Appendix M. Sample Coding Scheme Development Chart

Developmental Phases of Analytic Framework	Explanation and Description of Resulting Changes to Coding Scheme
1. Coding scheme version April 2005. After conducting the relevant literature reviews, the researcher developed an initial literature-based coding framework for the dissertation proposal.	1: This coding scheme, developed as part of the researcher's initial ideas about a conceptual framework, was based on Bogdan and Biklen's (2007) coding category system for organizing data. Based on this system, a simple two-level scheme was employed: a general etic level and a more specific emic level, close to the literature, but nested in the etic codes. At the outset, the original scheme includes 108 alphabetically ordered codes.
2. Coding scheme version August 2006. Based on discussions with colleagues, the researcher developed a revised conceptual framework and related coding scheme. Analytic categories directly relate to the study's five research questions.	2: This preliminary version of the coding scheme is a predefined approach to coding and is primarily developed from the literature review combined with personal experience. Five broad analytic categories as they relate to the study's three research questions are identified: (a) "Preparedness"; (b) "Knowledge, skills, attitudes"; (c) "How learning occurred"; (d) "Facilitators of learning"; and (e) "Barriers to learning." The original scheme includes 34 numeric codes.
3. Coding scheme version October 2006. Descriptors are too abstract and theoretical and need to be tied more closely to what the researcher anticipated to be participants' actual responses. Based on this critique, a new coding scheme is developed. This is framed in terms of the literature in conjunction with anticipated participant responses.	3: An initial round of open coding yielded further ideas, and the coding scheme is refined. Some descriptors are split apart to make them more precise: Under categories b, c, and d, "advisors" and "other faculty" are added as opposed to just "advisors." Six new descriptors are added: "desire for continuous leaning," "knowledge of content," "draw on experience," "post–course work seminars," "personal attributes," and "interest in topic." This scheme includes 39 alphanumerically ordered codes.
October 17, 2006 The researcher conducted three pilot interviews. Using coding scheme version 2, the transcript was open coded by the researcher and a doctoral candidate colleague.	The coding scheme is still cumbersome, and categories are overly detailed. Further descriptors are collapsed, and some are eliminated: In category a, "self-esteem" and "personal fulfillment" overlap; therefore "self-esteem" is eliminated. "Time constraints" is eliminated from category e due to overlap with "personal/family issues" and "professional demands." "Promotion" and "compensation" are both eliminated from category a because they both fall under "credentials." "Faith/confidence" and "realistic expectations" are eliminated from category b. "Trial and error" and "draw on experience" are removed from category c, and "faculty" and "advisors" become collapsed into one. The scheme now consists of 33 codes.
4. Coding scheme version December 2006. Based on a further round of discussions with an advisor and on emergent data from the open coding of pilot interviews, coding scheme is further refined and reduced.	4: The coding scheme becomes more streamlined because seven descriptors are eliminated: four from category c ("informed others," "graduates," family/friends," "course work"), one from category d ("interest in topic"), and two from category e ("academic requirements" and "insufficient knowledge of process"). This version includes 26 codes.

Developmental Phases of Analytic Framework	Explanation and Description of Resulting Changes to Coding Scheme
5. Coding scheme version 4.1: February 2007. The researcher conducted three further interviews, open coded using version 4.1.	Coding grids are drawn up to plot which codes are being utilized and how often. This sheds light on which descriptors are relevant and which are redundant. Three more descriptors are deleted: "writing skills," "tolerance or perseverance," and "status/recognition." The final scheme consists of 23 alphanumeric codes (see Appendix L).
6. Coding scheme version 5: March 2007. As interviews are read, reread, and open coded, minor modifications are made with regard to certain descriptors. This version now constitutes the final coding scheme developed for this research. In line with qualitative research, the scheme remains flexible. As the researcher proceeded to use this coding scheme, she acknowledged that as new descriptors emerged from the data, they would be added; conversely, if descriptors became superfluous or redundant, they would be omitted from the scheme.	

Source: This chart first appeared in Bloomberg, L. D. (2007). *Understanding qualitative inquiry: Content and process* (Part I). Unpublished manuscript.