

Everybody is Very Busy (UC Faculty, ages 30-50): Weekly hours worked by gender, children, and University

		Professional work weekly hours (e.g. teaching, research, writing)		Housework and home maintenance weekly hours (e.g. shopping, cooking)		Caregiving weekly hours (e.g. meeting the needs of children, teenagers, spouse, adult dependent)		Total weekly hours spent doing professional, housework, and caregiving	
		Total N	Average weekly hours	Total N	Average weekly hours	Total N	Average weekly hours	Total N	Average weekly hours
Berkeley	Women with children	51	51.4	51	15.1	51	36.3	51	102.8
	Men with children	117	56.5	117	12.7	116	21.5	117	90.5
	Women without children	47	60.4	47	10.3	46	6.8	47	77.3
	Men without children	81	60.3	81	10.0	80	5.8	81	76.1
	All	296	57.3	296	12.0	293	17.5	296	86.6
Davis	Women with children	74	51.1	74	14.9	74	37.3	74	103.4
	Men with children	127	55.3	127	12.8	127	20.1	127	88.2
	Women without children	44	58.6	44	9.9	43	9.0	44	77.4
	Men without children	84	59.6	84	11.2	84	9.8	84	80.5
	All	329	55.9	329	12.5	328	19.9	329	88.2
Irvine	Women with children	40	48.8	40	14.0	40	35.0	40	97.8
	Men with children	76	55.9	76	11.0	76	19.9	76	86.7
	Women without children	28	59.1	28	10.7	27	7.5	28	77.0
	Men without children	73	55.8	73	10.5	70	9.3	73	75.3
	All	217	54.9	217	11.4	213	17.7	217	83.7
Los Angeles	Women with children	49	52.7	49	14.4	49	37.0	49	104.1
	Men with children	113	55.3	113	11.4	113	21.6	113	88.4
	Women without children	39	62.7	39	10.9	38	9.3	39	82.7
	Men without children	91	60.1	90	9.9	89	8.1	91	77.7
	All	292	57.4	291	11.4	289	18.4	292	86.9
Riverside	Women with children	30	54.4	30	15.6	30	36.3	30	106.3
	Men with children	58	55.6	58	12.1	58	19.6	58	87.4
	Women without children	20	61.8	20	11.8	19	8.0	20	81.1
	Men without children	38	58.0	38	11.0	38	10.8	38	79.7
	All	146	56.8	146	12.5	145	19.2	146	88.4
San Diego	Women with children	29	46.1	29	14.1	29	35.8	29	96.1
	Men with children	92	57.0	91	10.2	91	17.8	92	84.8
	Women without children	20	59.9	20	9.3	19	8.7	20	77.4
	Men without children	58	61.4	58	11.0	55	8.5	58	80.5
	All	199	57.0	198	10.9	194	17.0	199	84.4

Everybody is Very Busy (UC Faculty, ages 30-50): Weekly hours worked by gender, children, and University

		Professional work weekly hours (e.g. teaching, research, writing)		Housework and home maintenance weekly hours (e.g. shopping, cooking)		Caregiving weekly hours (e.g. meeting the needs of children, teenagers, spouse, adult dependent)		Total weekly hours spent doing professional, housework, and caregiving	
		Total N	Average weekly hours	Total N	Average weekly hours	Total N	Average weekly hours	Total N	Average weekly hours
San Francisco	Women with children	13	55.5	13	11.5	13	31.1	13	98.0
	Men with children	19	58.5	19	10.9	19	20.1	19	89.5
	Women without children	3	-	3	-	3	-	3	-
	Men without children	14	67.5	14	11.2	14	6.2	14	84.9
	All	49	-	49	-	49	-	49	-
Santa Barbara	Women with children	27	51.4	27	15.0	27	31.5	27	98.0
	Men with children	46	52.5	46	13.2	46	18.7	46	84.3
	Women without children	23	58.9	23	12.1	23	10.0	23	81.0
	Men without children	54	57.1	54	10.9	51	9.9	54	77.3
	All	150	54.9	150	12.5	147	16.6	150	83.7
Santa Cruz	Women with children	25	51.8	25	15.0	25	32.3	25	99.1
	Men with children	53	53.1	53	12.4	53	22.8	53	88.3
	Women without children	24	55.5	24	10.9	23	5.9	24	72.1
	Men without children	12	51.3	12	10.9	11	7.8	12	69.4
	All	114	53.1	114	12.5	112	20.0	114	85.3
All	Women with children	338	51.2	338	14.6	338	35.5	338	101.4
	Men with children	701	55.6	700	11.9	699	20.3	701	87.7
	Women without children	248	59.8	248	10.6	241	8.1	248	78.2
	Men without children	505	59.1	504	10.6	492	8.6	505	78.0
	All	1792	56.3	1790	11.9	1770	18.3	1792	86.2

“-” denotes that percentage was suppressed because of under 10 total cases for a sub-group.

Career Duties That Place Stress on Parenting: Percent of UC faculty parents who indicated career duty has caused them a great deal of stress in their parenting, by gender and University

		Meeting teaching obligations		Attending seminars, colloquia, or departmental and committee meetings		Attending conferences or giving conference papers		Writing and publishing		Doing fieldwork or field research away from home	
		Total N	A great deal of stress*	Total N	A great deal of stress*	Total N	A great deal of stress*	Total N	A great deal of stress*	Total N	A great deal of stress*
Berkeley	Men with children	327	13%	326	12%	324	22%	327	29%	220	25%
	Women with children	103	27%	103	32%	105	49%	104	51%	72	51%
	All	430	16%	429	17%	429	28%	431	34%	292	32%
Davis	Men with children	335	17%	335	12%	332	20%	338	28%	213	31%
	Women with children	120	31%	119	21%	123	40%	122	45%	74	43%
	All	455	20%	454	14%	455	26%	460	33%	287	34%
Irvine	Men with children	165	7%	163	12%	161	20%	163	25%	97	20%
	Women with children	69	19%	72	33%	72	44%	72	54%	50	46%
	All	234	11%	235	19%	233	27%	235	34%	147	29%
Los Angeles	Men with children	302	12%	304	10%	307	19%	305	34%	202	26%
	Women with children	104	15%	109	25%	107	47%	107	46%	76	43%
	All	406	13%	413	14%	414	26%	412	37%	278	31%
Riverside	Men with children	138	9%	139	9%	140	29%	143	24%	95	29%
	Women with children	56	23%	57	26%	58	57%	58	43%	41	54%
	All	194	13%	196	14%	198	37%	201	29%	136	37%
San Diego	Men with children	204	10%	204	16%	203	23%	204	27%	119	30%
	Women with children	59	14%	61	16%	59	44%	60	35%	38	45%
	All	263	11%	265	16%	262	28%	264	29%	157	34%
San Francisco	Men with children	70	11%	69	17%	71	23%	71	30%	46	17%
	Women with children	42	10%	42	21%	42	60%	42	55%	29	38%
	All	112	11%	111	19%	113	36%	113	39%	75	25%
Santa Barbara	Men with children	134	17%	134	9%	134	22%	134	25%	88	28%
	Women with children	50	30%	51	43%	52	50%	51	55%	38	55%
	All	184	21%	185	18%	186	30%	185	34%	126	37%
Santa Cruz	Men with children	104	14%	104	14%	105	27%	103	38%	70	23%
	Women with children	44	25%	44	32%	46	35%	46	50%	39	56%
	All	148	18%	148	20%	151	29%	149	42%	109	35%
All	Men with children	1779	13%	1778	12%	1777	22%	1788	29%	1150	27%
	Women with children	647	22%	658	27%	664	46%	662	48%	457	48%
	All	2426	15%	2436	16%	2441	29%	2450	34%	1607	33%

**vs. some stress, a little, none; not applicable excluded.*

UC Faculty Parents Experience Work-Family Conflict: Percent who indicated 'Yes' the statement accurately described their past or present situation

		I have not brought my children to work because I worry that my colleagues would be bothered.		I tried to time new children to come during the summer break.		I missed some of my children's important events, because I did not want to appear uncommitted to my job.		I came back to work sooner than I would have liked after having, adopting or fostering a child because I wanted to be taken seriously as an academic.		I have slowed down or made sacrifices in my academic career in order to be a good parent.	
		Total N	Yes*	Total N	Yes*	Total N	Yes*	Total N	Yes*	Total N	Yes*
Berkeley	Men with children	258	15%	241	9%	316	27%	146	14%	324	49%
	Women with children	93	29%	82	28%	101	39%	89	44%	106	70%
	All	351	19%	323	14%	417	30%	235	26%	430	54%
Davis	Men with children	261	17%	215	7%	327	30%	142	19%	327	51%
	Women with children	106	30%	98	36%	120	38%	102	57%	120	73%
	All	367	21%	313	16%	447	32%	244	35%	447	57%
Irvine	Men with children	133	17%	97	8%	156	26%	62	16%	161	48%
	Women with children	65	23%	60	33%	71	35%	65	71%	71	66%
	All	198	19%	157	18%	227	29%	127	44%	232	54%
Los Angeles	Men with children	240	13%	196	10%	284	27%	139	15%	295	49%
	Women with children	97	26%	79	29%	106	38%	94	48%	108	65%
	All	337	16%	275	15%	390	30%	233	28%	403	53%
Riverside	Men with children	116	20%	83	10%	133	28%	64	13%	138	51%
	Women with children	54	31%	34	24%	56	41%	46	65%	57	77%
	All	170	24%	117	14%	189	32%	110	35%	195	59%
San Diego	Men with children	162	17%	125	11%	186	20%	75	21%	196	43%
	Women with children	54	22%	51	31%	54	33%	54	41%	62	63%
	All	216	18%	176	17%	240	23%	129	29%	258	48%
San Francisco	Men with children	53	13%	46	0%	64	31%	39	26%	64	34%
	Women with children	35	17%	29	21%	41	46%	34	53%	40	70%
	All	88	15%	75	8%	105	37%	73	38%	104	48%
Santa Barbara	Men with children	104	17%	92	12%	131	24%	58	12%	134	50%
	Women with children	46	37%	38	29%	49	39%	43	56%	51	75%
	All	150	23%	130	17%	180	28%	101	31%	185	57%
Santa Cruz	Men with children	86	20%	74	16%	99	28%	60	15%	103	59%
	Women with children	44	34%	36	36%	45	47%	44	50%	48	88%
	All	130	25%	110	23%	144	34%	104	30%	151	68%

**vs. no and partially accurate; not applicable excluded.*

UC Faculty Parents Experience Work-Family Conflict: Percent who indicated 'Yes' the statement accurately described their past or present situation

		I have not brought my children to work because I worry that my colleagues would be bothered.		I tried to time new children to come during the summer break.		I missed some of my children's important events, because I did not want to appear uncommitted to my job.		I came back to work sooner than I would have liked after having, adopting or fostering a child because I wanted to be taken seriously as an academic.		I have slowed down or made sacrifices in my academic career in order to be a good parent.	
		Total N	Yes*	Total N	Yes*	Total N	Yes*	Total N	Yes*	Total N	Yes*
All	Men with children	1413	16%	1169	9%	1696	27%	785	16%	1742	49%
	Women with children	594	28%	507	31%	643	39%	571	53%	663	71%
	All	2007	20%	1676	16%	2339	30%	1356	32%	2405	55%

**vs. no and partially accurate; not applicable excluded.*

UC Faculty Members' Awareness of Policies: Percent who had heard about the work-family policy

	Tenure clock extension policy for substantial caregivers of new children		Paid leave for pregnant faculty		Active service-modified duties policy to provide care for new child		Unpaid leave to care for a child, spouse's child, or child of domestic partner.		Knew about all four family friendly policies.	
	Total N	Yes*	Total N	Yes*	Total N	Yes*	Total N	Yes*	Total N	Yes*
Berkeley	682	69%	684	72%	685	58%	683	42%	681	28%
Davis	769	71%	765	75%	766	55%	765	43%	758	28%
Irvine	423	64%	422	69%	423	40%	421	36%	420	19%
Los Angeles	738	63%	733	65%	738	41%	738	39%	733	20%
Riverside	327	66%	327	77%	328	50%	327	38%	327	25%
San Diego	442	61%	442	75%	443	45%	443	36%	442	23%
San Francisco	180	62%	180	86%	180	38%	180	49%	180	20%
Santa Barbara	345	63%	344	75%	344	52%	342	39%	341	25%
Santa Cruz	240	71%	238	82%	241	66%	240	52%	236	38%
All	4146	66%	4135	73%	4148	50%	4139	41%	4118	25%

**vs. no, I have not heard about the policy.*

Major Reasons Eligible UC Parents Did Not Use ASMD: Percent who cited item as a major reason for not using the policy

		I was not the primary caregiver to the child so it was unnecessary.		I did not need the time.		I did not know about the policy.		It might have hurt my chances for tenure or promotion.	
		Total N	Major reason*	Total N	Major reason*	Total N	Major reason*	Total N	Major reason*
Berkeley	Men	79	20%	75	19%	95	44%	76	26%
	Women	8	-	11	0%	12	67%	12	58%
	All	87	-	86	16%	107	47%	88	31%
Davis	Men	85	27%	87	24%	111	45%	91	23%
	Women	21	0%	27	22%	32	38%	28	46%
	All	106	22%	114	24%	143	43%	119	29%
Irvine	Men	52	29%	43	19%	61	49%	43	30%
	Women	10	10%	12	0%	16	44%	14	57%
	All	62	26%	55	15%	77	48%	57	37%
Los Angeles	Men	90	27%	80	18%	101	46%	82	26%
	Women	22	0%	23	9%	35	54%	23	52%
	All	112	21%	103	16%	136	48%	105	31%
Riverside	Men	40	33%	31	23%	47	47%	33	27%
	Women	7	-	9	-	12	67%	11	55%
	All	47	-	40	-	59	51%	44	34%
San Diego	Men	71	35%	57	23%	76	53%	54	13%
	Women	7	-	6	-	17	65%	7	-
	All	78	-	63	-	93	55%	61	-
San Francisco	Men	16	25%	16	13%	22	45%	17	35%
	Women	8	-	13	23%	15	40%	15	47%
	All	24	-	29	17%	37	43%	32	41%
Santa Barbara	Men	35	29%	33	24%	36	36%	33	27%
	Women	5	-	9	-	11	27%	12	67%
	All	40	-	42	-	47	34%	45	38%
Santa Cruz	Men	29	21%	32	16%	43	47%	31	39%
	Women	8	-	9	-	10	30%	10	40%
	All	37	-	41	-	53	43%	41	39%
All	Men	497	27%	454	20%	592	46%	460	26%
	Women	96	1%	119	10%	160	48%	132	51%
	All	593	23%	573	18%	752	47%	592	31%

**vs. minor reason and not a reason; not applicable excluded.*

Major Reasons Eligible UC Parents Did Not Use Tenure Clock Stoppage as Assistant Professors: Percent who cited item as a major reason for not using the policy

		I was not the primary caregiver to the child so it was unnecessary.		I did not know about the policy.		It would have made it more difficult to receive tenure.		It might have hurt my career.		I did not need the time.	
		Total N	Major reason*	Total N	Major reason*	Total N	Major reason*	Total N	Major reason*	Total N	Major reason*
Berkeley	Men	27	4%	36	44%	31	19%	31	32%	32	34%
	Women	4	-	4	-	8	-	7	-	6	-
	All	31	-	40	-	39	-	38	-	38	-
Davis	Men	30	23%	36	33%	32	16%	35	37%	33	36%
	Women	20	0%	23	9%	20	15%	22	23%	24	54%
	All	50	14%	59	24%	52	15%	57	32%	57	44%
Irvine	Men	21	19%	23	30%	20	25%	20	40%	22	27%
	Women	5	-	5	-	6	-	7	-	7	-
	All	26	-	28	-	26	-	27	-	29	-
Los Angeles	Men	37	14%	39	26%	39	23%	41	27%	40	35%
	Women	11	0%	11	18%	15	33%	14	50%	13	46%
	All	48	10%	50	24%	54	26%	55	33%	53	38%
Riverside	Men	17	24%	19	32%	15	7%	16	13%	16	25%
	Women	3	-	4	-	5	-	6	-	4	-
	All	20	-	23	-	20	-	22	-	20	-
San Diego	Men	23	39%	22	50%	18	22%	19	26%	17	18%
	Women	4	-	6	-	9	-	7	-	9	-
	All	27	-	28	-	27	-	26	-	26	-
San Francisco	Men	10	40%	9	-	9	-	7	-	8	-
	Women	4	-	4	-	4	-	4	-	4	-
	All	14	-	13	-	13	-	11	-	12	-
Santa Barbara	Men	12	42%	13	54%	12	25%	12	17%	10	40%
	Women	1	-	3	-	3	-	3	-	3	-
	All	13	-	16	-	15	-	15	-	13	-
Santa Cruz	Men	12	17%	18	50%	15	40%	15	53%	15	33%
	Women	5	-	5	-	5	-	6	-	6	-
	All	17	-	23	-	20	-	21	-	21	-
All	Men	189	22%	215	38%	191	21%	196	32%	193	31%
	Women	57	0%	65	9%	75	27%	76	41%	76	51%
	All	246	17%	280	31%	266	23%	272	34%	269	37%

**vs. minor reason and not a reason; not applicable excluded.*

Use of Family Friendly Policies and Sabbaticals by Eligible UC Assistant Professor Parents: Percent who used each policy/sabbatical at first child's entry into household while assistant professor

		Took active service-modified duties at child's entry into household		Took paid leave at child's entry into household		Stopped tenure clock at child's entry into household		Took sabbatical at child's entry into household		Took unpaid leave at child's entry into household	
		Total N	Used policy	Total N	Used policy	Total N	Used policy	Total N	Used policy	Total N	Used policy
Berkeley	Men, assistant prof.	43	16%	43	7%	43	9%	43	7%	43	0%
	Women, assistant prof.	22	59%	22	41%	22	32%	22	9%	22	5%
	All	65	31%	65	18%	65	17%	65	8%	65	2%
Davis	Men, assistant prof.	58	0%	58	9%	58	3%	58	2%	58	2%
	Women, assistant prof.	39	38%	39	62%	39	26%	39	0%	39	5%
	All	97	15%	97	30%	97	12%	97	1%	97	3%
Irvine	Men, assistant prof.	36	11%	36	8%	36	14%	36	6%	36	3%
	Women, assistant prof.	17	71%	17	53%	17	47%	17	6%	17	0%
	All	53	30%	53	23%	53	25%	53	6%	53	2%
Los Angeles	Men, assistant prof.	55	4%	55	11%	55	9%	55	4%	55	0%
	Women, assistant prof.	25	24%	25	40%	25	16%	25	28%	25	4%
	All	80	10%	80	20%	80	11%	80	11%	80	1%
Riverside	Men, assistant prof.	31	13%	31	10%	31	23%	31	3%	31	0%
	Women, assistant prof.	12	50%	12	42%	12	50%	12	17%	12	0%
	All	43	23%	43	19%	43	30%	43	7%	43	0%
San Diego	Men, assistant prof.	35	6%	35	11%	35	0%	35	0%	35	6%
	Women, assistant prof.	14	64%	14	29%	14	21%	14	7%	14	7%
	All	49	22%	49	16%	49	6%	49	2%	49	6%
San Francisco	Men, assistant prof.	14	0%	14	36%	14	0%	14	0%	14	0%
	Women, assistant prof.	5	-	5	-	5	-	5	-	5	-
	All	19	-	19	-	19	-	19	-	19	-
Santa Barbara	Men, assistant prof.	20	5%	20	0%	20	0%	20	0%	20	0%
	Women, assistant prof.	12	50%	12	58%	12	42%	12	25%	12	0%
	All	32	22%	32	22%	32	16%	32	9%	32	0%
Santa Cruz	Men, assistant prof.	30	13%	30	7%	30	7%	30	0%	30	0%
	Women, assistant prof.	15	40%	15	73%	15	33%	15	7%	15	0%
	All	45	22%	45	29%	45	16%	45	2%	45	0%
All	Men, assistant prof.	322	7%	322	10%	322	8%	322	3%	322	1%
	Women, assistant prof.	161	45%	161	52%	161	30%	161	11%	161	4%
	All	483	20%	483	24%	483	15%	483	5%	483	2%

Use of Family Friendly Policies and Sabbaticals by Eligible UC Tenured Professor Parents: Percent who used each policy/sabbatical at first child's entry into household after receiving tenure

		Took active service-modified duties at child's entry into household		Took paid leave at child's entry into household		Took sabbatical at child's entry into household		Took unpaid leave at child's entry into household	
		Total N	Used Policy	Total N	Used Policy	Total N	Used Policy	Total N	Used Policy
Berkeley	Men, tenured prof.	71	13%	71	4%	71	10%	71	3%
	Women, tenured prof.	28	71%	28	36%	28	18%	28	7%
	All	99	29%	99	13%	99	12%	99	4%
Davis	Men, tenured prof.	60	3%	60	7%	60	10%	60	0%
	Women, tenured prof.	25	40%	25	64%	25	0%	25	4%
	All	85	14%	85	24%	85	7%	85	1%
Irvine	Men, tenured prof.	23	0%	23	4%	23	4%	23	0%
	Women, tenured prof.	17	53%	17	35%	17	29%	17	0%
	All	40	23%	40	18%	40	15%	40	0%
Los Angeles	Men, tenured prof.	54	7%	54	6%	54	9%	54	4%
	Women, tenured prof.	30	40%	30	50%	30	10%	30	0%
	All	84	19%	84	21%	84	10%	84	2%
Riverside	Men, tenured prof.	24	4%	24	4%	24	8%	24	0%
	Women, tenured prof.	9	-	9	-	9	-	9	-
	All	33	-	33	-	33	-	33	-
San Diego	Men, tenured prof.	60	13%	60	3%	60	8%	60	2%
	Women, tenured prof.	16	75%	16	63%	16	38%	16	6%
	All	76	26%	76	16%	76	14%	76	3%
San Francisco	Men, tenured prof.	16	0%	16	13%	16	13%	16	6%
	Women, tenured prof.	8	-	8	-	8	-	8	-
	All	24	-	24	-	24	-	24	-
Santa Barbara	Men, tenured prof.	26	4%	26	0%	26	19%	26	0%
	Women, tenured prof.	18	44%	18	61%	18	28%	18	6%
	All	44	20%	44	25%	44	23%	44	2%
Santa Cruz	Men, tenured prof.	29	17%	29	10%	29	7%	29	3%
	Women, tenured prof.	10	60%	10	70%	10	20%	10	10%
	All	39	28%	39	26%	39	10%	39	5%
All	Men, tenured prof.	363	8%	363	5%	363	10%	363	2%
	Women, tenured prof.	161	52%	161	52%	161	18%	161	4%
	All	524	22%	524	20%	524	12%	524	3%

Percent of UC Faculty* Who Are Interested in a Part-Time Option

		Would you consider a part-time option for your faculty position?									
		Yes, I am interested in a permanent part time position.		Yes, I would be interested in working part-time for limited periods as my need arose.		No, I have no interest in working part-time under these conditions.		Yes, I already work part-time.		All	
		N	%	N	%	N	%	N	%	N	%
Davis	Men	30	6%	176	33%	327	61%	2	0%	535	100%
	Women	14	6%	121	56%	80	37%	3	1%	218	100%
	All	44	6%	297	39%	407	54%	5	1%	753	100%
Irvine	Men	21	7%	94	33%	174	60%	.	.	289	100%
	Women	7	6%	68	55%	47	38%	1	1%	123	100%
	All	28	7%	162	39%	221	54%	1	0%	412	100%
Los Angeles	Men	21	4%	147	29%	347	67%	.	.	515	100%
	Women	7	4%	97	50%	89	46%	1	1%	194	100%
	All	28	4%	244	34%	436	61%	1	0%	709	100%
Riverside	Men	5	2%	64	28%	153	67%	5	2%	227	100%
	Women	4	5%	52	61%	28	33%	1	1%	85	100%
	All	9	3%	116	37%	181	58%	6	2%	312	100%
San Diego	Men	11	3%	113	34%	207	62%	2	1%	333	100%
	Women	5	5%	52	52%	43	43%	.	.	100	100%
	All	16	4%	165	38%	250	58%	2	0%	433	100%
San Francisco	Men	4	3%	29	25%	84	72%	.	.	117	100%
	Women	5	8%	27	46%	27	46%	.	.	59	100%
	All	9	5%	56	32%	111	63%	.	.	176	100%
Santa Barbara	Men	7	3%	81	34%	146	62%	2	1%	236	100%
	Women	11	11%	44	45%	41	42%	1	1%	97	100%
	All	18	5%	125	38%	187	56%	3	1%	333	100%
Santa Cruz	Men	6	4%	53	36%	87	60%	.	.	146	100%
	Women	9	10%	52	57%	30	33%	.	.	91	100%
	All	15	6%	105	44%	117	49%	.	.	237	100%
All	Men	105	4%	757	32%	1525	64%	11	0%	2398	100%
	Women	62	6%	513	53%	385	40%	7	1%	967	100%
	All	167	5%	1270	38%	1910	57%	18	1%	3365	100%

Reasons UC Faculty Are Considering a Part-Time Option: Percent of UC faculty considering a part-time option who cited reason as very or somewhat important

		To care for a sick family member (e.g. child, spouse/partner)		To achieve a better balance between work and family		For personal health reasons		To care for a newborn or newly adopted child		To phase into retirement		To pursue other life interests	
		Total N	An important reason*	Total N	An important reason*	Total N	An important reason*	Total N	An important reason*	Total N	An important reason*	Total N	An important reason*
Davis	Men	253	82%	252	63%	245	60%	245	49%	243	64%	241	47%
	Women	141	83%	147	80%	142	61%	133	65%	143	53%	140	46%
	All	394	82%	399	69%	387	60%	378	55%	386	60%	381	47%
Irvine	Men	128	80%	134	60%	125	58%	126	61%	133	59%	135	44%
	Women	77	81%	77	71%	77	62%	72	64%	75	60%	73	36%
	All	205	80%	211	64%	202	59%	198	62%	208	60%	208	41%
Los Angeles	Men	215	76%	209	59%	209	56%	206	54%	215	60%	212	50%
	Women	114	86%	114	66%	107	69%	107	57%	111	59%	109	42%
	All	329	79%	323	61%	316	60%	313	55%	326	60%	321	47%
Riverside	Men	101	73%	101	51%	100	61%	102	45%	100	53%	98	31%
	Women	54	87%	54	89%	53	64%	51	71%	52	50%	52	44%
	All	155	78%	155	65%	153	62%	153	54%	152	52%	150	35%
San Diego	Men	152	80%	144	60%	143	63%	150	49%	147	60%	141	44%
	Women	62	82%	64	75%	58	67%	61	70%	59	49%	59	42%
	All	214	81%	208	64%	201	64%	211	55%	206	57%	200	44%
San Francisco	Men	38	68%	37	65%	35	63%	40	48%	38	63%	36	50%
	Women	31	94%	32	81%	32	69%	31	29%	32	59%	30	67%
	All	69	80%	69	72%	67	66%	71	39%	70	61%	66	58%
Santa Barbara	Men	107	79%	106	65%	102	63%	107	50%	103	64%	103	48%
	Women	59	78%	58	79%	56	55%	56	54%	55	40%	55	49%
	All	166	78%	164	70%	158	60%	163	51%	158	56%	158	48%
Santa Cruz	Men	67	78%	67	73%	67	66%	65	66%	70	63%	69	41%
	Women	58	86%	56	82%	51	76%	53	55%	54	61%	51	43%
	All	125	82%	123	77%	118	70%	118	61%	124	62%	120	42%
All	Men	1061	78%	1050	61%	1026	60%	1041	52%	1049	61%	1035	45%
	Women	596	84%	602	77%	576	65%	564	60%	581	54%	569	44%
	All	1657	80%	1652	67%	1602	62%	1605	55%	1630	58%	1604	45%

**vs. not too or not at all important.*

Location, Location, Location (UC faculty): Percent of UC Faculty who indicated 'yes' they have been unable to consider outside offers because of family reasons

	Men, Married w. Children		Men, Married		Men, Single		Men, Single w. Children		Women, Married w. Children		Women, Married		Women, Single		Women, Single w. Children		All	
	Total N	Yes*	Total N	Yes*	Total N	Yes*	Total N	Yes*	Total N	Yes*	Total N	Yes*	Total N	Yes*	Total N	Yes*	Total N	Yes*
Davis	287	27%	141	12%	26	8%	18	44%	97	53%	55	29%	20	10%	17	53%	661	28%
Irvine	145	25%	85	12%	19	5%	5	-	56	57%	25	32%	16	13%	7	-	358	28%
Los Angeles	261	26%	154	20%	29	10%	16	25%	77	51%	48	31%	31	19%	20	50%	636	28%
Riverside	126	20%	63	14%	10	0%	3	-	47	66%	20	40%	9	-	6	-	284	28%
San Diego	166	19%	89	8%	19	16%	14	14%	49	39%	20	15%	10	0%	8	-	375	19%
San Francisco	58	26%	31	13%	3	-	7	-	31	55%	13	38%	5	-	8	-	156	30%
Santa Barbara	117	19%	65	22%	20	10%	9	-	37	54%	34	24%	8	-	10	60%	300	26%
Santa Cruz	82	23%	33	3%	4	-	9	-	33	52%	22	18%	9	-	8	-	200	25%
All	1242	24%	661	14%	130	8%	81	40%	427	53%	237	28%	108	13%	84	54%	2970	26%

**vs. no, partially accurate; not applicable and UC Berkeley faculty excluded (UCB not asked the question).*

Biological Baby Births by Age of UC Faculty: All UC faculty

		<20		20-22		22-24		24-26		26-28		28-30		30-32		32-30	
		Total N	Birth	Total N	Birth	Total N	Birth	Total N	Birth	Total N	Birth	Total N	Birth	Total N	Birth	Total N	Birth
Berkeley	Men	493	0%	493	0%	493	3%	493	4%	493	8%	492	15%	484	14%	473	16%
	Women	174	0%	174	1%	174	2%	174	4%	174	6%	173	6%	169	7%	163	9%
	All	667	0%	667	0%	667	2%	667	4%	667	7%	665	12%	653	12%	636	14%
Davis	Men	514	0%	514	1%	514	2%	514	5%	514	9%	510	12%	502	17%	491	15%
	Women	206	0%	206	0%	206	1%	206	4%	206	5%	205	7%	204	13%	192	14%
	All	720	0%	720	1%	720	2%	720	5%	720	8%	715	10%	706	16%	683	15%
Irvine	Men	279	0%	279	0%	279	3%	279	4%	278	6%	278	7%	273	11%	261	16%
	Women	115	0%	115	1%	115	1%	115	3%	115	4%	115	9%	113	12%	110	20%
	All	394	0%	394	1%	394	2%	394	4%	393	6%	393	7%	386	11%	371	17%
Los Angeles	Men	499	0%	499	0%	499	1%	499	4%	498	9%	493	11%	485	12%	474	15%
	Women	183	1%	183	0%	183	2%	183	2%	183	5%	180	5%	177	15%	169	11%
	All	682	0%	682	0%	682	1%	682	3%	681	8%	673	9%	662	13%	643	14%
Riverside	Men	226	0%	226	0%	226	3%	226	3%	226	7%	223	12%	222	15%	215	15%
	Women	84	1%	84	1%	84	4%	84	5%	84	5%	82	13%	80	18%	78	18%
	All	310	0%	310	0%	310	3%	310	4%	310	6%	305	12%	302	16%	293	16%
San Diego	Men	320	0%	320	0%	320	2%	320	4%	320	8%	319	10%	314	13%	303	15%
	Women	99	1%	99	1%	99	0%	99	1%	99	8%	98	9%	97	9%	94	7%
	All	419	0%	419	0%	419	1%	419	3%	419	8%	417	10%	411	12%	397	13%
San Francisco	Men	111	1%	111	0%	111	1%	111	2%	111	8%	111	11%	111	19%	111	19%
	Women	58	0%	58	2%	58	2%	58	3%	58	7%	58	7%	58	10%	58	14%
	All	169	1%	169	1%	169	1%	169	2%	169	8%	169	9%	169	16%	169	17%
Santa Barbara	Men	226	0%	226	1%	226	2%	226	8%	226	8%	224	11%	217	12%	209	12%
	Women	93	0%	93	1%	93	2%	93	1%	93	4%	91	7%	90	2%	89	12%
	All	319	0%	319	1%	319	2%	319	6%	319	7%	315	10%	307	9%	298	12%
Santa Cruz	Men	141	0%	141	1%	141	3%	141	2%	141	6%	141	8%	139	10%	139	11%
	Women	83	0%	83	1%	83	2%	83	1%	83	2%	82	4%	80	8%	78	15%
	All	224	0%	224	1%	224	3%	224	2%	224	5%	223	6%	219	9%	217	12%
All	Men	2809	0%	2809	0%	2809	2%	2809	4%	2807	8%	2791	11%	2747	14%	2676	15%
	Women	1095	0%	1095	1%	1095	2%	1095	3%	1095	5%	1084	7%	1068	11%	1031	13%
	All	3904	0%	3904	1%	3904	2%	3904	4%	3902	7%	3875	10%	3815	13%	3707	14%

Biological Baby Births by Age of UC Faculty: All UC faculty

		34-36		36-38		38-40		40-42		42-44		44-46		46+	
		Total N	Birth	Total N	Birth	Total N	Birth	Total N	Birth	Total N	Birth	Total N	Birth	Total N	Birth
Berkeley	Men	453	14%	443	15%	426	11%	403	8%	385	7%	359	3%	329	10%
	Women	154	13%	148	16%	136	14%	124	11%	110	4%	97	0%	80	1%
	All	607	14%	591	15%	562	12%	527	9%	495	6%	456	3%	409	9%
Davis	Men	476	16%	456	10%	433	9%	412	9%	386	6%	362	5%	331	6%
	Women	181	15%	170	14%	161	13%	145	8%	132	2%	119	2%	100	3%
	All	657	16%	626	11%	594	10%	557	9%	518	5%	481	4%	431	5%
Irvine	Men	244	20%	231	11%	211	11%	196	8%	178	5%	159	3%	140	8%
	Women	103	15%	92	11%	84	18%	77	6%	74	4%	64	2%	56	0%
	All	347	19%	323	11%	295	13%	273	7%	252	5%	223	3%	196	6%
Los Angeles	Men	449	15%	435	9%	414	8%	395	7%	372	5%	336	3%	315	10%
	Women	159	16%	153	16%	145	12%	137	7%	120	3%	111	1%	101	1%
	All	608	15%	588	11%	559	9%	532	7%	492	5%	447	2%	416	7%
Riverside	Men	204	19%	192	9%	182	10%	176	7%	170	5%	158	3%	147	7%
	Women	78	10%	73	12%	64	11%	58	3%	49	2%	43	0%	39	0%
	All	282	16%	265	10%	246	11%	234	6%	219	4%	201	2%	186	5%
San Diego	Men	292	15%	278	14%	266	11%	249	11%	230	9%	211	3%	190	6%
	Women	91	19%	85	16%	78	22%	67	9%	61	7%	55	2%	52	0%
	All	383	16%	363	15%	344	14%	316	10%	291	8%	266	3%	242	5%
San Francisco	Men	109	19%	105	11%	101	8%	100	11%	98	5%	93	3%	85	8%
	Women	58	14%	58	22%	57	18%	53	2%	52	0%	51	2%	46	0%
	All	167	17%	163	15%	158	11%	153	8%	150	3%	144	3%	131	5%
Santa Barbara	Men	199	10%	194	13%	183	8%	179	5%	164	10%	153	5%	138	9%
	Women	86	14%	77	5%	73	15%	66	8%	59	5%	51	2%	46	0%
	All	285	11%	271	11%	256	10%	245	6%	223	9%	204	4%	184	7%
Santa Cruz	Men	137	20%	132	19%	120	11%	108	12%	105	10%	95	8%	86	9%
	Women	74	14%	67	12%	58	21%	52	6%	50	2%	43	2%	36	0%
	All	211	18%	199	17%	178	14%	160	10%	155	7%	138	7%	122	7%
All	Men	2563	16%	2466	12%	2336	10%	2218	8%	2088	7%	1926	4%	1761	8%
	Women	984	15%	923	14%	856	15%	779	7%	707	3%	634	1%	556	1%
	All	3547	16%	3389	13%	3192	11%	2997	8%	2795	6%	2560	3%	2317	6%

Having Fewer Children Than They Wanted: UC Faculty, ages 40-60, by gender and number of children

	No Children						1 Child					
	Men		Women		All		Men		Women		All	
	Total N	Yes, I had fewer children than I wanted to have*	Total N	Yes, I had fewer children than I wanted to have*	Total N	Yes, I had fewer children than I wanted to have*	Total N	Yes, I had fewer children than I wanted to have*	Total N	Yes, I had fewer children than I wanted to have*	Total N	Yes, I had fewer children than I wanted to have*
Berkeley	78	26%	31	48%	109	32%	52	42%	30	63%	82	50%
Davis	85	25%	40	38%	125	29%	41	32%	26	62%	67	43%
Irvine	31	26%	23	17%	54	22%	26	46%	13	77%	39	56%
Los Angeles	71	21%	28	36%	99	25%	47	40%	18	72%	65	49%
Riverside	32	16%	16	19%	48	17%	15	53%	15	60%	30	57%
San Diego	49	14%	18	33%	67	19%	18	33%	14	36%	32	34%
San Francisco	19	16%	13	23%	32	19%	2	-	11	64%	13	69%
Santa Barbara	39	21%	18	28%	57	23%	21	57%	14	64%	35	60%
Santa Cruz	20	40%	18	44%	38	42%	17	35%	12	83%	29	55%
All	424	22%	205	34%	629	26%	239	42%	153	64%	392	51%

	2 Children						3 or more Children					
	Men		Women		All		Men		Women		All	
	Total N	Yes, I had fewer children than I wanted to have*	Total N	Yes, I had fewer children than I wanted to have*	Total N	Yes, I had fewer children than I wanted to have*	Total N	Yes, I had fewer children than I wanted to have*	Total N	Yes, I had fewer children than I wanted to have*	Total N	Yes, I had fewer children than I wanted to have*
Berkeley	92	13%	35	29%	127	17%	48	15%	5	-	53	17%
Davis	115	7%	41	27%	156	12%	45	9%	12	17%	57	11%
Irvine	55	13%	21	24%	76	16%	15	13%	7	-	22	18%
Los Angeles	71	20%	42	33%	113	25%	36	11%	9	-	45	11%
Riverside	42	14%	15	40%	57	21%	16	0%	6	-	22	9%
San Diego	61	10%	21	43%	82	18%	33	6%	2	-	35	9%
San Francisco	18	17%	20	35%	38	26%	14	0%	1	-	15	7%
Santa Barbara	34	18%	16	31%	50	22%	17	0%	4	-	21	5%
Santa Cruz	26	23%	13	31%	39	26%	12	0%	4	-	16	0%
All	514	13%	224	32%	738	19%	236	8%	50	24%	286	11%

**vs. no, partially accurate, or not sure; not applicable excluded*

Having Fewer Children Than They Wanted: UC Faculty, ages 40-60, by gender and number of children

	Children yes, Number Unclear						All					
	Men		Women		All		Men		Women		All	
	Total N	Yes, I had fewer children than I wanted to have*	Total N	Yes, I had fewer children than I wanted to have*	Total N	Yes, I had fewer children than I wanted to have*	Total N	Yes, I had fewer children than I wanted to have*	Total N	Yes, I had fewer children than I wanted to have*	Total N	Yes, I had fewer children than I wanted to have*
Berkeley	1	-	2	-	3	-	271	23%	103	46%	374	29%
Davis	1	-	.	.	1	-	287	16%	119	37%	406	22%
Irvine	.	.	.	.	.	.	127	23%	64	33%	191	26%
Los Angeles	.	.	1	-	1	-	225	23%	98	40%	323	28%
Riverside	.	.	.	.	.	.	105	18%	52	38%	157	25%
San Diego	.	.	1	-	1	-	161	13%	56	38%	217	19%
San Francisco	1	-	.	.	1	-	54	15%	45	40%	99	26%
Santa Barbara	.	.	.	.	.	.	111	23%	52	38%	163	28%
Santa Cruz	.	.	.	.	.	.	75	27%	47	47%	122	34%
All	3	-	4	-	7	-	1416	20%	636	40%	2052	26%

**vs. no, partially accurate, or not sure; not applicable excluded*

Usefulness of Proposed Family Friendly Policies/Resources: UC faculty parents (UCB excepted) by gender

		A flexible part-time option with pro-rated career timelines		An emergency back-up child care program with co-pay		Readily available infant care and child care slots	
		Total N	Very or somewhat useful*	Total N	Very or somewhat useful*	Total N	Very or somewhat useful*
Davis	Men with Children	315	55%	304	65%	313	79%
	Women with Children	122	75%	118	88%	119	92%
	All	437	60%	422	72%	432	83%
Irvine	Men with Children	154	56%	147	67%	152	78%
	Women with Children	65	75%	64	89%	69	93%
	All	219	62%	211	73%	221	82%
Los Angeles	Men with Children	281	51%	269	70%	277	83%
	Women with Children	105	66%	101	90%	107	93%
	All	386	55%	370	76%	384	86%
Riverside	Men with Children	134	50%	128	70%	135	82%
	Women with Children	55	80%	50	94%	52	94%
	All	189	59%	178	77%	187	86%
San Diego	Men with Children	188	55%	172	73%	187	82%
	Women with Children	60	70%	58	88%	61	85%
	All	248	59%	230	77%	248	83%
San Francisco	Men with Children	65	42%	66	73%	67	76%
	Women with Children	37	81%	36	86%	38	97%
	All	102	56%	102	77%	105	84%
Santa Barbara	Men with Children	124	54%	115	68%	122	87%
	Women with Children	50	74%	49	84%	49	94%
	All	174	60%	164	73%	171	89%
Santa Cruz	Men with Children	100	51%	100	77%	102	90%
	Women with Children	47	77%	46	91%	48	96%
	All	147	59%	146	82%	150	92%
All	Men with Children	1361	53%	1301	69%	1355	82%
	Women with Children	541	74%	522	89%	543	93%
	All	1902	59%	1823	75%	1898	85%

**vs. not too useful or not useful at all*

Support for Proposed Family Friendly Policies/Resources: UC faculty (UCB excepted) by gender

		A flexible part-time option with pro-rated career timelines		An emergency back-up child care program with co-pay		Readily available infant care and child care slots	
		Total N	Very of somewhat supportive*	Total N	Very of somewhat supportive*	Total N	Very of somewhat supportive*
University location							
Davis	Men	494	86%	476	81%	483	93%
	Women	205	91%	195	93%	199	96%
	All	699	87%	671	85%	682	94%
Irvine	Men	264	84%	257	83%	261	92%
	Women	114	89%	111	89%	116	97%
	All	378	85%	368	85%	377	93%
Los Angeles	Men	469	83%	450	82%	462	94%
	Women	189	87%	182	92%	187	99%
	All	658	84%	632	85%	649	95%
Riverside	Men	214	80%	203	82%	216	94%
	Women	77	96%	74	95%	74	99%
	All	291	85%	277	85%	290	95%
San Diego	Men	301	85%	279	82%	297	94%
	Women	93	92%	92	93%	94	99%
	All	394	87%	371	85%	391	95%
San Francisco	Men	107	86%	102	91%	107	97%
	Women	58	95%	56	88%	58	98%
	All	165	89%	158	90%	165	98%
Santa Barbara	Men	212	83%	201	83%	208	93%
	Women	93	92%	85	93%	93	98%
	All	305	86%	286	86%	301	95%
Santa Cruz	Men	141	86%	138	90%	143	96%
	Women	87	91%	82	93%	85	98%
	All	228	88%	220	91%	228	96%
All	Men	2202	84%	2106	83%	2177	94%
	Women	916	91%	877	92%	906	98%
	All	3118	86%	2983	86%	3083	95%

**vs. not too supportive or not supportive at all*