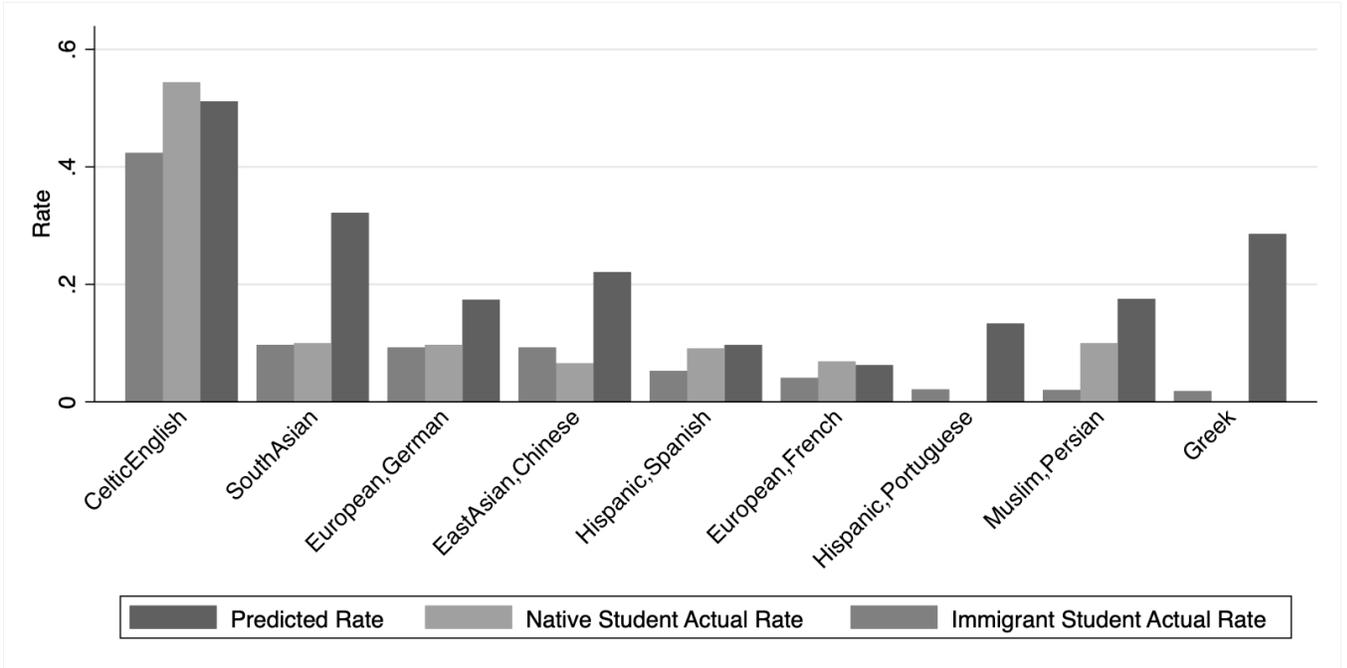


ONLINE APPENDICES FOR: IN GOOD COMPANY: COETHNIC
ADVISORS AND CAREER PATHS OF IMMIGRANT PH.D.
STUDENTS

April 28, 2025

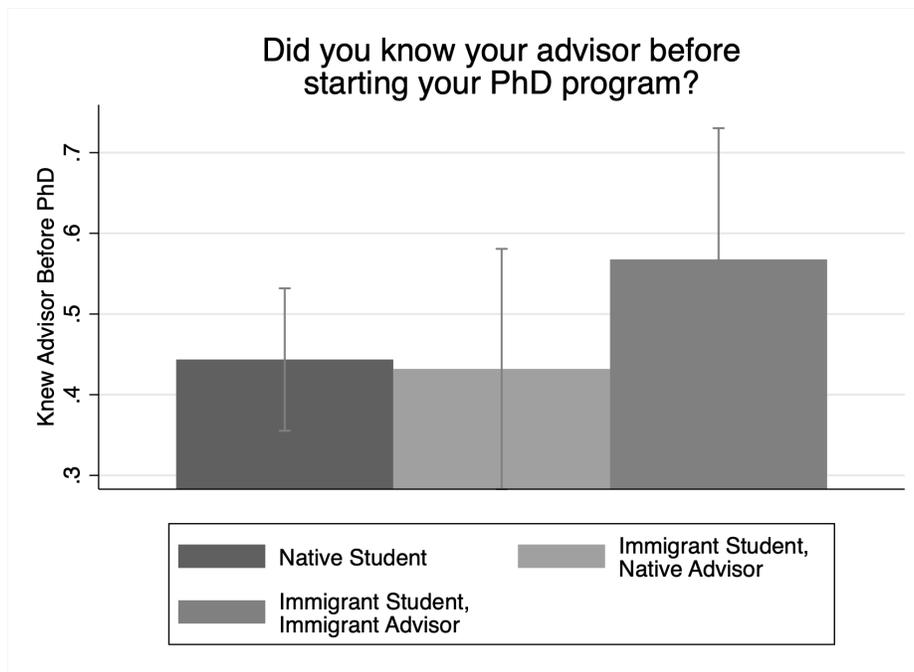
Appendix A: Figures and Tables

Figure A1: Predicted and Actual Rate of Coethnic Matching Based on Name Nationality



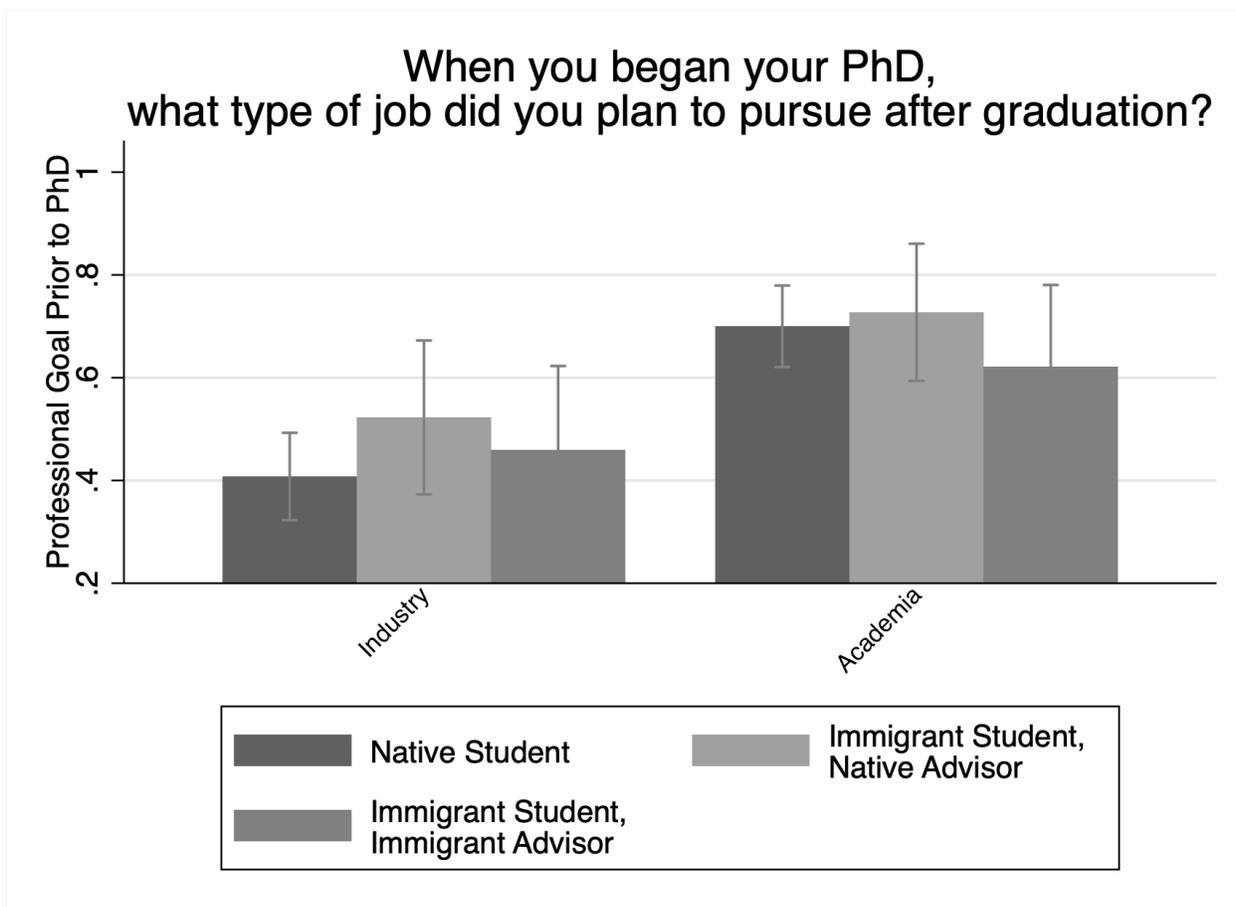
Notes: Predicted matching rates assume random assignment of students to advisors, presenting the proportion of advisors in the sample from each name nationality group. Actual matching rates reflect the share of sample graduates with advisors from the same name nationality group in each of the top nine represented name nationality groups.

Figure A2: Student Familiarity With Advisors Prior to PhD



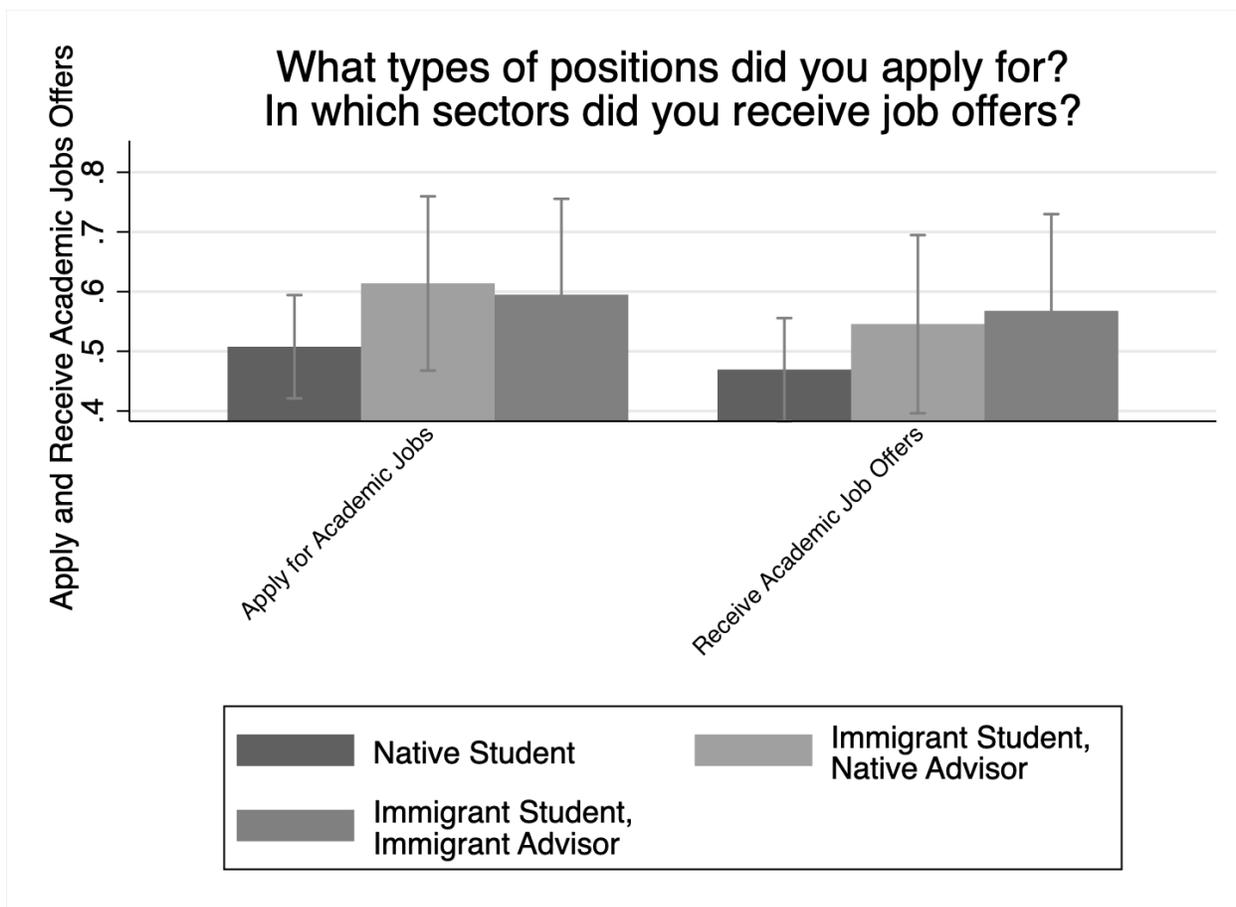
Notes: We plot the average share of respondents who responded yes to the question 'Did you know your advisor before starting your PhD program?', with averages and confidence intervals shown separately for different types of students.

Figure A3: Pre-PhD Professional Goals



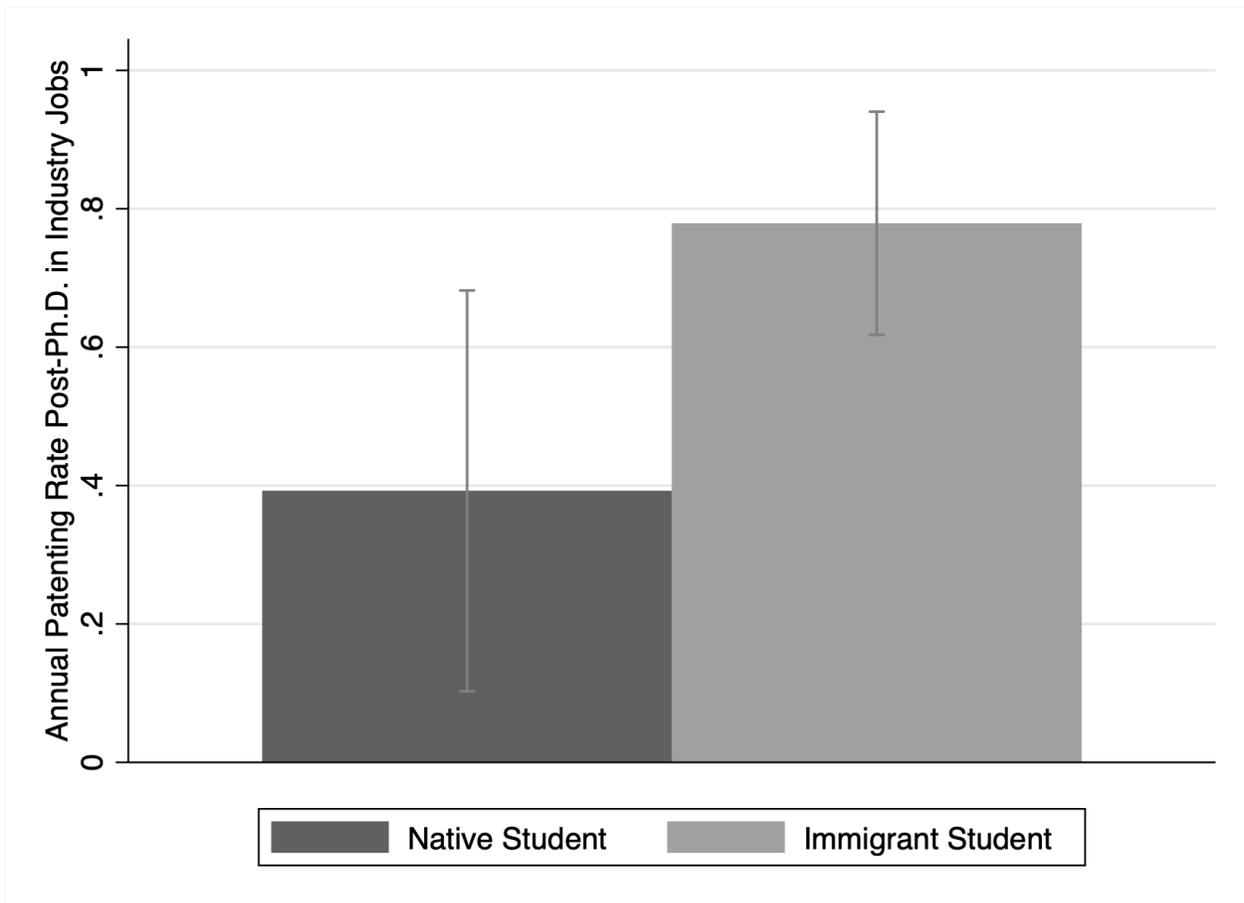
Notes: We asked graduates: When you began your PhD, what type of job did you plan to pursue after graduation? (Select all that apply. If you didn't have a preference select both). They chose from: Industry (e.g., tech companies); Academia; Other (please specify). For each option, we plot the average share of respondents who selected it (coded as 1 if selected, 0 otherwise), with averages and confidence intervals shown separately for each group of survey respondents.

Figure A4: Job Applications and Offers



Notes: We asked graduates: For the next set of questions, please consider only your first job: What types of positions did you apply for? (Select all that apply). And separately “In which sectors did you receive job offers? (Select all that apply). They selected from: Industry (e.g., tech companies), academia (e.g., postdocs, faculty), Other (please specify). For each option, we plot the average share of respondents who selected it (coded as 1 if selected, 0 otherwise), with averages and confidence intervals shown separately for each group of survey respondents.

Figure A5: Post-Ph.D. Patenting Rate in Industry



Notes: We plot the average annual patent counts for up to six years post-Ph.D. across sample immigrant and natives who take their first job in industry.

Table A1: Missing Data

	Nb Sample Scientists	Nb Scientists Incl Missing Scientists
Overall	1,769	3,123
Average graduation year	2016	2016
Proportion non-European ethnic name	0.60	0.59
Institution		
California Institute of Technology	14	16
Carnegie Mellon University	54	82
Columbia University	80	159
Cornell University	68	120
Georgia Institute of Technology	61	89
Harvard University	34	64
Massachusetts Institute of Technology	174	287
Princeton University	62	103
Stanford University	193	341
The University of Texas at Austin	9	12
The University of Wisconsin - Madison	69	143
University of California, Berkeley	154	256
University of California, Los Angeles	64	205
University of Illinois	97	176
University of Maryland, College Park	131	226
University of Massachusetts Amherst	129	251
University of Michigan	78	126
University of Pennsylvania	70	110
University of Southern California	96	146
University of Washington	132	211

Notes: This sample consists of 1,769 artificial intelligence US PhD graduates out of the 3,123 scientists who graduated from top AI PhD programs for whom we could obtain information on undergraduate institution and post-PhD graduation employment history.

Table A2: Undergraduate Country for Study Sample AI Graduates

Undergraduate Country	Nb Sample Scientists	Percentage of Full sample
Argentina	2	0.11
Australia	10	0.57
Austria	2	0.11
Bangladesh	5	0.28
Brazil	8	0.45
Bulgaria	1	0.06
Canada	37	2.09
Chile	2	0.11
China	362	20.46
Columbia	4	0.23
Croatia	1	0.06
Denmark	1	0.06
Egypt	9	0.51
Finland	2	0.11
France	5	0.28
Georgia	1	0.06
Germany	16	0.90
Greece	5	0.28
Iceland	1	0.06
India	145	8.20
Iran	55	3.11
Ireland	2	0.11
Israel	10	0.57
Italy	7	0.40
Japan	4	0.23
Kuwait	1	0.06
Latvia	1	0.06
Lebanon	4	0.23
Mexico	6	0.34
New Zealand	3	0.17
Pakistan	3	0.17
Peru	1	0.06
Poland	2	0.11
Puerto Rico	2	0.11
Russian Federation	9	0.51
Saudi Arabia	2	0.11
Serbia	1	0.06
Singapore	11	0.62
Slovenia	2	0.11
South Korea	50	2.83
Spain	2	0.11
Sri Lanka	5	0.28
Sweden	2	0.11
Switzerland	2	0.11
Taiwan	44	2.49
Thailand	4	0.23
The Netherlands	3	0.17
United Kingdom	15	0.85
United States	846	47.82
Uruguay	1	0.06
Venezuela	1	0.06
Vietnam	2	0.11

Notes: This sample consists of 1,769 artificial intelligence U.S. PhD graduates. Despite being a territory of the United States, Puerto Rico is considered separate for the purposes of this study due to cultural distance.

Table A3: Advisor Descriptives - just first PhD student

	Advisor U.S. Undergraduate (N = 908)	Advisor non-U.S. Undergraduate (N = 564)	
	(1) Mean (std dev.)	(2) Mean (std dev.)	(2)-(1)
Top 5 PhD institution	0.40 (0.49)	0.36 (0.48)	-0.042 (0.026)
Number of publications	49.84 (58.28)	60 (59.38)	10.20*** (3.15)
Number of industry collaborative publications	4.02 (7.10)	5.70 (8.93)	1.67*** (0.42)
Immigrant student	0.45 (0.50)	0.62 (0.49)	0.17*** (0.026)
Student first job industry	0.53 (0.50)	0.56 (0.50)	0.037 (0.027)
	Advisor non-Asian Undergraduate (N = 1,244)	Advisor Asian Undergraduate (N = 228)	
	(1) Mean (std dev.)	(2) Mean (std dev.)	(2)-(1)
Top 5 PhD institution	0.40 (0.49)	0.26 (0.44)	-0.14*** (0.035)
Number of publications	50.91 (55.47)	69.26 (73.09)	18.35*** (4.21)
Number of industry collaborative publications	4.11 (6.96)	7.69 (11.28)	3.58*** (0.56)
Immigrant student	0.47 (0.50)	0.75 (0.43)	0.29*** (0.035)
Student first job industry	0.53 (0.50)	0.61 (0.49)	0.082** (0.034)
	Advisor non-Asian Ethnicity (N = 1,149)	Advisor Asian Ethnicity (N = 323)	
	(1) Mean (std dev.)	(2) Mean (std dev.)	(2)-(1)
Top 5 PhD institution	0.41 (0.49)	0.29 (0.45)	-0.12*** (0.030)
Number of publications	51.05 (55.79)	63.35 (68.04)	12.29*** (3.69)
Number of industry collaborative publications	4.04 (6.95)	6.90 (10.30)	2.86*** (0.49)
Immigrant student	0.46 (0.50)	0.71 (0.46)	0.24*** (0.031)
Student first job industry	0.52 (0.50)	0.61 (0.49)	0.093*** (0.031)

* $p < 0.10$, ** $p < 0.05$, *** $p < 0.01$

Notes: [a] This sample consists of 1,472 unique advisors of our sample of 1,769 artificial intelligence U.S. PhD graduates.

Table A4: Advisor Matching, excluding non-S&E Students

	Advisor with Non-U.S. Undergraduate		Advisor with Asian Undergraduate		Advisor with Asian Name Ethnicity		Advisor With Same Undergraduate Country, Just Immigrant Sample	
	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)
Immigrant	0.1544*** (0.027)	0.1396*** (0.027)						
Asian Immigrant			0.1576*** (0.024)	0.1427*** (0.024)	0.1583*** (0.027)	0.1431*** (0.027)	0.0844*** (0.025)	0.0810*** (0.026)
Non-Asian Immigrant			0.0341 (0.026)	0.0284 (0.025)	0.0173 (0.030)	0.0104 (0.029)		
Total Observations	1566	1566	1566	1566	1566	1566	846	846
Mean of Dep. Variable	0.4464	0.4464	0.1954	0.1954	0.2599	0.2599	0.1489	0.1489
Graduation Year FE	X	X	X	X	X	X	X	X
PhD Department FE	X	X	X	X	X	X	X	X
PhD Institution FE	X	X	X	X	X	X	X	X
Pre-PhD Publications		X		X		X		X
Pre-PhD Industry Job		X		X		X		X
Advisor Industry Publications		X		X		X		X
Advisor H-index		X		X		X		X

* $p < 0.10$, ** $p < 0.05$, *** $p < 0.01$

Notes: [a] Estimates stem from OLS regressions in which the dependent variables are the corresponding column title, set equal to one if the focal student has an advisor of the given type. The regression is at the level of the sample Ph.D. graduate. Immigrant is non-U.S. undergraduate. Asian immigrant and advisor name nationality include those with undergraduate degrees (or name nationality) from China, India, Taiwan, Cambodia, Japan, South Korea, Malaysia, Pakistan, Thailand and Vietnam. Publication counts and advisor h-index are transformed using inverse hyperbolic sine.

[b] Heteroskedastic robust standard errors, clustered at the level of the PhD advisor, are given in parentheses.

Table A5: Name Nationality Based Advisor Matching

	Coethnic Advisor		Coethnic Advisor Not Same Undergraduate		Coethnic Advisor		Coethnic Advisor excl. CelticEnglish	
	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)
Immigrant	0.0814*** (0.022)	0.0755*** (0.023)	0.0974*** (0.019)	0.0955*** (0.019)				
Asian Immigrant					0.1168*** (0.026)	0.1060*** (0.027)	0.1177*** (0.025)	0.1051*** (0.025)
Non-Asian Immigrant					0.0378 (0.031)	0.0387 (0.031)	0.0651** (0.030)	0.0609** (0.030)
Total Observations	1767	1767	1767	1767	1767	1767	1257	1257
Mean of Dep. Variable	0.2634	0.2634	0.2634	0.2634	0.2634	0.2634	0.1509	0.1509
Graduation Year FE	X	X	X	X	X	X	X	X
PhD Department FE	X	X	X	X	X	X	X	X
PhD Institution FE	X	X	X	X	X	X	X	X
Pre-PhD Publications		X		X		X		X
Pre-PhD Industry Job		X		X		X		X
Advisor Industry Publications		X		X		X		X
Advisor H-index		X		X		X		X
Name Ethnicity FE	X	X	X	X	X	X	X	X

* $p < 0.10$, ** $p < 0.05$, *** $p < 0.01$

Notes: [a] Estimates stem from OLS regression in which dependent variables are dummy outcomes. Immigrant is non-US undergrad. Coethnic is defined as same name nationality (using the name prism name nationality assignment). In columns 3 and 4 we include only advisors with the same name nationality, but not the same undergraduate country as students (second-generation advisors). Asian immigrant include those from China, India, Taiwan, Cambodia, Japan, South Korea, Malaysia, Pakistan, Thailand and Vietnam (in our sample). Because name-based coethnic matching is difficult to interpret for immigrants from Celtic/English backgrounds—who are both overrepresented among native-born faculty and often indistinguishable from natives using name-based classification—we exclude them from our analysis of non-Asian immigrant coethnic matching in column 7 and 8. Including them substantially attenuates average estimates of matching for the non-Asian group, despite clearer patterns among other immigrant subgroups.

[b] Heteroskedastic robust standard errors, clustered at the level of the PhD advisor, are given in parentheses.

Table A6: Robustness of Coethnic Advisor Matching

	Advisor with Asian Undergraduate		Advisor with Asian Name Ethnicity		Advisor With Same Name Nationality Excl. Chinese	Advisor With Same Name Nationality Excl. Indian	Advisor with Asian, not Home, Undergraduate	Advisor with Asian, not Same, Name Nationality
	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)
Asian Immigrant	0.1565*** (0.022)	0.1563*** (0.022)	0.1641*** (0.026)	0.1634*** (0.026)	0.0962*** (0.037)	0.1009*** (0.028)	0.0054 (0.019)	-0.0147 (0.022)
Non-Asian Immigrant	0.0291 (0.022)	0.0293 (0.022)	0.0150 (0.026)	0.0157 (0.026)	0.0413 (0.031)	0.0406 (0.031)	0.0426* (0.022)	0.0184 (0.025)
Asian Faculty at University		-0.0001 (0.000)		-0.0003 (0.000)				
Total Observations	1769	1769	1769	1769	1402	1623	1769	1769
Mean of Dep. Variable	0.2459	0.2459	0.2459	0.2459	0.2752	0.2599	0.2634	0.2634
Graduation Year FE	X	X	X	X	X	X	X	X
PhD Department FE	X	X	X	X	X	X	X	X
PhD Institution FE	X	X	X	X	X	X	X	X
Pre-PhD Publications	X	X	X	X	X	X	X	X
Pre-PhD Industry Job	X	X	X	X	X	X	X	X
Advisor Industry Publications	X	X	X	X	X	X	X	X
Advisor H-index	X	X	X	X	X	X	X	X
Name Ethnicity FE					X	X		

* $p < 0.10$, ** $p < 0.05$, *** $p < 0.01$

Notes: [a] Estimates stem from OLS regression in which dependent variables are dummy outcomes. Immigrant is non-US undergrad. Coethnic is defined as same name nationality (using the name prism name nationality assignment). Asian immigrant include those from China, India, Taiwan, Cambodia, Japan, South Korea, Malaysia, Pakistan, Thailand and Vietnam (in our sample).

[b] Heteroskedastic robust standard errors, clustered at the level of the PhD advisor, are given in parentheses.

Table A7: Immigrant Industry Job Robustness

	FAANG Industry First Job	Non-FAANG Industry First Job	MNC Industry First Job	Startup Industry First Job	Industry First Job, U.S. Only	Industry First Job, U.S., excluding post-docs	Industry First Job, Post-2016	Any Industry Job
	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)
Immigrant	0.0860*** (0.016)	0.0282 (0.025)	0.1603*** (0.024)	-0.0237 (0.019)	0.1268*** (0.026)	0.1444*** (0.026)	0.1006*** (0.036)	0.1079*** (0.024)
Total Observations	1769	1769	1769	1769	1640	1402	873	2739
Mean of Dep. Variable	0.1362	0.4460	0.3923	0.1634	0.6006	0.6957	0.6082	0.5754
Graduation Year FE	X	X	X	X	X	X	X	X
PhD Department FE	X	X	X	X	X	X	X	X
PhD Institution FE	X	X	X	X	X	X	X	X
Pre-PhD Publications	X	X	X	X	X	X	X	X
Pre-PhD Industry Job	X	X	X	X	X	X	X	X
PhD Publications	X	X	X	X	X	X	X	X
Years Since PhD								X

* $p < 0.10$, ** $p < 0.05$, *** $p < 0.01$

Notes: [a] Estimates stem from fixed effects ordinary least squares specifications in which dependent variables in columns 1 and 2 are dummy variables that take the value of 1 if the graduate takes an industry job in a FAANG company (Facebook, Amazon, Apple, Netflix or Google) in columns 1 and 2, and in industry non-FAANG company in columns 3 and 4, 0 otherwise. In column 3, a dummy taking the value of 1 if the graduate takes a job in a multi-national corporation, 0 otherwise. In column 4, a dummy taking the value of 1 if the graduate takes a job in a multi-national corporation, 0 otherwise. In column 5 the sample is narrowed to just U.S. stayers, column 6, U.S. stayers excluding those taking post-doc positions, column 7, just those graduating post-2016. In column 8 the observation is at the level of the graduate job in the 6 years post-graduation.

[b] Heteroskedastic robust standard errors, clustered at the level of the PhD advisor, are given in parentheses.

Table A8: Immigrant Industry Job Heterogeneity by Ph.D. features

	Industry First Job	Industry First Job, Computer science only	Industry First Job, Engineering only	Industry First Job, Non-Computer science, engineering only	Industry First Job, S&E only
	(1)	(2)	(3)	(4)	(5)
Immigrant	0.1510*** (0.038)	0.1686*** (0.052)	0.1476*** (0.035)	0.0227 (0.040)	0.1207*** (0.025)
Immigrant \times Top 10 PhD Institution	-0.0758 (0.047)				
Total Observations	2739	616	1208	915	2415
Mean of Dep. Variable	0.5754	0.6299	0.6275	0.4699	0.6012
Graduation Year FE	X	X	X	X	X
PhD Department FE	X	X	X	X	X
PhD Institution FE	X	X	X	X	X
Pre-PhD Publications	X	X	X	X	X
Pre-PhD Industry Job	X	X	X	X	X
PhD Publications	X	X	X	X	X

* $p < 0.10$, ** $p < 0.05$, *** $p < 0.01$

Notes: [a] Estimates stem from fixed effects ordinary least squares specifications in which dependent variables are dummy variables that take the value of 1 if the graduate takes an industry job as their first position post-PhD, 0 otherwise. In column 2, the sample is narrowed to just PhDs from computer science departments, column 3 just engineering departments, column 4, all departments excluding computer science and engineering, and column 5, just S&E departments.

[b] Heteroskedastic robust standard errors, clustered at the level of the PhD advisor, are given in parentheses.

Appendix B: Survey Details

Appendix B.1 Advisor Survey

1. Please rank the following factors based on how important they are in your decision-making process for selecting PhD students. *Please drag each option up or down to reflect their order of importance, with the top (1) = most important and the bottom (5) = least important.*

_____ Shared backgrounds or affiliations (e.g., same university, home country, cultural familiarity) (1)

_____ Academic performance (e.g., grades, test scores) (2)

_____ Alignment of research interests (3)

_____ Previous exposure to the candidate through, e.g., conferences or meetings (4)

_____ Connections or recommendations through my network (5)

.....

If any important factors were missed above, please write them here.

2. Think about your most recent student(s) who went into industry (e.g., start-ups, tech companies). *What are the top (up to) three factors that you think contributed to that outcome:*

- I have many coauthors in industry who I connect my students with (1)
- My department has strong connections with industry (e.g., large alumni network, industry funding, partnerships) (2)
- I often facilitate industry internships for my students. (3)
- The research we conduct in my lab is more applied in nature. (4)
- I tend to select students who are interested in industry positions even before they arrive. (5)
- I think industry jobs offer better opportunities, so I encourage my students to go into industry. (6)
- They were unable to get an academic job. (7)
- None of my students have gone into industry (8)

3. Think about your most recent student(s) who went into academia (e.g., postdocs, tenure track positions). *What are the top (up to) three factors that you think contributed to that outcome:*

- I have a strong academic coauthorship network. (1)
- Our department has a large alumni network in academia. (2)
- Our department is well-regarded in academia. (3)
- The research we conduct in my lab/department is more theoretical or basic in nature. (4)
- I tend to select students who express a strong interest in academic careers during the application process. (5)
- I encourage my students to pursue academic jobs because I believe they offer the best opportunities for research. (6)
- They were unable to get an industry job. (7)
- None of my students have gone into academia (8)

.....

4. If you are able to provide some context regarding why your students went into industry or academia, beyond or as a complement to the multiple choice answers above, please describe here.

5. Approximately how many students have you advised in the past five years?

Fewer than five (1)

6-10 (2)

11+ (3)

.....

6. And approximately what proportion of those students have gone into industry?



7. In what country did you spend most of your childhood (before age 18)? *(If you lived in multiple countries, please select the one where you spent the majority of your time.)*

Select one ^

Select one

- United States of America
- Afghanistan
- Albania
- Algeria
- Andorra
- Angola
- Antigua and Barbuda
- Argentina

(display next question if "United States of America" is not selected in question 7)

Do you find that you often work with PhD students from your home country?

- Yes (1)
- No (2)

(display next TWO question if "Yes" is not selected in last question)

Please explain why by selecting all applicable reasons below.

- I can better assess their academic and cultural background (1)
- We have common contacts or a shared network (2)
- I can communicate effectively with them (e.g., language, cultural nuances) (3)
- They actively seek opportunities to work with me (4)

If there are additional important reasons or context, please explain briefly.

8. We are seeking individuals to interview over Zoom regarding their experiences as a PhD advisor. If you would be interested in talking with us about your experiences, please enter your email below. Your interview responses will be kept confidential.

Appendix B.2 Student Survey

1. What was your primary motivation for pursuing a PhD? *Please drag each option up or down to reflect their order of importance, with the top (1) = most important and the bottom (4) = least important.*

- _____ Passion for research (1)
- _____ Desire for a career in academia (2)
- _____ Desire for a career in industry (e.g., start-ups, tech companies) (3)
- _____ Encouragement from a mentor/advisor (4)

.....
If any important factors were missed above, please write them here.

display the following TWO questions if immigrant = 1 (this is conditioned bsaed on our original information on PhD students)

2. How would you rank the following factors in influencing your decision to enroll in a PhD in the US specifically? *Please drag each option up or down to reflect their order of importance, with the top (1) = most important and the bottom (4) = least important.*

- _____ Industry career opportunities in the US after graduation (1)
- _____ Academic career opportunities in the US after graduation (2)
- _____ Quality and reputation of US institutions (3)
- _____ Connection to faculty in a US institution (4)

.....
If any important factors were missed above, please write them here.

3. What factors influenced which PhD programs you applied to, and ultimately which PhD program you enrolled in? *Please drag each option up or down to reflect their order of importance, with the top (1) = most important and the bottom (5) = least important.*

_____ University/department's overall ranking or academic reputation (1)

_____ Personal preference for a specific location or region (e.g., proximity to family, climate, cost of living) (2)

_____ Opportunity to work with a particular advisor (3)

_____ University/department/advisor's industry connections or partnerships (4)

_____ Career placement record and outcomes of previous PhD graduates (5)

.....
If any important factors were missed above, please write them here.

4. Did you select your advisor before or after starting your PhD program?

- Before joining
- After joining
- Can't recall/not sure/other

display the following question if "Before joining" is selected in the last question

4a. Did you know your advisor before starting your PhD program?

- No
- Yes

display the following question if "Yes" is selected in the last question

4b. Where and how did you meet your advisor?

5. How did you decide on your PhD advisor(s)? *Please select the top (up to) three most important factors.*

- Shared cultural background, cultural familiarity, or language considerations (if applicable) (1)
- Advisor's industry connections (e.g., relationships with companies, potential for internships or post-PhD positions) (2)
- Advisor's academic connections (e.g., collaborations with other researchers, access to prestigious networks) (3)
- Advisor's reputation in the field (e.g., prominence, citation impact) (4)
- Mutual connection or shared professional network (5)
- Alignment with my research interests (e.g., expertise in my area of focus) (6)

.....

5a. If applicable, how important was the shared ethnic or cultural background of your advisor in your decision-making process? *(Scale: 1=none, 5 = significant)*



6. When you began your PhD, what type of job did you plan to pursue after graduation?

(Select all that apply. If you didn't have a preference select both)

- Industry (e.g., start-ups, tech companies) (1)
- Academia (e.g., postdocs, tenure track positions) (2)
- Other (e.g., government, national labs, non-profits). Please specify: (3)

.....

7. Did your career plans change after you started your PhD? (i.e., did you start out being interested in academia and become more interested in industry, or vice versa?)

- Yes (1)
- No (2)

(display the next question if "Yes" is selected in the last question)

Please elaborate further on why and how your career plans changed.

For the next set of questions, please consider only your first job:

8. What types of positions did you apply for? *(Select all that apply)*

- Industry (e.g., start-ups, tech companies) (1)
- Academia (e.g., postdocs, tenure track positions) (2)
- Other (e.g., government, national labs, non-profits) Please specify: (3)

.....

9. In which sectors did you receive job offers? *(Select all that apply)*

- Industry (1)
- Academia (2)
- Other (please specify): (3)

10. Please select the top (up to) three most important factors for choosing your first job after your PhD.

- Salary (1)
- Advice from my advisor (2)
- Location of position (e.g., proximity to family, cost of living) (3)
- Existing connections or relationships within the organization (e.g., internship experience, coauthors) (4)
- Alignment with my research interests or topical fit (5)
- Prestige of the position (e.g., academic reputation, industry visibility) (6)
- Available resources (e.g., funding, access to facilities, research support, computing power) (7)
- Flexibility of position (e.g., remote work options, work-life balance, adaptable schedules, multiple offices) (8)
- Fit with the professional environment (e.g., organizational culture, team dynamics, creative independence) (9)

.....
If any important factors were missed above, please write them here.

11. How much influence did your PhD advisor have on your post-PhD job decisions? (Scale: 1=none, 5 = significant)



display the following TWO questions only if answer to last question is greater or equal to 2

12. How did your PhD advisor influence your choice of post-PhD job? (Select all that apply)

- Encouraged pursuing academic roles (1)
- Provided academic networking opportunities (e.g., conferences, introductions to academic coauthors and researchers) (2)
- Guided my research towards more theoretical questions (3)
- Encouraged pursuing industry roles (4)
- Guided my research towards industry applications (5)
- Provided industry networking opportunities (e.g., introductions to industry professionals, alumni, or coauthors) (6)
- Facilitated industry internships (7)

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13. If you would like to elaborate further on how your PhD advisor influenced your career, please comment here.

What country did you spend most of your childhood in?

Select one ^

Select one

- United States of America
- Afghanistan Desktop survey preview
- Albania
- Algeria
- Andorra
- Angola
- Antigua and Barbuda
- Argentina
- Armenia

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We are seeking individuals to interview over Zoom regarding their experiences with their PhD and early career. If you would be interested in talking with us about your experiences, please enter your email below. Your interview responses will be kept confidential.

Appendix B.3 Response Rate Variations

The following table contains the response rate breakdown for PhD students and advisors:

	PhD student sample	Advisor sample
Overall	14%	10%
Native	17%	12%
Immigrant	9%	9%
Biology	18%	3%
Chemistry	14%	10%
Computer Science	14%	9%
Engineering	10%	7%
Environmental Science	50%	0%
Geology	22%	18%
Materials Science	0%	0%
Mathematics	19%	14%
Medicine	21%	11%
Physics	11%	8%
nonSE	19%	21%

Note: "nonSE" stands for "non-science or engineering" fields