

Survey of Postdoctoral Scholars on Career and Life Issues

All of your responses will be kept strictly confidential. You may withdraw from the survey at any time, or skip any questions that you do not wish to answer.

You may, at any time, save your responses (by clicking one of the save buttons).

When you have finished the survey, please click the submit button (located at the very end of the survey).

A. Educational Background, Current Position and Demography

1. Which of the following describes most closely the field of your current postdoctoral position (e.g. Mathematics)?

Discipline?

If "other," please specify.

2. For each of the following **educational/career events** (if relevant), please select the month from the dropdown list and type in the year that the event occurred.


Educational events	Month of event?	Year of event? (e.g. 1999)
Date you were <u>awarded</u> your <u>most recent</u> Bachelor's degree (or equivalent degree)	Month? ▾	<input type="text"/>
Date you <u>first enrolled</u> in your <u>most recent</u> Doctoral degree program (or equivalent degree)	Month? ▾	<input type="text"/>
Date you were <u>awarded</u> your <u>most recent</u> Doctoral degree (or equivalent degree, <i>if relevant</i>)	Month? ▾	<input type="text"/>
Date you <u>began</u> your <u>first</u> Postdoctoral position (at any University or institution)	Month? ▾	<input type="text"/>
Date you <u>began</u> your <u>first</u> Postdoctoral position at the University of California (if different than above)	Month? ▾	<input type="text"/>
Date you <u>began</u> your <u>current</u> Postdoctoral position (if different than above)	Month? ▾	<input type="text"/>

3. How many total postdoctoral positions have you held (including your current position)?

- One
- Two
- Three
- Four

- Five
- Six or more

4. Overall, how is your current postdoctoral position funded? *(Please check all that apply.)*


- Research grant held by a Principal Investigator (PI--frequently a faculty member)
- U.S. Federal Agency fellowship (e.g. NSF, NIH, DOE, etc.--sometimes referred to as a portable postdoc.)
- Foundation fellowship (e.g. Woodrow Wilson, Howard Hughes, etc.)
- University fellowship
- Foreign government/agency fellowship
- Private company fellowship
- Private funds
- Other, *please specify* 

5. More specifically, is your current fellowship/position paid partially or fully by grants or contracts from any of the following federal agencies or private foundations? *(Please check all that apply.)*

- National Institute of Health (NIH)
- National Science Foundation (NSF)
- Department of Defense (DOD)
- Department of Energy (DOE)
- Department of Health and Human Services (HHS)
- National Aeronautics and Space Administration (NASA)
- Department of Agriculture (USDA)
- Environmental Protection Agency (EPA)
- Department of Education (ED)
- Woodrow Wilson National Fellowship Foundation (WWNFF)
- Howard Hughes Medical Institute (HHMI)
- Other source *(please specify)* 

6. Which of the following **definitions** best fits your current employee status as a UC postdoctoral scholar?

- Postdoctoral Scholar Employee:** The agency funding your salary requires/permits you to be an employee of the University, OR you are directly paid off of University funds.

- Postdoctoral Scholar Fellow:** You have been awarded a fellowship or traineeship for postdoctoral study by an extramural agency and the fellowship or traineeship is paid through a University account.
- Postdoctoral Scholar--Paid Direct:** You have been awarded a fellowship or traineeship for postdoctoral study by an extramural agency and the agency pays the fellowship or traineeship directly to you (via mail or electronic transfer)
- Other, please specify 

7. What is your annual pay rate (e.g. \$36,500)?

8. Overall, how satisfied are you with each of the following?

	Very satisfied	Somewhat satisfied	Not too satisfied	Not at all satisfied	Not applicable
a. Interaction with postdoctoral sponsor/mentor	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. Interaction with fellow researchers (e.g. other postdocs, graduate students, professional colleagues)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. Clarity of expectations (in regard to research, teaching, etc.)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. Opportunities for additional training/skill acquisition	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
e. Opportunities to teach	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
f. Opportunities to seek additional funding (e.g. as PI or co-PI)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
g. Opportunities to collaborate	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
h. Opportunities to publish	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
i. Intellectual stimulation of position/environment	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
(continued)					
	Very satisfied	Somewhat satisfied	Not too satisfied	Not at all satisfied	Not applicable
j. Quality of guidance/mentoring	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
k. Compensation (salary, benefits, etc.)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
l. Personal progress toward career goals	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
m. Departmental/unit (or lab) support for career-life balance	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
n. Time for self (e.g. recreation, relaxation, health)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
o. Family situation	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
p. Overall career and life situation	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
q. Other, please specify 	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

9. In the past few months, what is the average number of hours per week you have spent


on each of the following activities? *There are 168 hours in a week -- rough estimates are fine.*

	Weekly Activities	Average hours per week?
a.	Research activities (e.g. conducting experiments or other research work, writing papers/articles for publication, supervising other researchers, etc.)	Hours? ▼
b.	Teaching activities (e.g. teaching, grading, developing course materials, mentoring students, etc.)	Hours? ▼
c.	Housework and home maintenance (e.g. shopping, cooking, cleaning, laundry, paying bills)	Hours? ▼
d.	Caregiving (e.g. meeting the needs of young children, teenagers, spouse/partner, elders, friends, other family members)	Hours? ▼


10. What is your gender?

- Male
- Female

11. How would you describe your sexual orientation?


- Heterosexual
- Gay, Lesbian
- Bisexual
- Other, *please specify* 

12. How would you describe your race or ethnicity? *Check all that apply.*

- White
- Black or African American
- Mexican American
- Hispanic or Latino/a
- Asian American or Pacific Islander
- American Indian or Alaskan Native
- Other, *please specify* 

13. What is your current citizenship status?

- U.S. Citizen

- Permanent Resident
- Non-Resident (*specify nationality*) 

Please specify your nationality:

14. What month and year were you born?

Birth month?	Birth year? (e.g. 1986)
Month? ▾	<input type="text"/>

Save your work

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

B. Life/Family Situation and Plans

15. What is your current marital or relationship status?

- Married
- Partnered
- Widowed
- Divorced/Separated
- Never Married/Partnered

If you marked "never married/partnered," please [click here](#) to skip to question 19.

16. For each of the following life events, please select the month from the dropdown list and type in the year that the event occurred.

Life events	Month of event?	Year of event? (e.g. 1981)
Date <u>most recently</u> married/partnered	Month? ▾	<input type="text"/>
Date <u>most recently</u> divorced/separated from a spouse/partner (<i>if applicable</i>)	Month? ▾	<input type="text"/>


If you marked "widowed" or "divorced/separated" in response to question 15, please [click here](#) to skip to question 19.

17a. What is the highest degree or level of school that your spouse/partner has COMPLETED?

- Less than High School graduate
- High school diploma or equivalent (e.g. GED)
- 1 or more years of college, no degree

- Associate degree (for example: AA, AS)
- Bachelor's degree (for example: BA, AB, BS)
- Master's degree (for example: MA, MS, MEng, MEd,MSW, MBA)
- Professional degree (for example: MD, DDS, DVM,LLB, JD)
- Doctorate degree (for example: PhD, EdD)

17b. What is your spouse/partner's current employment/educational status? *Check all that apply.*

- Employed full time
- Employed part time
- Employed as a postdoctoral fellow
- Unemployed
- Enrolled as a doctoral student (e.g. Ph.D.)
- Enrolled as a professional student (e.g. MD, DDS, DVM,LLB, JD)
- Enrolled as a master's degree student (e.g. MA, MS, MEng, MEd,MSW, MBA)
- Enrolled as an undergraduate
- Other, *please specify* 

18. Which of the following best describes your spouse/partner's current occupation (*if currently employed*) or longer-term career goal (*if enrolled in a degree program or employed as a postdoctoral fellow*)?

If you marked "other" please specify.

19. As an adult, have you ever had substantial responsibility for raising one or more children under age 18?

- Yes
- No

If you answered "No" to Question 19, please [click here](#) to skip to Question 21.

20. For each child for whom you have had substantial responsibility for parenting, please specify the month and year of the child's **birth or **adoption/foster placement with you**. For stepchildren, please specify the month and year **when your parenting responsibilities began**. (If you have parented more than four children, please enter information for the four *youngest* children only.)**

--	--	--	--

Birth/arrival events	Month of event?	Year of event? (e.g. 1981)	Relationship of child to you ¹
Date of birth/arrival of youngest child	Month? ▾	<input type="text"/>	Relationship? ▾
Date of birth/arrival of 2nd youngest child (if applicable)	Month? ▾	<input type="text"/>	Relationship? ▾
Date of birth/arrival of 3rd youngest child (if applicable)	Month? ▾	<input type="text"/>	Relationship? ▾
Date of birth/arrival of 4th youngest child (if applicable)	Month? ▾	<input type="text"/>	Relationship? ▾

¹If you marked "other" relationship of child to you, please describe the relationship(s) here:

21. Whether or not you currently have children, do you expect to have or adopt (any or more) children in the future?

- Yes
- No
- Uncertain or don't know

If you do not expect to have or adopt any (more) children in the future, please [click here](#) to skip to Question 26.

If you "uncertain" or "don't know" whether you will have or adopt any (more) children in the future, please [click here](#) to skip to Question 24.

22. If you answered "Yes" to Question 21, how many (more) children do you expect to have or adopt (if you currently have children, please do not count them in this number)?

- One
- Two
- Three
- Four
- Five or more

23. Given your current career and life situation and desire to have or adopt one or more children in the future, when do you think is the optimal time to start?

- Less than 1 year from now
- 1 to 2 years from now
- 2 to 3 years from now
- 3 to 4 years from now
- 4 to 5 years from now
- 5 to 6 years from now
- 6 to 8 years from now
- 8 to 10 years from now
- 10 to 12 years from now
- 12 to 14 years from now
- 14 to 16 years from now
- 16 to 20 years from now
- 20 or more years from now

24. Would you consider having or adopting any (more) children *as a postdoctoral scholar*?


- No
- Yes, but I am not certain that I will
- Yes, and I am certain that I will

If you are certain you will have or adopt any (more) children as a postdoctoral scholar, please [click here](#) to skip to Question 26.

25. If you have doubts about, or would *not* consider having or adopting, any (more) children *as a postdoctoral scholar*, how important are each of the following factors in your decision?

	Very important	Somewhat important	Not too important	Not at all important	Not applicable
a. Uncertain current employment situation	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. Uncertain future employment situation	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. Current time demands of postdoctoral position	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. Anticipated time demands of future career	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
e. Current level of personal/household income	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
f. Anticipated future level of personal/household income	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
g. Concerns regarding current career progress	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
h. Concerns regarding future career advancement/success	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
i. Concerns that my postdoctoral position and caregiving responsibilities are incompatible	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
j. Concerns that my postdoc sponsor/mentor would take my work less seriously or think I lack commitment	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
k. Concerns that other faculty/scholars would take my work less seriously or think I lack commitment	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
l. Concerns that peers/colleagues would take my work less seriously or think I lack commitment	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
m. Concerns that future potential employers might take my work less seriously or think I lack commitment	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
	Very important	Somewhat important	Not too important	Not at all important	Not applicable
n. Time for leisure or social activities	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
o. Concerns about affordability/availability of quality child care/schooling	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
p. Concerns about affordability/availability of	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

quality housing

- q. Concerns about affordability/availability of health insurance for dependents
- r. Concerns about availability of pregnancy leave and/or health insurance during pregnancy
- s. Current spouse/partner does not want a(nother) child at this time *(if currently married/partnered)*
- t. Not sure I want a(nother) child at this time
- u. Effects of a(nother) child on my marriage/relationship *(if currently married/partnered)*
- v. Uncertainty about future spouse/partner *(if not currently married/partnered)*
- w. Medical or health reasons (including age)
- x. Stress and worry of raising children as a postdoctoral scholar
- y. Limited interest in becoming a parent as a postdoctoral scholar
- z. Other, please specify 

26. If you have any additional comments about future familial plans, please write them here:

27. Since you first became a **postdoctoral scholar at the University of California**, have you ever had substantial responsibility for raising one or more children under age 18?

- Yes
- No

If you answered "No" to Question 27, please [click here](#) to skip to Section D.

Save your work


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

C. Parenting as a Postdoctoral Scholar

28. The following statements describe situations or decisions often faced by postdoctoral scholars who are parents. Please indicate whether the statement accurately describes your past or present situation.

	Yes	No	Partially accurate	Not sure	Not applicable
a. I have slowed down or made sacrifices in my career progress in order to be a good parent.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. My daily schedule is flexible, which is helpful in raising children.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. I missed some of my child's important events, because I did not want to appear uncommitted to my work.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. My educational/career timing has meshed well with my family timing.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
e. I began working sooner than I would have liked after having or adopting a child because I wanted to be taken seriously as an academic.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
f. I tried to time new children to fit in with my career progression.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
g. My department/unit (or lab) has been supportive of my need to balance work and family life.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
h. My postdoc sponsor/mentor has been supportive of my need to balance work and family life.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
i. My fellow researchers have been supportive of my need to balance work and family life.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
j. I have not brought my child(ren) to my department/unit (or lab) because I worry that colleagues, faculty or other researchers would be bothered.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

29. **Postdoctoral scholars sometimes find that their responsibilities as parents conflict with their professional obligations. How much tension or stress, if any, have you experienced **in your parenting** as a result of demands placed on you by any of the following types of work/training activities?**


	A great deal	Some	A little	None	Not applicable
a. Conducting time-sensitive laboratory experiments	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. Doing fieldwork or field research away from home	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. Attending conferences or giving conference papers	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. Research and writing activities (e.g. articles, manuscripts, etc.)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
e. Meeting teaching obligations	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
f. Meeting deadlines for grants/fellowships (submissions, summary reports, etc.)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
g. Attending seminars, colloquia, departmental/unit (or lab) meetings	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
h. Preparing for and meeting with postdoc sponsor/mentor (e.g. to review progress)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
i. Other, please specify 	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

30. Since you first became a postdoctoral scholar at the University of California, have you or your spouse/partner given birth to or adopted a child for whom you were responsible for parenting (in part or full)?

- Yes
- No

If you answered "No" to Question 30, please [click here](#) to skip to Question 34.

31. How was your postdoctoral position funded at the birth/adoption event? *(If there has been more than one birth/adoption event since you first became a postdoctoral scholar at the University of California, please answer regarding the most recent birth/adoption event.)*

- Research grant held by a Principal Investigator (PI--frequently a faculty member)
- U.S. Federal Agency fellowship (e.g. NSF, NIH, DOE, etc.--sometimes referred to as a portable postdoc.)
- Foundation fellowship (e.g. Woodrow Wilson, Howard Hughes, etc.)
- University fellowship
- Foreign government/agency fellowship
- Private company fellowship
- Private funds
- Other, *please specify* 

32. At the time of the birth/adoption event, were you paid partially or fully by grants or contracts from any of the following federal agencies or private foundations? *(Please check all that apply.)*

- National Institute of Health (NIH)
- National Science Foundation (NSF)
- Department of Defense (DOD)
- Department of Energy (DOE)
- Department of Health and Human Services (HHS)
- National Aeronautics and Space Administration (NASA)
- Department of Agriculture (USDA)
- Environmental Protection Agency (EPA)
- Department of Education (ED)
- Woodrow Wilson National Fellowship Foundation (WWNFF)
- Howard Hughes Medical Institute (HHMI)
- Other source *(please specify)* 

33. Which (if any) of the following family accommodations did you receive before or after the *most recent* birth/adoption event, and what was the duration of accommodation?

Family Accommodation	Received this type of accommodation?			Duration (e.g. 7 days, 1 month, 6 weeks, 1 semester, 2 quarters, 1 year)
	Yes	No	Not relevant (e.g. not interested)	
Unpaid leave	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="text"/>
Paid leave	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="text"/>
Granting of temporary part-time status (upon request)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="text"/>
Extension of deadline to complete research activities (e.g. research for faculty PIs)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="text"/>
Extension of postdoctoral position end-date	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="text"/>
Extension of five-year total limit on postdoctoral service	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="text"/>


34. Knowing what you know today, what advice would you give to first-time postdoctoral scholar parents about balancing work and family responsibilities?

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


D. Career Plans

35. **When you first became a postdoctoral scholar at the University of California**, what was your primary career goal (*after completion of the postdoctoral appointment*)?

- Professor (emphasis on research)
- Professor (emphasis on teaching)
- Researcher in industry
- Researcher at government agency or national lab (e.g. NIH, LBNL)
- Researcher (not faculty) in academia
- Policy-maker/administrator/manager in industry
- Policy-maker/administrator/manager in government agency

- Policy/administrator/manager in academia
- Policy/administrator/manager in non-profit sector
- Consultant
- Journalism/writing
- Start your own company
- Other, *please specify* 

36. What is your primary career goal **now?**

- Professor (emphasis on research)
- Professor (emphasis on teaching)
- Researcher in industry
- Researcher at government agency or national lab (e.g. NIH, LBNL)
- Researcher (not faculty) in academia
- Policy-maker/administrator/manager in industry
- Policy-maker/administrator/manager in government agency
- Policy/administrator/manager in academia
- Policy/administrator/manager in non-profit sector
- Consultant
- Journalism/writing
- Start your own company
- Other, *please specify* 

37. Since you first became a postdoctoral scholar at the University of California, have you changed or considered changing your career goal?

- Yes
- No

If you answered "No" to Question 37, please [click here](#) to skip to Question 40.

38. If you have changed or considered changing your career goal from when you first became a postdoctoral scholar at the University of California to the present time, how important are each of the following factors in affecting your choices?


Very Somewhat Not too Not at all Not
important important important important applicable

a. Monetary compensation (e.g. salary, benefits, etc.)

- | | | | | | |
|--|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| b. Job security | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| c. Career advancement possibilities | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| d. Negative experience as a postdoctoral scholar (e.g. regarding academia, industry, national lab, etc.) | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| e. Positive experience as a postdoctoral scholar (e.g. regarding academia, industry, national lab, etc.) | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| f. Research/professional activities too time consuming | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| g. Lack of encouragement/lack of mentor (e.g. postdoctoral sponsor/mentor or others did not encourage your initial career goals) | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| h. Encouragement to pursue a new career goal (e.g. by postdoctoral sponsor/mentor or someone else) | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| i. Other career interests (e.g. career interests outside of current field of study) | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| j. Other life interests (e.g. interests outside of education/career) | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

(continued)

Very important Somewhat important Not too important Not at all important Not applicable

- | | | | | | |
|--|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| k. Issues related to spouse/partner or desire to marry/become partnered (e.g. spousal employment or similar familial concerns) | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| l. Issues related to children (e.g. current caregiving responsibilities or desire to have children) | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| m. Other familial-related concerns (e.g. current or anticipated eldercare responsibilities or similar familial concerns) | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| n. Geographic location (e.g. to be near family, location preference) | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| o. Bad job market (e.g. in academia, industry, government) | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| p. Good job market (e.g. in academia, industry, government) | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| q. Changing intellectual interests | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| r. Feelings of isolation or alienation as a postdoctoral scholar | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| s. Feelings of inclusion and/or importance of work as a postdoctoral scholar | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| t. Other, please specify  | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

39. If you have changed your career goal since you first became a postdoctoral scholar at the University of California, please explain in greater detail why you changed your


career goal:

Very concerned Somewhat concerned Not too concerned Not at all concerned Not applicable

40. As you think about your future career plans, how concerned are you about the family friendliness of possible career paths?

41. As you think about possible future career paths and family issues, how family friendly do you imagine each of the following job types to be?

Very family friendly Somewhat family friendly Not too family friendly Not at all family friendly

- a. Tenure-track faculty careers at research-intensive universities (e.g. major research universities)
- b. Tenure-track faculty careers at teaching-intensive colleges or universities (e.g. small colleges or teaching focused universities)
- c. Non-tenure track faculty careers
- d. Research careers at research-intensive universities
- e. Research careers *outside* academia
- f. Policy or managerial careers inside academia
- g. Policy or managerial careers *outside* academia
- h. Other, please specify 

<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Save your work

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

E. Final Questions

42. Based on your experience, which of the following characteristics are most strongly associated with successful academic careers?

Please check up to 5 characteristics in the below list:

- | | | |
|--|--|--|
| <input type="checkbox"/> Adventurous | <input type="checkbox"/> Emotionally stable | <input type="checkbox"/> Persistent |
| <input type="checkbox"/> Analytical ability | <input type="checkbox"/> Helpful | <input type="checkbox"/> Self-confident |
| <input type="checkbox"/> Assertive | <input type="checkbox"/> Hides emotion | <input type="checkbox"/> Self-controlled |
| <input type="checkbox"/> Authoritative | <input type="checkbox"/> Humanitarian values | <input type="checkbox"/> Self-reliant |
| <input type="checkbox"/> Aware of feelings of others | <input type="checkbox"/> Independent | <input type="checkbox"/> Self-promoter |

- | | | |
|-------------------------------------|---|--|
| <input type="checkbox"/> Competent | <input type="checkbox"/> Industrious | <input type="checkbox"/> Sociable |
| <input type="checkbox"/> Consistent | <input type="checkbox"/> Intuitive | <input type="checkbox"/> Strong need for achievement |
| <input type="checkbox"/> Creative | <input type="checkbox"/> Leadership ability | <input type="checkbox"/> Sympathetic |
| <input type="checkbox"/> Curious | <input type="checkbox"/> Logical | <input type="checkbox"/> Understanding |
| <input type="checkbox"/> Dedicated | <input type="checkbox"/> Multi-tasking | <input type="checkbox"/> Vigorous |
| <input type="checkbox"/> Dominant | <input type="checkbox"/> Objective | <input type="checkbox"/> Well informed |

43. Do you have any other comments in regard to this issue (i.e. characteristics that are associated with successful academic careers)?

44. Is there anything else you would like us to know about your career and life situation?

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

Submit questionnaire