

# University of California Faculty Work and Family Survey

*This survey concerns how faculty meet their work and family responsibilities. Although some questions are specific to faculty with children, many of the questions can be answered by everyone. Your answers will help the University of California design better work and family policies.*

*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.*

*When you have finished the survey, you must click the submit button (located at the very bottom of the survey) for us to receive your response.*

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

## A. Work and Family Questions for All Faculty

1. In the past year, what is the average number of hours per week you have spent on each of the following activities? Rough estimates are fine (*there are 168 hours in a week*).

	Weekly Activities	Average hours per week?
a.	<b>Professional work</b> (e.g. teaching, research, writing, committee or departmental meetings, conferences)	
b.	<b>Housework and home maintenance</b> (e.g. shopping, cooking, cleaning, laundry, paying bills)	
c.	<b>Caregiving</b> (e.g. meeting the needs of children or teenagers, spouse/partner, elders, friends, other family members)	

2. This question describes four family-friendly policies at UC. Please indicate whether you have heard of these policies.

	Family-Friendly Policies	Have you heard of these policies?	
		Yes	No
a.	UC faculty with a "substantial responsibility for the care of an infant, or of a newly adopted child or fostered child under five" may request and be granted temporary relief from teaching duties (e.g. full or partial teaching relief for a semester or more).	<input type="radio"/>	<input type="radio"/>
b.	Assistant professors with "substantial responsibility for the care of a newborn child or a newly adopted child under the age of five" may stop the tenure clock for up to one year per child.	<input type="radio"/>	<input type="radio"/>
c.	Pregnant UC faculty are entitled to at least six weeks of paid leave to be taken prior to, during, and/or after childbirth.	<input type="radio"/>	<input type="radio"/>
d.	Any faculty member may be granted up to one year of unpaid leave to care for their child, their spouse's child, or the child of their domestic partner.	<input type="radio"/>	<input type="radio"/>

Yes No

3. Since you joined the faculty of University of

California, have you ever had substantial responsibility for raising one or more children under eighteen?

If you answered "no" to Question 3, please [click here](#) to skip to question 18.

**B. Questions for Faculty Who Have Raised or Are Raising Children**

4. For each child that you have raised or parented, please enter their birth month and year (or month and year they entered your household if the child is adopted or is a stepchild), their connection to you, and your marital or relationship status at the time the child entered the household. Indicate what work arrangements (if any) you undertook at that time (please check all that apply).

Warning: You may have to scroll over to the right to see this entire table. 

Children (youngest to oldest)	Month of birth or entry into the household	Year of birth or entry into the household	Relationship of child to you <sup>1</sup>	Marital or relationship status at time of birth or entry into household of child	Took sabbatical?	Took other paid leave?	Took unpaid leave?	Stopped tenure clock?	Received relief from teaching duties?	Made other work arrangements? <sup>2</sup>
Youngest Child			<u>Relationship?</u> <input type="radio"/> Biological Child <input type="radio"/> Adopted Child <input type="radio"/> Stepchild <input type="radio"/> Other	<u>Status?</u> <input type="radio"/> Married <input type="radio"/> Partnered <input type="radio"/> Divorced <input type="radio"/> Separated <input type="radio"/> Widowed <input type="radio"/> Single	<input type="checkbox"/>	<u>Amount?</u> <input type="radio"/> none <input type="radio"/> 0-7 days <input type="radio"/> 1-2 weeks <input type="radio"/> 2-3 weeks <input type="radio"/> 3-4 weeks <input type="radio"/> 4-5 weeks <input type="radio"/> 5-6 weeks <input type="radio"/> 6-9 weeks <input type="radio"/> 9-12 weeks <input type="radio"/> 12+ weeks	<u>Amount?</u> <input type="radio"/> none <input type="radio"/> 0-7 days <input type="radio"/> 1-2 weeks <input type="radio"/> 2-3 weeks <input type="radio"/> 3-4 weeks <input type="radio"/> 4-5 weeks <input type="radio"/> 5-6 weeks <input type="radio"/> 6-9 weeks <input type="radio"/> 9-12 weeks <input type="radio"/> 3-4 months <input type="radio"/> 5-6 months <input type="radio"/> 6-9 months <input type="radio"/> 9-12 month <input type="radio"/> 12+ months	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
2nd Youngest Child			<u>Relationship?</u> <input type="radio"/> Biological Child <input type="radio"/> Adopted Child <input type="radio"/> Stepchild <input type="radio"/> Other	<u>Status?</u> <input type="radio"/> Married <input type="radio"/> Partnered <input type="radio"/> Divorced <input type="radio"/> Separated <input type="radio"/> Widowed <input type="radio"/> Single	<input type="checkbox"/>	<u>Amount?</u> <input type="radio"/> none <input type="radio"/> 0-7 days <input type="radio"/> 1-2 weeks <input type="radio"/> 2-3 weeks <input type="radio"/> 3-4 weeks <input type="radio"/> 4-5 weeks <input type="radio"/> 5-6 weeks <input type="radio"/> 6-9 weeks	<u>Amount?</u> <input type="radio"/> none <input type="radio"/> 0-7 days <input type="radio"/> 1-2 weeks <input type="radio"/> 2-3 weeks <input type="radio"/> 3-4 weeks <input type="radio"/> 4-5 weeks <input type="radio"/> 5-6 weeks <input type="radio"/> 6-9 weeks	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

						<input type="radio"/> 9-12 weeks <input type="radio"/> 12+ weeks	<input type="radio"/> 9-12 weeks <input type="radio"/> 3-4 months <input type="radio"/> 5-6 months <input type="radio"/> 6-9 months <input type="radio"/> 9-12 month <input type="radio"/> 12+ months			
<b>3rd Youngest Child</b>			<u>Relationship?</u> <input type="radio"/> Biological Child <input type="radio"/> Adopted Child <input type="radio"/> Stepchild <input type="radio"/> Other	<u>Status?</u> <input type="radio"/> Married <input type="radio"/> Partnered <input type="radio"/> Divorced <input type="radio"/> Separated <input type="radio"/> Widowed <input type="radio"/> Single	<input type="checkbox"/>	<u>Amount?</u> <input type="radio"/> none <input type="radio"/> 0-7 days <input type="radio"/> 1-2 weeks <input type="radio"/> 2-3 weeks <input type="radio"/> 3-4 weeks <input type="radio"/> 4-5 weeks <input type="radio"/> 5-6 weeks <input type="radio"/> 6-9 weeks <input type="radio"/> 9-12 weeks <input type="radio"/> 12+ weeks	<u>Amount?</u> <input type="radio"/> none <input type="radio"/> 0-7 days <input type="radio"/> 1-2 weeks <input type="radio"/> 2-3 weeks <input type="radio"/> 3-4 weeks <input type="radio"/> 4-5 weeks <input type="radio"/> 5-6 weeks <input type="radio"/> 6-9 weeks <input type="radio"/> 9-12 weeks <input type="radio"/> 3-4 months <input type="radio"/> 5-6 months <input type="radio"/> 6-9 months <input type="radio"/> 9-12 month <input type="radio"/> 12+ months	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<b>4th Youngest Child</b>			<u>Relationship?</u> <input type="radio"/> Biological Child <input type="radio"/> Adopted Child <input type="radio"/> Stepchild <input type="radio"/> Other	<u>Status?</u> <input type="radio"/> Married <input type="radio"/> Partnered <input type="radio"/> Divorced <input type="radio"/> Separated <input type="radio"/> Widowed <input type="radio"/> Single	<input type="checkbox"/>	<u>Amount?</u> <input type="radio"/> none <input type="radio"/> 0-7 days <input type="radio"/> 1-2 weeks <input type="radio"/> 2-3 weeks <input type="radio"/> 3-4 weeks <input type="radio"/> 4-5 weeks <input type="radio"/> 5-6 weeks <input type="radio"/> 6-9 weeks <input type="radio"/> 9-12 weeks <input type="radio"/> 12+ weeks	<u>Amount?</u> <input type="radio"/> none <input type="radio"/> 0-7 days <input type="radio"/> 1-2 weeks <input type="radio"/> 2-3 weeks <input type="radio"/> 3-4 weeks <input type="radio"/> 4-5 weeks <input type="radio"/> 5-6 weeks <input type="radio"/> 6-9 weeks <input type="radio"/> 9-12 weeks <input type="radio"/> 3-4 months <input type="radio"/> 5-6 months <input type="radio"/> 6-9 months <input type="radio"/> 9-12 month <input type="radio"/> 12+ months	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

<sup>1</sup>If you marked "other" relationship of

child to you, please describe the relationship(s) here:

<sup>2</sup>If you marked "other" work arrangements, please describe them here:

Yes No

Did you have twins or multiples?

5. Faculty members sometimes find that their responsibilities as parents conflict with their work 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**?

	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. Writing and publishing	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
e. Rehearsing or performing	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
f. Meeting teaching obligations	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
g. Attending seminars, colloquia, or departmental and committee meetings	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
h. Other	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

If "other," please specify.

## Family-Friendly Policies

***Under Active Service Modified Duties (ASMD), first implemented in 1988, UC faculty who have "substantial responsibility for the care of a newborn child or child under age five placed for adoption or foster care" may upon request be granted a temporary relief from duties (normally partial or full relief from teaching).***

Yes No

6. Have you ever requested or been offered relief from teaching duties because you, your spouse, or your partner were having, adopting or fostering a child under five?

If you answered "no" to question 6, please [click here](#) to skip to question 9.

7. If your **ASMD** request was granted, from which of the following duties were you relieved and to what extent?

Duty	How much were you relieved from this duty?
Teaching regular classes ( <i>do not include directed individual or group study courses</i> )	<b>Received Relief?</b> <input type="radio"/> Full Relief <input type="radio"/> Partial Relief <input type="radio"/> No Relief <input type="radio"/> Not Applicable
Committee meetings	<b>Received Relief?</b> <input type="radio"/> Full Relief <input type="radio"/> Partial Relief <input type="radio"/> No Relief <input type="radio"/> Not Applicable
	<b>Received Relief?</b>

Meeting with graduate students	<input type="radio"/> Full Relief <input type="radio"/> Partial Relief <input type="radio"/> No Relief <input type="radio"/> Not Applicable
Other campus obligations	<b>Received Relief?</b> <input type="radio"/> Full Relief <input type="radio"/> Partial Relief <input type="radio"/> No Relief <input type="radio"/> Not Applicable

Yes No

8. Were you ever denied a request for relief from teaching duties when you, your spouse, or your partner had a newborn or newly adopted child under five?

If you answered "yes" to question 8, what reasons were given for the denial?

9. If at any time since you started working at the University of California you had the option to request relief from teaching duties in order to care for your children, but chose not to do so, please indicate which of the following reasons contributed to your decision not to use the policy.

	Major reason	Minor reason	Not a reason	Not applicable
a. I chose <u>not</u> to use the policy because I felt it would place an undue burden on my colleagues.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. I chose <u>not</u> to use the policy because I feared it would have led to a heavier teaching load later.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. I chose <u>not</u> to use the policy because it might have hurt my chances for tenure or promotion.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. I chose <u>not</u> to use the policy because I did not need the time.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
e. I did not know about the policy.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
f. I was not the primary caregiver to the child so it was unnecessary.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
g. The policy did not yet exist at the time I could have used it.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
h. I chose <u>not</u> to use the policy because of another reason.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

If "another reason" was important in your decision not to use the policy, please describe it:

*Another option for tenure-track faculty who become parents is stopping the **tenure clock** for up to one year for each new child (but for no more than two years total).*

Yes No

10. Have you ever stopped the **tenure clock** under this policy?

*If you have never requested **tenure clock** stoppage since you started working at the University of California, please [click here](#) to skip to question 12.*

Yes No

11. Were you ever denied a request to stop the **tenure clock**?

If you answered "yes" to question 11, what reasons were given for the denial?

12. If at any time since you started working at the University of California, you had the option to request a **tenure clock** stoppage but chose not to do so, please indicate which of the following reasons contributed to your decision not to use the policy.

	Major reason	Minor reason	Not a reason	Not applicable
a. I chose <u>not</u> to use the policy because some of my colleagues did not have the option to use the policy and I felt it would have been unfair.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. I chose <u>not</u> to use the policy because it would have made it more difficult to receive tenure.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. I chose <u>not</u> to use the policy because it might have hurt my career.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. I chose <u>not</u> to use the policy because I did not need the time.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
e. I did not know about the policy.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
f. I was not the primary caregiver to the child so it was unnecessary.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
g. The policy did not yet exist at the time I could have used it.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
h. I chose <u>not</u> to use the policy because of another reason.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

If "another reason" was important in your decision not to use the policy, please describe it:

*Childbearing leave is granted on request to an academic appointee, before, during, and after she gives birth to a child. Academic Senate members on childbearing leave may receive base pay for up to six weeks. Those who need additional leave for medical circumstances may request it.*

13. Since you started working at the University of California, have you ever been denied a request for **paid leave** to give birth to a child?  Yes  No

If you answered "yes" to question 13, what reasons were given for the denial?

*The Chancellor may also grant academic appointees up to one year of **unpaid parental leave** to care for their own child, their spouse's child, or the child of their domestic partner. If this unpaid leave is combined with childbearing leave, family and medical leave or a period of Active Service-Modified Duties, the total period may not normally exceed one year for each birth or adoption.*

14. Since you started working at the University of California, have you ever been denied a request for **unpaid leave** to care for your child, or the child of your spouse or domestic partner?  Yes  No

If you answered "yes" to question 14, what reasons were given for the denial?

15. At any time since you started working at the University of California, did you have the  Yes  No



	to an additional 3 years on tenure clock or other advancement clock but with the same standards as full-time faculty) and <b>parity*</b> (see below)								
b.	An option to go <b>part time</b> at any point in a faculty career to help with family caregiving responsibilities <b>with pro-rated career advancement standards</b> that reflect partial status (e.g. 50% time faculty are expected to produce half as many articles of significance in the same time period as full-time faculty) and <b>parity*</b> (see below)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c.	Readily available <b>infant care and child care slots</b> in a university sponsored facility for the infants and children of faculty	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d.	A UC wide <b>interactive website</b> that provides faculty with a public forum for discussion of work and family policy and experience	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
e.	A reworking of your <b>University's calendar</b> to fit more closely with the primary and secondary school calendar	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
f.	<b>Adoption benefits</b> for UC faculty (cash benefits to help with the adoption of a child)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
g.	An <b>emergency back-up child care program</b> with co-pay by users	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
h.	<b>Other policies</b> or initiatives?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

If "other," please specify.

**\*Parity is pro-rated salary, pro-rated credit toward retirement benefits, and full health-care benefits.**

Please share with us any comments that you might have on any of the above listed possible family friendly policies, programs, or services:

19. Would you consider a part-time option for your faculty position at UC, with pro-rated salary, pro-rated retirement, and full health care benefits?

- 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.

20. How important are each of the following reasons in your consideration of a part-time option? (if you are not considering a part-time option, please [click here](#) to skip to Section D.)

<b>Possible Reasons for Working Part Time</b>	Very important	Somewhat important	Not too important	Not important at all
a. To care for a newborn or newly adopted child	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. To care for a sick family member (e.g. child, spouse/partner, parent)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. To achieve a better balance between work and family	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>



- d. For personal health reasons
- e. To phase into retirement
- f. To pursue other career interests
- g. To pursue other life interests
- h. Other reason

If "other," please specify.

#### D. Demographic and Employment Questions

Male Female

21. What is your gender?

22. What is your current marital or relationship status?

- Married
- Partnered
- Divorced
- Separated
- Widowed
- Single

23. In what country did you spend most of your childhood?

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

- White
- Black or African American
- Mexican American
- Hispanic or Latino
- Asian American or Pacific Islander
- American Indian or Alaskan Native
- Other

If "other," please specify.

25. What is your sexual orientation?

- Heterosexual
- Gay, Lesbian
- Bisexual
- Transgender

26. What is your current faculty status?

- Assistant Professor
- Associate Professor
- Full Professor
- Other

If "other," please specify.

27. What is your primary departmental affiliation (e.g. Mathematics)?

If "other," please specify.

What is your secondary departmental affiliation (if any)?

If "other," please specify.

28. For each of the following events (if applicable), please select the month from the dropdown list and type in the year that the event occurred.

Event	Month of event?	Year of event? (e.g. 1963)
Your <b>Birth Date</b> (month and year you were born)		
Date of most recent <b>PhD Degree</b> (or equivalent degree) (if applicable)		
Start date of <b>Assistant Professor</b> faculty position <u>at</u> your current institution (if applicable)		
Start date of <b>Associate Professor</b> faculty position <u>at</u> your current institution (if applicable)		
Start date of <b>Full Professor</b> faculty position <u>at</u> your current institution (if applicable)		

## E. Final Questions

29. Below is a list of statements. Please indicate the extent to which the statement accurately describes your past or present situation.

	Yes	No	Partially accurate	Not sure	Not applicable
a. I delayed finishing my Ph.D. and/or becoming a professor in order to start a family.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. I stayed single because I did not have time for a family and a successful academic career.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. I stayed single because I never met any one suitable.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. I had fewer children than I wanted to have.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
e. I did not want to have children.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
f. I would like to have or adopt a (or another) child in the future.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
g. I have been unable to consider job offers outside my current geographical location because of family reasons.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

30. In what ways has your family life influenced your career?

What are the positive influences?

What are the negative influences?

31. In what ways has your **career** influenced your **family life**?

What are the positive influences?

What are the negative influences?

32. Is there anything else we should know about your work and family situation?

***Thank you for participating in our survey! If you are finished, please click the submit button. If you would like to continue the survey later, please click the save button.***