areas have your alternative employee needed training? In what areas do you expect training will be needed in the future?: Leadership - Training needed, past or future: Leadership

Training needed, past or future: Leadership

In what areas have your alternative employee needed training? In what areas do you expect training will be needed in the future? >>Leadership

1	Training has been provided
2	Training has been recommended
3	Training will likely be needed in the future
4	No training needed (employee strength)
5	No training needed (not required by position)

19 - Q1451 In what areas have your alternative employee needed training? In what areas do you expect training will be needed in the future?: Administrative skills - Training needed, past or future: Administrative skills

Training needed, past or future: Administrative skills

In what areas have your alternative employee needed training? In what areas do you expect training will be needed in the future? >>Administrative skills

1	Training has been provided
2	Training has been recommended
3	Training will likely be needed in the future
4	No training needed (employee strength)
5	No training needed (not required by position)

19 - Q1452 In what areas have your alternative employee needed training? In what areas do you expect training will be needed in the future?:

Persuasive skills - Training needed, past or future: Persuasive skills

Training needed, past or future: Persuasive skills

In what areas have your alternative employee needed training? In what areas do you expect training will be needed in the future? >>Persuasive skills

1	Training has been provided
2	Training has been recommended
3	Training will likely be needed in the future
4	No training needed (employee strength)
5	No training needed (not required by position)

19 - Q1453 In what areas have your alternative employee needed training? In what areas do you expect training will be needed in the future?: Interpersonal/office culture skills - Training needed, past or future: Interpersonal/office culture skills

Training needed, past or future: Interpersonal/office culture skills

In what areas have your alternative employee needed training? In what areas do you expect training will be needed in the future? >>Interpersonal/office culture skills

1	Training has been provided
2	Training has been recommended
3	Training will likely be needed in the future
4	No training needed (employee strength)
5	No training needed (not required by position)

19 - Q1454 In what areas have your alternative employee needed training? In what areas do you expect training will be needed in the future?: Other (optional; please specify) - Training needed, past or future: Other

Training needed, past or future: Other

In what areas have your alternative employee needed training? In what areas do you expect training will be needed in the future? >>Other

1	Training has been provided
2	Training has been recommended
3	Training will likely be needed in the future
4	No training needed (employee strength)

5	No training needed (not required by position)

19 - Q1454 In what areas have your alternative employee needed training? In what areas do you expect training will be needed in the future?: Additional information - Training needed, past or future: Other (Detail)

Training needed, past or future: Other (Detail)

In what areas have your alternative employee needed training? In what areas do you expect training will be needed in the future? >>Other (Detail)

Type
Text

20 - Q15: What types of training formats have you recommended? Corporate training courses - Recommended training formats?: Corporate training courses

Recommended training formats?: Corporate training courses

What types of training formats have you recommended? >>Corporate training courses

1	True

20 - Q15: What types of training formats have you recommended? University courses - Recommended training formats?: University courses

Recommended training formats?: University courses

What types of training formats have you recommended? >>University courses

1	True

20 - Q15: What types of training formats have you recommended? Workshops - Recommended training formats?: Workshops

Recommended training formats?: Workshops

What types of training formats have you recommended? >>Workshops

1	True

20 - Q15: What types of training formats have you recommended? Online training/webinars - Recommended training formats?: Online training/webinars

Recommended training formats?: Online training/webinars

What types of training formats have you recommended? >>Online training/webinars

1	True

20 - Q15: What types of training formats have you recommended? Mentorship - Recommended training formats?: Mentorship

Recommended training formats?: Mentorship

What types of training formats have you recommended? >>Mentorship

1	True

20 - Q15: What types of training formats have you recommended? Self-directed training - Recommended training formats?: Self-directed training

Recommended training formats?: Self-directed training

What types of training formats have you recommended? >>Self-directed training

1	True

20 - Q15: What types of training formats have you recommended? Books or other reference resources - Recommended training formats?: Books or other reference resources

Recommended training formats?: Books or other reference resources

What types of training formats have you recommended? >>Books or other reference resources

1	True

20 - Q15: What types of training formats have you recommended? Other - Recommended training formats?: Other (Detail)

Recommended training formats?: Other (Detail)

What types of training formats have you recommended? >>Other (Detail)

Type
Text

21 - Q22 Relative to employees without humanities graduate training, alternative academic employees tend to need: - Amount of training needed for alt-ac employees vs. others?

Amount of training needed for alt-ac employees vs. others?

Relative to employees without humanities graduate training, alternative academic employees tend to need:

1	Substantially less training
2	Slightly less training
3	The same amount of training
4	Slightly more training
5	Substantially more training

21 - Q22 Relative to employees without humanities graduate training, alternative academic employees tend to need: More detail - Amount of training needed for alt-ac employees vs. others?

Amount of training needed for alt-ac employees vs. others?

Relative to employees without humanities graduate training, alternative academic employees tend to need:

Type
Text

22 - Q24 Value of PhD in your workplace - Value of PhD in your workplace?

Value of PhD in your workplace?

Please comment on your perception of the value of the PhD in your workplace.

Type
Text

23 - Q16 Recommendations/comments? - Recommendations to improve career prep in humanities grad programs?

Recommendations to improve career prep in humanities grad programs?

Do you have any recommendations for improving career preparation in humanities graduate programs, or do you have any other comments you wish to make?

Type
Text