University of California Mid- and Late-Career Faculty Survey, Experiences and Future Plans

This survey concerns how mid- and late-career faculty are thinking about their current career and their thoughts about future career transitions. Accordingly, we are surveying faculty ages 55 and older, seeking to assess how best the university can support our faculty in enjoying satisfying and productive careers.

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

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

We ask a number of questions about your demography, family status, and career situation to help assure that the University of California is supportive of and responsive to the needs of all faculty. Please skip any questions that make you feel uncomfortable or that you find overly intrusive.

A. Faculty Status, Demography, Family, and Health

What is your current faculty rank?

C	Assistant Professor
C	Associate Professor
C	Full Professor (below step VI)
C	Full Professor (Step VI-IX)
C	Full Professor (above scale)
C	Other, please specify

2. Do you currently serve in an administrative post?

(if yes) Please specify the post:

- Dean
- Associate Dean
- Assistant Dean
- Chair

۸ŀ	nat month <i>(if known)</i> and year did each o		events occur? Year?
	Event	Month?	(e.g.,1963)
a.	Your birth date:	Click Here ▼	
b.	Your completion of your highest degree (PhD or other professional degree)	Click Here ▼	
C.	Assistant Professor Start Date at UC (skip if not relevant)	Click Here ▼	
d.	Associate Professor Start Date at UC (skip if not relevant)	Click Here ▼	
e.	Full Professor Start Date at UC (skip if not relevant)	Click Here ▼	
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Vice Chair

\bigcirc	Straight (heterosexual)
\bigcirc	Lesbian
\bigcirc	Gay
\bigcirc	Bisexual
\bigcirc	Other, please specify
	•
Wha	t is your ethnic category? Check all that apply.
	White (not of Hispanic origin)
	Black/African American (not of Hispanic origin)
	Chinese/Chinese American
	Japanese/Japanese American
	Filipino/Pilipino
	Pakistani/East Indian
	Other Asian
	American Indian or Alaska Native
	Mexican/Mexican American/Chicano
	Latin American/Latino
	Other Spanish/Spanish American
	Other, please specify —————
	•
Of th	ne below ethnic categories, which do you self-identify with most? Pick one.
	White (not of Hispanic origin)
\bigcirc	Black/African American (not of Hispanic origin)
\bigcirc	Chinese/Chinese American
\bigcirc	Japanese/Japanese American
\bigcirc	Filipino/Pilipino
\bigcirc	Pakistani/East Indian
\bigcirc	Other Asian
\bigcirc	American Indian or Alaska Native
\bigcirc	Mexican/Mexican American/Chicano
\bigcirc	Latin American/Latino
\bigcirc	Other Spanish/Spanish American
\bigcirc	Other, please specify

7.

Wh	at is your current marital or relationship status?
Not	te: If "married" or "partnered," additional question will open.
	Married
\bigcirc	Partnered
	Widowed
	Divorced
\bigcirc	Separated
\bigcirc	Never Married/Partnered
0	Other, please specify
pre	Less than High School graduate
0	High school diploma or equivalent (e.g., GED)
	1 or more years of college, no degree
	Associate degree (e.g., AA, AS)
	Bachelor's degree (e.g., BA, AB, BS)
	Master's degree (e.g., MA, MS, MEng, MEd, MSW, MBA)
\bigcirc	Professional degree (e.g., MD, DDS, DVM, LLB, JD)
\bigcirc	Doctorate degree (e.g., PhD, EdD)
\bigcirc	Other, please specify
	currently married or partnered) What is your spouse/partner's current ployment/educational status? Check all that apply.
	Employed full time
	Employed part time
	Employed as a postdoctoral fellow
	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
	Unemployed
	Retired
	Other, please specify

(if currently married or partnered) 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)?

	Arts or writing or media or public relations	\bigcirc	Health occupation	\bigcirc	Physical sciences
\bigcirc	Accounting	\bigcirc	Homemaker	\bigcirc	Research associate or assistant
\bigcirc	Clerical or administrative	\bigcirc	Human resources or labor relations	\bigcirc	Sales and marketing
\bigcirc	Clergy or religious work	\bigcirc	Humanities	\bigcirc	Service occupation (non-health-related)
\bigcirc	Computer occupation		Law		Social sciences
\bigcirc	Construction mechanical or other industrial work	\bigcirc	Life sciences	\bigcirc	Social work
\bigcirc	Consulting	\bigcirc	Library sciences or archivist or curator	\bigcirc	K-12 teacher
\bigcirc	Counseling	\bigcirc	Management executive or upper administration	\bigcirc	Community college professor
\bigcirc	Engineering or architecture or surveying	\bigcirc	Other management related	\bigcirc	College or university professor
\bigcirc	Farming forestry or fishing	\bigcirc	Mathematical actuarial or statistical sciences	\bigcirc	Other or multiple careers or goals
-	u marked "Other or m ers or goals" please s	-			

9. (if married/partnered/widowed/divorced/separated) 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)
a.	Date most recently married/partnered	Month? ▼	
	Date most recently divorced/separated from a spouse/partner (skip if not relevant)	Month? ▼	
C.	Date most recently you were widowed due to a death of a spouse/partner (skip if not relevant)	Month? ▼	

- 10. To what extent do you consider yourself a religious person?
 - Very religious
 - Moderately religious
 - Slightly religious
 - Not religious at all
 - Don't Know
 - Prefer not to say
- 11. On the following political scale, where would you place yourself?

		Liberal						
	\bigcirc	Slightly liberal						
	\bigcirc	Moderate, middle of the ro	oad					
	\bigcirc	Slightly conservative						
	\bigcirc	Conservative						
	\bigcirc	Extremely conservative						
	\bigcirc	Don't know						
	\bigcirc	Prefer not to say						
12.	Are	you a person with a disab	oility?					
	Note	e: If "yes," an additional qu	uestion will open.					
	\bigcirc	Yes, I currently have a disa	ability					
	\bigcirc	No						
	\bigcirc	Other, please specify						
			·					
			, aatagariaa daaaril	ho vou	r dieah	ility(ips)?	Chock	all that
	(if ye	es) Which of the following ly.	categories descri	be you	uisab	mry(ics):	CHECK	an that
			categories descri	be you	uisab	y (103) :	CHECK	an that
	app	ly.	categories descri	be you	uisab	y (103) :	CHECK	an that
	appi	<i>ly.</i> Blind/Visually Impaired		be you	เนเรสม	mry(ies):	Check	an that
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b	What I. SI (with wing use.)	Blind/Visually Impaired Deaf/Hard of Hearing Physical/Orthopedic Disab Learning/Cognitive Disabil Vocal/Speech Disability Other, please specify at is the USUAL degree of EEING words or letters in or vith glasses/contact lenses, em) EARING what is normally sa ith another person (with hea sually wear one) VALKING without human or resorted.	difficulty you have rdinary newsprint if you usually wear aid in conversation aring aid, if you	with None	Slight	Moderate	Severe	Unable to do
b	What. SI (with wing us. Waste as well	Blind/Visually Impaired Deaf/Hard of Hearing Physical/Orthopedic Disabl Learning/Cognitive Disabil Vocal/Speech Disability Other, please specify at is the USUAL degree of EEING words or letters in or with glasses/contact lenses, em) EARING what is normally saith another person (with hear sually wear one)	difficulty you have rdinary newsprint if you usually wear aid in conversation aring aid, if you mechanical	with None	Slight	Moderate	Severe	Unable to do

Extremely liberal

	Note: If "y	ves," addition	al questions will open.					
	Yes							
	O No							
	(if "yes" to substantial responsibility for parenting a child) 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 eight children, please enter information for the eight youngest children only.) Additionally, for each child, do they currently live with you and/or are you currently							
	making si tuition, et		ncial contributions on t	heir behalf (e.g.,	living expenses	, college		
		Month of event?	Year of event (e.g., 1981)	Relationship of child to you ¹	Do they live with you? ¹	Significant financial contributions? ¹		
a.	Date of birth/arrival of youngest child	Month? ▼		Relationship? ▼	Live with you? ▼	Financial contributions? ▼		
b.	Date of birth/arrival of 2nd youngest child (skip if not relevant)	Month? ▼		Relationship? ▼	Live with you? ▼	Financial contributions? ▼		
C.	Date of birth/arrival of 3rd youngest child (skip if not relevant)	Month? ▼		Relationship? ▼	Live with you? ▼	Financial contributions? ▼		
d.	Date of birth/arrival of 4th youngest child (skip if not relevant)	Month? ▼		Relationship? ▼	Live with you? ▼	Financial contributions? ▼		
e.	Date of birth/arrival of 5th youngest child (skip if not relevant)	Month? ▼		Relationship? ▼	Live with you? ▼	Financial contributions? ▼		
f.	Date of	Month? ▼		Relationship? ▼	Live with you? ▼	Financial contributions? ▼		

13. Have you ever had substantial responsibility for parenting a child?

14.	questions child(ren) why you n Do you cu adults (e.g	you are refer narked "other irrently provid g., parents, sp	se note which ring to and explain			
	Date of birth/arrival of 8th youngest child (skip if not relevant)	Month? ▼		Relationship? ▼	Live with you? ▼	Financial contributions? ▼
	Date of birth/arrival of <u>7th</u> youngest child (skip if not relevant)	Month? ▼		Relationship? ▼	Live with you? ▼	Financial contributions? ▼
	birth/arrival of <u>6th</u> youngest child (skip if not relevant)					

Yes

No

Note: If "yes," additional questions will open.

		Age of adult (e.g., 72)?	Relationship of adult to you? ²	Weekly hours?	Type of care and for how long (e.g., for the last 2 years)
a.	First adult		Relationship? ▼	Weekly hours? ▼	
b.	Second adult (skip if not relevant)		Relationship? ▼	Weekly hours? ▼	
C.	Third adult (skip if not relevant)		Relationship?	Weekly hours? ▼	
d.	Fourth adult (skip if not relevant)		Relationship? ▼	Weekly hours? ▼	

²If you marked "other" relationship of adult to you, please note which adult you are referring to and describe the relationship(s) here:

		/

15.	Wou	ıld you say your own health, in general, is ex	cellen	t, very	good, go	od, fair	or poor?
		Excellent					
		Very good					
		Good					
		Fair					
		Poor					
		Do not Know					
	0	Prefer not to say					
16.		npared with 1 year ago, would you say that youe, or worse than it was then?	our he	alth is	better no	ow, abou	ıt the
		Better					
		Same					
		Worse					
17.		ny people feel older or nger than they actually are.					
	Wha	at age do you feel (e.g., 55)?					
18.	Has	a doctor ever told you that you have experie	nced a	any of	the follow	wing?	
						Yes	No
	a.	High blood pressure or hypertension?				0	0
	b.	Diabetes or high blood sugar?	رم مادام		,		0
	c. d.	Cancer or a malignant tumor, excluding minor				0	0
	e.	Chronic lung disease such as chronic bronchit A heart attack, coronary heart disease, angina					
	£	failure, or other heart problems?					
	f.	A stroke?				0	0
	g. b	Emotional, nervous, or psychiatric problems?					0
	h. i.	Memory-related disease? Arthritis or rheumatism?				0	0
	j.	Glaucoma?				0	0
	J.	Giaucoma:					
19.	Ove	rall in the last 30 days, how much difficulty d	id you	ı have	with		
			None	Mild	Moderate	Severe	Extreme
		. concentrating or remembering things?					
	fre	. sleeping, such as falling asleep, waking up equently during the night or waking up too early the morning?		0			
20.		you often troubled with pain?					
	0	Yes					
		No					
		140					

Mild Moderate Severe Other, please specify the week of Septempal job, before deduct include bonuses, earch.	nber 1, 2013, w uctions (e.g., \$		sic annual sala	
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Other, please specify the week of Septem pal job, before dedu t include bonuses,	nber 1, 2013, w uctions (e.g., \$		sic annual sala	
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The state of the s	overtime or ad			ary on your
		ditional comper	sation for sun	nmertime teachin
		ousehold earne	d income for 2	013, before
come from busines	ses, summerti	me teaching or	esearch, or ot	
	· —			
		/		
	e you made an	y financial dona	itions to the U	niversity of
s," an additional qu	estion will ope	n up.		
No				
Yes				
ion(s) to the Univer ions over this 5 yea was/were designat	sity of Californ or period (e.g., ed to be used	iia; specifying th \$500, estimates for a specific pu	ne total dollar a are fine), and v	amount of your whether your
			we automatica	lly strip all
	tions (e.g., \$126,45 de a total of all wage come from busines stated with scholars last five years, have rnia? s," an additional que so yes to the above que tion(s) to the Univer tions over this 5 year was/were designate arships, building im mind you that all re	tions (e.g., \$126,450)? de a total of all wages, salaries, bo come from businesses, summerticiated with scholarships for all me last five years, have you made an arnia? s," an additional question will ope look of the university of Californ ions over this 5 year period (e.g., was/were designated to be used arships, building improvements, emind you that all responses are committed.	ctions (e.g., \$126,450)? de a total of all wages, salaries, bonuses, overtime come from businesses, summertime teaching or related with scholarships for all members of the home classification with scholarships for a	de a total of all wages, salaries, bonuses, overtime, commissions come from businesses, summertime teaching or research, or ot clated with scholarships for all members of the household. last five years, have you made any financial donations to the University of Ses," an additional question will open up. No Yes les" to the above question) Please describe the specific nature of tion(s) to the University of California; specifying the total dollar all ions over this 5 year period (e.g., \$500, estimates are fine), and is was/were designated to be used for a specific purpose (e.g., unarships, building improvements, etc.).

No

(If "yes" to troubled by pain) How bad is the pain most of the time?

B. Professional Activities

23. 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 children, teenagers, spouse/partner, elders, friends, other family members)	Hours? ▼

24. These questions are about professional activities in <u>your life now and your recent past</u> (the last several years). Please tell us HOW OFTEN ON AVERAGE YOU TYPICALLY DO EACH ACTIVITY. Disregard the summer months if your work efforts are very different at that time of year.

		least once a week	Every few weeks	About once a month	Every few months	About once a year	few	Never	Not relevant
a.	Deliver a lecture to students	\bigcirc						\bigcirc	
b.	Teach a seminar class with students (count each class meeting as a separate event)	0	0	0	0				
C.	Present a paper at a professional conference	0	0	0	0	0	0	0	0
d.	Submit a grant proposal (alone or with colleagues) to support a new research effort	0	0	0	0	0		0	0
e.	Publish a paper in a peer review journal	0	0	0	0	0	0	0	
f.	Publish a book with an academic or popular press	0	0				0	0	0
g.	Attend departmental meetings					\bigcirc			
h.	Attend social events associated with the University of California/your department	0		\circ	0			0	0

25. In comparison to the effort you had to expend early on in your faculty career, do you now find it harder, easier, or about the same to undertake each of the following professional activities in a successful manner?

		Harder	Easier	the same	Not sure	Not applicable
a.	Publishing articles in peer reviewed journals					
b.	Securing book publishing contracts	\bigcirc			\bigcirc	

b. c.	Your overall life situation The success you have achieved in your career	0	0	\circ	\circ
a.	Your overall professional situation				
		Very satisfied	Somewhat satisfied	Not too satisfied	Not at all satisfied
	uality of Life Vith regard to each of the following, how satisf	ied are yo	u?		
h.	Teaching the courses you would like to teach	\circ	0 0	\bigcirc	\bigcirc
g.	Meeting university service obligations		0 0	\bigcirc	\bigcirc
f.	Attracting high quality graduate students		0 0		
e.	Advancing in rank/step		0 0		
d.	Receiving recognition by peers for my professional achievements	\circ	0 0		
C.	Securing grant funding		0 0		

a.	Your overall professional situation			
b.	Your overall life situation			
C.	The success you have achieved in your career so far	\circ		
d.	Your decision to join the faculty at the University of California	\circ	\circ	
e.	Your decision to become a Professor			
f.	Your ability to control things that affect you			

27.	To what extent do you agree with the following statement: My main satisfaction in life
	comes from my work.

Strongly	agree

- Agree
- Disagree
- Strongly disagree

28. Taken all together, how would you say things are these days--would you say that you are very happy, pretty happy, or not too happy?

- Very happy
- Pretty happy
- Not too happy
- Don't Know
- Prefer not to say

(if currently married or partnered) Taking things all together, how would you describe your marriage? Would you say that your marriage is very happy, pretty happy, or not too happy?

Very	hap	py

- Pretty happy
- Not too happy
- Don't Know

V	Vould you say yes or no?				Yes	No
a	a. You enjoyed life?					
t	o. You felt sad?					
C	c. You felt productive (professionally or otherwise	e)?				
C	d. You felt depressed?					
e	e. You felt respected and valued?					
1	f. You felt lonely?					
Ç	g. You felt that everything you did was an effort?					
ł	n. You felt you made a difference (e.g., a useful s	societal	contrib	oution)?	\bigcirc	
). Fu	iture Plans					
. н	low often do you experience each of the followi	•				
		Very often	Often	Sometimes	Rarely	Nev
a.	I think about future career transitions, including retirement.	0			\circ	C
b.	I think about job transitions, moving to another university or non-university job.					
C.	I take concrete actions to prepare for future career transitions (e.g., attending informational meetings, financial planning, etc.).		0		0	C
d.	I examine/review the possible financial consequences of various transition/retirement scenarios.					
e.	I see emeriti faculty around our departmental offices/facilities/attending departmental meetings					
f.	or social events. I directly work with emeriti faculty on research projects, university service, and/or teaching		0	0	0	0
	courses/seminars.		\bigcirc	\bigcirc		
Н	lave you ever used the <u>UC Retirement Plan Ben</u>	efit Es	<u>timato</u>	<u>r</u> ?		
(Yes					
(No					
	f "yes," did you find it useful?					

31. How comfortable are you with discussing future career transitions and/or thoughts about retirement with each of the following individuals, or groups of individuals?

		Very comfortable	Somewhat comfortable	Not too comfortable	Not at all comfortable	Not applicable
a.	Spouse/partner/significant other					
b.	Children/other family members					
C.	Faculty colleagues					
d.	Graduate students					
e.	Departmental staff					
f.	Department chair					
g.	Dean/other campus administrators					
h.	Other groups? (please specify below).					
	If "other," please specify.					
	If you indicated that you find it uncor above groups, please share with us v				with any o	of the
32.	At what age do you think you are most likely to retire from all paid employment at the University of California (e.g. 67)?					
22	As you reflect on the your future retir	romontleena	ration from	omployee	ant at the	

33. As you reflect on the your future retirement/separation from employment at the University of California, please consider: (1) How important each of the following factors are or may be in your decision-making process; and (2) In what direction do you think each of the following factors might influence your decision?

	Factors (current and	Not applicable? (skip to next item)	Importan	ce in decisi	on-making	process?	Po	Possible direction of influence?			
	possible future situation)	Not applicable	Very important	Somewhat important	Not too important	Not at all important	May retire earlier	No impact	May retire later	Not sure	
a.	Anticipated level of retirement income (e.g., based on UC's defined benefit plan and other sources)	0	0	0	0	0	0	0	0	0	
b.	Anticipated level of other retirement benefits, including medical/health care coverage	0	0	0	0	0	0	0	0	0	
C.	Current and anticipated future level of compensation (i.e., salary, plus other types of compensation)	0	0	0	0	0	0	0	0	0	
d.	Current faculty rank, promotion opportunities, and merit review process	0	0	0	0	0	0	0	0	0	
e.	Teaching responsibilities/opportunities	0	0	0	0	0	0	0	0	0	
f.	Service responsibilities/opportunities	0	0	0	0	0	0	0	0	0	

g.	Research responsibilities/opportunities	0	0	0	0	0	0	0	0	0
h.	Professional productivity (degree to which you are productive)	0	0	0	0	0				0
i.	Professional achievement/legacy issues	0	0	0	0	0	0	0	0	0
j.	Collegial interaction	0	0	0	0	0	0	0	0	0

	Factors (current and possible future	Not applicable? (skip to next item)	Importan	ce in decisio	on-making	process?	Po	ossible d influe		of
	situation) (continued)	Not applicable	Very important	Somewhat important	Not too important	Not at all important	May retire earlier	No impact	May retire later	Not sure
k.	Quality of graduate students and interaction with students	0	0	0	0	0	0	0	0	0
I.	Space for research (including access to space after retirement)	0	0	0	0	0	0	0	0	0
m.	Office space (including access to space after retirement)	0	0	0	0	0	0	0	0	0
n.	Grant funding and resources for new ventures	0	0	0	0	0	0	0	0	0
0.	Staff support	0	0	0	0	0	0	0	0	0
p.	Support for diversity in my unit/department	0	0	0	0	0	0	0	0	0
q.	Possible impact of my retirement on my department (colleagues, students, etc.)	0		0	0		0	0	0	0
r.	Housing situation	0	0	0	0	0		0		0
S.	Overall financial situation (personal/household)	0	0	0	0	0	0	0	0	0
t.	Larger fiscal patterns (e.g., funding of the university, national financial markets, etc.)	0	0	0	0	0	0	0	0	0

	Factors (current and possible future situation)		Importan	Possible direction of influence?						
	(continued)	Not applicable	Very important	Somewhat important		Not at all important	May retire earlier	No impact	May retire later	Not sure
u.	Overall family situation	0	0	0	0	0	0	0	0	0
V.	Work-family balance	0	0		0	0		0	0	0

y. I	Issues related to									
,	children/grandchildren	\bigcirc	0	0	0	0	0	0	0	0
7 1	Personal health	0	0	0	0	0	0	0	0	0
	Health of my spouse/other family members	0	0	0	0	0	0	0	0	0
1	Opportunities for other full-time academic jobs	0	0	0	0	0	0	0	0	0
t	Opportunities for part time jobs, such as consulting, part time, teaching, etc.	0	0	0	0	0	0	0	0	0
	Other professional interests/opportunities	0	0	0	0	0	0	0	0	0
	Other life interests/opportunities	0	0	0	0	0	0	0	0	0
	Desire to relocate geographically	0	0	0	0	0	0	0	0	0
	Other (please specify below)	0	0	0	0	0	0	0	0	0
f yoı	ther," please specify.								e	
	cting your thoughts ab ersity of California.	out wnen	you woul	a like to r	etire or se	eparate ti	rom tne	•		

E.

34. The following question seeks to gauge: (1) how useful possible mid-, late-, post-retirement career policies or initiatives would be, or would have been to you, in helping you to enjoy a satisfying and productive career and family life; and (2) how supportive you would be of other mid-, late-, post-retirement career faculty using these possible policies or initiatives.

	Possible Mid-, Late-, Post- Retirement Career	you (Usefulness of policy/initiative to you (at any time in your career, past, present, future)?			Your level of support for implementation of and use of policy/initiative by faculty?			
	Policies/Initiatives	Very useful	Somewhat useful	Not too useful	Not useful at all	Very supportive	Somewhat supportive		Not supportive at all
a.	Research grants (small-scale) to encourage midand late-career faculty to investigate new areas of		0	0	0	0	0	0	0

	research inquiry (perhaps collaborating with others within or outside your department).								
b.	Teaching grants (small-scale) to encourage midand late-career faculty to design and teach new courses (perhaps collaborating with others within or outside your department).	0	•	0	0	0			•
C.	Enhanced approaches to sabbatical that emphasize intellectual renewal (e.g., incentives to explore new areas of research interests).	0	0	0	0	0	0	0	0
d.	Grants (small-scale) to assist/encourage faculty in the development of community service initiatives.	0	0	0	0	0	0	0	0
e.	An increase in the options to go part time at any point in a faculty career, while retaining an existing tenure-line appointment.	0	0	0	0	0	0	0	0
f.	An increase in the options to go part time at any point in a faculty career, vacating an existing tenure-line appointment in favor of a more flexible, limited-term position.	0	0	0	0	0	0	0	0
g.	An increase in the opportunities to focus more time on research relative to time spent on teaching (whether full- or part-time).	0	0	0	0	0	0	0	0
h.	An increase in the opportunities to focus more time on teaching relative to time spent on research (whether full- or part-time).	0	0	0	0	0	0	0	0
			Iness of pol				l of support e of policy/ii		
	(continued)	Very useful	Somewhat useful	Not too useful	Not useful at all	Very supportive	Somewhat supportive	Not too supportive	Not supportive at all
i.	An increase in the availability of information regarding retirement options/benefits.	0	0	0	0	0	0	0	0
j.	An increase in the availability of information regarding post-retirement	0		0	0				

	opportunities to continue to contribute to the campus community (e.g., Recall status, Professor of the Graduate School, volunteer opportunities, etc.).								
k.	An increase in opportunities to have access to post-retirement research space as part of pre-retirement agreements.	0	0	0	0	0	0	0	0
I.	An increase in opportunities to have access to post-retirement office space as part of pre-retirement agreements.	0	0		0	0	0	0	0
m.	An increase in opportunities to teach after retirement as part of pre-retirement agreements.	0	0	0	0	0	0	0	0
n.	An overall increase in the availability of post-retirement opportunities on campus (e.g., research collaboration, department events, invited lectures, opportunities to mentor students/junior faculty, participation in research centers, etc.).	0	0	0	0	0	0	0	0
0.	Other policies or initiatives (please specify below).	0	0	0	0	0	0	0	0
Ple	other," please specify. ase share with us any comn d-, late-, and post-retirement								

F. Final Questions

35. Were you a faculty member at the University of California at the time of the <u>VERIPs</u> (<u>Voluntary Early Retirement Incentive Programs</u>) in the early 1990s?

If "yes," additional questions will open up.

No

Yes

If you were a faculty member at the time of the VERIPS, do you think that in the long run the VERIPs had the effect of ushering in a period of increased or decreased productivity for your department?

Increased departmental productivity

\circ	mereadou deparamental productivity
\bigcirc	Decreased productivity
\bigcirc	No noticeable change
\bigcirc	Not sure
	ncreased productivity" Please explain why you think the VERIPs led to increased artmental productivity over time:
	ecreased productivity" Please explain why you think the VERIPs led to decreased artmental productivity over time:
	o noticeable change" Please explain why you think the VERIPs did not affect artmental productivity over time:
	ot sure" Do you have any thoughts about how the VERIPs affected your artment? If yes, please share them with us:
	ere anything else you would like us to know about your current job situation at the versity of California and/or your thoughts about the future?
	nk you for participating in our survey! If you are finished, please click the submit
Is th Univ	ere anything else you would like us to know about your current job situation at the rersity of California and/or your thoughts about the future?

Submit questionnaire

36.