GRADUATE SCHOOL OF EDUCATION AND HUMAN DEVELOPMENT



UNIVERSITY OF ROCHESTER ROCHESTER, NEW YORK 14627

HIGHER EDUCATION CAREER QUESTIONNAIRE

The following questions are designed to investigate the kind of commitment to career made by academic individuals. They include questions about your personal background, career, family and self. Most questions can be answered with a check mark, a circle, or a brief phrase. Please answer all applicable questions.

	I. BACKGROUND INFORMATION
۱.	Date of birth: 5/23/25 Place of birth: New Jersey
2.	
3.	Your present marital status: 4. Your present living arrangement:
	(Check and complete all that apply) (Check one)
	Never Harried Living Alone
	Married How long? Living in a Religious Community
	Separated How long? Living with Marital Spouse (Partner
	Divorced How long? Living with Roommate
	Remarried /2 unylow long? Living Together in Long-term
	Widowed O How long? Relationship
	Other Number of Marriages Other (Explain)
5.	Number of Children: 2 (Number)
•	Age Sex Natural (Born to you) Step or Adopted Living with You
	(please check) (check) (check yes or no)
	15 M Yes V No
	5 F Yes No
	YesNo
	Yes No
e	Religious Affiliation: (Check)Catholic;Protestant;Jewish;Other;
ο.	None.
7	Race/Ethnic Status: (Check one) White; Black; Asian; Native American;
, .	Hispanic; Other.
8.	Your birth order (indicate by number)in a family of3 children.
	Your Educational Background:
-	Degree Awarded Academic institution Major Field Year
	Bachelor's Columbia Zoology 44
	Master's
	ABD (All but dissertation)
	Doctorate Yale Microbrology 47
10.	Current Title: President + Professor
11.	. Is this a full-time job:; part-time job: If part-time, list other
	jobs currently held:

12.	Parental Information:	
	Level of Education Each Parent Reached	Parents Occupation in Your Childhood
	(Check highest level reached)	(Indicate number of years)
	Father Mother	Father Hother
a.	Grade School	a. Professional
ь.	Some high school	(MD, PhD, LLD)
	High school graduate	b. Nurse, teacher,
	Some college/technical	social worker
	school	c. Other professional
a .	College graduate	d. Manager, administrator
	Some graduate work	e. Proprietor, in business
	Master's degree	f. Clerical, sales, secly
_	Doctorate (MD, PhD, LLD, EdD)	g. Technician, crafts
	Post-Doctorate	h. Semi-skilled or
٠.		unskilled
		1. Domestic work
]. Homemaker
12	Father's Country of Birth Grae	k. Unemployed
1).	Mother's Country of Birth 1979	1. Other (Specify)
14.	Your Partner's (spouse or other) job:	physician
	Highest degree obtained by Partner (spoo	
15.		r relationship one in which both partners
	are involved in full-time jobs?Ye	
16.	Type of Academic Institution at which yo	
a.		A),College (offers BA),College (Jr.
ь.		Private Religious,Other
c.	Coed,All males,	All females
17.	How long have you held your present titl	e (in years):
	How long have you worked at your present	
	there (in years): 2	
19.	How long have you worked at all education	onal institutions combined (in years): 33
20.	Your annual salary from your position (C	hack range closest to your current annual
	salary):	
	•	900 - \$30,000\$40,000 - \$45,000
	Less than \$15,000\$25,0	\$40,000 - \$45,000 100 - \$35,000\$45,000 - \$50,000
	Less than \$15,000 \$25,0 \$15,000 - \$20,000 \$30,0	
21.	Less than \$15,000 \$25,0 \$15,000 - \$20,000 \$30,0 \$20,000 - \$25,000 \$35,0	000 - \$35,000
21.	Less than \$15,000 \$25,0 \$15,000 - \$20,000 \$30,0	\$45,000 - \$50,000 000 - \$40,000
21.	Less than \$15,000 \$25,0 \$15,000 - \$20,000 \$30,0 \$20,000 - \$25,000 \$35,0 Type of schools you have attended (Indic	\$45,000 - \$50,000 000 - \$40,000
	Less than \$15,000 \$25,0 \$15,000 - \$20,000 \$30,0 \$20,000 - \$25,000 \$35,0 Type of schools you have attended (Indicattended by checking appropriate spaces)	\$45,000 - \$50,000 00 - \$40,000
a.	Less than \$15,000 \$25,0 \$15,000 - \$20,000 \$30,0 \$20,000 - \$25,000 \$35,0 Type of schools you have attended (Indic attended by checking appropriate spaces) Kind of School Public	\$45,000 - \$50,000 00 - \$40,000
a . b.	Less than \$15,000 \$25,0 \$15,000 - \$20,000 \$30,0 \$20,000 - \$25,000 \$35,0 Type of schools you have attended (Indic attended by checking appropriate spaces) Kind of School Public Elementary	\$45,000 - \$50,000 00 - \$40,000
a. b. c.	Less than \$15,000 \$25,0 \$15,000 - \$20,000 \$30,0 \$20,000 - \$25,000 \$35,0 Type of schools you have attended (Indic attended by checking appropriate spaces) Kind of School Public Elementary High School	\$45,000 - \$50,000 00 - \$40,000
a. b. c.	Less than \$15,000 \$25,0 \$15,000 - \$20,000 \$30,0 \$20,000 - \$25,000 \$35,0 Type of schools you have attended (Indic attended by checking appropriate spaces) Kind of School Elementary High School Undergraduate Graduate School	\$45,000 - \$50,000 \$45,000 - \$50,000 \$00 - \$40,000 \$00 - \$50,000 \$00
a. b. c.	Less than \$15,000 \$25,0 \$15,000 - \$20,000 \$30,0 \$20,000 - \$25,000 \$35,0 Type of schools you have attended (Indic attended by checking appropriate spaces) Kind of School Elementary High School Undergraduate Graduate School Size of School Very Large	\$45,000 - \$50,000
a. b. c. d.	Less than \$15,000 \$25,0 \$15,000 - \$20,000 \$30,0 \$20,000 - \$25,000 \$35,0 Type of schools you have attended (Indic attended by checking appropriate spaces) Kind of School Elementary High School Undergraduate Graduate School Size of School Very Large Over 10,000	\$45,000 - \$50,000 \$45,000 - \$50,000 \$00 - \$40,000 \$00 - \$50,000 \$00
a. b. c. d.	Less than \$15,000 \$25,0 \$15,000 - \$20,000 \$30,0 \$20,000 - \$25,000 \$35,0 Type of schools you have attended (Indic attended by checking appropriate spaces) Kind of School Elementary High School Undergraduate Graduate School Size of School Very Large	\$45,000 - \$50,000 00 - \$40,000

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Type of School Coeducational All-Hale All-Female
a. Elementary
b. High School
c. Undergraduate
d. Graduate School
22. Family Mobility: Please circle the number corresponding to how geographically
mobile your family actually was during your childhood and adolescence (how
frequently they actually moved).
Did not move at all Hoved a great deal
1 2 (3) 4 5 6 7
23. Family's Response to your education: Using the following scale of "!" (not
important) to "7" (Highly important), please indicate how important the following
reasons were in your family's perception for you continuing your education.
Not important Highly important
1 2 3 4 5 6 7
a. So I could be a provider for myself. 6 (Choose a number from scale above)
b. So I could be a provider for others
c. As a temporary activity until marriage.
d. As a supplement to spouse's income.
e. As a substitute income should my spouse become ill, die or divorce me.
f. As an end in itself6
g. Other (explain)
24. Has your educational experience been (check one): _full-time;part-time;both.
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		10 10017 -	ITIE OF POS	Ition (Chro	mologically)	Full-time	Part-time
						(check)	(check)
	1947-	<u>58 _</u>	Pr	-ofesso	2	<u> </u>	
	1959-	<u> 78 </u>	Den	tZhain	, / "		
	1978 -		pro	2 siden	<u> </u>		
							
	•			· · · · · · · · · · · · · · · · · · ·			
	·						**************************************
	5. Importance o	f Career	Please India	cate how Im	portant your	career is to	o you by
•	circling the				por tant 7001		, , , , ,
	-	ll important				Highly	Important
	1	2	- 3	4	5	6	(7 [^])
E	6. Career Aspir			·			
	a. How long do		remain in	your curre	nt position?	_/0	rears.
	b. What Is you						~
	c. What Is you					etive	
	d. If legal re-	=				ou remain act	lve profes-
	sionally in	an administ	rative posi	ition? <u> </u>	es,	No.	
	e. Do you plan	to retire?	Yes,	No.			
7	7. Under what c	Ircumstances	would you	be likely	to move? Plea	se indicate	the likelihood
	of your movi	ng for each	of the foll	lowing reaso	ons by using	the scale be	low, and
	writing a nu	mber in the	space befor	re each sta	tement:		
	writing a nu Highly U		space befor	re each sta	tement:	Highly Li	kely
	Highly U	nlikely 2	3	4	5	6	kely
	Highly Un	nlikely 2 uld move if	3 a more attr	4 ractive Job	5 offer occurr	6 red.	7
	Highly U	nlikely 2 uld move if uld move if	3 a more attr i did not s	4 ractive job	5 offer occurs	6 red.	7
	Highly U	nlikely 2 uld move if uld move if uld move for	a more attr i did not s	4 ractive Job get a reapport g and better	5 offer occursointment to m r benefits.	6 red.	7
	Highly Un 1 2 a. 1 wor 1 b. 1 wor 1 c. 1 wor 1 d. 1 wor	nlikely 2 uld move if uld move if uld move for uld move for	a more attr i did not g more money	4 ractive job get a reappor g and better ntellectual	5 offer occurs ointment to m r benefits. challenge.	6 red. ny present Jo	7
	Highly Un 1 2 a. 1 wor 1 b. 1 wor 1 c. 1 wor 1 d. 1 wor NA e. 1 wor	uld move if uld move if uld move for uld move for uld move if	a more attr i did not g more money greater in i were reas	tactive job get a reapport and better stellectual	5 offer occurrent to me to be the fits. challenge. my present em	6 red. ny present jo	7
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	Highly Un 1 2 a. 1 wor 1 c. 1 wor 1 d. 1 wor NA e. 1 wor 5 f. 1 wor 2 g. 1 wor	uld move if uld move if uld move for uld move for uld move if uld move for uld move for	a more attributed in did not go more money greater in I were reasonal h	4 ractive Job get a reappor y and better ntellectual ssigned by mealth and (5 offer occurrent to me to be the fits. challenge. my present em	6 ny present jo nployer. th.	
	Highly Un 1 2 a. 1 wor 1 c. 1 wor 1 d. 1 wor NA e. 1 wor 5 f. 1 wor child	uld move if uld move if uld move for uld move for uld move if uld move for	a more attributed in did not go more mone; greater in liwere reasonal hopersonal r	ractive Job get a reapport y and better ntellectual ssigned by mealth and (reasons such	5 offer occurs offer occurs of the second of	6 ny present jo nployer. th.	
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8	Highly Un 1 2 a. 1 won 1 b. 1 won 1 d. 1 won NA e. 1 won 5 f. 1 won child 1. 0 then	uld move if uld move if uld move for uld move if uld move if uld move if uld move for uld move for uld move for uld move for or (specify)	a more attributed in did not go more money greater in it were reast parsonal in personal in my partner	ractive Job get a reapport y and better ntellectual ssigned by a nealth and it reasons such	offer occurrentment to menefits. challenge. my present emfemily's heal n as better opertunity.	6 red. ny present jo nployer. th. npportunities	7 ob. for spouse,
8	Highly Un 1 2 a. 1 won 7 b. 1 won 1 c. 1 won 1 d. 1 won 5 f. 1 won 2 g. 1 won child 1. Other	uld move if uld move if uld move for dren, etc. uld move for (specify) on Mobility.	a more attributed in did not go more money greater in liwere reasonal hopersonal remy partner	ractive Job get a reapport and better signed by a mealth and (reasons such	offer occurs offer occurs of the second of the second occurs occu	e following	ob. for spouse,
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8	Highly Un 1 2 a. 1 won 1 b. 1 won 1 d. 1 won NA e. 1 won 5 f. 1 won child Th. 1 won 1. Other Limitations on	uld move if uld move if uld move for or (specify) on Mobility. your Job mo fore each re	a more attributed in did not go more money greater in it were reast parsonal in personal in my partner. Please in billity by un	ractive Job get a reapport and better signed by a mealth and (reasons such	offer occurs offer occurs of the second of the second occurs occu	e following	7 ob. for spouse, reasons are number in
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•	-5-
	9. Would you work if you didn't have to for economic reasons?Yes,No. If yes,
	why?
	10. Until what age do you see yourself working? 70+ re: health
	11. Why do you work? Please rank order the reasons listed below, using "!" for the
	most important reason, and "5" for the least important reason:
	Out of necessity as I am my own sole support.
	For economic reasons to supplement my partner's income.
	3 For emotional and psychological reasons (I don't need the money - I enjoy it).
	Z For intellectual and creative reasons.
	For personal and social reasons (to keep busy, keep from getting bored, to
	meet people).
	Other (explain)
	12. Does your present job involve any social responsibilities such as entertaining?
	Yes, No. If yes, how frequently? Very Often,Sometimes,Seldom
	If yes, what type of responsibilities do you personally perform?
	(Check all that apply):
	Organizing and planning Buying ItemsServing
	Inviting guests Cooking Clean-up
	If not you, then who else completes these tasks?Partner/Spouse,Sec'y/Ass't.
	13. Please indicate how successful you consider yourself to be in your career by
	circling the appropriate number:
	Not at all successful Highly successful
	1 2 3 4 5 6 7
	14. Reasons for degree of success. Please assign percentages to each of the
	following reasons, according to how much each reason contributes to your success
	in your career. The total percentages should add up to 100%:
	70% Hard work and putting in a great deal of effort.
	/O% A great deal of luck, timing, knowing the right people.
	Ease of the Jobs I've had.
	100% Total
	15. Using the scale below, select the number for each word listed below that best
	describes you in your present job as you see yourself. Write a number for each
	word in the space in front of each word:
	Not at all like me Very much like me
	1 2 3 4 5 6 7
	Sensitive Spleasant 6 concerned
	6 authoritative 6 compassionate 5 powerful
	7 Intelligent 3 unemotional 5 sincere
	6 open 6 friendly 7 just
	6 dominant 6 influential 4 talkative
	16. How many professional articles have you had published in the past five years?
	(check one): None, 1-2, 3-5, 6-10, 11-15, over 15
	17. How many professional books have you had published in the past five years?
	(check one): None, one, two, three, four, five or more
	18. How many professional presentations (e.g., papers, speeches, workshops) have
	you given in the past five years? (check one): None, 1-5, 6-10,
	11-20, 21-40, 41-60, 61-100, over 100

: • •

III. FAMILY ORIENTATION Questions in this section refer to your "family" which may be defined as one's parents, brothers, sisters, spouse/partner, children, relatives, and/or any other members of your home. However, you may consider additional persons to be a part of your own personal family. Please answer the following questions with reference

those persons	you consi	der to be i	n your "Tam	ну."		
Members of you	ur family:	Please In	dicate with	a number al	1 of those	people you
consider a pa	rt of <u>your</u>	family:	Spouse/P	artner, 2	_Children,	Parents,
Relatives	s,Fr	lends,	_Colleagues	,Other	(explain)	
Please Indica	te how imp	ortant the	family you	described ab	ove is to	you by
circling the	appropriat	e number:				
Not at all	Important				Highly	Important
1	2	3	4	5	6	(7)
How has your 1	family aff	ected your	career? U	sing the sca	le below,	please
indicate how y	your famil	y has affec	ted your ca	reer by writ	Ing the ap	propriate
number in the	space in	front of ea	ch statemen	t:		
Not at all					A grea	t deal
• 1	2	3	4	5	6	7
4 a. My fan	nlly has e	nhanced my	career			
		-				
	·='					
				h a check who	ose primar	y responsibili
		•				
·		_				
				Partner's	Equally	Another's
	_					
b. Child care	(actual o	r planning	for)			
			·			
_						
• • •						
	_					
a. Laundry	-					
	Members of yo consider a pa Relative: Please indicate indicate indicate how your indicate how family	Members of your family: consider a part of your Relatives, Fr Please indicate how imp circling the appropriat Not at all important 1 2 How has your family aff indicate how your family number in the space in Not at all 2 a. My family has a b. My family has a c. Having a family family Responsibilities it is, or was if childred partner's, both equally Responsibility a. Interior cleaning b. Child care (actual of a control of the control of	Members of your family: Please in consider a part of your family: Relatives, Friends, Please indicate how important the circling the appropriate number: Not at all important 1 2 3 How has your family affected your indicate how your family has affect number in the space in front of earnower in the space in	Members of your family: Please Indicate with consider a part of your family: Spouse/P Relatives, Friends, Colleagues Please Indicate how Important the family you circling the appropriate number: Not at all Important 2 4 How has your family affected your career? U indicate how your family has affected your canumber in the space in front of each statemen Not at all 2 4	consider a part of your family: I Spouse/Partner, Z Relatives, Friends, Colleagues, Other Please indicate how important the family you described ab circling the appropriate number: Not at all important 1 2 3 4 5 How has your family affected your career? Using the sca indicate how your family has affected your career by writ number in the space in front of each statement: Not at all 1 2 3 4 5 4 a. My family has enhanced my career 2 b. My family has hampered my career 3 c. Having a family has cost me 7 d. Having a family has benefitted me Family Responsibilities. Please indicate with a check whit is, or was if children are grown, for each of the followartner's, both equally, or another's. Responsibility a. Interior cleaning b. Child care (actual or planning for) c. Driving child to appointments d. Meal preparation e. Food shopping f. Dish-washing	Members of your family: Please Indicate with a number all of those consider a part of your family: I Spouse/Partner, Children, Relatives, Friends, Colleagues, Other (explain) Please Indicate how important the family you described above is to circling the appropriate number: Not at all important Highly 1 2 3 4 5 6 How has your family affected your career? Using the scale below, indicate how your family has affected your career by writing the ap number in the space in front of each statement: Not at all A greater. Not at all A greater. To he Having a family has enhanced my career To he Having a family has benefitted me Family Responsibilities. Please indicate with a check whose primary it is, or was if children are grown, for each of the following: your partner's, both equally, or another's. Responsibility Yours Partner's Equally a. Interior cleaning b. Child care (actual or planning for) C. Driving child to appointments d. Meal preparation e. Food shopping f. Dish-washing

Ke	sponsibility	TOURS	Partner's	Equality	Another's
a.	Interior cleaning				
ь.	Child care (actual or planning for)				
c.	Driving child to appointments			·	
d.	Meal preparation				
e.	Food shopping				
f.	Dish-washing				
g.	Laundry				
h.	Exterior yard work				
ı.	Repairs to house or apartment				
j.	Repairs to automobile				
k.	Buying furniture				
1.	Buying other household items				
m.	Buying clothing				****

5. Financial Responsibilities. Who actually controls the money for each of the

fo	llowing	7	٠		
a.	Paying	bills by writing the checks			
Ь.	Paying	for housing	 		
c.	Paying	fixed expenses (utilities)	 		
đ.	Paying	for food	 		
е.	Paying	for furniture		****	
f.	Paying	for clothes	 		
η.	Paying	for vacations	 		
٦.	Paying	for savings			
١.	Paying	for luxurles			
	Paying	for miscellaneous items			

			-7-			
6.	When someone who depend	ls on you is it	1, whose r	espons [bill	ty is it to	taka time
	from work to care for t		arrangeme	nts for the	ir care?	
	Yours, Pa	rtner's, _	Equal 1	y Both,	Anothe	r's
7.	Please indicate how sat	isfied you are	with the	current div	ision of lab	or in your
	household by circling t	he appropriate	number:			
	Not at all satisfie	d		\sim	Highly sati	sfied
	1 2	3	4	(5)	6	
8.	How has your career aff	ected your fam	<u>ily</u> ? Usin	g the scale	below, pleas	se indicate
	how your career has aff	ected your fam	ily by wri	ting the app	ropriate num	mber in the
	spaces in front of each	statement:				
	Not at all				A great	t deal
	1 2	3	4	5	6	7_
	a. Having a caree	r has cost me.				
	7 b. Having a caree	r has benefitte	ed me.			
	5 c. My career has	enhanced my far	mily.			
	3 d. My career has	hampered my fam	nily.			
9.	Effects of children in	your life. Usin	ng the sca	le below, pl	ease indicat	e how having
	child, if you do, or ho	w not having a	child, has	affected y	our health a	ind
	your career by writing	the number in t	the space	In front of	each stateme	ent:
	Strongly disagree				Strongly ag	ree
	1 2	3	4	5	6	7_
	a. I've had <u>no</u> hea					
	b. I have had heal					
	c. I have had heal					
10.	I took off the followly		me after n			_
	None 3 mos.		yr.	1-3 yrs.	3-5 yrs.	over 5 yrs.
	Was your family size p		· —	_No.		
12.	As a young adult, did y	you plan or exp	ect to:	Yes	No Wash	't Sure
	Remain single?					
	Marry but have no child	_		 , •		
	Marry and have children			 ·		
	Care for elderly parent				<u> </u>	
13.	Regarding your present				nave your e	ariier pians
	(listed above in quest)	ion twelve) bee	IN TEATIZED	1	Comp1	etelv
	Not at all	2	L	E	6	(7)
14	If you received a job of	poportunity to	move elsew	hara how 1		that you
17.	would move?	opportunity to	MOTE ETSEN	incre, now i	10017 13 10	,00
	Not at all likely				Highly L	Ikaly
	1 2	2	L	ε	6	7
15	How likely is it that y	OUT DATEDOT WO	uld move w	Ith you?		
٠,.	Not at all likely	our parener wo	uju move n	,	Highly L	ikelv
	1 2	3	4	5	(6)	7
16.	If your partner receive	d a lob opport	unity to m		e, how like	ly is it
•	that your partner would					-
	Not at all likely		•		Highly L	lkely
	1 (2)	3	4	5	6	7
17.	How likely is it that y		with your			
	Not at all likely		_		Highly L	lkely
-	1 2	3	(4)	5	6	
					-	

IV. SELF ORIENTATION

					Extens	lve <u>trav</u> aling	ber:
	2		4	5	6	(j)	
Regarding into	erests and	hobbles,	Indicate ho	w many you	actually purs	ue by circling	
the appropriat				•			
1 actually	pursue no	one			actually	pursue many	
1	2	3	(4)	5	6	7	
Sometimes succ	essful per	ple feel	like impost	ers. actino	a part but fo	ering they will	
be discovered.							
Never				,, , ,		Often	
	2	3	4	5	6	7	
is this impost	er experie	nce more		falt at w		No (Exp	iain)
is this impost	•					No "	,
is this impost						No "	
Personal deval				_			
pursuing hobbi	•	-	ilis). HOW	IIKBIY IS	it for you to	pursus such	
personal develo	-	eriences?			***	L1., 114 - 1	
Not at all	ilkely	_		_		hly ilkely	
			4	5	6		
How extensive	•						
Interact, share	Interest	and soci	lelize)? Ci	rcle the e	propriate num	ber:	
No support	system			\sim	Exten	lve system	
_!	2		4	(5)	6		
Do you have you	r own pers	onal chec	king or sav	Ings accour	t? Yes	No	
						family and sel	f 7
No conflict		•	•	_		ive conflict	
1	•	1	4	(5)	6	7	
							
What was the ne							
Within the lest		e you exp	11ME	•		s you'd define	1 t 7
		e you exp		•		s you'd define ive crises	1 t 7
Within the lest No crisis	year, hav	<u> </u>	erlanced and	•			1 t 7
Within the lest No crisis	year, hav	<u> </u>	erlanced and	•	Extens		1 t 7
Within the lest No crisis	year, hav	<u> </u>	erlanced and	•	Extens		1 t 7
Within the lest No crisis 1	year, hav	3 e crisis?	erlanced and	y kind of "	Extens 6	ive crises	1 t 7
Within the lest No crisis 1 That was the na	year, hav	3 e crisis? sponsor (erlanced and	y kind of " 5	Extens 6	ive crises 7 ed you in your	1 t 7
Within the lest No crisis 1 That was the na	year, hav	3 e crisis? sponsor (erlanced and	y kind of " 5	Extens 6	ive crises 7 ed you in your	1 t 7
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No crisis No crisis That was the native you had a professional and mentor, including	year, hav	3 e crisis? sponsor (developm age and i	sameone who	y kind of " 5 actively h Yes,	Extens 6 slped and guld No. If yes, d	od you in your	1 :7
Within the lest No crisis 1 What was the na deve you had a professional and mentor, including	year, have a second to the sec	aponsor (developmage and i	someone who ent)? how your man	ectively h	Extens 6 alped and guid No. If yes, d you: You:	ed you in your	
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Within the lest No crisis I that was the na deve you had a perofessional and mentor, including Professor Socro	year, have a series at celes model	aponsor (developmage and lege, h acher (someone	someone who ent)? how your mar nale, a syou looked	ectively h Yes. Now 1 / 6	elped and guid No. If yes, of your years of	ed you in your escribe your ler. he like, who	posi
Within the lest No crisis 1 What was the na Neve you had a serve you had a se	ture of the mantor or depersonal as and as and as a column as a co	sponsor (developm age and i lear, n acher (someone	someone who ent)? how your man you looked ay or may no	ectively he yes, when the yes and the yes	Extens 6 elped and guld No. If yes, d you: O years o/d Ired, tried to wn they were y	ed you in your escribe your ler. he like, who our role model)?	posi
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Within the lest No crisis 1 what was the na deve you had a professional and mentor, including Professional and estrongly influences	ture of the mantor or dispersional at columnate rola model need you, I no. If ye	aponsor (developm age and i leas, h acher (someone but who mi	someone who ent)? how your mar nale, a given looked ay or may no libe your roll	ectively he yes, and to helped yes, and to helped yet, administ have known a model, it	Extens 6 elped and guid No. If yes, d your Oyears o/d Ired, tried to who they were y actualing sex e	ed you in your escribe your ler. he like, who our role model)? nd age and how	cyel Posi Crit
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Thank you for your cooperation. Sandra F. Mark, Research Coordinator