Latura's (2015) Survey Experiment
Survey Questions and Codebook

Survey Flow

Block: Informed Consent (1 Question)
Standard: Screen (4 Questions)

Branch: New Branch
If
If What is your current age? Less than 18 Is Selected
Or What is your current age? 18 to 21 Is Selected
Or What is your current age? 46 to 50 Is Selected
Or What is your current age? 51 to 60 Is Selected
Or What is your current age? 61 to 70 Is Selected
Or What is your current age? Over 70 Is Selected

EndSurvey: Advanced

Branch: New Branch
If
If What is the highest level of education you have completed? Less than high school Is Selected
Or What is the highest level of education you have completed? High school / GED Is Selected
Or What is the highest level of education you have completed? Some college Is Selected
Or What is the highest level of education you have completed? 2-year college degree Is Selected

EndSurvey: Advanced

Block: Directions (1 Question)

Branch: New Branch
If
If What is your gender? Female Is Selected

BlockRandomizer: 1 -

Block: Control (2 Questions)

Block: Treatment (2 Questions)
Block: Control + Moderator (Female respondents only) (2 Questions)
Block: Treatment + Moderator (Female respondents only) (2 Questions)

Branch: New Branch
If
If What is your gender? Male Is Selected

BlockRandomizer: 1 -

Block: Control (2 Questions)
Block: Treatment (2 Questions)

Branch: New Branch
If
If Imagine yourself in the following scenario. You work at a company where you have r... Your likelihood of trying to advance into a senior management position Is Not Empty
Or Imagine yourself in the following scenario. You work at a company where you have re... Your likelihood of trying to advance into a senior management position Is Not Empty

Block: Placebos (3 Questions)

Block: Mechanisms (1 Question)

BlockRandomizer: 4 -

Block: Kids (1 Question)
Block: Political (1 Question)
Block: Employment (1 Question)
Block: Marital (1 Question)

EndSurvey: Advanced

Standard: Placebos (3 Questions)

Page Break

Start of Block: Informed Consent

Q1 Thank you for your participation in this survey. Your responses are important, and will help advance academic research in the social sciences.

Informed Consent of Survey Respondents

Your participation in this survey is voluntary and anonymous. Your answers to the survey questions will not identify you personally in any way. If you would like to end your participation in this survey for any reason, without your answers to the survey questions being recorded, simply close your internet browser window before completing the survey. Any questions about your participation may be directed to the principal investigator via e-mail at researchsurveycontact@gmail.com. By clicking on “Next” below, you agree to voluntarily participate in this survey.

Page Break

End of Block: Informed Consent

Start of Block: Screen

Education **What is the highest level of education you have completed?**

- ○ Less than high school (1)
- ○ High school / GED (2)
- ○ Some college (3)
- ○ 2-year college degree (4)
- ○ 4-year college degree (5)
- ○ Masters degree (6)
- ○ Doctoral degree (7)
- ○ Professional degree (JD, MD, MBA) (8)

Age **What is your current age?**

- ○ Less than 18 (1)
- ○ 18 to 21 (2)
- ○ 22 to 25 (3)
- ○ 26 to 30 (4)
- ○ 31 to 35 (5)
- ○ 36 to 40 (6)
- ○ 41 to 45 (7)
- ○ 46 to 50 (8)
- ○ 51 to 60 (9)
- ○ 61 to 70 (10)
- ○ Over 70 (11)

Gender **What is your gender?**

▼ Female (1) ... Male (2)

Passport **Do you currently have a valid passport?**

▼ Yes (1) ... No (2)

Page Break

End of Block: Screen

Start of Block: Directions

Q5
Directions

In the next section, you will be presented with a brief text. Please read the text carefully, and when you have finished reading click on "Next." You will then be presented with an opinion question about the text.

Page Break

End of Block: Directions

Start of Block: Control

Q31 Imagine yourself in the following scenario. You work at a company where you have recently won an award for talented junior employees. Now, you have been promoted to a mid-level management position. Past employees in this position have often moved into more senior management jobs with the company. Although working in senior management entails longer hours, it comes with a higher salary and more leadership opportunities. You are also married with a two-year old child. Currently, your child is in day-care for about 40 hours per week. If you moved into senior management, your child would need to be in day-care for at least 50 hours per week. For the last several years, your firm has been designated by Forbes magazine as one of the “100 best companies to work for” and has now opened an on-site, high-quality, extended-hours day-care center open from 6:00 AM to 10:00 PM on weekdays. The center is free for employees, but slots are allocated via random lottery. Today you find out that you have not won a day-care slot for your child in the center.

Page Break

Control

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If you were in the situation described above, what is the likelihood you would try to advance into a senior management position? Using the slide rule below, position the slide approximately where in the scale you feel your likelihood falls.

Your likelihood of trying to advance into a senior management position (1)	

End of Block: Control

Start of Block: Treatment

Q74 Imagine yourself in the following scenario. You work at a company where you have recently won an award for talented junior employees. Now, you have been promoted to a mid-level management position. Past employees in this position have often moved into more senior management jobs with the company. Although working in senior management entails longer hours, it comes with a higher salary and more leadership opportunities. You are also married with a two-year old child. Currently, your child is in day-care for about 40 hours per week. If you moved into senior management, your child would need to be in day-care for at least 50 hours per week. For the last several years, your firm has been designated by Forbes magazine as one of the "100 best companies to work for" and has now opened an on-site, high-quality, extended-hours day-care center open from 6:00 AM to 10:00 PM on weekdays. The center is free for employees, but slots are allocated via random lottery. Today you find out that you have won a day-care slot for your child in the center.

Page Break

Treatm

Imagine yourself in the following scenario. You work at a company where you have recently won an award for talented junior employees. Now, you have been promoted to a mid-level management position. Past employees in this position have often moved into more senior management jobs with the company. Although working in senior management entails longer hours, it comes with a higher salary and more leadership opportunities. You are also married with a two-year old child. Currently, your child is in day-care for about 40 hours per week. If you moved into senior management, your child would need to be in day-care for at least 50 hours per week. For the last several years, your firm has been designated by Forbes magazine as one of the "100 best companies to work for" and has now opened an on-site, high-quality, extended-hours day-care center open from 6:00 AM to 10:00 PM on weekdays. The center is free for employees, but slots are allocated via random lottery. Today you find out that you have won a day-care slot for your child in the center. **If you were in the situation described above, what is the likelihood you would try to advance into a senior management position? Using the slide rule below, position the slide approximately where in the scale you feel your likelihood falls.**

Your likelihood of trying to advance into a senior management position (1)	

End of Block: Treatment

Start of Block: Control + Moderator (Female respondents only)

Q76 Imagine yourself in the following scenario. You work at a company where you have recently won an award for talented junior employees. Now, you have been promoted to a mid-level management position. Past employees in this position have often moved into more senior management jobs with the company. Although working in senior management entails longer hours, it comes with a higher salary and more leadership opportunities. You are also married with a two-year old child. Currently, your child is in day-care for about 40 hours per week. If you moved into senior management, your child would need to be in day-care for at least 50 hours per week. For the last several years, your firm has been designated by Forbes magazine as one of the "100 best companies to work for" and has now opened an on-site, high-quality, extended-hours day-care center open from 6:00 AM to 10:00 PM on weekdays. The center is free for employees, but slots are allocated via random lottery. Today you find out that you have not won a day-care slot for your child in the center. Later, you read a news story reporting that in a nationally-representative survey, more than 50% of college-educated women under age 45 said that the ideal situation for women with young children is working part-time outside the home, while 30% said not working at all outside the home. Only 10% said that the ideal situation for women with young children is working full-time.

Page Break

Con+mod

Imagine yourself in the following scenario. You work at a company where you have recently won an award for talented junior employees. Now, you have been promoted to a mid-level management position. Past employees in this position have often moved into more senior management jobs with the company. Although working in senior management entails longer hours, it comes with a higher salary and more leadership opportunities. You are also married with a two-year old child. Currently, your child is in day-care for about 40 hours per week. If you moved into senior management, your child would need to be in day-care for at least 50 hours per week. For the last several years, your firm has been designated by Forbes magazine as one of the "100 best companies to work for" and has now opened an on-site, high-quality, extended-hours day-care center open from 6:00 AM to 10:00 PM on weekdays. The center is free for employees, but slots are allocated via random lottery. Today you find out that you have not won a day-care slot for your child in the center.

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Your likelihood of trying to advance into a senior management position (1)	

End of Block: Control + Moderator (Female respondents only)

Start of Block: Treatment + Moderator (Female respondents only)

Q78 Imagine yourself in the following scenario. You work at a company where you have recently won an award for talented junior employees. Now, you have been promoted to a mid-level management position. Past employees in this position have often moved into more senior management jobs with the company. Although working in senior management entails longer hours, it comes with a higher salary and more leadership opportunities. You are also married with a two-year old child. Currently, your child is in day-care for about 40 hours per week. If you moved into senior management, your child would need to be in day-care for at least 50 hours per week. For the last several years, your firm has been designated by Forbes magazine as one of the "100 best companies to work for" and has now opened an on-site, high-quality, extended-hours day-care center open from 6:00 AM to 10:00 PM on weekdays. The center is free for employees, but slots are allocated via random lottery. Today you find out that you have won a day-care slot for your child in the center.

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Page Break

Treat+mod

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Your likelihood of trying to advance into a senior management position (1)	

End of Block: Treatment + Moderator (Female respondents only)

Start of Block: Placebos

other.ben **To what extent do you think this company offers employee benefits other than childcare that would be important to you?**

- ○ Highly unlikely (0-20% chance) (1)
- ○ Unlikely (21-40% chance) (7)
- ○ About as likely as not (41-60% chance) (2)
- ○ Likely (61-80% chance) (3)
- ○ Highly likely (81-100% chance) (4)

wkfam.bal **To what extent do you think this company helps employees balance work-family issues?**

- ○ Highly unlikely (0-20% chance) (1)
- ○ Unlikely (21-40% chance) (7)
- ○ About as likely as not (41-60% chance) (2)
- ○ Likely (61-80% chance) (3)
- ○ Highly likely (81-100% chance) (4)

hours **To what extent do you think that this company expects employees to work long hours?**

- ○ Highly unlikely (0-20% chance) (1)
- ○ Unlikely (21-40% chance) (7)
- ○ About as likely as not (41-60% chance) (2)
- ○ Likely (61-80% chance) (3)
- ○ Highly likely (81-100% chance) (4)

End of Block: Placebos

Start of Block: Mechanisms

Mech **In this space, please tell us briefly why you answered the way you did about your likelihood to try to advance into a senior managment position in this company.**

_____

End of Block: Mechanisms

Start of Block: Kids

Kids **How many children (including stepchildren) do you have?**

- ○ 0 (1)
- ○ 1 (2)
- ○ 2 (3)
- ○ 3 (4)
- ○ More than 3 (5)

End of Block: Kids

Start of Block: Political

Political **How would you describe yourself politically?**

- ○ Very liberal (1)
- ○ Liberal (2)
- ○ Moderate, leaning liberal (3)
- ○ Neither liberal nor conservative (4)
- ○ Moderate, leaning conservative (5)
- ○ Conservative (6)
- ○ Very conservative (7)

End of Block: Political

Start of Block: Employment

Empstat **What is your current employment or occupational status?**

- ○ Employed full-time (1)
- ○ Employed part-time (2)
- ○ Employed part-time and part-time student (3)
- ○ Full-time student (4)
- ○ Independent contractor with varying hours (5)
- ○ Stay-at-home parent (6)
- ○ Unemployed, but looking for work (7)
- ○ Unemployed, not looking for work (8)
- ○ Retired (9)
- ○ Other (10)

End of Block: Employment

Start of Block: Marital

Page Break

Marital **What is your marital status?**

- ○ Married (1)
- ○ Divorced (2)
- ○ Separated (3)
- ○ Single, never married (4)
- ○ Widowed (5)
- ○ Civil union or domestic partnership (6)

Page Break

End of Block: Marital