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If after loading the entire survey you still see this message, this means that your browser doesn't have JavaScript (active scripting) enabled. This is ok, but the questionnaire would be displayed more effectively with JavaScript.

Survey of Academic Staff on Workplace Climate and Career/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.

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

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. Employee Status and Demography

1. Which of the following best describes your current job type?

- ☐ Academic Coordinator
- ☐ Adjunct Professor
- ☐ Clinical Professor
- ☐ Continuing Education Specialist
- ☐ Lecturer
- ☐ Lecturer - Security Of Employment
- ☐ Librarian
- ☐ Professional Research - Regular
- ☐ Professional Research - Visiting
- ☐ Specialist
- ☐ Visiting Professor
- ☐ Other, please specify:

2. What month (*if known*) and year did you first become an employee at UC Berkeley?

Note: Please exclude any student-related positions (e.g., student assistant, graduate student researcher, etc.)

Start month? Start year?
(e.g., 1998)

First Employment Start Date:

Since you started working at UC Berkeley (*non-student employment only*), have you ever had a break in your employment (i.e. a period of time when you were not employed by UC Berkeley)? If yes, how long has your total break in employment been?

Have you ever worked (*non-student employment only*) at another UC campus?

- ☐ Yes
- ☐ No
- ☐ Other, please specify:

3. What is your current employment status?

- ☐ Career (employee)
- ☐ Temporary
- ☐ Limited
- ☐ Contract
- ☐ Not sure
- ☐ Other, please specify:

4. What percentage time is your current position?

(Select one) ▼

Save

5. What is your current control unit?

Note: If you cannot locate your control unit/department/unit in the below menus, please specify it in the below text box.

Note: If you have multiple appointments, please choose the control unit /department/unit of your primary appointment (or describe it in the text box below).

Select One ▼

What is your current department/unit?

Select One ▼

Please specify your department/unit (if not found in above drop-down menus):

6. As an employee at UC Berkeley, how many different departments have you worked in?

Note: Please exclude any student-related positions.

- ☐ One
- ☐ Two
- ☐ Three
- ☐ Four
- ☐ Five or more
- ☐ Other, please specify:

7. What is your gender?

- ☐ Male
- ☐ Female
- ☐ Transgender
- ☐ Other, please specify:

8. What is your sexual orientation?

- ☐ Straight (heterosexual)
- ☐ Lesbian
- ☐ Gay
- ☐ Bisexual
- ☐ Other, please specify:

Save

9. What is your ethnic category? Check all that apply.

- | | |
|--|--|
| ☐ White (not of Hispanic origin) | ☐ Other Asian |
| ☐ Black/African American (not of Hispanic origin) | ☐ American Indian or Alaska Native |
| ☐ Chinese/Chinese American | ☐ Mexican/Mexican American/Chicano |
| ☐ Japanese/Japanese American | ☐ Latin American/Latino |
| ☐ Filipino/Pilipino | ☐ Other Spanish/Spanish American |
| ☐ Pakistani/East Indian | ☐ Other, please specify: <input type="text"/> |

**Of the below ethnic categories, which do you self-identify with most?
Pick one.**

- | | |
|---|---|
| ☐ White (not of Hispanic origin) | ☐ Other Asian |
| ☐ Black/African American (not of Hispanic origin) | ☐ American Indian or Alaska Native |
| ☐ Chinese/Chinese American | ☐ Mexican/Mexican American/Chicano |
| ☐ Japanese/Japanese American | ☐ Latin American/Latino |
| ☐ Filipino/Pilipino | ☐ Other Spanish/Spanish American |
| ☐ Pakistani/East Indian | ☐ Other, please specify: <input type="text"/> |

10. What is your current citizenship status?

- ☐ U.S. Citizen
- ☐ Permanent Resident
- ☐ Non-Resident
- ☐ Other, please specify:

Save

11. What month and year were you born?

Birth month? Birth year?
(e.g., 1986))

(Select one) ▼

12. What is the highest degree or level of school you have COMPLETED?

Note: If currently enrolled, Please mark the previous grade or highest degree received.

- ☐ 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)

Have you ever attended UC Berkeley as a student?

- ☐ Yes
- ☐ No

What is the highest degree you have COMPLETED at UC Berkeley? Note: If currently enrolled, Please mark the highest degree received.

- ☐ Attended in the past (but no degree)
- ☐ Currently attending (no degree yet)
- ☐ Bachelor's degree
- ☐ Master's degree
- ☐ Professional degree
- ☐ Doctorate degree (for example: PhD, EdD)
- ☐ Other, please specify:

13. Have you ever worked as a **postdoctoral scholar at UC Berkeley?**

Note: If "yes," an additional question will open.

- ☐ No
- ☐ Yes

In total, how long did you work as a **postdoctoral scholar at UC Berkeley?**

- ☐ 0-3 Months
- ☐ 3-6 Months
- ☐ 6-9 Months
- ☐ 9 Months to 12 months
- ☐ 12 months to 18 months
- ☐ 18 months to 2 Years
- ☐ 2 to 3 Years
- ☐ 3 to 4 Years
- ☐ 4 to 5 Years
- ☐ 5 or more years

Save

14. Do you currently work as a **researcher partially or fully paid off of a grant or contract?**

Note: If "yes," an additional question will open.

- ☐ No
- ☐ Yes

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

- ☐ Research grant held by a Principal Investigator (other than yourself)
- ☐ Research grant held by yourself as a Principal Investigator
- ☐ University funds
- ☐ Foundation fellowship (e.g., Woodrow Wilson, Howard Hughes, etc.)
- ☐ University fellowship
- ☐ Foreign government/agency fellowship

- ☐ Private company fellowship
- ☐ Private funds
- ☐ Other, please specify:

b. More specifically, is your current 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 Institutes 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, please specify:

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

	Very satisfied	Somewhat satisfied	Not too satisfied	Not at all satisfied	Not applicable
i. Interaction with faculty	☐	☐	☐	☐	☐
ii. Opportunities to seek additional funding	☐	☐	☐	☐	☐
iii. Opportunities to pursue research interests	☐	☐	☐	☐	☐
iv. Opportunities to publish	☐	☐	☐	☐	☐
v. Opportunities to teach	☐	☐	☐	☐	☐
vi. Opportunities to collaborate with other researchers	☐	☐	☐	☐	☐
vii. Opportunities to serve as a Principal Investigator (PI), Co-PI, or Senior Personnel	☐	☐	☐	☐	☐
viii. Intellectual stimulation of position/environment	☐	☐	☐	☐	☐
ix. Personal progress toward career goals	☐	☐	☐	☐	☐
x. Recognition for your work effort	☐	☐	☐	☐	☐

d. 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.

Average hours per week?

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

e. When you began your first research position partially or fully paid off grants at UC Berkeley, what was your longer-term career goal?

- ☐ Researcher (not faculty) in academia
- ☐ Researcher in industry

- ☐ Researcher at government agency or national lab (e.g., NIH, LBNL)
- ☐ Professor (emphasis on research)
- ☐ Professor (emphasis on teaching)
- ☐ Non-tenure track faculty position
- ☐ Policy maker/administrator/manager in academia
- ☐ Policy maker/administrator/manager in industry
- ☐ Policy maker/administrator/manager in government agency
- ☐ Policy maker/administrator/manager in non-profit sector
- ☐ Consultant
- ☐ Journalist/writer
- ☐ Start your own company
- ☐ Other, please specify:

f. What is your longer-term career goal now?

- ☐ Researcher (not faculty) in academia
- ☐ Researcher in industry
- ☐ Researcher at government agency or national lab (e.g., NIH, LBNL)
- ☐ Professor (emphasis on research)
- ☐ Professor (emphasis on teaching)
- ☐ Non-tenure track faculty position
- ☐ Policy maker/administrator/manager in academia
- ☐ Policy maker/administrator/manager in industry
- ☐ Policy maker/administrator/manager in government agency
- ☐ Policy maker/administrator/manager in non-profit sector
- ☐ Consultant
- ☐ Journalist/writer
- ☐ Start your own company
- ☐ Other, please specify:

g. Since you first became a **researcher partially or fully paid off of grants or contracts at UC Berkeley, have you changed or considered changing your longer-term career goal?**

- ☐ Yes
- ☐ No

If you have changed or considered changing your longer-term career goal from when you first became a **researcher at UC Berkeley to the present time, how important are each of the following factors in affecting your choices?**

	Very important	Somewhat important	Not too important	Not at all important	Not applicable
i. Monetary compensation (e.g., salary, benefits, etc.)	☐	☐	☐	☐	☐
ii. Job security	☐	☐	☐	☐	☐
iii. Career advancement possibilities	☐	☐	☐	☐	☐
iv. Negative experience as a researcher (e.g., regarding academia, industry, national lab, etc.)	☐	☐	☐	☐	☐
v. Positive experience as a researcher (e.g., regarding academia, industry, national lab, etc.)	☐	☐	☐	☐	☐
vi. Research/professional activities too time consuming	☐	☐	☐	☐	☐
vii. Lack of encouragement/lack of mentor (e.g., faculty PI or a colleague or others who encouraged your initial career goals, etc.)	☐	☐	☐	☐	☐
viii. Encouragement to pursue a new career goal	☐	☐	☐	☐	☐

(e.g., by faculty PI sponsor/mentor or someone else, etc.)

ix. Other career interests (e.g., career interests outside of current field of study, etc.)

x. Other life interests (e.g., interests outside of education/career, etc.)

☐	☐	☐	☐	☐
☐	☐	☐	☐	☐

(continued)

	Very important	Somewhat important	Not too important	Not at all important	Not applicable
xi. Issues related to spouse/partner or desire to marry/become partnered (e.g., spousal employment or similar familial concerns, etc.)	☐	☐	☐	☐	☐
xii. Issues related to children (e.g., current caregiving responsibilities or desire to have children, etc.)	☐	☐	☐	☐	☐
xiii. Other family-related concerns (e.g., current or anticipated eldercare responsibilities or similar familial concerns, etc.)	☐	☐	☐	☐	☐
xiv. Geographic location (e.g., to be near family, location preference, etc.)	☐	☐	☐	☐	☐
xv. Bad job market (e.g., in academia, industry, government, etc.)	☐	☐	☐	☐	☐
xvi. Good job market (e.g., in academia, industry, government, etc.)	☐	☐	☐	☐	☐
xvii. Instability of grant/contract funding	☐	☐	☐	☐	☐
xviii. Changing intellectual interests	☐	☐	☐	☐	☐
xix. Feelings of isolation or alienation as a researcher	☐	☐	☐	☐	☐
xx. Feelings of inclusion and/or importance of work as a researcher	☐	☐	☐	☐	☐
Other, please specify:	☐	☐	☐	☐	☐

If you have changed your longer-term career goal since you first became a **researcher partially or fully paid off of grants or contracts at UC Berkeley, please explain in greater detail why you changed your career goal:**

h. In total, how long have you worked as a **researcher partially or fully paid off of grants at UC Berkeley?**

- ☐ Under 1 year ☐ 7-10 years
☐ 1-2 years ☐ 10-15 years
☐ 2-3 years ☐ 15-20 years
☐ 3-4 years ☐ More than 20 years
☐ 4-5 years ☐ Other, please specify:
☐ 5-7 years

i. As you reflect on past career decisions and any future career plans you might have, how concerned are you about the family friendliness of possible career paths?

- ☐ Very concerned
☐ Somewhat concerned
☐ Not too concerned
☐ Not at all concerned

☐ Not applicable

j. How family friendly (e.g. supporting a good career-life balance) do you consider (or 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. Research careers at research-intensive universities	☐	☐	☐	☐
b. Research careers <i>outside</i> academia	☐	☐	☐	☐
c. Tenure-track faculty careers at research-intensive universities (e.g., major research universities)	☐	☐	☐	☐
d. Tenure-track faculty careers at teaching-intensive colleges or universities (e.g., small colleges or teaching-focused universities)	☐	☐	☐	☐
e. Non-tenure track faculty careers	☐	☐	☐	☐
f. Policy or managerial careers inside academia	☐	☐	☐	☐
g. Policy or managerial careers <i>outside</i> academia	☐	☐	☐	☐

Save

15. Do you currently work as a lecturer without security of employment?

Note: If "yes," an additional question will open.

☐ No

☐ Yes

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

	Very satisfied	Somewhat satisfied	Not too satisfied	Not at all satisfied	Not applicable
i. Interaction with undergraduates	☐	☐	☐	☐	☐
ii. Interaction with graduate students	☐	☐	☐	☐	☐
iii. Interaction with Graduate Student Instructors	☐	☐	☐	☐	☐
iv. Interaction with ladder-rank faculty	☐	☐	☐	☐	☐
v. Interaction with departmental/unit staff	☐	☐	☐	☐	☐
vi. Opportunities to design courses	☐	☐	☐	☐	☐
vii. Opportunities to collaborate (e.g., teaching, etc.) with other colleagues	☐	☐	☐	☐	☐
viii. Intellectual stimulation of position/environment	☐	☐	☐	☐	☐
ix. Personal progress toward career goals	☐	☐	☐	☐	☐
x. Recognition for my work effort	☐	☐	☐	☐	☐
xi. Opportunities to pursue research interests	☐	☐	☐	☐	☐
xii. Opportunities to publish	☐	☐	☐	☐	☐

b. 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.*

Average hours per week?

a. **Teaching activities** (e.g., teaching, grading, developing course materials, mentoring students, etc.)

Hours? ▼

b. **Research activities** (e.g., conducting experiments or other research work, writing papers/articles for publication, supervising other researchers, etc.)

Hours? ▼

c. **Housework and home maintenance** (e.g., shopping, cooking, cleaning,

Hours? ▼

laundry, paying bills)

d. **Caregiving** (e.g., meeting the needs of young children, teenagers, spouse/partner, elders, friends, other family members)

Hours? ▼

c. When you **first became** a **lecturer** at UC Berkeley, what was your longer-term career goal?

- ☐ Non-tenure track faculty position
- ☐ Professor (emphasis on research)
- ☐ Professor (emphasis on teaching)
- ☐ Researcher (not faculty) in academia
- ☐ Researcher in industry
- ☐ Researcher at government agency or national lab (e.g., NIH, LBNL)
- ☐ Policy maker/administrator/manager in academia
- ☐ Policy maker/administrator/manager in industry
- ☐ Policy maker/administrator/manager in government agency
- ☐ Policy maker/administrator/manager in non-profit sector
- ☐ Consultant
- ☐ Journalist/writer
- ☐ Start your own company
- ☐ Other, please specify:

d. What is your longer-term career goal **now**?

- ☐ Non-tenure track faculty position
- ☐ Professor (emphasis on research)
- ☐ Professor (emphasis on teaching)
- ☐ Researcher (not faculty) in academia
- ☐ Researcher in industry
- ☐ Researcher at government agency or national lab (e.g., NIH, LBNL)
- ☐ Policy maker/administrator/manager in academia
- ☐ Policy maker/administrator/manager in industry
- ☐ Policy maker/administrator/manager in government agency
- ☐ Policy maker/administrator/manager in non-profit sector
- ☐ Consultant
- ☐ Journalist/writer
- ☐ Start your own company
- ☐ Other, please specify:

e. Since you **first became** a **lecturer** at UC Berkeley, have you changed or considered changing your longer-term career goal?

- ☐ Yes
- ☐ No

If you have changed or considered changing your longer-term career goal from when you first became a **lecturer** at UC Berkeley to the present time, how important are each of the following factors in affecting your choices?

	Very important	Somewhat important	Not too important	Not at all important	Not applicable
i. Monetary compensation (e.g., salary, benefits)	☐	☐	☐	☐	☐
Job security	☐	☐	☐	☐	☐
ii. Career advancement possibilities	☐	☐	☐	☐	☐
iii. Negative experience as a lecturer	☐	☐	☐	☐	☐
iv. Positive experience as a lecturer	☐	☐	☐	☐	☐

v. Teaching/professional/research activities too time consuming	☐	☐	☐	☐	☐
vi. Lack of encouragement/lack of mentor (e.g., a colleague or others who encouraged your initial career goals)	☐	☐	☐	☐	☐
vii. Encouragement to pursue a new career goal (e.g., by a colleague or someone else)	☐	☐	☐	☐	☐
viii. Other career interests (e.g., career interests outside of current field of study)	☐	☐	☐	☐	☐
ix. Other life interests (e.g., interests outside of education/career)	☐	☐	☐	☐	☐

(continued)

	Very important	Somewhat important	Not too important	Not at all important	Not applicable
x. Issues related to spouse/partner or desire to marry/become partnered (e.g., spousal employment or similar familial concerns)	☐	☐	☐	☐	☐
xi. Issues related to children (e.g., current caregiving responsibilities or desire to have children)	☐	☐	☐	☐	☐
xii. Other family-related concerns (e.g., current or anticipated eldercare responsibilities or similar familial concerns)	☐	☐	☐	☐	☐
xiii. Geographic location (e.g., to be near family, location preference)	☐	☐	☐	☐	☐
xiv. Bad job market (e.g., in academia, industry, government)	☐	☐	☐	☐	☐
xv. Good job market (e.g., in academia, industry, government)	☐	☐	☐	☐	☐
xvi. Instability of funding	☐	☐	☐	☐	☐
xvii. Changing intellectual interests	☐	☐	☐	☐	☐
xviii. Feelings of isolation or alienation as a lecturer	☐	☐	☐	☐	☐
xix. Feelings of inclusion and/or importance of work as a lecturer	☐	☐	☐	☐	☐
Other, please specify:	☐	☐	☐	☐	☐

If you have changed your longer-term career goal since you first became a **lecturer at UC Berkeley University of California, please explain in greater detail why you changed your career goal:**

f. In total, how long have you worked as a **lecturer at UC Berkeley?**

- ☐ Under 1 year ☐ 7-10 years
☐ 1-2 years ☐ 10-15 years
☐ 2-3 years ☐ 15-20 years
☐ 3-4 years ☐ More than 20 years
☐ 4-5 years ☐ Other, please specify:
☐ 5-7 years

g. As you reflect on past career decisions and any future career plans you might have, how concerned are you about the family friendliness of possible career paths?

- ☐ Very concerned

- ☐ Somewhat concerned
- ☐ Not too concerned
- ☐ Not at all concerned
- ☐ Not applicable

h. How family friendly (e.g. supporting a good career-life balance) do you consider (or 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 <i>outside</i> academia	☐	☐	☐	☐
f. Policy or managerial careers inside academia	☐	☐	☐	☐
g. Policy or managerial careers <i>outside</i> academia	☐	☐	☐	☐

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16. Are you a person with a disability?

Note: If "yes," an additional question will open.

- ☐ Yes
- ☐ No
- ☐ Other, please specify:

Which of the following categories describe your disability(ies)? Check all that apply.

- ☐ Blind/Visually Impaired
- ☐ Deaf/Hard of Hearing
- ☐ Physical/Orthopedic Disability
- ☐ Learning/Cognitive Disability
- ☐ Vocal/Speech Disability
- ☐ Other, please specify:

Save

17. What is your current marital or relationship status?

Note: If "married" or "partnered," an additional question will open.

- ☐ Married
- ☐ Partnered
- ☐ Widowed
- ☐ Divorced/Separated
- ☐ Never Married/Partnered
- ☐ Other, please specify:

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
- ☐ Retired
- ☐ 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:

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, unemployed, or employed as a postdoctoral fellow)?

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

18. Do you have any children?

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

- ☐ No

☐ Yes

Parenting Issues

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.)

	Month of event?	Year of event? (e.g., 1991)	Relationship of child to you ¹
a. Date of birth/arrival of youngest child	Month? ▾		(Select one) ▾
b. Date of birth/arrival of 2nd youngest child (if applicable)	Month? ▾		(Select one) ▾
c. Date of birth/arrival of 3rd youngest child (if applicable)	Month? ▾		(Select one) ▾
d. Date of birth/arrival of 4th youngest child (if applicable)	Month? ▾		(Select one) ▾

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

Were you employed at UC Berkeley (non-student employment only) at the time of the **most recent** birth/arrival?

☐ Yes

☐ No

☐ Other, please specify:

Around the time of the **most recent birth/placement event**, did you request and did you receive (and if so for how long) any of the following types of accommodations?

If you received an accommodation, please specify in the text box to the right what type of program(s) or approval process you undertook to receive the particular accommodation (e.g., birth leave through Supplemental Plan disability benefits, or supervisor approved the modification of job situation, etc.).

	Requested (or entitled ² to) accommodation?		Received accommodation (if requested)?		Number of Weeks	Specify terms of the accommodation (and approval process)
	Yes	No	Yes	No		
a. Paid pregnancy/birth Leave (disability leave)	☐	☐	☐	☐	(Select one) ▾	
b. Paid parental leave (to care for/bond with new child)	☐	☐	☐	☐	(Select one) ▾	
c. Unpaid parental leave	☐	☐	☐	☐	(Select one) ▾	
d. Reduced appointment (e.g., part-time status)	☐	☐	☐	☐	(Select one) ▾	
e. Modification of job duties/situation (changes to existing duties or work location)	☐	☐	☐	☐	(Select one) ▾	
f. Alternative/flexible	☐	☐	☐	☐	(Select one) ▾	

Alternative, flexible
schedule

g. Other?

☐ ☐ ☐ ☐

(Select one) ▼

²E.G., You were entitled to the leave because of supplemental disability benefits (see [new child fact sheet](#)).

What accommodation at the time of the birth/placement of the child did you find most useful (if any)?

Can you think of any other accommodation that you did not receive that would have been useful to you? Please specify:

In the last five years while working at UC Berkeley, have you sought infant or child care for a child under five years old?

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

- ☐ Yes
☐ No

Which of the following best describes the type of care you were/are most recently seeking?

- ☐ A slot in a facility to care for an infant (under 2 years of age)
☐ A slot in a facility to care for a child (2 to 5 years of age)
☐ A slot in a family daycare home to care for an infant (under 2 years of age)
☐ A slot in a family daycare home to care for a child (2 to 5 years of age)
☐ A nanny or nanny share to provide care for an infant
☐ A nanny or nanny share to provide care for a child
☐ Other, please specify:

Which of the following best described(s) your preference for the location of the facility/program?

- ☐ I wanted it to be on or near the Berkeley campus
☐ I wanted it near my home
☐ I wanted it near my spouse/partner's place of work
☐ Other, please specify:

How would you rate the availability, quality, expense, and service hours of care facilities that you investigated?

	Excellent	Good	Fair	Poor
a. Availability of care slots	☐	☐	☐	☐
b. Number of choices of facilities (with available care slots)	☐	☐	☐	☐
c. Quality of facilities (with available care slots)	☐	☐	☐	☐
d. Cost of facilities	☐	☐	☐	☐
e. Available service hours of care facilities (e.g., did the hours open for care accommodate your work schedule)	☐	☐	☐	☐
Other, please specify:	☐	☐	☐	☐

Did you find a care program that met your family's needs?

- ☐ Yes, I found an excellent facility
☐ Yes, I found a good facility
☐ No, but I had to use the facility anyway
☐ No. I had to make alternative plans

- If you had to make alternative plans

What is the name and location of the facility that you used? Any comments about the facility?

What is the name and location of the facility that you used? Any comments about the facility?

What is the name and location of the facility that you used? Any comments about the facility?

Please describe the alternative plans that you had to make:

Did you find a care provider (nanny or nanny share) that met your family's needs?

- ☐ Yes, I found an excellent nanny/nanny share
- ☐ Yes, I found a good nanny/nanny share
- ☐ No, but I had to use the nanny/nanny share anyway
- ☐ No, I had to make alternative plans

Please describe the alternative plans that you had to make:

In the last five years, have you sought a slot for your infant/child in one of [UC Berkeley's childcare facilities](#)?

Note: If "yes," additional question will open. If you have sought care for more than one infant/child, please refer to only the most recent attempt to secure an infant/child care slot.

- ☐ No
- ☐ Yes, I sought and received a slot for my infant/child and chose to enroll them in the program
- ☐ Yes, I sought and received a slot for my infant/child but chose not to enroll them in the program
- ☐ Yes, I sought a slot for my infant/child but did not receive one
- ☐ Yes, I am seeking a slot for my infant/child but do not yet know whether I have received one

On each of the following, how would you rate the [UC Berkeley childcare facility](#) that you enrolled your infant/child in?

	Excellent	Good	Fair	Poor
a. Quality of facilities	☐	☐	☐	☐
b. Quality of care	☐	☐	☐	☐
c. Cost of facilities	☐	☐	☐	☐
d. Available service hours	☐	☐	☐	☐
e. Flexibility of care options (e.g., full time/part time, etc.)	☐	☐	☐	☐
f. Educational component	☐	☐	☐	☐
g. Location	☐	☐	☐	☐
Other, please specify:	☐	☐	☐	☐

What is the name of the [UC Berkeley childcare facility](#) that you enrolled your infant/child in? Please specify the name in the below box.

If you would like to make any other comments about the facility, please do so in the below box:

What is the name of the **UC Berkeley childcare facility** that you received a slot in but chose not to enroll your infant/child in? *Please specify the name in the below box.*

If you would like, please explain the factors that influenced your decision:

If you have any comments about the way that the application process was handled and the decision that was eventually made, please make them in the below box:

Do you have any comments about how the application process has been handled to date?

Do you currently have/share substantial responsibility for parenting a child under five years of age?

- ☐ Yes
☐ No

How useful would you find each of the following?

	Very useful	Somewhat useful	Not too useful	Not at all useful
a. Child care information and referral program	☐	☐	☐	☐
b. Emergency/back-up child care	☐	☐	☐	☐
c. Access to on-campus child care center	☐	☐	☐	☐
d. Connection to network of off-campus centers or family day cares serving primarily University families	☐	☐	☐	☐
e. Vouchers and/or subsidies	☐	☐	☐	☐
f. Parent organized child care co-op	☐	☐	☐	☐
g. Flexible on-call babysitter service (e.g., Cal students)	☐	☐	☐	☐
h. Care options with extended hours (beyond 8am - 5pm)	☐	☐	☐	☐
i. Adoption reimbursement program	☐	☐	☐	☐
Other, please specify:	☐	☐	☐	☐

As an employee at UC Berkeley, are there any child-related benefits/resources that you have not received that you would find particularly useful?

Save

19. Do you currently provide a substantial amount of care (five or more hours a week) to any adults (e.g., parents, spouse/partner, children, other relatives, and/or friends over 18 with medical conditions/other care needs)?

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

- ☐ No
☐ Yes

Adult Care Issues

For each adult you currently provide care to, please specify their age, relationship to you, average weekly hours of care you provide to them, and specify the type of care you provide and for how long the care has been needed:

	Age of Adult (e.g., 68)?	Relationship of adult to you ¹	Weekly hours?	Type of care you provide and for how long (e.g., for the last 2 years)?
a. First adult		Relationship to you? ▼	Weekly hours? ▼	
b. Second adult		Relationship to you? ▼	Weekly hours? ▼	
c. Third adult		Relationship to you? ▼	Weekly hours? ▼	
d. Fourth adult		Relationship to you? ▼	Weekly hours? ▼	

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

In the last five years while working at UC Berkeley, have you sought accommodations or campus resources to help you in your effort to provide care to any adults (family or friends)?

- ☐ No
☐ Yes

Did you request and did you receive (and if so for how long) any of the following types of accommodations?

If you received an accommodation, please specify in the text box to the right what type of program(s) or approval process you undertook to receive the particular accommodation (e.g., supervisor approved the modification of work schedule, etc.).

	Requested (or entitled ² to) accommodation?		Received accommodation (if requested)?		Number of Weeks	Specify terms of the accommodation (and approval process)
	Yes	No	Yes	No		
a. FMLA	☐	☐	☐	☐	(Select one) ▼	
b. Alternative/flexible schedule	☐	☐	☐	☐	(Select one) ▼	
c. Sick leave to care for sick adult dependent	☐	☐	☐	☐	(Select one) ▼	
d. Other?	☐	☐	☐	☐	(Select one) ▼	

²E.G., You were entitled to the leave because of federal law.

What accommodation(s) or adult care resource(s) have you found most useful (if any)?

Can you think of any other accommodation(s)/resource(s) that you have not received that would be useful to you in your effort to provide care to any adults (family or friends)? Please specify:

Save

☐ I live on campus
 ☐ 8 to 9 miles away
 ☐ 31 to 40 miles away
☐ Under 1 mile away
 ☐ 10 to 12 miles away
 ☐ 41 to 50 miles away
☐ 1 mile away
 ☐ 13 to 15 miles away
 ☐ 51 to 75 miles away
☐ 2 to 3 miles away
 ☐ 16 to 20 miles away
 ☐ 76 to 100 miles away
☐ 4 to 5 miles away
 ☐ 21 to 25 miles away
 ☐ More than 100 miles away
☐ 6 to 7 miles away
 ☐ 26 to 30 miles away
 ☐ Other, please specify:

Save

Work Support/Relationships

	Very true	Somewhat true	Not too true	Not at all true
a. I have enough information to get the job done.	☐	☐	☐	☐
b. I have the necessary equipment/physical resources (e.g., computers, machinery, teaching/research materials, etc.) to get the job done.	☐	☐	☐	☐
c. I have enough time to get the job done.	☐	☐	☐	☐
d. I have the freedom I need to decide how to do my own work.	☐	☐	☐	☐
e. The people I work with can be relied on when I need help.	☐	☐	☐	☐
f. I help co-workers/colleagues with work-related problems.	☐	☐	☐	☐

- ☐ Often
- ☐ Sometimes
- ☐ Rarely
- ☐ Never

[illegible]

b. Your co-workers/colleagues	☐	☐	☐	☐	☐	☐
c. Employees whom you supervise/manage (if relevant)	☐	☐	☐	☐	☐	☐
d. Students	☐	☐	☐	☐	☐	☐
e. Staff/work team meetings	☐	☐	☐	☐	☐	☐
f. Campus email	☐	☐	☐	☐	☐	☐
g. Departmental/unit email	☐	☐	☐	☐	☐	☐
h. Campus homepage	☐	☐	☐	☐	☐	☐
i. Other campus websites	☐	☐	☐	☐	☐	☐
j. <i>Berkeleyan</i>	☐	☐	☐	☐	☐	☐
k. Other campus media (<i>Daily Cal</i> , departmental/unit publications, etc.)	☐	☐	☐	☐	☐	☐
l. External media (local newspapers, etc.)	☐	☐	☐	☐	☐	☐
Other, please specify:	☐	☐	☐	☐	☐	☐

Do you have any comments about how important information is communicated around the campus?

Save

Relationship with Manager/Supervisor/Faculty Administrator (e.g., Chair/Dean)

24. For each of the following statements related to your *manager/supervisor/faculty administrator*, please indicate whether you strongly agree, agree, disagree, or strongly disagree.

My manager/supervisor/administrator . . .

	Strongly agree	Agree	Disagree	Strongly disagree	Not applicable
a. provides ongoing feedback to help me improve my performance.	☐	☐	☐	☐	☐
b. demonstrates behavior that is consistent with UC Berkeley's core values/mission of <i>teaching, research and public service</i> .	☐	☐	☐	☐	☐
c. communicates a clear sense of direction for my organization.	☐	☐	☐	☐	☐
d. supports my career development.	☐	☐	☐	☐	☐
e. encourages two-way communication.	☐	☐	☐	☐	☐
f. is open to ideas about how to improve the work process.	☐	☐	☐	☐	☐
g. encourages creative thinking and new approaches to problems.	☐	☐	☐	☐	☐
h. supports team-based approaches to complex work issues.	☐	☐	☐	☐	☐
i. can be relied on when I need help.	☐	☐	☐	☐	☐
j. is concerned about the welfare of those who report to him or her.	☐	☐	☐	☐	☐

25. When you do your job well, are you likely to be praised (complimented, thanked, etc.) by your *manager/supervisor/faculty administrator*?

- ☐ Yes
- ☐ Maybe
- ☐ No
- ☐ Not applicable

26. Overall, how would you assess your relationship with your *manager/supervisor/faculty administrator*?

As noted before: Your survey responses will be confidential. Please skip if not applicable.

Save

Overall Assessment of Job Situation

27. For each of the following statements, please indicate whether you strongly agree, agree, disagree, or strongly disagree.

	Strongly agree	Agree	Disagree	Strongly disagree
a. Conditions on my job allow me to be about as productive as I could be.	☐	☐	☐	☐
b. In my unit/department, I am treated with respect.	☐	☐	☐	☐
c. Outside my unit/department, I am treated with respect (at UC Berkeley).	☐	☐	☐	☐
d. I am proud to be working for UC Berkeley.	☐	☐	☐	☐
e. My unit/department really inspires the best in me in the way of job performance.	☐	☐	☐	☐
f. I feel a great sense of personal satisfaction when I do this job well.	☐	☐	☐	☐
g. My job lets me use my skills and abilities.	☐	☐	☐	☐
h. My job requires that I keep learning new things.	☐	☐	☐	☐
i. My main satisfaction in life comes from my work.	☐	☐	☐	☐
j. I am willing to put in a great deal of effort beyond that normally expected in order to help UC Berkeley be successful.	☐	☐	☐	☐
k. I find that my values and UC Berkeley's values are very similar.	☐	☐	☐	☐
l. Since I began working at UC Berkeley, my level of personal commitment to the organization has increased.	☐	☐	☐	☐
m. The reason I prefer UC Berkeley to other organizations is because of its mission of teaching, research, and public service.	☐	☐	☐	☐
n. Even if I were offered a comparable position with slightly higher pay and benefits at another organization, I would not leave UC Berkeley.	☐	☐	☐	☐
o. On balance, the positives of my position outweigh the negatives.	☐	☐	☐	☐
p. I would recommend UC Berkeley to friends and family seeking employment.	☐	☐	☐	☐

If you "strongly agree" or "agree" with 27p., please explain why you would recommend UC Berkeley to friends and family:

If you "disagree" or "strongly disagree" with 27p., please explain why you would not recommend UC Berkeley to friends and family:

28. Taking everything into consideration, how likely is it you will make a genuine effort to find a new job with another employer within the next year?

- ☐ Very likely
- ☐ Somewhat likely
- ☐ Not too likely
- ☐ Not at all likely

29. How easy would it be for you to find a similar job with another employer with approximately the same income and benefits that you have now?

- ☐ Very easy to find similar job
- ☐ Somewhat easy to find similar job
- ☐ Not easy at all to find similar job

Save

Job Satisfaction

30. All in all, how satisfied would you say you are with your job?

- ☐ Very satisfied
- ☐ Somewhat satisfied
- ☐ Not too satisfied
- ☐ Not at all satisfied

31. With regard to each of the following, how satisfied are you with your job situation?

	Very satisfied	Somewhat satisfied	Not too satisfied	Not at all satisfied	Not applicable
a. Salary	☐	☐	☐	☐	☐
b. Benefits (e.g., health care, retirement, etc.)	☐	☐	☐	☐	☐
c. Flexibility (start, end, telecommuting, etc.)	☐	☐	☐	☐	☐
d. Opportunities to advance	☐	☐	☐	☐	☐
e. Opportunities to acquire additional training/career development	☐	☐	☐	☐	☐
f. Recognition/reward for my work effort	☐	☐	☐	☐	☐
g. The meaningfulness of the work I do	☐	☐	☐	☐	☐
h. Support for diversity in my unit/department	☐	☐	☐	☐	☐
i. Support for work-family balance in my unit/department	☐	☐	☐	☐	☐
j. Respect for cultural/personal differences in my unit/department	☐	☐	☐	☐	☐
k. UC Berkeley's commitment to diversity	☐	☐	☐	☐	☐
l. Interaction with co-workers/colleagues	☐	☐	☐	☐	☐
m. Manager/worker relationships	☐	☐	☐	☐	☐
n. Office/work space (quality of space, necessary privacy, noise, etc.)	☐	☐	☐	☐	☐
o. Opportunities to participate in campus activities	☐	☐	☐	☐	☐
p. Opportunities to work with others outside my own unit/department	☐	☐	☐	☐	☐

32. With regard to your current work situation, what factors, positive and negative, contribute most to your overall sense of job satisfaction? Please explain.

Positive factors?

Negative factors?

Other Workplace Issues

33. Do you feel you have experienced any of the following as an employee at UC Berkeley in the *last three years*? Please check all that apply.

Note: Depending on your responses, new questions will open up.

- ☐ Good advancement opportunities

If you would like, please use the space below to explain why you checked this particular item:

- ☐ Passed over for promotion

If you would like, please use the space below to explain why you checked this particular item:

- ☐ Highly beneficial mentoring/support by supervisor/manager/faculty administrator or others

If you would like, please use the space below to explain why you checked this particular item:

- ☐ Blocked in career path

If you would like, please use the space below to explain why you checked this particular item:

- ☐ Public recognition of workplace achievement

If you would like, please use the space below to explain why you checked this particular item:

- ☐ Job insecurity

If you would like, please use the space below to explain why you checked this particular item:

- ☐ Opportunity to work with others in the successful completion of a first-rate collaborative effort

If you would like, please use the space below to explain why you checked this particular item:

- ☐ Unfair level of compensation

If you would like, please use the space below to explain why you checked this particular item:

- ☐ Unfair personnel evaluations

If you would like, please use the space below to explain why you checked this particular item:

- ☐ Opportunity to learn important new professional/job skills

If you would like, please use the space below to explain why you checked this particular item:

- ☐ Unsafe/unhealthy work condition that could result in an injury or illness

Please describe the nature of the unsafe/unhealthy work conditions that you are concerned could result in injury or illness (to you or others):

- ☐ Discrimination ([click here](#) for a definition of discrimination)

Based on which of the following, do you believe you have been discriminated against as an employee at UC Berkeley in the last three years? Check *all that apply*.

Note: [Click here](#) for campus resources to assist with issues of discrimination.

- ☐ Your age

If you would like, please use the space below to explain why you checked this particular item:

- ☐ Your race or ethnic origin

If you would like, please use the space below to explain why you checked this particular item:

- ☐ Your gender

If you would like, please use the space below to explain why you checked this particular item:

- ☐ Your sexual orientation

If you would like, please use the space below to explain why you checked this particular item:

- ☐ Your family status

If you would like, please use the space below to explain why you checked this particular item:

- ☐ Your religion

If you would like, please use the space below to explain why you checked this particular item:

- ☐ Your nationality/national origin

If you would like, please use the space below to explain why you checked this particular item:

- ☐ Your disability status

If you would like, please use the space below to explain why you checked this particular item:

- ☐ Your political perspectives

If you would like, please use the space below to explain why you checked this particular item:

- ☐ Your educational level

If you would like, please use the space below to explain why you checked this particular item:

- ☐ Your language

If you would like, please use the space below to explain why you checked this particular item:

- ☐ Your socioeconomic status

If you would like, please use the space below to explain why you checked this particular item:

- ☐ Your immigrant status

If you would like, please use the space below to explain why you checked this particular item:

- ☐ Other, please specify:

- ☐ Active engagement in a workplace community that embraces the diversity of individuals

If you would like, please use the space below to explain why you checked this particular item:

- ☐ Sexual harassment ([click here](#) for a definition of harassment)

If you would like, please use the space below to explain why you checked this particular item:

Note: [Click here](#) for campus resources to assist with issues of harassment.

- ☐ Other types of harassment ([click here](#) for a definition of harassment)

In which ways do you feel you have been harassed as an employee at UC Berkeley in the last three years?

Note: [Click here](#) for campus resources to assist with issues of harassment.

- ☐ Abusive supervision

If you would like, please use the space below to explain why you checked this particular item:

- ☐ Assault

If you would like, please use the space below to explain why you checked this particular item:

- ☐ Bullying

If you would like, please use the space below to explain why you checked this particular item:

- ☐ Emotional abuse

If you would like, please use the space below to explain why you checked this particular item:

- ☐ Envied by others

If you would like, please use the space below to explain why you checked this particular item:

- ☐ Gossip

If you would like, please use the space below to explain why you checked this particular item:

- ☐ Incivility

If you would like, please use the space below to explain why you checked this particular item:

- ☐ Ignored by others

If you would like, please use the space below to explain why you checked this particular item:

- ☐ Ostracized

If you would like, please use the space below to explain why you checked this particular item:

- ☐ Retaliation

If you would like, please use the space below to explain why you checked this particular item:

- ☐ Teasing

If you would like, please use the space below to explain why you checked this particular item:

- ☐ Undermining

If you would like, please use the space below to explain why you checked this particular item:

- ☐ Verbal abuse

If you would like, please use the space below to explain why you checked this particular item:

- ☐ Victimization

If you would like, please use the space below to explain why you checked this particular item:

- ☐ Other, please specify:

- ☐ Participation in a highly equitable, supportive workplace setting

If you would like, please use the space below to explain why you checked this particular item:

- ☐ Opportunity to provide exceptional service to relevant clientele (e.g., students, faculty, other employees, etc.)

If you would like, please use the space below to explain why you checked this particular item:

- ☐ Other, please specify:

34. To what extent does each of the following contribute to your sense of enjoyment from working at UC Berkeley?

	To a Great Extent	Somewhat	Very little	Not at all
a. Sports events	☐	☐	☐	☐
b. Cultural events (e.g., Cal Performances, noon concerts, etc.)	☐	☐	☐	☐
c. Educational opportunities (e.g., free lectures, taking/auditing courses, etc.)	☐	☐	☐	☐
d. Exercise/health facilities (e.g., using pool, gym, etc.)	☐	☐	☐	☐
e. Summer camps for children (e.g., sports camps, Lawrence Hall of Science camps, Strawberry Canyon camps, etc.)	☐	☐	☐	☐
f. Special events (e.g., Cal Day, Staff Appreciation Day, etc.)	☐	☐	☐	☐
g. Libraries	☐	☐	☐	☐
h. Museums	☐	☐	☐	☐
Other, please specify:	☐	☐	☐	☐

Save

35. How often during the past month have you felt . . .

	Very often	Often	Sometimes	Rarely	Never
used up at the end of the day?	☐	☐	☐	☐	☐
energized at the end of the work day (e.g., excited in a positive manner by the work experiences of the day)?	☐	☐	☐	☐	☐

36. Would you say that in general your health is Excellent, Very good, Good, Fair, or Poor?

- ☐ Excellent
☐ Very good
☐ Good
☐ Fair
☐ Poor

37. How often do you find your work stressful?

- ☐ Very often
☐ Often
☐ Sometimes
☐ Rarely
☐ Never

How often do each of the following cause you stress related to your work?

	Very often	Often	Sometimes	Rarely	Never
a. Working on unnecessary tasks or projects	☐	☐	☐	☐	☐
b. Taking work home in the evenings or on weekends to stay caught up	☐	☐	☐	☐	☐
c. Working excessively long hours at the office or in the field	☐	☐	☐	☐	☐
d. Spending too much time in unimportant meetings that take me away from my work	☐	☐	☐	☐	☐
e. Lacking the authority to carry out my job responsibilities	☐	☐	☐	☐	☐
f. Having responsibility for an unmanageable number of projects or assignments at the same time	☐	☐	☐	☐	☐
g. Having more work to do than can be done in an ordinary day	☐	☐	☐	☐	☐
h. Receiving conflicting requests from two or more people	☐	☐	☐	☐	☐
Other, please specify:	☐	☐	☐	☐	☐

How often do each of the following cause you stress related to your work?

	Very often	Often	Sometimes	Rarely	Never
a. Working on unnecessary tasks or projects	☐	☐	☐	☐	☐
b. Taking work home in the evenings or on weekends to stay caught up	☐	☐	☐	☐	☐
c. Working excessively long hours at the office or in the field	☐	☐	☐	☐	☐
d. Spending too much time in unimportant meetings that take me away from my work	☐	☐	☐	☐	☐
e. Lacking the authority to carry out my job responsibilities	☐	☐	☐	☐	☐
f. Having responsibility for an unmanageable number of projects or assignments at the same time	☐	☐	☐	☐	☐

- | | | | | | |
|---|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| g. Having more work to do than can be done in an ordinary day | ☐ | ☐ | ☐ | ☐ | ☐ |
| h. Receiving conflicting requests from two or more people | ☐ | ☐ | ☐ | ☐ | ☐ |
| Other, please specify: <input type="text"/> | ☐ | ☐ | ☐ | ☐ | ☐ |

How often do each of the following cause you stress related to your work?

- | | Very often | Often | Sometimes | Rarely | Never |
|---|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| a. Working on unnecessary tasks or projects | ☐ | ☐ | ☐ | ☐ | ☐ |
| b. Taking work home in the evenings or on weekends to stay caught up | ☐ | ☐ | ☐ | ☐ | ☐ |
| c. Working excessively long hours at the office or in the field | ☐ | ☐ | ☐ | ☐ | ☐ |
| d. Spending too much time in unimportant meetings that take me away from my work | ☐ | ☐ | ☐ | ☐ | ☐ |
| e. Lacking the authority to carry out my job responsibilities | ☐ | ☐ | ☐ | ☐ | ☐ |
| f. Having responsibility for an unmanageable number of projects or assignments at the same time | ☐ | ☐ | ☐ | ☐ | ☐ |
| g. Having more work to do than can be done in an ordinary day | ☐ | ☐ | ☐ | ☐ | ☐ |
| h. Receiving conflicting requests from two or more people | ☐ | ☐ | ☐ | ☐ | ☐ |
| Other, please specify: <input type="text"/> | ☐ | ☐ | ☐ | ☐ | ☐ |

How often do each of the following cause you stress related to your work?

- | | Very often | Often | Sometimes | Rarely | Never |
|---|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| a. Working on unnecessary tasks or projects | ☐ | ☐ | ☐ | ☐ | ☐ |
| b. Taking work home in the evenings or on weekends to stay caught up | ☐ | ☐ | ☐ | ☐ | ☐ |
| c. Working excessively long hours at the office or in the field | ☐ | ☐ | ☐ | ☐ | ☐ |
| d. Spending too much time in unimportant meetings that take me away from my work | ☐ | ☐ | ☐ | ☐ | ☐ |
| e. Lacking the authority to carry out my job responsibilities | ☐ | ☐ | ☐ | ☐ | ☐ |
| f. Having responsibility for an unmanageable number of projects or assignments at the same time | ☐ | ☐ | ☐ | ☐ | ☐ |
| g. Having more work to do than can be done in an ordinary day | ☐ | ☐ | ☐ | ☐ | ☐ |
| h. Receiving conflicting requests from two or more people | ☐ | ☐ | ☐ | ☐ | ☐ |
| Other, please specify: <input type="text"/> | ☐ | ☐ | ☐ | ☐ | ☐ |

38. How often do each of the following occur?

- | | Often | Sometimes | Rarely | Never |
|---|-----------------------|-----------------------|-----------------------|-----------------------|
| a. The demands of your job interfere with your family (<i>personal</i>) life. | ☐ | ☐ | ☐ | ☐ |
| b. The specific nature of your job benefits your family (<i>personal</i>) life. | ☐ | ☐ | ☐ | ☐ |
| c. The demands of your family (<i>personal life</i>) interfere with your work on the job. | ☐ | ☐ | ☐ | ☐ |
| d. Your family helps to support your work efforts and overall career. | ☐ | ☐ | ☐ | ☐ |

39. How flexible is your work schedule?

- ☐ Very flexible
☐ Somewhat flexible
☐ Not too flexible

☐ Not at all flexible

Save

D. Familiarity with Campus Practices & Policies

40. How familiar are you with each of the following campus practices/policies?

	Very familiar	Somewhat familiar	Not too familiar	Not at all familiar
a. ADA and Disability resources	☐	☐	☐	☐
b. Anti-Discrimination policy	☐	☐	☐	☐
c. Academic Personnel policies	☐	☐	☐	☐
d. Chancellor's Statement on Diversity	☐	☐	☐	☐
e. Complaint Resolution procedures	☐	☐	☐	☐
f. Conflict of Interest policy	☐	☐	☐	☐
g. Flexible Work Arrangement policies	☐	☐	☐	☐
h. Leave of Absence policies	☐	☐	☐	☐
i. Principles of Community	☐	☐	☐	☐
j. UC Berkeley's Mission Statement	☐	☐	☐	☐

If you have any comments about any of the above practices/policies, please make them in the below text box:

Save

E. Career Development Issues

41. For each of the following, please indicate how true the statement is with respect to your career situation at UC Berkeley:

	Very true	Somewhat true	Not too true	Not at all true	Not applicable
a. I have the training opportunities I need to perform my job safely and competently.	☐	☐	☐	☐	☐
b. I have an opportunity to develop my own special abilities.	☐	☐	☐	☐	☐
c. I have the learning opportunities I need to advance my career (at UC Berkeley).	☐	☐	☐	☐	☐
d. There is clarity about career development/advancement opportunities.	☐	☐	☐	☐	☐
e. I take an active role in advancing my career.	☐	☐	☐	☐	☐
f. The chances for promotion are good.	☐	☐	☐	☐	☐
g. Promotions (e.g., reclassifications, etc.) are handled fairly.	☐	☐	☐	☐	☐
h. When I do my job well, it results in tangible rewards (e.g., increase in compensation, recognition, advancement, etc.).	☐	☐	☐	☐	☐

42. From your perspective, how best can UC Berkeley support you in your career development?

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F. A Final Question

43. Is there anything else you would like us to know about your job situation at UC Berkeley?

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