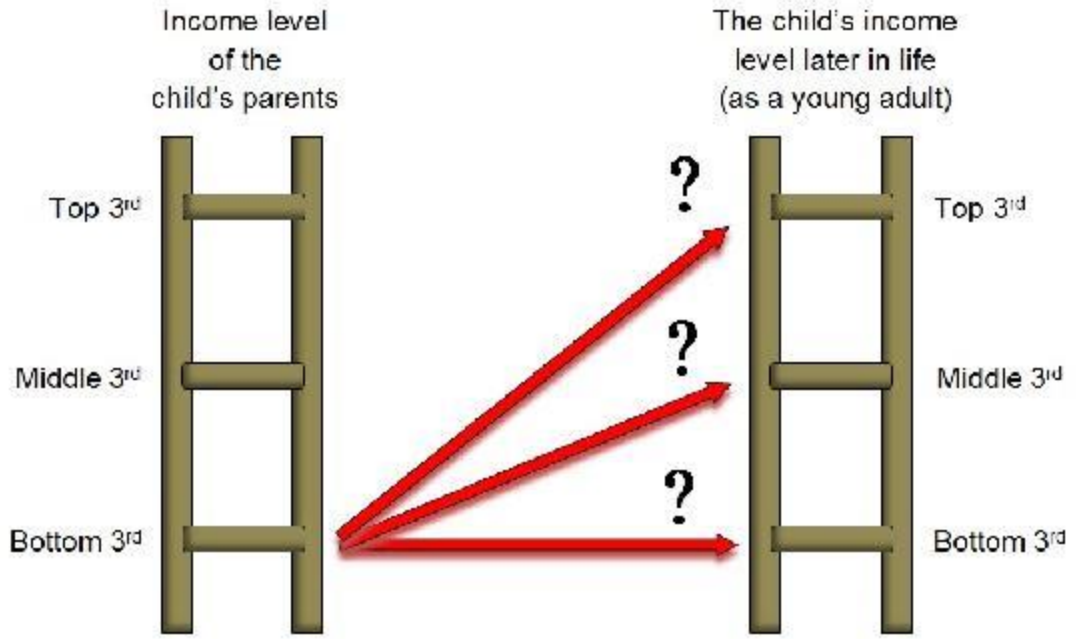
SM_1

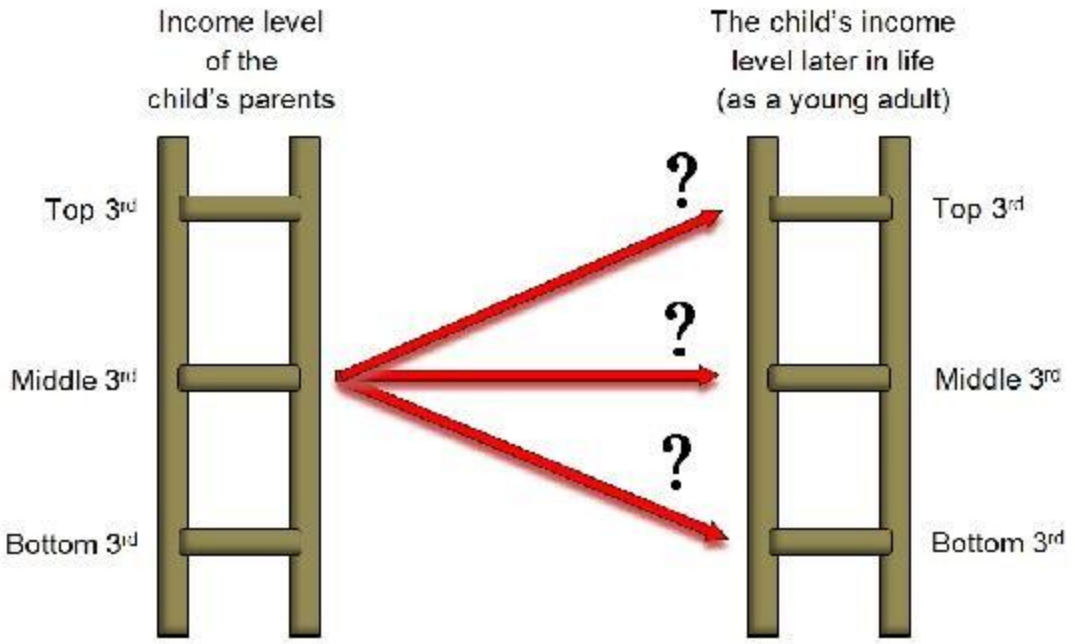
Informed Consent Please read this consent document carefully before you decide to participate in this study. You must be 18 years of age or older to participate. Purpose of the research study: You have been invited to participate in a research study. The purpose of this study is to better understand how people think about fairness in the workplace. If you chose to participate, you will be asked to complete an online survey by carefully reading all survey materials and providing honest responses to the questions. Time required: About 15 minutes. Risks, Benefits, and Compensation: There are no known risks or benefits involved in this study. If you choose to participate in this study, you will earn $0.50 for use on Amazon.com through the Mechanical Turk payment system. Confidentiality: No identifying information will be collected. Neither your name nor any other identifying information will be known to the researchers, or be connected in any way with your responses. The final part of this survey asks you to provide some general demographic information about yourself. This information is only used to describe your general characteristics, not to identify you as a person. Analysis of answers will be in aggregate form and individual answers will not be published. There is a minimal risk that security of any online data may be breached, but since (1) no identifying information will be collected, (2) the online host (Qualtrics survey software) has SAS 70 Certification and meets the rigorous privacy standards imposed on health care records by the Health Insurance Portability and Accountability Act (HIPAA; see http://www.qualtrics.com/security-statement for Qualtrics' data security statement), and (3) your data will be removed from the server soon after you complete the study, it is highly unlikely that a security breach of the online data will result in any adverse consequence for you. Voluntary participation: Your participation in this study is completely voluntary. You do not have to answer any questions that you do not wish to answer. You have the right to withdraw your consent at any time without penalty. \Whom to contact if you have questions about the study: Ken Swan, PhD: Lecturer, Department of Psychology, University of Florida, ta.kenswan@gmail.com, phone (352) 273-2191 Whom to contact about your rights as a research participant in the study: IRB02 Office, Box 112250, University of Florida, Gainesville, FL 32611-2250; phone 392-0433. Agreement: By choosing to respond to the questions in this survey by clicking the "Next" button on the bottom of this page, I am agreeing to the following statement: I have read the procedure described above, I voluntarily agree to participate in the procedure, I have received a copy of this description, and I am at least 18 years of age.Please click the next button if you agree to participate in this study.

❍ Next (1)



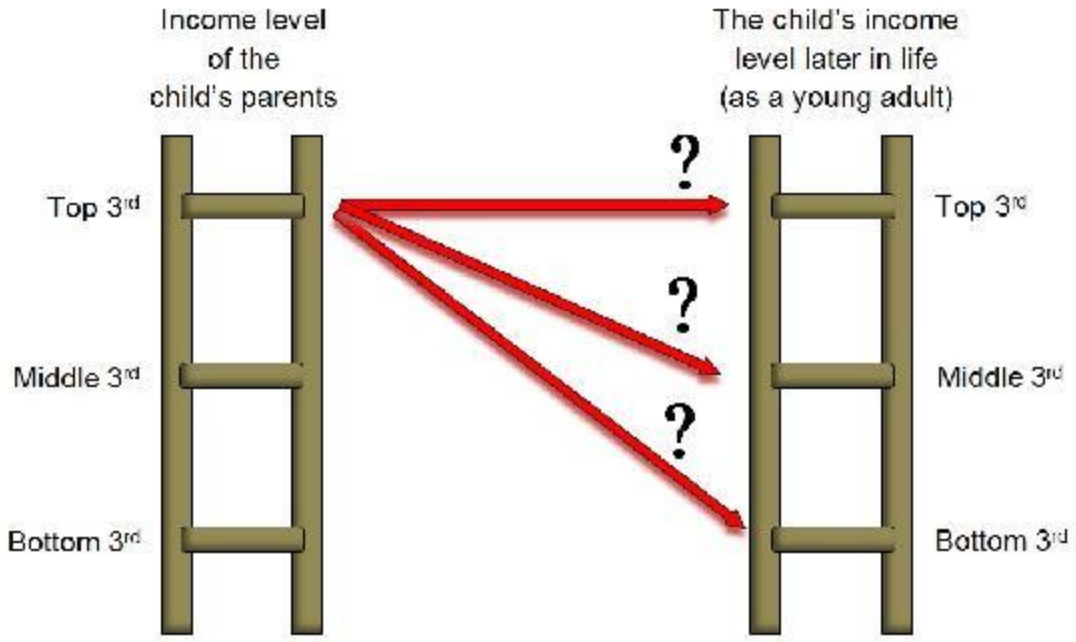
Consider a group of American children (born in the early 1980's) to parents in the BOTTOM 3rd of the income distribution, which represents the lowest rung of the "income ladder." In other words, children of "lower class" parents. By the time those children have grown up to be young adults, in their mid-20's, what percentage of them do you think ended up in each of the following income categories? In other words, what percentage of them do you think stayed in the bottom third of the income distribution (i.e., lower class), like their parents, and what percentage of them moved up to the middle third (i.e., middle class) or to the top third (i.e., upper class)?Please type your estimates for each category in the boxes below. Note: your estimates for the three categories should sum to exactly 100%.

_____ Top third (i.e., upper class) (1)
_____ Middle third (i.e., middle class) (2)
_____ Bottom third (i.e., lower class) (3)



Consider a group of American children (born in the early 1980's) to parents in the MIDDLE 3rd of the income distribution, which represents the middle rung of the "income ladder." In other words, children of "middle class" parents. By the time those children have grown up to be young adults, in their mid-20's, what percentage of them do you think ended up in each of the following income categories? In other words, what percentage of them do you think stayed in the middle third of the income distribution (i.e., middle class), like their parents, and what percentage of them moved down to the bottom third (i.e., lower class) or moved up to the top third (i.e., upper class)?Please type your estimates for each category in the boxes below. Note: your estimates for the three categories should sum to exactly 100%.

_____ Top third (i.e., upper class) (1)
_____ Middle third (i.e., middle class) (2)
_____ Bottom third (i.e., lower class) (3)



Consider a group of American children (born in the early 1980's) to parents in the TOP 3rd of the income distribution, which represents the highest rung of the "income ladder." In other words, children of "upper class" parents. By the time those children have grown up to be young adults, in their mid-20's, what percentage of them do you think ended up in each of the following income categories? In other words, what percentage of them do you think stayed in the top third of the income distribution (i.e., upper class), like their parents, and what percentage of them moved down to the middle third (i.e., middle class) or to the bottom third (i.e., lower class)?Please type your estimates for each category in the boxes below. Note: your estimates for the three categories should sum to exactly 100%.

_____ Top third (i.e., upper class) (1)
_____ Middle third (i.e., middle class) (2)
_____ Bottom third (i.e., lower class) (3)

Over the past 40 years, do you think the amount of social mobility (i.e., people moving up or down the social class ladder, relative to where they started out in life) in the United States has decreased, increased, or stayed about the same?

- ❍ Greatly decreased (1)
- ❍ Slightly decreased (2)
- ❍ Stayed the same (3)
- ❍ Slightly increased (4)
- ❍ Greatly increased (5)

Please rate the extent to which you agree or disagree with each of the following statements:

	Strongly Disagree (1)	Slightly Disagree (2)	Neither Agree Nor Disagree (3)	Slightly Agree (4)	Strongly Agree (5)
In general, you find society to be fair. (1)	❍	❍	❍	❍	❍
In general, the American political system operates as it should. (2)	❍	❍	❍	❍	❍
American society needs to be radically restructured. (3)	❍	❍	❍	❍	❍
The United States is the best country in the world to live in. (4)	❍	❍	❍	❍	❍
Most policies serve the greater good. (5)	❍	❍	❍	❍	❍
Everyone has a fair shot at wealth and happiness. (6)	❍	❍	❍	❍	❍
Our society is getting worse every year. (7)	❍	❍	❍	❍	❍
Society is set up so that people get what they deserve. (8)	❍	❍	❍	❍	❍

Which of the following objects or statements do you have a positive or negative feeling towards?

	Very Negative (1)	Slightly Negative (2)	Neither Positive Nor Negative (3)	Slightly Positive (4)	Strongly Positive (5)
Some groups of people are simply not the equals of others. (1)	❍	❍	❍	❍	❍
Equality. (2)	❍	❍	❍	❍	❍
If people were treated more equally we would have fewer problems in this country. (3)	❍	❍	❍	❍	❍
Some people are just more worthy than others. (4)	❍	❍	❍	❍	❍
It is important that we treat other countries as equals. (5)	❍	❍	❍	❍	❍
This country would be better off if we cared less about how equal all people were. (6)	❍	❍	❍	❍	❍
We should try to treat one another as equals as much as possible. (All humans should be treated equally.) (7)	❍	❍	❍	❍	❍
Some people are just more	❍	❍	❍	❍	❍

deserving than others. (8)					
In an ideal world, all nations would be equal. (9)	❍	❍	❍	❍	❍
It is not a problem if some people have more of a chance in life than others. (10)	❍	❍	❍	❍	❍
Some people are just inferior to others. (11)	❍	❍	❍	❍	❍
To get ahead in life, it is sometimes necessary to step on others. (12)	❍	❍	❍	❍	❍
Increased economic equality. (13)	❍	❍	❍	❍	❍
Increased social equality. (14)	❍	❍	❍	❍	❍

What is your attitude toward each of the following social policy issues:

	Strongly oppose (1)	Slightly oppose (2)	Neutral/No opinion (3)	Slightly favor (4)	Strongly favor (5)
Raising the minimum wage (1)	❍	❍	❍	❍	❍
Raising taxes on the wealthy (2)	❍	❍	❍	❍	❍
Affirmative Action (i.e., hiring practices that preferentially benefit women and minorities) (3)	❍	❍	❍	❍	❍
Government programs that provide assistance to the poor (e.g., welfare) (4)	❍	❍	❍	❍	❍
Tax incentives for businesses to hire minorities or other economically-disadvantaged groups (6)	❍	❍	❍	❍	❍
Wealth redistribution policies in general (5)	❍	❍	❍	❍	❍

How important do you think each of the following factors are in influencing an individual's chances getting ahead or falling behind in life?

	Not at all important (1)	Slightly important (2)	Somewhat important (3)	Very important (4)
Ability (1)	❍	❍	❍	❍
Education\qualifications (2)	❍	❍	❍	❍
Self-confidence\self-belief (3)	❍	❍	❍	❍
Connections\networks (4)	❍	❍	❍	❍
Life experience (5)	❍	❍	❍	❍
Social Class\family background (8)	❍	❍	❍	❍
Luck (7)	❍	❍	❍	❍
Their race, religion, or gender (10)	❍	❍	❍	❍
Hard work (11)	❍	❍	❍	❍

Some people think America should promote equal opportunity for all, that is, allowing everyone to compete for jobs and wealth on a fair and even basis. Other people think America should promote equal outcomes, that is, insuring that everyone has a decent standard of living and that there are only small differences in wealth and income between the top and bottom in society. Which do you favor: promoting equal opportunity or promoting equal outcomes?

❍ Promote equal opportunities (1)
❍ Promote equal outcomes (2)

Please rate the extent to which you agree or disagree with each of the following statements:

	Strongly disagree (1)	Slightly disagree (2)	Neither Agree nor Disagree (3)	Slightly agree (4)	Strongly agree (5)
I have freedom of choice and control over the way my life turns out. (17)	❍	❍	❍	❍	❍
Success in achieving my goals in life depends as much on luck or chance as anything else. (18)	❍	❍	❍	❍	❍
I will not be deterred by problems or obstacles when it comes to achieving my goals in life. (19)	❍	❍	❍	❍	❍
To a great extent, I will be able to achieve whatever I set my mind to accomplishing. (20)	❍	❍	❍	❍	❍
On the whole I am satisfied with myself. (21)	❍	❍	❍	❍	❍
At times I think I am no good at all. (22)	❍	❍	❍	❍	❍
All in all, I am inclined to feel that I am a failure. (23)	❍	❍	❍	❍	❍
If something can go wrong	❍	❍	❍	❍	❍

for me, it will. (24)					
I'm always optimistic about my future. (25)	❍	❍	❍	❍	❍
I hardly ever expect things to go my way. (26)	❍	❍	❍	❍	❍
I often feel little interest or pleasure in doing things. (27)	❍	❍	❍	❍	❍
I often feel down, depressed, and hopeless. (28)	❍	❍	❍	❍	❍
I often feel that I would be better off dead or that I want to hurt myself in some way. (29)	❍	❍	❍	❍	❍

Suppose your friend just had a mammogram. The doctor knows from previous studies that, of 100 women like her, 10 have tumors and 90 do not. Of the 10 who do have tumors, the mammogram correctly finds 9 with tumors and incorrectly says that 1 does not have a tumor. Of the 90 women without tumors, the mammogram correctly finds 80 without tumors and incorrectly says that 10 have tumors. The table below summarizes this information. Imagine that your friend tests positive (as if she had a tumor), what is the likelihood that she actually has a tumor? Type your answer in the textbox below:

If it takes five machines 5 minutes to make five widgets, how long would it take 100 machines to make 100widgets?Type your answer in the textbox below:

A bat and a ball cost $1.10 in total. The bat costs $1.00 more than the ball. How much does the ball cost?Type your answer in the textbox below:

In the ACME PUBLISHING SWEEPSTAKES, the chance of winning a car is 1 in 1000. What percent of tickets ofACME PUBLISHING SWEEPSTAKES win a car?Type your answer in the textbox below:

In the BIG BUCKS LOTTERY, the chances of winning a $10.00 prize are 1%. What is your best guess about how manypeople would win a $10.00 prize if 1000 people each buy a single ticket from BIG BUCKS?Type your answer in the textbox below:

Imagine that we roll a fair, six-sided die 1000 times. Out of 1000 rolls, how many times do you think the die would come up as an even number?Type your answer in the textbox below:

If the chance of getting a disease is 20 out of 100, this would be the same as having a _____% chance of getting thedisease.Type your answer in the textbox below:

If the chance of getting a disease is 10%, how many people out of 1000 would be expected to get the disease?Type your answer in the textbox below:

What is your age?
- ❍ 18-30 (1)
- ❍ 31-40 (2)
- ❍ 41-50 (3)
- ❍ 51-60 (4)
- ❍ 60+ (5)

What is your gender?
- ❍ Male (1)
- ❍ Female (2)

What is your education level?
- ❍ Didn't complete high school (1)
- ❍ High school or GED (2)
- ❍ Some college or college graduate (3)
- ❍ Graduate or professional degree (4)

What is your household income level (i.e., the total annual income of all members of your household, including your own and any spouse, significant other, or care-giver)?
- ❍ Under $25,000 per year (1)
- ❍ $25,000 to $50,000 per year (2)
- ❍ $50,001 to $90,000 per year (3)
- ❍ Over $90,000 per year (4)

What is your ethnicity?

- ❍ White/European-American (1)
- ❍ Black/African-American (2)
- ❍ Asian/Asian-American/Pacific Islander (3)
- ❍ Hispanic/Latino (4)
- ❍ Other (5)

On a continuum from liberal to conservative, how would you describe your political beliefs?

- ❍ Strongly liberal (1)
- ❍ Slightly liberal (2)
- ❍ Moderate/Middle of the road (3)
- ❍ Slightly conservative (4)
- ❍ Strongly conservative (5)

Which of the following political parties do you identify with most?

- ❍ Republican (1)
- ❍ Democrat (2)
- ❍ Libertarian (3)
- ❍ Green Party (4)
- ❍ Other/No party affiliation (5)

What is your current marital status?

- ❍ Single (1)
- ❍ Married (2)
- ❍ Divorced or separated (3)
- ❍ Widowed (4)

Do you live in the United States?

- ❍ Yes (1)
- ❍ No (2)

Which region of the United States do you live in?

- ❍ West (1)
- ❍ South (2)
- ❍ Midwest (3)
- ❍ Northeast (4)