

## Web Supplement for

Zeithammer, Robert and Ryan Kellogg (2013). The Hesitant Hai Gui: return-migration preferences of U.S.-educated Chinese scientists and engineers. *Journal of Marketing Research* 50(5) October 2013: 644-663.

This Web Supplement contains three parts:

- 1) Details of the survey design
- 2) Details of the initial survey instrument
- 3) Details of the follow-up survey instrument

### ***WEB SUPPLEMENT: DETAILS OF THE SURVEY DESIGN***

This web appendix gives the details of our experiment design. We arrived at our design as follows: Starting with the attributes in Table 1, we created a “vanilla” design optimal for pairwise strength-of-preference judgments using the SMRT tool by Sawtooth Software. We used 25 questions to guarantee more than two observations per parameter estimated – a rule of thumb in metric conjoint settings.

In the eventual regression (equation 3a), we enriched the vanilla design to make Employer and Salary country-specific. Tables WA1-WA3 outline both the vanilla design (which specifies which profile is “left” and “right” in each choice task), and the actual regression matrix  $(X_{.,R} - X_{.,L})$ . The  $D$ -efficiency of this regression matrix is 53. While less than the ideal 100, it is the result of our particular dummy-coding and several country-specific variables.

These tables are also available in Excel, along with the data, on the first author’s website. Note that the presentation order of tasks was randomized during the survey (each subject saw a different order).

Job offer on the left, by task			Location						E.	Status		Salary			
Task	Examples of locations given	Examples of employers given	China coast	China inland	Uscoast large	Uscoast medium	Uscenter large	UScenter medium	Public employer	Manager	Director	45,000	70,000	95,000	120,000
1	n/a	GE IBM										1			
2	Raleigh Austin	GE IBM						1			1	1			
3	Chicago Houston	Argonne Rice							1		1		1		
4	n/a	Microsoft J&J									1				1
5	Shanghai Nanjing	Microsoft J&J	1							1			1		
6	Livermore Lincoln MA	LL Labs Lincoln lab				1			1	1		1			
7	Wuhan Shenyang	Wuhan U.		1					1						1
8	Raleigh-D. Golden CO	UNC NREL						1	1	1			1		
9	Wuhan Hefei	Microsoft C.Telecom		1							1		1		
10	Shanghai Tianjin	Jiao Tong U. Tianjin	1						1	1				1	
11	S. Francisco Boston	UC Berkeley Boston Col.			1				1		1			1	
12	Harbin Hefei	PetroChina GE		1										1	
13	Chicago Houston	Biotech startup						1		1					
14	S. Francisco Boston	UC Berkeley Boston Col.			1				1			1			
15	Livermore Lincoln MA	LL Labs Lincoln lab				1			1	1					1
16	Raleigh-D. Golden, CO	UNC NREL						1	1		1				
17	Berkeley Bellevue	Genentech Microsoft				1								1	
18	n/a	GE IBM													
19	Chicago Houston	Argonne Rice						1	1	1				1	
20	S. Francisco New York	GE Google			1					1					1
21	Shanghai Nanjing	Microsoft J&J	1								1	1			
22	Chicago Houston	Biotech/energy startup						1							
23	Shanghai Guangzhou	Microsoft J&J	1												1
24	Wuhan Shenyang	Wuhan U.		1					1		1			1	
25	Raleigh-D. Golden, CO	UNC NREL						1	1		1		1		

Note: the implied baseline attributes are: ChinaHome, Private employer, Scientist status, and \$20K salary.

Job offer on the right, by task			Location						E.	Status		Salary			
Task	Examples of locations given	Examples of employers given	China coast	China inland	Uscoast large	Uscoast medium	Uscenter large	UScenter medium	Public employer	Manager	Director	45,000	70,000	95,000	120,000
1	Wuhan Hefei	Huazhong UST		1					1	1					
2	Shanghai Tianjin	Biotech startup	1						1						
3	New York Los Angeles	Biotech startup			1					1					
4	Beijing Guangzhou	Peking U. Baoshan I&S	1									1			
5	Livermore Lincoln, MA	LL Labs Lincoln lab				1			1						1
6	New York Los Angeles	GE IBM			1						1				1
7	Berkeley Bellevue	Genentech Microsoft				1				1			1		
8	Chicago Houston	Biotech/ energy startup					1				1	1			
9	Raleigh-D. Golden, CO	UNC NREL						1	1					1	
10	Harbin Hefei	PetroChina GE		1								1			
11	Raleigh-D. Austin	GE IBM						1		1					1
12	Beijing Guangzhou	Peking U. Baoshan I&S	1						1		1				1
13	n/a	local U. /State-owned company							1				1		
14	Raleigh-D. Austin	GE IBM						1			1			1	
15	Raleigh-D. Austin	GE IBM						1						1	
16	Harbin Hefei	PetroChina GE		1						1				1	
17	n/a	local U. / State-owned company							1	1		1			
18	Boston Los Angeles	Boston College UCLA			1				1		1	1			
19	Livermore Lincoln, MA	Biotech / energy startup				1					1				
20	n/a	local U. / State-owned company							1		1				
21	Chicago Houston	Argonne Natl. Lab, Rice					1		1	1			1		
22	Livermore Lincoln, MA	LL Labs Lincoln lab				1			1		1		1		
23	Boston Los Angeles	Boston College UCLA			1				1	1					
24	Chicago Houston	GE Exxon Mobil					1						1		
25	n/a	Microsoft, J&J								1					1

Note: the implied baseline attributes are: ChinaHome, Private employer, Scientist status, and \$20K salary.

**Design table: Difference (Right-Left), with salary entering linearly, and Employer and Salary coded as country-specific. This is the exact matrix of regressors in equation (3a).**

	Location						Job type		Status		Pay	
	China coast vs. China home	China inland vs. China home	US base vs. China home	US coast med city vs. US base	US center large city vs. US base	US center med city vs. US base	Public US vs. Private	Public China vs. Private	Manager vs. Scientist	Director vs. Scientist	Salary US (in \$ 10K)	Salary China (in \$ 10K)
Task 1	0	1	0	0	0	0	0	1	1	0	0	-2.5
Task 2	1	0	-1	0	0	-1	0	1	0	-1	-4.5	2
Task 3	0	0	0	0	-1	0	-1	0	1	-1	-5	0
Task 4	1	0	0	0	0	0	0	0	0	-1	0	-7.5
Task 5	-1	0	1	1	0	0	1	0	-1	0	12	-7
Task 6	0	0	0	-1	0	0	-1	0	-1	1	7.5	0
Task 7	0	-1	1	1	0	0	0	-1	1	0	7	-12
Task 8	0	0	0	0	1	-1	-1	0	-1	1	-2.5	0
Task 9	0	-1	1	0	0	1	1	0	0	-1	9.5	-7
Task 10	-1	1	0	0	0	0	0	-1	-1	0	0	-5
Task 11	0	0	0	0	0	1	-1	0	1	-1	2.5	0
Task 12	1	-1	0	0	0	0	0	1	0	1	0	2.5
Task 13	0	0	-1	0	-1	0	0	1	-1	0	-2	7
Task 14	0	0	0	0	0	1	-1	0	0	1	5	0
Task 15	0	0	0	-1	0	1	-1	0	-1	0	-2.5	0
Task 16	0	1	-1	0	0	-1	-1	0	1	-1	-2	9.5
Task 17	0	0	-1	-1	0	0	0	1	1	0	-9.5	4.5
Task 18	0	0	1	0	0	0	1	0	0	1	4.5	-2
Task 19	0	0	0	1	-1	0	-1	0	-1	1	-7.5	0
Task 20	0	0	-1	0	0	0	0	1	-1	1	-12	2
Task 21	-1	0	1	0	1	0	1	0	1	-1	7	-4.5
Task 22	0	0	0	1	-1	0	1	0	0	1	5	0
Task 23	-1	0	1	0	0	0	1	0	1	0	2	-12
Task 24	0	-1	1	0	1	0	0	-1	0	-1	7	-9.5
Task 25	0	0	-1	0	0	-1	-1	0	1	-1	-7	12

Note: *D*-efficiency of this regression matrix is 53. While less than the ideal 100, it is the result of our particular dummy-coding and several country-specific variables.

## ***WEB SUPPLEMENT: DETAILS OF THE INITIAL SURVEY***

This web appendix walks through the initial conjoint survey instrument. The questionnaire was administered online using Qualtrics. The order of the questionnaire was as follows:

- 1) Welcome page
- 2) Consent form
- 3) General description of attributes
- 4) Instructions for pairwise comparison
- 5) 25 pairwise preference questions, in random order
- 6) Demographic and attitudinal questions

### **1) Welcome page**

#### **Welcome!**

Thank you for participating in our study. We are interested in your evaluations of potential job opportunities upon completion of your PhD program at <insert university name here>.

We will ask you to make a series of simple evaluations of job offers. Please consider carefully all the characteristics of the offers and make your selections as if you are actually choosing them in real life.

## **2) Consent form (variant for paypal-only payment, UCLA variant also included an option to be paid directly to student's campus ID card)**

FOR QUESTIONS ABOUT THE STUDY, CONTACT: Ryan Kellogg, Anderson School of Management, UCLA, 310-625-2432, or Professor Robert Zeithammer, Anderson School of Management, UCLA, 310-825-1862.

**DESCRIPTION:** You are invited to participate in a research session on international migration conducted by UCLA researchers. The goal of this research is to identify and measure the different factors that influence where and how foreign-nationals who earn a PhD or complete a postdoc assignment in the US choose to start their careers. As such, this study session asks questions about you and your decisions in various situations.

Specifically, this includes the ranking of 25 job offers related to your field and the completion of a short survey that includes 18 demographic and attitudinal questions. Completing both activities will take about 30 minutes.

**TIME INVOLVEMENT:** Your participation in this study will take approximately 30 minutes.

**RISKS AND BENEFITS:** There are no foreseeable risks or discomfort to subjects in this study; nor are there any benefits which may reasonably be expected.

**PAYMENTS:** You will receive \$20 as payment for your participation.

You will be paid via PayPal (<http://www.paypal.com>), an easy and free service that allows payment by check or directly to your bank account. To get paid via PayPal you will need to provide an email address that is linked to a registered PayPal account. This email account will only be used for payment purposes.

If you do not have a PayPal account and don't want to register for one, you may still participate in this study but you will not be compensated.

### **DETAILED DESCRIPTION OF ALL ACTIVITIES:**

1. Provide us with your consent to participate: We will first ask you to read this consent document and indicate your desire to participate in the activities we describe.
2. Provide us with the appropriate information needed for payment processing (see above)
3. Complete surveys regarding your thoughts on future job prospects following the completion of your dissertation or post-doc appointment

**CONFIDENTIALITY :** You will be identified in this study by a subject identification number, which is contained in the email invitation. Your answers will NOT be linked to your individual identity, and will only be used in aggregate analysis. Only the investigators will have access to

your data during and after the study concludes. These data will remain stored in a locked computer (or data on CD-R format will be in a locked cabinet) for a minimum of 10 years. It will remain locked and unavailable to others (who are not principal investigators for this project) until 5 years after any findings are published, at which time they will be destroyed. These procedures are used so as to ensure full confidentiality of the information you disclose on the questionnaire.

**SUBJECT'S RIGHTS:** If you have read this form and have decided to participate in this project, please understand your participation is voluntary and you have the right to withdraw your consent or discontinue participation at any time without penalty. You have the right to refuse to answer particular questions. Your individual privacy will be maintained in all published and written data resulting from the study. You may withdraw your consent at any time and discontinue participation without penalty. You are not waiving any legal claims, rights or remedies because of your participation in this research study. If you wish to ask questions about your rights as a research participant or if you wish to voice any problems or concerns you may have about the study to someone other than the researchers, please call the Office of the Human Research Protection Program at (310) 825-7122 or write to Office of the Human Research Protection Program, UCLA, 11000 Kinross Avenue, Suite 102, Box 951694, Los Angeles, CA 90095-1694.

Please provide your PayPal associated email address in order to receive payment upon completion of this survey: \_\_\_\_\_

### 3) General Description of the Attributes

The jobs that we will ask you to consider will differ on several dimensions. An example of a job offer can be seen below:

<b>Location:</b> US Central Region (Chicago or Houston)
<b>Employer:</b> Public Sector ( <i>e.g.</i> Argonne National Labs, Rice University)
<b>Job Title:</b> Research Scientist/Engineer
<b>Annual Salary:</b> \$95,000

Please take the time to familiarize yourself with the description and range of choices for each factor.

The first factor is location. The job location will be one of the following choices:

- China (Hometown): This job is located in the city/village that you consider home.
- China (Large coastal city): This job is located in one of the major cities close to China's coast. Examples include: Beijing, Shanghai, Tianjin, and Guangzhou
- China (Inland provincial capital): This job is located in one of the provincial capitals that is further away from the coast. Examples include: Wuhan, Hefei, and Shenyang
- United States (Coastal, Large City): This job is located in one of the large cities in the Western or Northeastern parts of the US. Examples include: New York City, Los Angeles, and Boston
- United States (Coastal, Medium City): This job is located in one of the medium-sized cities in the Western or Northeastern parts of the US. Examples include: Livermore, California; Lincoln, Massachusetts; and Bellevue, Washington
- United States (Central Region, Large City): This job is located in one of the large cities in the Midwest or Southern parts of the US. Examples include: Chicago, Houston, and Atlanta.
- United States (Central Region, Medium City): This job is located in one of the large cities in the Midwest or Southern parts of the US. Examples include: Raleigh, North Carolina; Austin, Texas; and Ann Arbor, Michigan.

The second factor is employer. The employer will be one of the following choices:



- Public Sector: This job features an employer who depends on taxpayer support. This includes government agencies, public universities, national research labs, and state-owned enterprises.
- Private Sector: This job features an employer who runs a for-profit business.

The third factor is job title. The job title will be one of the following choices:

- Research Scientist/Engineer: This position means you work in lab environment with no supervisory duties.
- R&D Manager: This position means you work in a lab environment and manage a project team of 1-10 employees.
- Lab Director: This position means you work in a lab environment and are head of a research lab in your area of expertise and manage a team of >10 employees.

The final factor is annual salary. The annual salary includes the monetary value in US dollars of your base salary, annual bonus, and any housing support you would receive as re-numeration for your job during the year.

#### 4) Instructions for pairwise comparison

##### Instructions for Pairwise Comparisons

Imagine that you have just completed your dissertation or have finished your post-doctoral appointment and are looking for a full-time position. You have two job offers and you need to choose between the two. On a scale of 0 to 10, please rate how likely you are to accept one of them rather than the other.

#### 5) 25 pairwise preference questions, in random order

*Sample question (Task # 1)*

You have two job offers and you need to choose between them. Please rate how likely you are to accept one of them rather than the other.

	<b><u>Job Offer #1</u></b>	<b><u>Job Offer #2</u></b>
<b>Location:</b>	China (Hometown)	China (Wuhan or Hefei)
<b>Employer:</b>	Private Sector (e.g. GE, IBM)	Public Sector (e.g. Huazhong University of Science and Technology)
<b>Job Title:</b>	Research Scientist/Engineer	R&D Manager (1-10 subordinates)
<b>Annual Salary:</b>	\$45,000	\$20,000

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Strongly Prefer Left    Somewhat Prefer Left    Indifferent    Somewhat Prefer Right    Strongly Prefer Right

0    1    2    3    4    5    6    7    8    9    10

Which job offer do you prefer?

## 6) Demographic and attitudinal questions

• *Bullets indicate multiple-choice questions with radio buttons.*  
*Other question-types are indicated below.*

What is your age? (text box)

What is your sex?

- Male
- Female

Which science/engineering field are you in?

*Drop-down menu containing:* Aerospace Engineering,,Astronomy, Atmospheric & Oceanic Sciences, Biochemistry, Bioinformatics, Biological Chemistry, Biology, Biomathematics, Biomedical Engineering, Biomedical Physics, Biostatistics, Cellular and Molecular Pathology, Chemical Engineering, Chemistry, Civil Engineering, Computer Science, Electrical Engineering, Environmental Science, Geochemistry, Geology, Geophysics, Human Genetics, Manufacturing Engineering, Materials Science and Engineering, Mathematics, Mechanical Engineering, Microbiology, Molecular Biology, Neurobiology, Neuroscience, Physics, Statistics, Other

What is your current academic standing?

Drop-down menu ranging from PhD Candidate (1<sup>st</sup> year) to Postdoc (5+ year))

Please indicate the university where you received your PhD. (textbox)

How many total years have you lived in the United States during your entire life?

(drop-down menu)

What is your marriage status?

- Single
- Married
- Divorced
- Widowed

Is your spouse with you in the United States?

- Yes
- No
- N/A

Do you have children?

- Yes
- No

Are your children with you in the United States?

- Yes
- No
- N/A

What is the name of your hometown in China? (text box)

What is your current attitude about returning to China?

- Definitely will go back and have made arrangements to do so
- Definitely will go back, but don't know when
- Probably will go back and have kept up strong ties with China
- Probably will go back but have not kept up ties
- Not very likely to go back, but might go if things changed in China greatly
- Definitely will not go back
- Can't really say now

Based on your answer above, choose the most likely amount of time you plan on staying in the US following the completion of your PhD/post-doc assignment?

- Less than 1 year
- 1-5 years
- 6-10 years
- More than 10 years
- Plan to stay permanently
- Can't really say now

Overall how do you think your future career prospects in China compare to those available to you in the US?

slider: Rate on a 0-10 scale; Much better career prospects in the US--0; Much better career prospects in China—10.

How interested are you in starting your own business? Radio buttons for:

- Very interested
- Somewhat interested
- No opinion/Not sure
- Somewhat uninterested
- Not at all interested
- I have already started a business

Please indicate how much you agree or disagree with the following statements

I would rather be a citizen of China than of any other country in the world

- Strongly Disagree
- Disagree
- Neither Agree nor Disagree
- Agree
- Strongly Agree

There are some things about China today that makes me ashamed of China

- Strongly Disagree
- Disagree
- Neither Agree nor Disagree
- Agree
- Strongly Agree

The world would be a better place if people from other countries were more like the Chinese

- Strongly Disagree
- Disagree
- Neither Agree nor Disagree
- Agree
- Strongly Agree

Generally speaking, China is a better country than most other countries

- Strongly Disagree
- Disagree
- Neither Agree nor Disagree
- Agree
- Strongly Agree

People should support their country even if the country is in the wrong

- Strongly Disagree
- Disagree
- Neither Agree nor Disagree
- Agree
- Strongly Agree

How proud are you of China in each of the following:

The way the government works

- Not at all proud
- Not very proud
- Ambivalent
- Somewhat proud
- Very proud

Its political influence in the world

- Not at all proud
- Not very proud
- Ambivalent
- Somewhat proud
- Very proud

China's economic achievement

- Not at all proud
- Not very proud
- Ambivalent
- Somewhat proud
- Very proud

Its social security system

- Not at all proud
- Not very proud
- Ambivalent
- Somewhat proud
- Very proud

Its scientific and technological achievement

- Not at all proud
- Not very proud
- Ambivalent
- Somewhat proud
- Very proud

Its achievements in sports

- Not at all proud
- Not very proud
- Ambivalent
- Somewhat proud
- Very proud

Its achievement in the arts and literatur

- Not at all proud
- Not very proud
- Ambivalent
- Somewhat proud
- Very proud

China's armed forces

- Not at all proud
- Not very proud
- Ambivalent
- Somewhat proud
- Very proud

Its history

- Not at all proud
- Not very proud
- Ambivalent
- Somewhat proud
- Very proud

Its fair and equal treatment of all groups in society

- Not at all proud
- Not very proud
- Ambivalent
- Somewhat proud
- Very proud

## ***WEB SUPPLEMENT: DETAILS OF THE FOLLOW-UP SURVEY***

This web appendix walks through the follow-up survey instrument. The order of the questionnaire was as follows:

- 1) Welcome page
- 2) Consent form
- 3) Questions about current location and potential new job
- 4) Question about best hypothetical job offer
- 5) Questions about salaries prevailing in the marketplace today
- 6) Direct question about attitude towards returning to China
- 7) Instructions for pairwise choice
- 8) Two follow-up choice questions

### **1) Welcome page**

A while ago (between 2010 and 2011), you were invited to a survey about potential job opportunities in China and in the U.S. Thank you for responding!

In this short follow-up survey, we would like to learn about the actual job offers you have received since the first survey, and about the choices (if any) you have made in the job market. This survey is much shorter than the original one, it should only take you 5 MINUTES.

To compensate your for your time, we are offering to to email you either a \$10 Amazon Giftcard or \$5 cash via PayPal.

### **2) Consent form**

Consent Information

FOR QUESTIONS ABOUT THE STUDY, CONTACT: Professor Robert Zeithammer, Anderson School of Management, UCLA, 310-825-1862.

DESCRIPTION: You are invited to participate in a research session on international migration conducted by UCLA researchers. The goal of this research is to identify and measure the different factors that influence where and how foreign-nationals who earn a PhD or complete a postdoc assignment in the US choose to start their careers. As such, this study session asks questions about you and your decisions in various situations.

TIME INVOLVEMENT: Your participation in this study will take approximately 5 minutes.



**RISKS AND BENEFITS:** There are no foreseeable risks or discomfort to subjects in this study; nor are there any benefits which may reasonably be expected.

**PAYMENTS:** You will receive either \$10 Amazon giftcard or \$5 via Paypal as payment for your participation. If you do not want an Amazon giftcard and you do not have a PayPal account, you may still participate in this study but you will not be compensated.

**DETAILED DESCRIPTION OF ALL ACTIVITIES:**

1. Provide us with your consent to participate:

We will first ask you to read this consent document and indicate your desire to participate in the activities we describe.

2. Provide us with the appropriate information needed for payment processing (see above)

3. Complete surveys regarding your thoughts on future job prospects following the completion of your dissertation or post-doc appointment

**CONFIDENTIALITY :** You will be identified in this study by a subject identification number. Your answers will NOT be linked to your individual identity, and will only be used in aggregate analysis. Only the investigators will have access to your data during and after the study concludes. These data will remain stored in a locked computer (or data on CD-R format will be in a locked cabinet) for a minimum of 10 years. It will remain locked and unavailable to others (who are not principal investigators for this project) until 5 years after any findings are published, at which time they will be destroyed. These procedures are used so as to ensure full confidentiality of the information you disclose on the questionnaire.

**SUBJECT'S RIGHTS:** If you have read this form and have decided to participate in this project, please understand your participation is voluntary and you have the right to withdraw your consent or discontinue participation at any time without penalty. You have the right to refuse to answer particular questions. Your individual privacy will be maintained in all published and written data resulting from the study.

You may withdraw your consent at any time and discontinue participation without penalty. You are not waiving any legal claims, rights or remedies because of your participation in this research study. If you wish to ask questions about your rights as a research participant or if you wish to voice any problems or concerns you may have about the study to someone other than the researchers, please call the Office of the Human Research Protection Program at (310) 825-7122 or write to Office of the Human Research Protection Program, UCLA, 11000 Kinross Avenue, Suite 102, Box 951694, Los Angeles, CA 90095-1694.

Please tell us how you want to be compensated below: (a choice of \$10 Amazon giftcard, \$5 Paypal, or nothing)

### 3) Questions about current location and potential new job

Before we begin the survey, please answer a few questions about your current job and location:

Where do you live now?

- China
- United States
- other country

Have you accepted a new job or academic position since the time you took the original survey (in the last two years)?

- Yes
- No, I am still at the same institution. However, I have received one or more job offers
- No, I am still at the same institution, and I have not received any job offers yet

Which science/engineering field are you in now? (drop-down menu, same as initial survey)

What is your immigration status in the United States? (drop-down menu)

*The questionnaire then splits:*

*If accepted a new job:* Questions about location, salary, employer, and position the job involves. Then, a question whether there was an alternative offer, and if yes, survey of the alternative offer's attributes.

*If received offers:* Questions about location, salary, employer, and position the offer(s) involve.

### 4) Question about best hypothetical job offer

Imagine your ideal job offer.

Where would this job be located? (drop-down menu based on 7 location categories in Table 1)

What type of employer and position would your ideal job involve? (drop-down menu)

## 5) Questions about salaries prevailing in the marketplace today

Please share your knowledge of the job market with us:

What is the typical annual salary (including bonus and any standard housing support) a researcher with an American PhD in your field can expect to earn in the private sector in China? Please give your best guess if you are unsure.

- USD 20,000-40,000
- USD 40,000-60,000
- USD 60,000-80,000
- USD 80,000-100,000
- Over USD 100,000

What is the typical annual salary (including bonus and any standard housing support) a researcher with an American PhD in your field can expect to earn in the private sector in the United States? Please give your best guess if you are unsure.

- USD 20,000-40,000
- USD 40,000-60,000
- USD 60,000-80,000
- USD 80,000-100,000
- Over USD 100,000

## 6) Direct question about attitude towards returning to China

What is your current attitude about returning to China? (radio buttons for:

- Definitely will go back and have made arrangements to do so
- Definitely will go back, but don't know when
- Probably will go back and have kept up strong ties with China
- Probably will go back but have not kept up ties
- Not very likely to go back, but might go if things changed in China greatly
- Definitely will not go back
- Can't really say now

## 7) Instructions for pairwise choice

You are almost done!

Before we conclude this survey, we would like to show you two pairs of hypothetical job-offers and learn which of the jobs you would take if these were the only job offers you had.

8) Two follow-up choice questions (on separate pages, randomized order)

Please consider the following job-offers, and indicate which one you would choose if these were the only job offers you had.

<u>Job Offer #1</u>	<u>Job Offer #2</u>
<b>Location:</b> China (Shanghai or Nanjing)	<b>Location:</b> US Coastal Region (Livermore, CA or Lincoln, MA)
<b>Employer:</b> Private Sector (e.g. Microsoft China, Johnson & Johnson)	<b>Employer:</b> Public Sector (e.g. Lawrence Livermore Labs or Lincoln Laboratory)
<b>Job Title:</b> R&D Manager (1-10 subordinates)	<b>Job Title:</b> Research Scientist
<b>Annual Salary:</b> \$70,000	<b>Annual Salary:</b> \$120,000

I would take Job Offer #1

I would take Job Offer #2

Please consider the following job-offers, and indicate which one you would choose if these were the only job offers you had.

<u>Job Offer #1</u>	<u>Job Offer #2</u>
<b>Location:</b> China (Wuhan or Hefei)	<b>Location:</b> US Central Region (Raleigh-Durham, NC or Golden, CO)
<b>Employer:</b> Private Sector (e.g. Microsoft China, China Telecom)	<b>Employer:</b> Public Sector (e.g. University of North Carolina, National Renewable Energy Laboratory)
<b>Job Title:</b> Lab Director (>10 subordinates)	<b>Job Title:</b> Research Scientist/Engineer
<b>Annual Salary:</b> \$70,000	<b>Annual Salary:</b> \$95,000

I would take Job Offer #1

I would take Job Offer #2