

# Your University's Family Accommodations Policies and Programs for Researchers

*We are interested in learning about your university's family accommodations policies/programs for various classes of paid researchers (including graduate student researchers, postdoctoral scholars, academic researchers, and faculty).*

*As you complete the survey on behalf of your university, if you have any questions or concerns, please do not hesitate to contact us at: [ucbsurvey@berkeley.edu](mailto:ucbsurvey@berkeley.edu) or (510) 642-6736.*

*Because of the specificity of the survey questions and potential overlap in policies, we recommend that you review the survey prior to answering any questions in case you need to consult others at your institution. Our questions seek to understand differences in policies as they are applied to the various classes of researchers, and how policies affect individuals in different types of family situations, e.g., birth mothers, new adoptive parents, individuals providing care to a sick family member, etc.*

*When you have finished the survey, please click the submit button (located at the very bottom of the survey) so that we will receive your response.*

*You may at any point along the way save your responses (by clicking one of the save buttons) and return to the survey at a later time by logging in again with your username and password.*

## A. Family Accommodation Policies for **Graduate Student Researchers**

1. In regard to issues of benefits and family accommodation policies, are there different employment classes or titles of **graduate student researchers** at your institution (i.e. different employment classes/titles with different levels of access to benefits/family accommodations)?
  - Yes, there are. *(please explain below)*
  - No, all graduate student researchers are considered to be in the same employment class or category. *(go to [question 2](#))*

***Employment classes or categories of graduate student researchers:*** Please type or paste in the box below a description of or a web link to information that explains the distinctions between the classes or categories of graduate student researchers at your institution and, if possible, their relative access to family accommodation policies (please also note which of these different groups has the largest number of individuals):

**Note: If you have more than one class or category of graduate student researchers, please answer the following series of questions about the largest group at your institution.**

### **Graduate Student Researchers Who Bear a Child**

**2. Which of the following best describes your institution's policy regarding paid maternity leave for graduate student researchers who bear a child? (pick one)**

- A written policy exists that entitles graduate student researchers who bear a child to paid maternity leave. (if yes, please provide a web link to or copy of your institution's policy in the box below )
- A written policy exists that allows graduate student researchers who bear a child to request paid maternity leave and, assuming the PI and/or other authority (e.g., the graduate school) approves the leave, they may take it. (please provide a copy of the policy or web link in the box below )
- A written policy exists that makes clear that graduate student researchers who bear a child are not allowed paid maternity leave. (please provide a copy of the policy or web link in the box below)
- No written policy exists but graduate student researchers who bear a child are routinely allowed paid maternity leave, assuming the PI and/or other authority approves it. (if yes, please explain how this process works in the second box below)
- No written policy exists but graduate student researchers who bear a child are occasionally allowed paid maternity leave, assuming the PI and/or other authority approves it. (if yes, please explain how this process works in the second box below)
- No written policies exist but graduate student researchers who bear a child are not allowed paid maternity leave.
- No written policy exists and we do not know whether graduate student researchers who bear a child are routinely or occasionally allowed paid maternity leave with the approval of the PI and/or other authority (e.g., PIs may allow paid maternity leave without our knowledge).
- None of the above (specify) 

**Written policy:** If your university has a written policy regarding paid maternity leave for graduate student researchers who bear a child, please provide a copy of your policy (paste or type) or a web link to the policy in the box below. (if it is unclear from the policy, please specify the typical length of the paid maternity leave):

**Other process:** If your university does not have a written policy regarding paid maternity leave for **graduate student researchers who bear a child** but they are routinely or occasionally allowed it, please describe how this process works (e.g., who approves the leave and for what types of cases and what is the typical length of the leave):

**Additional comments:** If you have any other comments about the issue of **graduate student researchers who bear a child** and your university's approach to the issue of paid maternity leave for these individuals, please provide them in the box below:

3. Do you offer other family accommodation policies or programs for **graduate student researchers who bear a child**? (These policies/programs might be exclusive to graduate student researchers or apply to all graduate students -- e.g., MIT provides a [Childbirth Accommodation Policy](#) that will temporarily *stop the academic and research clocks with regards to assignments due, reports anticipated, or other class and research related requirements.*)

- Yes, we do. *(please describe in box provided below or provide a web link)*
- No, but we are considering instituting some new policies and/or programs. *(please describe in the second box below or provide a web link to the proposal)*
- No, we do not.

**Other existing family accommodation policies or programs for graduate student researchers who bear a child:** Please provide a description of your policy or program or a web link to that program or policy:

**Possible new family accommodation policies or programs for graduate student researchers who bear a child:** Please provide a description of the proposed policy or program or a web link to the proposal:

**Additional comments:** If you have any other comments about the issue of **graduate student researchers who bear a child** and family accommodation policies or programs,

please provide them in the box below:

Save your work

***If you would like to save your work, please click the save button now.***

### **Graduate Student Researchers Who Provide Care to a New Child**

4. Which of the following best describes your institution's policy regarding **paid parental leave** for **graduate student researchers who provide care to a new child** (e.g., in cases of adoption or for male caregivers)? *(pick one)*

- A written policy exists that entitles **graduate student researchers who provide care to a new child** to paid parental leave. *(if yes, please provide a web link to or copy of your institution's policy in the box below)*
- A written policy exists that allows **graduate student researchers who provide care to a new child** to request paid parental leave and, assuming the PI and/or other authority (e.g., the graduate school) approves the leave, they may take it. *(please provide a copy of the policy or web link in the box below)*
- A written policy exists that makes clear that **graduate student researchers who provide care to a new child** are not allowed paid parental leave. *(please provide a copy of the policy or web link in the box below)*
- No written policy exists but **graduate student researchers who provide care to a new child** are routinely allowed paid parental leave, assuming the PI and/or other authority approves it. *(if yes, please explain how this process works in the second box below)*
- No written policy exists but **graduate student researchers who provide care to a new child** are occasionally allowed paid parental leave assuming the PI and/or other authority approves it. *(if yes, please explain how this process works in the second box below)*
- No written policies exist but **graduate student researchers who provide care to a new child** are not allowed paid parental leave.
- No written policy exists and we do not know whether **graduate student researchers who provide care to a new child** are routinely or occasionally allowed paid parental leave with the approval of the PI and/or other authority (e.g., PIs may allow paid parental leave without our knowledge).
- None of the above. *(specify)* 

**Written policy:** If your university has a written policy regarding paid parental leave for **graduate student researchers who provide care to a new child**, please provide a copy of your policy or a web link to the policy in the box below (if it is unclear from the policy, please specify the typical length of the paid parental leave):

**Other process:** If your university does not have a written policy regarding paid parental leave for **graduate student researchers who provide care to a new child** but they are routinely or occasionally allowed it, please describe how this process works (e.g., who approves the leave and for what types of cases and what is the typical length of the leave):

**Additional comments:** If you have any other comments about the issue of **graduate student researchers who provide care to a new child** and your university's approach to the issue of paid parental leave for these individuals, please provide them in the box below:

### **Graduate Student Researchers Who Provide Care to Other Family Members**

5. Do you offer any other family accommodation policies or programs (*not described above*) for **graduate student researchers who provide care to other family members** (e.g., a sick spouse/partner, child or adult dependent, etc.)? These may be exclusive to graduate student researchers or include all graduate students.

- Yes, we do. (*please describe in box below or provide a web link*)
- No, but we are considering instituting some new policies and/or programs. (*please describe in the second box below or provide a web link to the proposal*)
- No, we do not.

**Other existing family accommodation policies or programs for graduate student researchers who provide care to other family members:** Please provide a description of your policy or program or a web link to that program or policy:

**Possible new family accommodation policies or programs for graduate student researchers who provide care to other family members:** Please provide a description of the proposed policy or program or a web link to the proposal:

**Additional comments:** If you have any other comments about the issue of **graduate student researchers who provide care to other family members** and family accommodation policies or programs, please provide them in the box below:

6. As you described throughout this section, do the same **family accommodation** policies or practices apply to **graduate student researchers** who are fully or partially supported by federal grants or contracts?

- Yes, the same policies/practices apply.
- It is unclear whether the same policies or practices apply.
- No, or not exactly. (*explain*) 

**Please provide us with contact information for an appropriate individual in case we need to follow up with questions about your university's family accommodation policies and practices with respect to graduate student researchers:**

Save your work

***If you would like to save your work, please click the save button now.***

## **B. Family Accommodation Policies for **Postdoctoral Scholars****

7. In regard to issues of benefits and family accommodation policies, are there different employment classes or titles of **postdoctoral scholars** at your institution (i.e. different employment classes/titles with different levels of access to benefits/family accommodations)?

- Yes, there are. (please explain below)
- No, all postdoctoral scholars are considered to be in the same employment class or category. (go to [question 8](#))

**Employment classes or categories of postdoctoral scholars:** Please type or paste in the box below a description of or a web link to information that explains the distinctions between the classes or categories of postdoctoral scholars at your institution and, if possible, their relative access to family accommodation policies (please also note which of these different groups has the largest number of individuals):

**Note:** If you have more than one class or category of postdoctoral scholars, please answer the following series of questions about the largest group at your institution.

### Postdoctoral Scholars Who Bear a Child

8. Which of the following best describes your institution's policy regarding **paid maternity leave** for **postdoctoral scholars who bear a child**? (pick one)

- A written policy exists that entitles **postdoctoral scholars who bear a child** to paid maternity leave. (if yes, please provide a web link to or copy of your institution's policy in the box below)
- A written policy exists that allows **postdoctoral scholars who bear a child** to request paid maternity leave and, assuming the PI and/or other authority approves the leave, they may take it. (please provide a copy of the policy or web link in the box below)
- A written policy exists that makes clear that **postdoctoral scholars who bear a child** are not allowed paid maternity leave. (please provide a copy of the policy or web link in the box below)
- No written policy exists but **postdoctoral scholars who bear a child** are routinely allowed paid maternity leave, assuming the PI and/or other authority approves it. (if yes, please explain how this process works in the second box below)
- No written policy exists but **postdoctoral scholars who bear a child** are occasionally allowed paid maternity leave, assuming the PI and/or other authority approves it. (if yes, please explain how this process works in the second box below)
- No written policies exist but **postdoctoral scholars who bear a child** are not allowed paid maternity leave.
- No written policy exists and we do not know whether **postdoctoral scholars who bear a child** are routinely or occasionally allowed paid maternity leave with the approval of the PI and/or other authority (e.g., PIs may allow paid maternity leave without our knowledge).
- None of the above. (specify) 

**Written policy:** If your university has a written policy regarding paid maternity leave for **postdoctoral scholars who bear a child**, please provide a copy of your policy or a web link to the policy in the box below (if it is unclear from the policy, please specify the typical length of the paid leave):

**Other process:** If your university does not have a written policy regarding paid maternity leave for **postdoctoral scholars who bear a child** but they are routinely or occasionally allowed it, please describe how this process works (e.g., who approves the leave and under what types of cases and what is the typical length of the leave):

**Additional comments:** If you have any other comments about the issue of **postdoctoral scholars who bear a child** and your university's approach to the issue of paid maternity leave for these individuals, please provide them in the box below:

9. Which of the following best describes your institution's policy regarding **unpaid maternity leave** for **postdoctoral scholars who bear a child**? (pick one)
- A written policy exists that entitles **postdoctoral scholars who bear a child** to unpaid maternity leave. (if yes, please provide a web link to or copy of your institution's policy in the box below)
  - A written policy exists that allows **postdoctoral scholars who bear a child** to request unpaid maternity leave and, assuming the PI and/or other authority approves the leave, they may take it. (please provide a copy of the policy or web link in the box below)
  - A written policy exists that makes clear that **postdoctoral scholars who bear a child** are not allowed unpaid maternity leave. (please provide a copy of the policy or web link in the box below)
  - No written policy exists but **postdoctoral scholars who bear a child** are routinely allowed unpaid maternity leave, assuming the PI and/or other authority approves it. (if yes, please explain how this process works in the second box below)
  - No written policy exists but **postdoctoral scholars who bear a child** are occasionally allowed unpaid maternity leave, assuming the PI and/or other authority approves it. (if yes, please explain how this process works in the second box below)
  - No written policies exist but **postdoctoral scholars who bear a child** are not allowed unpaid maternity leave.
  - No written policy exists and we do not know whether **postdoctoral scholars who bear a child** are routinely or occasionally allowed unpaid maternity leave with the approval of the PI and/or other authority (e.g., PIs may allow unpaid maternity leave without our knowledge).

- None of the above. (specify) 

**Written policy:** If your university has a written policy regarding unpaid leave for **postdoctoral scholars who bear a child**, please provide a copy of your policy or a web link to the policy in the box below (if it is unclear from the policy, please specify the typical length of the leave):

**Other process:** If your university does not have a written policy regarding unpaid leave for **postdoctoral scholars who bear a child** but they are routinely or occasionally allowed it, please describe how this process works (e.g., who approves the leave and for what types of cases and what is the typical length of the leave):

**Additional comments:** If you have any other comments about the issue of **postdoctoral scholars who bear a child** and your university's approach to the issue of unpaid maternity leave for these individuals, please provide them in the box below:

10. Do you offer other family accommodation policies or programs for **postdoctoral scholars who bear a child**?

- Yes, we do. (please describe in box provided below or provide a web link)
- No, but we are considering instituting some new policies and/or programs. (please describe in the second box below or provide a web link to the proposal)
- No, we do not.

**Other existing family accommodation policies or programs for postdoctoral scholars who bear a child:** Please provide a description of your policy or program or a web link to that program or policy:

**Possible new family accommodation policies or programs for postdoctoral scholars**

**who bear a child:** Please provide a description of the proposed policy or program or a web link to the proposal:

**Additional comments:** If you have any other comments about the issue of **postdoctoral scholars who bear a child** and family accommodation policies or programs, please provide them in the box below:

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### ***Postdoctoral Scholars Who Provide Care to a New Child***

11. Which of the following best describes your institution's policy regarding **paid parental leave** for **postdoctoral scholars who provide care to a new child** (e.g., in cases of adoption or for male caregivers)? *(pick one)*
- A written policy exists that entitles **postdoctoral scholars who provide care to a new child** to paid parental leave. *(if yes, please provide a web link to or copy of your institution's policy in the box below)*
  - A written policy exists that allows **postdoctoral scholars who provide care to a new child** to request paid parental leave and, assuming the PI and/or other authority approves the leave, they may take it. *(please provide a copy of the policy or web link in the box below)*
  - A written policy exists that makes clear that **postdoctoral scholars who provide care to a new child** are not allowed paid parental leave. *(please provide a copy of the policy or web link in the box below)*
  - No written policy exists but **postdoctoral scholars who provide care to a new child** are routinely allowed paid parental leave, assuming the PI and/or other authority approves it. *(if yes, please explain how this process works in the second box below)*
  - No written policy exists but **postdoctoral scholars who provide care to a new child** are occasionally allowed paid parental leave, assuming the PI and/or other authority approves it. *(if yes, please explain how this process works in the second box below)*
  - No written policies exist but **postdoctoral scholars who provide care to a new child** are not allowed paid parental leave.
  - No written policy exists and we do not know whether **postdoctoral scholars who provide care to a new child** are routinely or occasionally allowed paid parental leave with the approval of the PI and/or other authority (e.g., PIs may allow paid parental leave without our knowledge).
  - None of the above. *(specify)* 

**Written policy:** If your university has a written policy regarding paid parental leave for **postdoctoral scholars who provide care to a new child**, please provide a copy of your policy or a web link to the policy in the box below (if it is unclear from the policy, please specify the typical length of the paid parental leave):

**Other process:** If your university does not have a written policy regarding paid parental leave for **postdoctoral scholars who provide care to a new child** but they are routinely or occasionally allowed it, please describe how this process works (e.g., who approves the leave and under what types of cases and what is the typical length of the leave):

**Additional comments:** If you have any other comments about the issue of **postdoctoral scholars who provide care to a new child** and your university's approach to the issue of paid parental leave for these individuals, please provide them in the box below:

12. Which of the following best describes your institution's policy regarding **unpaid parental leave** for **postdoctoral scholars who provide care to a new child** (pick one)?

- A written policy exists that entitles **postdoctoral scholars who provide care to a new child** to unpaid parental leave. (if yes, please provide a web link to or copy of your institution's policy in the box below)
- A written policy exists that allows **postdoctoral scholars who provide care to a new child** to request unpaid parental leave and, assuming the PI and/or other authority approves the leave, they may take it. (please provide a copy of the policy or web link in the box below)
- A written policy exists that makes clear that **postdoctoral scholars who provide care to a new child** are not allowed unpaid parental leave. (please provide a copy of the policy or web link in the box below)
- No written policy exists but **postdoctoral scholars who provide care to a new child** are routinely allowed unpaid parental leave, assuming the PI and/or other authority approves it. (if yes, please explain how this process works in the second box below)
- No written policy exists but **postdoctoral scholars who provide care to a new child** are occasionally allowed unpaid parental leave, assuming the PI and/or other authority approves it. (if yes, please explain how this process works in the second box below)

- No written policies exist but **postdoctoral scholars who provide care to a new child** are not allowed unpaid parental leave.
- No written policy exists and we do not know whether **postdoctoral scholars who provide care to a new child** are routinely or occasionally allowed unpaid parental leave with the approval of the PI and/or other authority (e.g., PIs may allow unpaid parental leave without our knowledge).
- None of the above. (specify) 

**Written policy:** If your university has a written policy regarding unpaid parental leave for **postdoctoral scholars who provide care to a new child**, please provide a copy of your policy or a web link to the policy in the box below (if it is unclear from the policy, please specify the typical length of the unpaid parental leave):

**Other process:** If your university does not have a written policy regarding unpaid parental leave for **postdoctoral scholars who provide care to a new child** but they are routinely or occasionally allowed it, please describe how this process works (e.g., who approves the leave and for what types of cases and what is the typical length of the leave):

**Additional comments:** If you have any other comments about the issue of **postdoctoral scholars who provide care to a new child** and your university's approach to the issue of unpaid parental leave for these individuals, please provide them in the box below:

### **Postdoctoral Scholars Who Provide Care to Other Family Members**

13. Do you offer any other family accommodation policies or programs (*not described above*) for **postdoctoral scholars who provide care to other family members** (e.g., a sick spouse/partner, child or adult dependent, etc.)?

- Yes, we do. (*please describe in box provided below or provide a web link*)
- No, but we are considering instituting some new policies and/or programs. (*please describe in the second box below or provide a web link to the proposal*)
- No, we do not.

**Other existing family accommodation policies or programs for postdoctoral scholars who provide care to other family members:** Please provide a description of your policy or program or a web link to that program or policy:

**Possible new family accommodation policies or programs for postdoctoral scholars who provide care to other family members:** Please provide a description of the proposed policy or program or a web link to the proposal:

**Additional comments:** If you have any other comments about the issue of **postdoctoral scholars who provide care to other family members** and family accommodation policies or programs, please provide them in the box below:

14. Does your institution have a written policy regarding part-time appointments for postdoctoral scholars?

- Yes, a written policy exists. *(please provide a web link to or copy of your institution's policy in the box below)*
- No written policy exists but there are general practices that apply to this situation. *(please explain how this process works in the second box below)*
- No, we do not.

**Written policy:** If your university has a written policy regarding part-time appointments for **postdoctoral scholars**, please provide a copy of your policy or a web link to the policy in the box below:

**Other process:** If your university does not have a written policy regarding part-time appointments for **postdoctoral scholars**, but they are routinely or occasionally allowed, please describe how this process works (e.g., who approves the appointment and under what types of cases and what is the typical length of the appointment):

**Additional comments:** If you have any other comments about the issue of **postdoctoral scholars** and your university's approach to part-time appointments, please provide them in the box below:

15. As you described throughout this section, do the same **family accommodation** policies or practices apply to **postdoctoral scholars** who are fully or partially supported by federal grants or contracts?

- Yes, the same policies/practices apply.
- It is unclear whether the same policies or practices apply.
- No or not exactly. (*explain*) 

**Please provide us with contact information for an appropriate individual in case we need to follow up with questions about your university's family accommodation policies and practices with respect to postdoctoral scholars:**

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### C. Family Accommodation Policies for **Academic Researchers** (non-faculty, non-student, non-postdoctoral employees)

16. In regard to issues of benefits and family accommodation policies, are there different employment classes or titles of **academic researchers** (non-faculty, non-student, non-postdoctoral) at your institution (i.e. different employment classes/titles with different levels of access to benefits/family accommodations)?

- Yes, there are. (please explain below)
- No, all academic researchers are considered to be in the same employment class or

category. (go to [question 17](#))

**Employment classes or categories of academic researchers:** Please type or paste in the box below a description of or a web link to information that explains the distinctions between the classes or categories of academic researchers at your institution and, if possible, their relative access to family accommodation policies (please also note which of these different groups has the largest number of individuals):

**Note:** If you have more than one class or category of academic researchers, please answer the following series of questions about the largest group at your institution.

### Academic Researchers Who Bear a Child

17. Which of the following best describes your institution's policy regarding **paid maternity leave** for **academic researchers who bear a child**? (pick one)

- A written policy exists that entitles **academic researchers who bear a child** to paid maternity leave. (if yes, please provide a web link to or copy of your institution's policy in the box below)
- A written policy exists that allows **academic researchers who bear a child** to request paid maternity leave and, assuming the PI and/or other authority approves the leave, they may take it. (please provide a copy of the policy or web link in the box below)
- A written policy exists that makes clear that **academic researchers who bear a child** are not allowed paid maternity leave. (please provide a copy of the policy or web link in the box below)
- No written policy exists but **academic researchers who bear a child** are routinely allowed paid maternity leave, assuming the PI and/or other authority approves it. (if yes, please explain how this process works in the second box below)
- No written policy exists but **academic researchers who bear a child** are occasionally allowed paid maternity leave, assuming the PI and/or other authority approves it. (if yes, please explain how this process works in the second box below)
- No written policies exist but **academic researchers who bear a child** are not allowed paid maternity leave.
- No written policy exists and we do not know whether **academic researchers who bear a child** are routinely or occasionally allowed paid maternity leave with the approval of the PI and/or other authority (e.g., PIs may allow paid maternity leave without our knowledge).
- None of the above. (specify) 

**Written policy:** If your university has a written policy regarding paid maternity leave for **academic researchers who bear a child**, please provide a copy of your policy or a web

link to the policy in the box below (if it is unclear from the policy, please specify the typical length of the paid leave):

**Other process:** If your university does not have a written policy regarding paid maternity leave for **academic researchers who bear a child** but they are routinely or occasionally allowed it, please describe how this process works (e.g., who approves the leave and under what types of cases and what is the typical length of the leave):

**Additional comments:** If you have any other comments about the issue of **academic researchers who bear a child** and your university's approach to the issue of paid maternity leave for these individuals, please provide them in the box below:

18. Which of the following best describes your institution's policy regarding **unpaid maternity leave**, **beyond what is already guaranteed by FMLA**, for **academic researchers who bear a child**? (pick one)

- A written policy exists that entitles **academic researchers who bear a child** to unpaid maternity leave (beyond what is already guaranteed by FMLA). (if yes, please provide a web link to or copy of your institution's policy in the box below)
- A written policy exists that allows **academic researchers who bear a child** to request unpaid maternity leave (beyond what is already guaranteed by FMLA) and, assuming the PI and/or other authority approves the leave, they may take it. (please provide a copy of the policy or web link in the box below)
- A written policy exists that makes clear that **academic researchers who bear a child** are not allowed unpaid maternity leave (beyond what is already guaranteed by FMLA). (please provide a copy of the policy or web link in the box below)
- No written policy exists but **academic researchers who bear a child** are routinely allowed unpaid maternity leave (beyond what is already guaranteed by FMLA), assuming the PI and/or other authority approves it. (if yes, please explain how this process works in the second box below)
- No written policy exists but **academic researchers who bear a child** are occasionally allowed unpaid maternity leave (beyond what is already guaranteed by FMLA), assuming the PI and/or other authority approves it. (if yes, please explain how this process works in the second box below)
- No written policies exist but **academic researchers who bear a child** are not allowed unpaid maternity leave (beyond what is already guaranteed by FMLA).

- No written policy exists and we do not know whether **academic researchers who bear a child** are routinely or occasionally allowed unpaid maternity leave (beyond what is already guaranteed by FMLA) with the approval of the PI and/or other authority (e.g., PIs may allow unpaid maternity leave without our knowledge).
- None of the above. (specify) 

**Written policy:** If your university has a written policy regarding unpaid maternity leave for **academic researchers who bear a child**, please provide a copy of your policy or a web link to the policy in the box below (if it is unclear from the policy, please specify the typical length of the paid leave):

**Other process:** If your university does not have a written policy regarding unpaid maternity leave for **academic researchers who bear a child** but they are routinely or occasionally allowed it, please describe how this process works (e.g., who approves the leave and under what types of cases and what is the typical length of the leave):

**Additional comments:** If you have any other comments about the issue of **academic researchers who bear a child** and your university's approach to the issue of unpaid maternity leave for these individuals, please provide them in the box below:

**19. Do you offer other family accommodation policies or programs for **academic researchers who bear a child**?**

- Yes, we do. (please describe in box provided below or provide a web link)
- No, but we are considering instituting some new policies and/or programs. (please describe in the second box below or provide a web link to the proposal)
- No, we do not.

**Other existing family accommodation policies or programs for academic researchers who bear a child:** Please provide a description of your policy or program or a web link to that program or policy:

**Possible new family accommodation policies or programs for academic researchers who bear a child:** Please provide a description of the proposed policy or program or a web link to the proposal:

**Additional comments:** If you have any other comments about the issue of **academic researchers who bear a child** and family accommodation policies or programs, please provide them in the box below:

Save your work

***If you would like to save your work, please click the save button now.***

### **Academic Researchers Who Provide Care to a New Child**

20. Which of the following best describes your institution's policy regarding **paid parental leave** for **academic researchers who provide care to a new child** (e.g., in cases of adoption or for male caregivers)? *(pick one)*
- A written policy exists that entitles **academic researchers who provide care to a new child** to paid parental leave. *(if yes, please provide a web link to or copy of your institution's policy in the box below)*
  - A written policy exists that allows **academic researchers who provide care to a new child** to request paid parental leave and, assuming the PI and/or other authority approves the leave, they may take it. *(please provide a copy of the policy or web link in the box below)*
  - A written policy exists that makes clear that **academic researchers who provide care to a new child** are not allowed paid parental leave. *(please provide a copy of the policy or web link in the box below)*
  - No written policy exists but **academic researchers who provide care to a new child** are routinely allowed paid parental leave, assuming the PI and/or other authority approves it. *(if yes, please explain how this process works in the second box below)*
  - No written policy exists but **academic researchers who provide care to a new child** are occasionally allowed paid parental leave, assuming the PI and/or other authority approves it. *(if yes, please explain how this process works in the second box below)*
  - No written policies exist but **academic researchers who provide care to a new child**

are not allowed paid parental leave.

- No written policy exists and we do not know whether **academic researchers who provide care to a new child** are routinely or occasionally allowed paid parental leave with the approval of the PI and/or other authority (e.g., PIs may allow paid parental leave without our knowledge).
- None of the above. (specify) 

**Written policy:** If your university has a written policy regarding paid parental leave for **academic researchers who provide care to a new child**, please provide a copy of your policy or a web link to the policy in the box below (if it is unclear from the policy, please specify the typical length of the paid parental leave):

**Other process:** If your university does not have a written policy regarding paid parental leave for **academic researchers who provide care to a new child** but they are routinely or occasionally allowed it, please describe how this process works (e.g., who approves the leave and under what types of cases and what is the typical length of the leave):

**Additional comments:** If you have any other comments about the issue of **academic researchers who provide care to a new child** and your university's approach to the issue of paid parental leave for these individuals, please provide them in the box below:

21. Which of the following best describes your institution's policy regarding **unpaid parental leave**, **beyond what is already guaranteed by FMLA**, for **academic researchers who provide care to a new child**? (pick one)

- A written policy exists that entitles **academic researchers who provide care to a new child** to unpaid parental leave (beyond what is already guaranteed by FMLA). (if yes, please provide a web link to or copy of your institution's policy in the box below)
- A written policy exists that allows **academic researchers who provide care to a new child** to request unpaid parental leave (beyond what is already guaranteed by FMLA) and, assuming the PI and/or other authority approves the leave, they may take it. (please provide a copy of the policy or web link in the box below)
- A written policy exists that makes clear that **academic researchers who provide care to a new child** are not allowed unpaid parental leave (beyond what is already

guaranteed by FMLA). (please provide a copy of the policy or web link in the box below)

- No written policy exists but **academic researchers who provide care to a new child** are routinely allowed unpaid parental leave (beyond what is already guaranteed by FMLA), assuming the PI and/or other authority approves it. (if yes, please explain how this process works in the second box below)
- No written policy exists but **academic researchers who provide care to a new child** are occasionally allowed unpaid parental leave (beyond what is already guaranteed by FMLA), assuming the PI and/or other authority approves it. (if yes, please explain how this process works in the second box below)
- No written policies exist but **academic researchers who provide care to a new child** are not allowed unpaid parental leave (beyond what is already guaranteed by FMLA).
- No written policy exists and we do not know whether **academic researchers who provide care to a new child** are routinely or occasionally allowed unpaid parental leave (beyond what is already guaranteed by FMLA) with the approval of the PI and/or other authority (e.g., PIs may allow unpaid parental leave without our knowledge).
- None of the above. (specify) 

**Written policy:** If your university has a written policy regarding unpaid parental leave for **academic researchers who provide care to a new child**, please provide a copy of your policy or a web link to the policy in the box below (if it is unclear from the policy, please specify the typical length of the leave):

**Other process:** If your university does not have a written policy regarding unpaid parental leave for **academic researchers who provide care to a new child** but they are routinely or occasionally allowed it, please describe how this process works (e.g., who approves the leave and under what types of cases and what is the typical length of the leave):

**Additional comments:** If you have any other comments about the issue of **academic researchers who provide care to a new child** and your university's approach to the issue of unpaid parental leave for these individuals, please provide them in the box below:

**Academic Researchers Who Provide Care to Other Family Members**

22. Do you offer any other family accommodation policies or programs (*not described above*) for **academic researchers who provide care to other family members** (e.g., a sick spouse/partner, child or adult dependent, etc.)?

- Yes, we do. (*please describe in box provided below or provide a web link*)
- No, but we are considering instituting some new policies and or programs. (*please describe in the second box below or provide a web link to the proposal*)
- No, we do not.

**Other existing family accommodation policies or programs for academic researchers who provide care to other family members:** Please provide a description of your policy or program or a web link to that program or policy:

**Possible new family accommodation policies or programs for academic researchers who provide care to other family members:** Please provide a description of the proposed policy or program or a web link to the proposal:

**Additional comments:** If you have any other comments about the issue of **academic researchers who provide care to other family members** and family accommodation policies or programs, please provide them in the box below:

23. As you described throughout this section, do the same **family accommodation** policies or practices apply to **academic researchers** who are fully or partially supported by federal grants or contracts?

- Yes, the same policies/practices apply.
- It is unclear whether the same policies or practices apply.

- No, or not exactly. (*explain*) 

**Please provide us with contact information for an appropriate individual in case we need to follow up with questions about your university's family accommodation policies and practices with respect to academic researchers:**

Save your work

***If you would like to save your work, please click the save button now.***

#### **D. Family Accommodation Policies for **Faculty** (tenure track, tenured, clinical, or other faculty group)**

24. In regard to issues of benefits and family accommodation policies, are there different employment classes or titles of **faculty** at your institution (i.e. different employment classes/titles with different levels of access to benefits/family accommodations)?

- Yes, there are. (*please explain below*)
- No, all faculty are considered to be in the same employment class or category. (*go to [question 25](#)*)

***Employment classes or categories of faculty:*** Please type or paste in the box below a description of or a web link to information that explains the distinctions between the classes or categories of faculty at your institution and, if possible, their relative access to family accommodation policies (please also note which of these different groups has the largest number of individuals):

***Note: If you have more than one class or category of faculty, please answer the following series of questions about the largest group at your institution.***

#### ***Faculty Who Bear a Child***

25. Which of the following best describes your institution's policy regarding **paid maternity leave** for **faculty who bear a child**? (*pick one*)

- A written policy exists that entitles **faculty who bear a child** to paid maternity leave. (*if*

yes, please provide a web link to or copy of your institution's policy in the box below)

- A written policy exists that allows **faculty who bear a child** to request paid maternity leave and, assuming the department chair and/or other authority approves the leave, they may take it. (please provide a copy of the policy or web link in the box below)
- A written policy exists that makes clear that **faculty who bear a child** are not allowed paid maternity leave. (please provide a copy of the policy or web link in the box below)
- No written policy exists but **faculty who bear a child** are routinely allowed paid maternity leave, assuming the department chair and/or other authority approves it. (if yes, please explain how this process works in the second box below)
- No written policy exists but **faculty who bear a child** are occasionally allowed paid maternity leave, assuming the department chair and/or other authority approves it. (if yes, please explain how this process works in the second box below)
- No written policies exist but **faculty who bear a child** are not allowed paid maternity leave.
- No written policy exists and we do not know whether **faculty who bear a child** are routinely or occasionally allowed paid maternity leave with the approval of the department chair and/or other authority (e.g., department chairs may allow paid maternity leave without our knowledge).
- None of the above. (specify) 

**Written policy:** If your university has a written policy regarding paid maternity leave for **faculty who bear a child**, please provide a copy of your policy or a web link to the policy in the box below (if it is unclear from the policy, please specify the typical length of the leave):

**Other process:** If your university does not have a written policy regarding paid maternity leave for **faculty who bear a child** but they are routinely or occasionally granted it, please describe how this process works (e.g., who approves the leave and for what types of cases and what is the typical length of the leave):

**Additional comments:** If you have any other comments about the issue of **faculty who bear a child** and your university's approach to the issue of paid maternity leave for these individuals, please provide them in the box below:

26. Which of the following best describes your institution's policy regarding **unpaid maternity leave**, **beyond what is already guaranteed by FMLA**, for **faculty who bear a child**? (pick one)

- A written policy exists that entitles **faculty who bear a child** to unpaid maternity leave (beyond what is already guaranteed by FMLA). (if yes, please provide a web link to or copy of your institution's policy in the box below)
- A written policy exists that **faculty who bear a child** may request unpaid maternity leave (beyond what is already guaranteed by FMLA) and, assuming the department chair and/or other authority approves the leave, they may take it. (please provide a copy of the policy or web link in the box below)
- A written policy exists that makes clear that **faculty who bear a child** are not allowed unpaid maternity leave (beyond what is already guaranteed by FMLA). (please provide a copy of the policy or web link in the box below)
- No written policy exists but **faculty who bear a child** are routinely allowed unpaid maternity leave (beyond what is already guaranteed by FMLA), assuming the department chair and/or other authority approves it. (if yes, please explain how this process works in the second box below)
- No written policy exists but **faculty who bear a child** are occasionally allowed unpaid maternity leave (beyond what is already guaranteed by FMLA), assuming the department chair and/or other authority approves it. (if yes, please explain how this process works in the second box below)
- No written policies exist but **faculty who bear a child** are not allowed unpaid maternity leave (beyond what is already guaranteed by FMLA).
- No written policy exists and we do not know whether **faculty who bear a child** are routinely or occasionally allowed unpaid maternity leave (beyond what is already guaranteed by FMLA) with the approval of the department chair and/or other authority (e.g., department chairs may allow unpaid maternity leave without our knowledge).
- None of the above. (specify) 

**Written policy:** If your university has a written policy regarding unpaid maternity leave for **faculty who bear a child**, please provide a copy of your policy or a web link to the policy in the box below (if it is unclear from the policy, please specify the typical length of the leave):

**Other process:** If your university does not have a written policy regarding unpaid

maternity leave for **faculty who bear a child** but they are routinely or occasionally allowed it, please describe how this process works (e.g., who approves the leave and for what types of cases and what is the typical length of the leave):

**Additional comments:** If you have any other comments about the issue of **faculty who bear a child** and your university's approach to the issue of unpaid maternity leave for these individuals, please provide them in the box below:

27. Do you offer other family accommodation policies or programs for **faculty who bear a child** (e.g., active service-modified duties or teaching relief, tenure-clock extension, part-time options, etc.)?

- Yes, we do. *(please describe in box provided below or provide a web link)*
- No, but we are considering instituting some new policies and or programs. *(please describe in the second box below or provide a web link to the proposal)*
- No, we do not.

**Other existing family accommodation policies or programs for faculty who bear a child:** Please provide a description of your policy or program or a web link to that program or policy:

**Possible new family accommodation policies or programs for faculty who bear a child:** Please provide a description of the proposed policy or program or a web link to the proposal:

**Additional comments:** If you have any other comments about the issue of **faculty who bear a child** and family accommodation policies or programs, please provide them in the box below:

Save your work

***If you would like to save your work, please click the save button now.***

***Faculty Who Provide Care to a New Child***

28. Which of the following best describes your institution's policy regarding **paid parental leave** for **faculty who provide care to a new child** (e.g., in cases of adoption or for male caregivers)? *(pick one)*

- A written policy exists that entitles **faculty who provide care to a new child** to paid parental leave. *(if yes, please provide a web link to or copy of your institution's policy in the box below)*
- A written policy exists that allows **faculty who provide care to a new child** to request paid parental leave and, assuming the department chair and/or other authority approves the leave, they may take it. *(please provide a copy of the policy or web link in the box below)*
- A written policy exists that makes clear that **faculty who provide care to a new child** are not allowed paid parental leave. *(please provide a copy of the policy or web link in the box below)*
- No written policy exists but **faculty who provide care to a new child** are routinely allowed paid parental leave, assuming the department chair and/or other authority approves it. *(if yes, please explain how this process works in the second box below)*
- No written policy exists but **faculty who provide care to a new child** are occasionally allowed paid parental leave, assuming the department chair and/or other authority approves it. *(if yes, please explain how this process works in the second box below)*
- No written policies exist but **faculty who provide care to a new child** are not allowed paid parental leave.
- No written policy exists and we do not know whether **faculty who provide care to a new child** are routinely or occasionally allowed paid parental leave with the approval of the department chair and/or other authority (e.g., department chairs may allow paid parental leave without our knowledge).
- None of the above. *(specify)* 

***Written policy:*** If your university has a written policy regarding paid parental leave for **faculty who provide care to a new child**, please provide a copy of your policy or a web link to the policy in the box below (if it is unclear from the policy, please specify the typical length of the leave):

**Other process:** If your university does not have a written policy regarding paid parental leave for **faculty who provide care to a new child** but they are routinely or occasionally granted it, please describe how this process works (e.g., who approves the leave and for what types of cases and what is the typical length of the leave):

**Additional comments:** If you have any other comments about the issue of **faculty who provide care to a new child** and your university's approach to the issue of paid parental leave for these individuals, please provide them in the box below:

29. Which of the following best describes your institution's policy regarding **unpaid parental leave**, **beyond what is already guaranteed by FMLA**, for **faculty who provide care to a new child**? (pick one)

- A written policy exists that entitles **faculty who provide care to a new child** to unpaid parental leave (beyond what is already guaranteed by FMLA). (if yes, please provide a web link to or copy of your institution's policy in the box below)
- A written policy exists that allows **faculty who provide care to a new child** to request unpaid parental leave (beyond what is already guaranteed by FMLA), and, assuming the department chair and/or other authority approves the leave, they may take it. (please provide a copy of the policy or web link in the box below)
- A written policy exists that makes clear that **faculty who provide care to a new child** are not allowed unpaid parental leave (beyond what is already guaranteed by FMLA). (please provide a copy of the policy or web link in the box below)
- No written policy exists but **faculty who provide care to a new child** are routinely allowed unpaid parental leave (beyond what is already guaranteed by FMLA), assuming the department chair or other authority approves it. (if yes, please explain how this process works in the second box below)
- No written policy exists but **faculty who provide care to a new child** are occasionally allowed unpaid parental leave (beyond what is already guaranteed by FMLA), assuming the department chair approves it. (if yes, please explain how this process works in the second box below)
- No written policies exist but **faculty who provide care to a new child** are not allowed unpaid parental leave (beyond what is already guaranteed by FMLA).
- No written policy exists and we do not know whether **faculty who provide care to a new child** are routinely or occasionally allowed unpaid parental leave (beyond what is already guaranteed by FMLA) with the approval of the department chair and/or other authority (e.g., department chairs may allow unpaid parental leave without our knowledge).
- None of the above. (specify) 

**Written policy:** If your university has a written policy regarding unpaid parental leave for **faculty who provide care to a new child**, please provide a copy of your policy or a web link to the policy in the box below (if it is unclear from the policy, please specify the typical length of the leave):

**Other process:** If your university does not have a written policy regarding unpaid parental leave for **faculty who provide care to a new child** but they are routinely or occasionally allowed it, please describe how this process works (e.g., who approves the leave and for what types of cases and what is the typical length of the leave):

**Additional comments:** If you have any other comments about the issue of **faculty who provide care to a new child** and your university's approach to the issue of unpaid parental leave for these individuals, please provide them in the box below:

30. Do you offer other family accommodation policies or programs for **faculty who provide care to a new child** (e.g., active service-modified duties or teaching relief, tenure-clock extension, part-time options, etc.)?

- Yes, we do. *(please describe in box provided below or provide a web link)*
- No, but we are considering instituting some new policies and or programs. *(please describe in the second box below or provide a web link to the proposal)*
- No, we do not.

**Other existing family accommodation policies or programs for faculty who provide care to a new child?:** Please provide a description of your policy or program or a web link to that program or policy:

**Possible new family accommodation policies or programs for faculty who provide care to a new child?:** Please provide a description of the proposed policy or program or a

web link to the proposal:

**Additional comments:** If you have any other comments about the issue of **faculty who provide care to a new child?** and family accommodation policies or programs, please provide them in the box below:

### **Faculty Who Provide Care to Other Family Members**

31. Do you offer any other family accommodation policies or programs (*not described above*) for **faculty who provide care to other family members** (e.g., a sick spouse/partner, child or adult dependent, etc.)?

- Yes, we do. (*please describe in box provided below or provide a web link*)
- No, but we are considering instituting some new policies and or programs. (*please describe in the second box below or provide a web link to the proposal*)
- No, we do not.

**Other existing family accommodation policies or programs for faculty who provide care to other family members:** Please provide a description of your policy or program or a web link to that program or policy:

**Possible new family accommodation policies or programs for faculty who provide care to other family members:** Please provide a description of the proposed policy or program or a web link to the proposal:

**Additional comments:** If you have any other comments about the issue of **faculty who provide care to other family members** and family accommodation policies or programs, please provide them in the box below:

32. As you described throughout this section, do the same **family accommodation** policies or practices apply to **faculty** who are fully or partially supported by federal grants or contracts?

- Yes, the same policies/practices apply.
- It is unclear whether the same policies or practices apply.
- No, or not exactly. (*explain*) 

**Please provide us with contact information for an appropriate individual in case we need to follow up with questions about your university's family accommodation policies and practices with respect to faculty:**

Save your work

***If you would like to save your work, please click the save button now.***

### **E. Other Policies, Issues, and Comments**

33. In your opinion, do federal grantmakers provide clear guidelines regarding the use of grant funds to cover the cost of family accommodations for researchers partially or fully supported by these funds? (*please explain*)

34. In regard to the issue of family accommodations for researchers at your institution partially or fully supported by federal grants or contracts, how might federal grantmakers better assist your university in its effort to produce high quality research, while also providing family accommodations to paid researchers? (*please explain and provide concrete recommendations if possible*)

35. At your institution, which of the following classes of researchers can serve as PIs to federal grants without an exception-to-the-rule? (please check all that apply)

- Tenure-Track or Tenured Faculty
- Clinical Faculty
- Other Non-Tenure Track Faculty
- Academic Researchers (non-faculty, non-student, non-postdoctoral employees)
- Postdoctoral Scholars, Fellows, or Researchers
- Graduate Students
- Other Group (specify) 

36. Please provide in the box below any other comments that you might have about your university's policy about PI status:

37. Are you willing to have your institutions' responses posted in the password-protected Association of American Universities Data Exchange (AAUDE) warehouse? If yes, this will facilitate cross-university sharing of "best practices" and you will have access to the institution-level data from the other institutions that choose to do so.

**Note: There will be clearly established use guidelines that protect against public reporting of institution-level responses by other member institutions.**

- Yes
- No
- Not sure
- Other (specify) 

38. Do you have any other comments about any of the areas of inquiry included in this survey?

**Thank you for participating in our survey! If you are finished, please click the submit button.**

Submit questionnaire

