

Interview script (*last updated updated 022522*)

Hi _____! Thanks so much for helping out with the interviews! I really appreciate it. Let's make sure your zoom is set up so that this interview is confidential. It looks like your camera is off. You can now change your name to a unique ID. Your unique ID is ____ [select code from [here](#) and make sure to keep track in your Google Drive of which student has which code - I should not have access to this] _____ (instruct them on how to change their name).

[START RECORDING ON ZOOM AND APP]

It looks like you have the correct code ____ [say code out loud] ____ as your user name--perfect.

First off, this interview is confidential, which means that your identity will not be linked to your responses. The questions and answers will be transcribed and then this video will be deleted. Basically, you will only be identified by your code, and I am the only person who knows how your code links to your name. I am not allowed to share this linking information with anyone, not even the faculty. The typed responses are what will be looked at to better understand and address the barriers and concerns that undergraduates face. At the end of today's interview, I will provide you with the form for getting paid \$50. We'll talk more about payment details at the end.

Let's get started! Are you in a quiet place where no one else can hear you? (Please have them say yes or no). (Be sure they are). Great. I want to make sure you are able to say what you really feel, and sometimes when people are listening it can get awkward. If for any reason you don't feel comfortable answering a question, you can just let me know.

I'm going to ask you a bunch of standard questions and, if needed, follow-up questions to make sure I understand what you mean. Are you ready? Let's go.

Interview questions

1. Q001. How many years have you been at [name of institution]? *(if they are no longer at the institution, ask how many years they were at the institution, when they left, and whether they graduated).*
2. Q002. Do you have a major yet? *(if they are no longer at the institution, ask this if they had a major while at the institution).*
 - a. If YES, have them specify it.
 - b. If NO, What major do/did you think you will choose.
 - c. Why?

Follow-up: In high school did you ever think about being a biology major in college?
Can you explain why or why not?

3. Q003. During today's interview I will use the word "family." The word "family" means different things to different people. Personally, who might you consider to be part of your family? Would you consider a very close family friend, a mentor, or a pastor/minister as part of your family?

Why or why not?

4. Q004. How often do you talk to your family members during the semester? Every day, once a week, once a month, rarely?
5. Q005. What are your interactions with home/family like since you have been in college? What sorts of things do you talk about? Can you describe them?
6. Q006. Is your family a source of support for you while you go to school, or are you more independent?

Follow-up: In what ways is your family a source of support?

7. Q007. How does your family feel about your (current or planned) academic pursuits (attending college, choosing your major, academic interests)?

Follow-up: Could you say a little more about _____*(going to college _major _academic interests)*_____?

8. Q008. How involved is your family in your career decisions or plans?

Follow-up: Can you explain what you mean by (very involved, not involved)?

Follow-up: Can you give an example of how they are involved?

9. Q009. How hard would it be for you to disagree with your family about something you cared about?

Follow-up: Can you say more?

10. Q010. How would you feel about pursuing or having a career that your family did not agree with? Would it create a lot of conflict?

Follow-up: Do you feel that you would need to follow what they say?

11. Q011. Anything else you would like to say about the role your family has in your college life, career decisions, and support?

12. Q012. Some students find faith, church, spirituality an important source of support in college, whereas others don't. Where do you fall?

Follow-up: Can you say a little about why you gave that answer?

Follow-up: Can you give an example of how it helps you make it through the semester?

13. Q013. Has your church, faith, or spirituality ever been a source of stress or conflict while at school? For example, have you ever interacted with fellow students, GTAs, or faculty who seemed uncomfortable with your faith? (How did that make you feel?).

14. Q014. What role would your faith, church, or spirituality have in making important decisions in your life? (For example, a big role, a small role).

Follow-Up: Can you talk a bit more about that? Q015.1.

15. Q015.1. Let's switch gears a bit. How much do you agree or disagree with the following statement: I enjoy spending extended amounts of time in the outdoors.

16. Q015.2. How would you feel about pursuing or having a career that involves being outdoors for long amounts of time?

Follow up: Can you tell me more about why you feel that way?

17. Q016.1. I'm going to give you a few examples of career-related activities that involve being outdoors for long amounts of time and I'd like you to tell me how your answer might change:

- a. Conducting a planned study in a forest for a few days or weeks,
- b. Or being a researcher out on a boat on the ocean for days or weeks at a time with another researcher?
- c. Or collecting specimens on a rocky beach?

Follow up: Can you tell me more about why you feel that way?

18. Q016.2. I'm going to ask several more questions about your comfort working outdoors as part of your career. For each one, say if you would be comfortable or not and why.

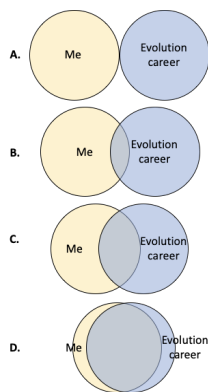
- a. Would you be comfortable traveling long distances from your home (e.g., 100 miles or more) to a natural habitat as part of your career? Why or why not?
- b. Would you feel comfortable having no reception on your personal cell phone for several hours at a time when working outdoors in a natural habitat for your career? Why or why not?
- c. Would you feel safe spending extended amounts of time in nature as part of your career? Why or why not?
- d. Would you be comfortable being outdoors on days with bad weather (e.g., hot, rainy) as part of your career? Why or why not?
- e. Would your parents or guardians think negatively of you if you pursued a career that required extended amounts of time outside? Why or why not?

19. Q017. I'm going to show you a bunch of diagrams by sharing my screen. Look at them carefully. OK—first one. Please take a moment to look at this image (SHARE SCREEN WITH FIRST [IMAGE](#)).

PAUSE

Follow up: What does this diagram make you think about?

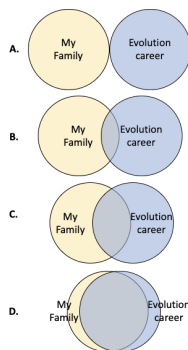
Follow up: Which picture A, B, C, or D, most closely approximates your feelings? How come? Can you elaborate on why?



20. Q018. Please take a moment to look at another image.

PAUSE

Follow up: What does it make you think about? *Follow up:* Which picture A, B, C, or D, most closely approximates your feelings?



21. Q019. [Ask while the prior question is still showing]. Could you talk about some of the family members you are close to and how they would react if you told them you are going to pursue a degree or career in evolutionary biology?

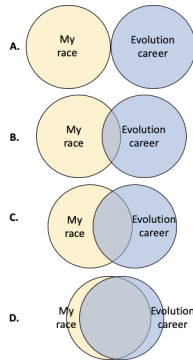
Follow up: Can you tell me a bit more about your family members' reactions?

22. Q020. Please take a moment to look at this image.

PAUSE

Follow up: What thoughts come to mind when you look at this image?

Follow up: Which picture A, B, C, or D, most closely approximates your feelings? How come? Can you say a little more about that?

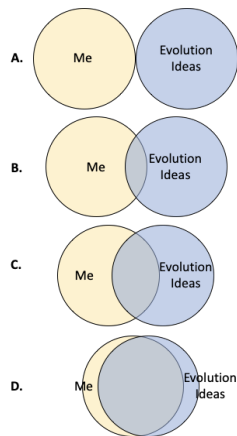


23. Q021. Please take a moment to look at this image.

PAUSE

Follow up: What does it make you think about?

Follow up: Which picture A, B, C, or D, most closely approximates your feelings? How come? Can you say a little more about that?

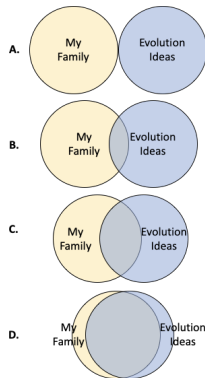


24. Q022. Please take a moment to look at this image.

PAUSE

Follow up: What does it make you think about?

Follow up: Which picture A, B, C, or D, most closely approximates your feelings? How come? Can you say a little more about that?



25. Q024. Have you learned about evolution in college?

Follow-up: Can you talk about how you felt when talking or learning about evolution?
[Let them answer]

Follow-up: Did any topics make you uncomfortable or angry? [Let them answer]

Follow-up: Did any topics seem interesting to you? [Let them answer]

26. Q025. Imagine the following hypothetical situation. For a class assignment you need to teach your family about the relationship between evolution and religion. Would this be easy or hard? Why?

Follow-up: What topics do you think would be the hardest to talk about? For example, would talking about human evolution be easy or challenging?

27. Q028. Can you talk about how you feel your personal religious or spiritual beliefs may conflict with the way that evolution is talked about in school?

Follow up: Can you give examples of how your beliefs may conflict with evolution?

28. Q029. Can you talk about how you feel your personal religious or spiritual beliefs may conflict with evolution ideas in general?
Follow up: Can you tell me about a specific evolutionary idea that you feel conflicts with your religious or spiritual beliefs?
29. Q030. How might science instructors talk about evolution in a way that would feel more comfortable for you?
30. Q031. Shifting gears a bit....Let's talk more about jobs. Have you ever had a part time or full time job? (Yes or No).
- a. If YES: Have you ever discussed the job you had and its challenges or rewards with your parents or family? (Yes or No).
 - b. If YES: How important is job-related support or advice from your parents or family members to you? Very important, not that important?
31. Q032. People spend a lot of time working at their jobs and talking about their jobs with others. Imagine that you decided to pursue a career as an evolutionary biologist. Do you think this career decision would impact job-related support or advice from your parents or family members? If so, how? If not, why not?
- Follow up:* would it impact how open you might be about your work challenges and successes?
32. Q033. OK, you're still an evolutionary biologist. Let's say you decided to specialize in the evolution of lactose intolerance in African populations. You worked really hard on a big study for two years, but it was rejected from a major journal. You are very discouraged because this work was very important to you. How might your parents react if you brought up this work challenge?
- Follow up:* What kinds of things might they say or do?

33. Q034. Now I'm going to give you a few options and I'd like you to comment on how each would make you feel:

- a. "That's terrible—I'm so sorry. Your evolution work is really important to all of us." How would this response make you feel?
- b. "That's terrible. But you need to keep in mind that this evolution work isn't that relevant to our lives. Maybe you could focus on topics that might help other people?". How would this response make you feel?
- c. That's terrible—I'm so sorry. But you know I don't feel comfortable talking about evolution with you so let's talk about something else. How would this response make you feel?

34. Q035. You've done a great job today! Do you have any final thoughts about anything we have talked about today? Or are there any responses that you would like to clarify?

That's all the questions I have for you. You've been a great participant--thanks so much for helping out.

STOP RECORDING
