

Online-only content for “Original Research: The Recruitment Experience of Foreign-Educated Health Professionals to the United States,” by Shaffer and colleagues in the *American Journal of Nursing*, January 2020, p. 28-38.

Table 1. CGFNS International Recruitment Survey

Question	Answer Options
1. What is your gender?	–Male –Female –Prefer not to specify
2. What is your age?	–18-20 –21-29 –30-39 –40-49 –50-59 –60+
3. Where were you born?	–SurveyMonkey’s list of countries –Other (please specify)
4. What is your profession?	Free response
5. Which visa category did you travel (or are you applying) to the United States on?	–H-1B –EB-2 –EB-3 –TN –I don’t know –U.S. citizen –Other (please specify)
6. How many years have you practiced your profession in the United States?	Free response
7. How many years (total) have you practiced your profession?	Free response
8. In what country did you receive your initial education to enter your health profession?	–SurveyMonkey’s list of countries –Other (please specify)
9. In what country were you originally registered?	–SurveyMonkey’s list of countries –Other (please specify)
10. In how many countries (total) have you been registered to practice your profession?	Free response
11. Are you currently working in the United States?	–Yes –No
12. In which U.S. state/territory did you first apply to practice?	List of U.S. states and territories
13. Why did you choose this U.S. state/territory?	Free response
14. Did you work with a local recruiter in your country of origin?	–Yes –No
15. Where was your recruiter based?	–Local recruiter in country of origin –U.S.-based recruitment agency –Other (please specify)
16. What is the name of this company?	Free response
17. From which country are you being recruited?	–SurveyMonkey’s list of countries –Other (please specify)

Table 1. Continued

Question	Answer Options
18. Was your recruiter certified by CGFNS International's Alliance for Ethical International Recruitment Practices?	–Yes –No –Don't know
19. Did your recruiter give you a copy of the <i>Health Care Code for Ethical International Recruitment and Employment Practices</i> (formerly known as the <i>Voluntary Code of Ethical Conduct for the Recruitment of Foreign-Educated Health Professionals to the United States</i>)?	–Yes –No
20. Did you have to pay a recruiter fee?	–Yes –No
21. Did you have to provide any collateral (money, land, etc.) to your recruiter as a deposit to guarantee their services?	–Yes, but the collateral was returned to me –Yes, but my recruiter kept the collateral –No
22. What was the amount and purpose of the fee?	–Amount (USD)—free response –Purpose of fee—free response
23. Did you have the opportunity to review your contract (or offer letter) before signing it?	–Yes –No
24. Why were you unable to review the contract (or offer letter)?	Free response
25. Did you receive a copy of your contract (or offer letter)?	–Yes –No
26. What is the duration of your contract with your visa sponsor?	–1 year –2 years –3 years –4 years –Other (please specify)
27. Does your contract include an early termination fee (breach fee) if you leave it early? (Options are in USD.)	–None –< \$15k –\$15-30k –\$30-45k –\$45k+ –Don't know
28. Does your contract specify the financial responsibilities of all parties involved in the recruitment process?	–Yes –No
29. Did you know and agree to the duties of the position you were recruited for?	–Yes –No
30. Did you receive an explanation of compensation and benefits before or when you signed the contract with an employer or staffing agency?	–Yes –No
31. Did you know your hourly wage prior to arrival?	–Yes –No
32. Did you know which state your job would be located in?	–Yes –No
33. Were any documents (e.g., passports) withheld?	–Yes –No

Table 1. Continued

Question	Answer Options
34. Overall, how would you rate your experience with your recruiter?	–Very positive –Somewhat positive –Neutral –Somewhat negative –Very negative
35. Please provide comments on your recruiting experience.	Free response
36. Were there any specific aspects about the recruiter with which you were not satisfied? Choose all that apply.	–No, I was completely satisfied –Their fees were too high –They were dishonest in describing opportunities –They were unable to find me a job –They were unable to get me a visa –My contract changed without my consent –I did not receive a copy of my contract –My employer changed without my consent –Other (please specify)
37. Would you be interested in providing the Alliance with copies of offered contracts, promissory notes, offer letters, etc.? These documents will help us understand recruitment practices and your identity will remain completely confidential.	–Yes, please remove personal information and e-mail documents to staff@cgfnsalliance.org . –No
38. Are you interested in receiving a follow-up survey in 12 months?	–Yes –No

EB-2 = employment-based, permanent, for workers with advanced degrees or specialties; EB-3 = employment-based, permanent, for skilled workers with associate or bachelor's degrees; H-1B = employment-based, temporary, for workers in certain specialty occupations; TN = employment-based, temporary, for workers employed through trade national agreements.