University of California Faculty Emeriti Survey

This survey concerns your current experiences as a UC faculty emeriti, and past experiences as a UC faculty member prior to your retirement. We are also interested in any thoughts you might have about possible policies/initiatives for UC faculty, pre- and post-retirement, designed to promote satisfying and successful careers.

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

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

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

A. Past UC Employment; Recent Employment Status, Demography, Family, and Health

1. What month (if known) and year did each of the following events occur?

	Event	Month?	Year? (e.g.,1963)
a.	Your birth date:	Click Here ▼	
b.	Your completion of your highest degree (PhD or other professional degree)	Click Here ▼	
c.	Assistant Professor Start Date at UC (skip if not relevant)	Click Here ▼	
d.	Associate Professor Start Date at UC (skip if not relevant)	Click Here ▼	
e.	Full Professor Start Date at UC (skip if not relevant)	Click Here ▼	
f.	Retirement from your UC Faculty position	Click Here ▼	
g.	Voluntarily Recalled (post-retirement) as a UC Faculty Member (start of appointment) (skip if not relevant)	Click Here ▼	
h.	Completion of most recent Recalled UC Faculty Appointment (skip if not relevant; write "currently active" in year if recall appointment is ongoing)	Click Here ▼	

۷.	position, which of the following disciplines best described your <u>primary</u> departmental affiliation (e.g., Mathematics)?				
	Note: If you cannot locate your discipline in this pull-down menu, please specify it in the below				

text box.	Discipline?	•
Please specify your <u>primary</u> discipline/department/unit (<i>if not</i> <i>found in the pull-down menu</i>)		
Which of the following disciplines best describes	Discipline?	

	your <u>secondary</u> departmental affiliation (if any)?						
	disc	e: If you cannot locate your secondary cipline in this pull-down menu, please specify the below text box.					
	disc	ase specify your <u>secondary</u> sipline/department/unit <i>(if not</i> and in the pull-down menu)					
3.	At t	he time of your retirement from your faculty position, what was your faculty rank?					
		Assistant Professor					
		Associate Professor					
		Full Professor (below step VI)					
		Full Professor (Step VI-IX)					
		Full Professor (above scale)					
		Other, please specify					
4.	Prio app	or to your retirement, did you <u>ever</u> serve in any administrative posts? <i>Check all that</i>					
		Dean					
		Associate Dean					
		Assistant Dean					
		Chair					
		Vice Chair					
		Director of center, institute, laboratory or program					
		Other, please specify ——————					
5.	bee (inc	ce you retired from your <u>faculty position</u> at the University of California, have you n employed by any academic or non-academic institution(s)/company(ies) luding the University of California and/or self-employment)?					
	If "y	res," additional questions will open.					
		Yes					
		No					
	fron star	yes" to the above question) For each employed position you have held since retiring a your faculty position at the University of California, please note when the position ted, ended, the type of position, name of the employer, and whether the position full- or part-time.					
		ou are still employed, please write "continuing" in the <i>End year</i> column. If you are f-employed," please write this in the <i>Name of the employer</i> column.					

	Positions held after UC faculty retirement	Start month?	Start year? (e.g.,1998)	End month?	End year? (e.g.,2001)	Type of position ¹	Name of employer (i.e., institution or company name)	Full-time?
a.	First employment position	Click Here ▼		Click Here ▼		Click Here ▼		Click Here ▼
b.	Second	Click Here ▼		Click Here ▼		Click Here ▼		Click Here ▼

	employment position (skip if not						
	<i>relevant)</i> Third						
C.	employment position (skip if not relevant)	Click Here ▼		Click Here ▼		Click Here ▼	Click Here ▼
d.	Fourth employment position (skip if not relevant)	Click Here ▼		Click Here ▼		Click Here ▼	Click Here ▼
e.	Fifth employment position (skip if not relevant)	Click Here ▼		Click Here ▼		Click Here ▼	Click Here ▼
f.	Sixth employment position (skip if not relevant)	Click Here ▼		Click Here ▼		Click Here ▼	Click Here ▼
g.	Seventh employment position (skip if not relevant)	Click Here ▼		Click Here ▼		Click Here ▼	Click Here ▼
h.	Eighth employment position (skip if not relevant)	Click Here ▼		Click Here ▼		Click Here ▼	Click Here ▼
	¹ If you marked "other" type of position, please describe which employment						

¹ If you marked "other" type of position,	
please describe which employment	
position you are referencing (e.g.,	
"Second position") and describe the	
nature of the position:	

6. What is your gender?

M	2	\sim
IVI	а	ᆫ

- Female
- Transgender
- Prefer not to say
- Other, please specify

7. What is your sexual orientation?

- Straight (heterosexual)
- Lesbian
- Gay
- Bisexual
- Prefer not to say
- Other, please specify

	White (not of Hispanic origin)
	Black/African American (not of Hispanic origin)
	Chinese/Chinese American
	Japanese/Japanese American
	Filipino/Pilipino
	Pakistani/East Indian
	Other Asian
	American Indian or Alaska Native
	Mexican/Mexican American/Chicano
	Latin American/Latino
	Other Spanish/Spanish American
	Prefer not to say
	Other, please specify
	▼
	Black/African American (not of Hispanic origin)
	Chinese/Chinese American
	Japanese/Japanese American
	Filipino/Pilipino
	Pakistani/East Indian
	Other Asian
	American Indian or Alaska Native
	Mexican/Mexican American/Chicano
	Latin American/Latino Other Special (Special American
	Other Spanish/Spanish American
	Prefer not to say
	Other, please specify
•	at is your current marital or relationship status?
	·
te	e: If "married" or "partnered," additional question will open.
	Married
	Partnered
	Widowed
	Divorced
	Separated

8.

9.

Other, please specify

you		COME	PLETED? Note: If curr		gree or level of school that venrolled, please mark the
	Less than High Schoo	l grac	luate		
\bigcirc	High school diploma o	r equ	ivalent (e.g., GED)		
\bigcirc	1 or more years of col	lege,	no degree		
\bigcirc	Associate degree (e.g	., AA,	AS)		
\bigcirc	Bachelor's degree (e.g	j., BA	, AB, BS)		
\bigcirc	Master's degree (e.g.,	MA,	MS, MEng, MEd, MSW	, MB	A)
\bigcirc	Professional degree (e	e.g., N	MD, DDS, DVM, LLB, JI	D)	
\bigcirc	Doctorate degree (e.g	., Ph[D, EdD)		
\bigcirc	Other, please specify	-			
			<mark>ed)</mark> What is your spou s? <i>Check all that appl</i>		artner's current
ор	ioyinona ou doudonar c	Julu	or oncon un unat appi	y .	
	Employed full time				
	Employed part time				
	Employed as a postdo	ctora	I fellow		
	Enrolled as a doctoral	stude	ent (e.g., Ph.D.)		
	Enrolled as a profession	onal s	student (e.g., MD, DDS,	DVI	Л, LLB, JD)
	Enrolled as a master's	degr	ee student (e.g., MA, M	1S, M	IEng, Med, MSW, MBA)
	Enrolled as an underg	radua	ate		
	Unemployed				
	Retired				
	Other, please specify	_			
			•		
			ed) Which of the follow		
enro	olled in a degree progr	am o	r employed as a post	doct	ed) or longer-term career goal (if oral fellow)?
	Arts or writing or media or public relations	\circ	Health occupation	\circ	Physical sciences
	Accounting	\bigcirc	Homemaker		Research associate or assistant
\circ	Clerical or administrative	\bigcirc	Human resources or labor relations	\bigcirc	Sales and marketing
\bigcirc	Clergy or religious work	\bigcirc	Humanities	\bigcirc	Service occupation (non- health-related)
\bigcirc	Computer occupation	\bigcirc	Law		Social sciences
\circ	Construction mechanical or other industrial work	\bigcirc	Life sciences	\bigcirc	Social work
\bigcirc	Consulting	\bigcirc	Library sciences or archivist or curator	\bigcirc	K-12 teacher
	Counseling		Management executive or upper administration		Community college professor
\bigcirc	Engineering or architecture or surveying	\bigcirc	Other management related	\bigcirc	College or university professor

plo		narated) For eac	ch of the following life ev
OC	ease select the month from the dropdow courred.		
	Life events	Month of event?	Year of event? (e.g., 1981)
a.	Date most recently married/partnered	Month? ▼	
b.	Date most recently divorced/separated from a spouse/partner (skip if not relevant)	Month? ▼	
C.	Date most recently you were widowed due to a death of a spouse/partner (skip if not relevant)	Month? ▼	
То	what extent do you consider yourself a	religious persor	n?
	Very religious		
	Moderately religious		
	Slightly religious		
	Not religious at all		
	Don't Know		
	Prefer not to say		
Or	n the following political scale, where wou	ıld you place yo	urself?
0	Extremely liberal		
	Liberal		
	Slightly liberal		
	Moderate, middle of the road		
	Slightly conservative		
	Conservative		
0	Extremely conservative		
0	Don't know		
	Prefer not to say		
Ar	e you a person with a disability?		
No	ote: If "yes," an additional question will o	pen.	
0	Yes, I currently have a disability		
	No		

(if yes) 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
	•
Wha	t is the USUAL degree of difficulty you have with

		None	Slight	Moderate	Severe	Unable to do
a.	SEEING words or letters in ordinary newsprint (with glasses/contact lenses, if you usually wear them)	0	0			0
b.	HEARING what is normally said in conversation with another person (with hearing aid, if you usually wear one)	0	0			
C.	WALKING without human or mechanical assistance or using stairs		0	0		0
d.	LIFTING or carrying something as heavy as 10 pounds, such as a bag of groceries	0	0	0	0	0

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

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

Yes

No

(if "yes" to substantial responsibility for parenting a child) For each child for whom you have had substantial responsibility for parenting, please specify the month and year of the child's birth or adoption/foster placement with you.

For stepchildren, please specify the month and year when your parenting responsibilities began. (If you have parented more than eight children, please enter information for the eight youngest children only.)

Additionally, for each child, do they currently live with you and/or are you currently making significant financial contributions on their behalf (e.g., living expenses, college tuition, etc.)?

		Month of event?	Year of event (e.g., 1981)	Relationship of child to you ¹	Do they live with you? ¹	Significant financial contributions? ¹
a.	Date of birth/arrival of youngest child	Month? ▼		Relationship? ▼	Live with you? ▼	Financial contributions? ▼
b.	Date of birth/arrival of 2nd youngest child (skip if not relevant)	Month? ▼		Relationship? ▼	Live with you? ▼	Financial contributions? ▼
c.	Date of birth/arrival of 3rd youngest child (skip if not relevant)	Month? ▼		Relationship? ▼	Live with you? ▼	Financial contributions? ▼
d.	Date of birth/arrival of 4th youngest child (skip if not relevant)	Month? ▼		Relationship? ▼	Live with you? ▼	Financial contributions? ▼
e.	Date of birth/arrival of 5th youngest child (skip if not relevant)	Month? ▼		Relationship? ▼	Live with you? ▼	Financial contributions? ▼
f.	Date of birth/arrival of 6th youngest child	Month? ▼		Relationship? •	Live with you? ▼	Financial contributions?

		(skip if not relevant)								
	g.	Date of birth/arrival of 7th youngest child (skip if not relevant)	Month? ▼			Relationsh	nip? ▼	Live with yo	u? ▼	Financial contributions? ▼
	h.	Date of birth/arrival of 8th youngest child (skip if not relevant)	Month? ▼			Relationsh	nip? ▼	Live with yo	u? ▼	Financial contributions? ▼
	qu ch	you marked "other" to estions above, please ild(ren) you are referrin y you marked "other":	note which ng to and exp	lain						
15.	ad	you currently provide ults (e.g., parents, spo th medical conditions/	use/partner, o	hildren, oth	care (5 or mo er relatives, a	re hours and/or fr	s a wee iends o	k) to any ver 18		
		Yes								
	0									
		No								
	No	ote: If "yes," additional	auestions wi	ll open.						
		lor in you, additional	<u> </u>	of adult (e.g., 72)?	Relationship o		Week	ly hours?		e of care and for how long .g., for the last 2 years)
	a.	First adult			Relationship?	•	Weekly	hours? ▼		
	b.	Second adult (skip if not relevant)			Relationship?	•	Weekly	hours? ▼		
	c.	Third adult (skip if not relevant)			Relationship?	▼	Weekly	hours? ▼		
	d.	Fourth adult (skip if not relevant)			Relationship?	•	Weekly	hours? ▼		
	ad are	you marked "other" re ult to you, please note e referring to and desc ationship(s) here:	which adult y	/ou						
16.	Wo	ould you say your own	health, in ge	neral, is exc	ellent, very g	ood, god	od, fair,	or poor?		
		Excellent								
		Very good								
		Good								
		Fair								
		Poor								
		Do not Know								
		Prefer not to say								
17.		ompared with 1 year ag me, or worse than it wa		say that you	ur health is b	etter nov	v, abou	t the		
		Better								
		Same								
	\bigcirc	Worse								
18.		any people feel older o unger than they actual								

			, 0.	the follo	Yes	No
a.	High blood pressure or hypertension?				res	NO
b.	Diabetes or high blood sugar?					0
C.	Cancer or a malignant tumor, excluding minor	skin c	ancer?	•		0
d.	Chronic lung disease such as chronic bronchiti				0	0
e.	A heart attack, coronary heart disease, angina					
	failure, or other heart problems?	, ,				
f.	A stroke?					
g.	Emotional, nervous, or psychiatric problems?					
h.	Memory-related disease?					
i.	Arthritis or rheumatism?					
j.	Glaucoma?					
Ov	erall in the last 30 days, how much difficulty d	id you	ı have	with		
	on the diameter and the second section of the second	None		Moderate	Severe	Extreme
	concentrating or remembering things?					
f	sleeping, such as falling asleep, waking up requently during the night or waking up too early n the morning?	0	0	0		
Are	e you often troubled with pain?					
	Yes					
	No					
(If	"yes" to troubled by pain) How bad is the pain	most	of the	e time?		
0	Mild	most	of the	e time?		
0	Mild Moderate	most	of the	e time?		
0	Mild Moderate Severe	most	of the	e time?		
0	Mild Moderate	most	of the	e time?		
Wh	Mild Moderate Severe				012, bef	ore
Wh	Mild Moderate Severe Other, please specify at do you estimate to be your total household	earne on pa ommi	ed inc ymen ssions	ome for 2 ts, social s, consult	security	/ s, net
Wh	Mild Moderate Severe Other, please specify at do you estimate to be your total household ductions (e.g., \$126,450)? Clude a total of all retirement income, UC pensionents, wages, salaries, bonuses, overtime, come from businesses, summertime teaching of the several series of the se	earne on pa ommi	ed inc ymen ssions	ome for 2 ts, social s, consult	security	/ s, net
Wh dec Inc pay inc wit	Mild Moderate Severe Other, please specify at do you estimate to be your total household ductions (e.g., \$126,450)? Clude a total of all retirement income, UC pensionents, wages, salaries, bonuses, overtime, come from businesses, summertime teaching of the several series of the se	earne on pa ommi or res	ed inc ymen ssions earch,	ome for 2 ts, social s, consult , or other	security ing fees work as	/ s, net sociated
Wh dec Inc payinc wit	Mild Moderate Severe Other, please specify at do you estimate to be your total household ductions (e.g., \$126,450)? Flude a total of all retirement income, UC pensionents, wages, salaries, bonuses, overtime, come from businesses, summertime teaching on the scholarships for all members of the household the last five years, have you made any financial	earne on pa ommi or res	ed inc ymen ssions earch,	ome for 2 ts, social s, consult , or other	security ing fees work as	/ s, net sociated
Wh dec Inc payinc wit	Mild Moderate Severe Other, please specify at do you estimate to be your total household ductions (e.g., \$126,450)? Clude a total of all retirement income, UC pensityments, wages, salaries, bonuses, overtime, come from businesses, summertime teaching of the scholarships for all members of the household the last five years, have you made any financial lifornia?	earne on pa ommi or res	ed inc ymen ssions earch,	ome for 2 ts, social s, consult , or other	security ing fees work as	/ s, net sociated

dona dona gift(s	res" to the above question) Please of ation(s) to the University of Californ ations over this 5 year period (e.g., \$ s) was/were designated to be used f plarships, building improvements, e	ia; specifying the total (5500, estimates are fine or a specific purpose (dollar amount), and whethe	of your your	
	remind you that all responses are co onal identifiers from the response o		matically strip	all	
	e last five years, have you made an	y financial donations to	other Univers	sities or	
	No				
	Yes				
l lava	our current primary residence (home	a) located in the United	State 2		
•		•			
Note	: depending on your response addi	tional questions will op	en.		
	Yes				
	No				
	res") What state or territory and city of your primary residence?	/town do you live in? W	/hat is the five	-digit zip	
	Current home location	State or Territory		or town or wnship	5-Digit Zip code (e.g., 94938)
Loca	tion of primary residence	Click Here	▼		
(If "n live i	no" to live in the U.S.) What country n?	do you Country?	V		,
	se specify which <u>country</u> (if not fou e pull-down menu)	nd			
3. Profe	ssional Activities				
	e past few months, what is the aver ach of the following activities? <i>Thei</i>				
	Weekly Activitie	ne .	Average hours	1	

24.

25.

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

26. These questions are about professional activities (paid or non-paid) in your life now and your recent past (the last several years). Please tell us HOW OFTEN ON AVERAGE YOU TYPICALLY DO EACH ACTIVITY. Disregard the summer months if your activities are very different at that time of year.

Also, please let us know whether ideally you would like to increase or decrease your frequency of undertaking these various activities.

	Professional	Not applicable? (skip to next item)	How	often do		ically do activities?		he follow	ving	decreas	se the fre	to increase quency of the l activities?	nese
	activities	Not applicable	At least once a week	Every few weeks	About once a month	Every few months	About once a year	Every few years	Never	Increase frequency	No change	Decrease frequency	Not sure
a.	Deliver a lecture to students	0	0	0	0	0	0	0	0	0	0	0	0
b.	Teach a seminar class with students (count each class meeting as a separate event)	0	0	0	0	0	0	0	0	0	0	0	0
C.	Present a paper at a professional conference	0	0	0	0	0	0	0	0	0	0	0	0
d.	Submit a grant proposal (alone or with colleagues) to support a new research effort	0	0	0	0	0	0	0	0	0	0	0	0
e.	Publish a paper in a peer review journal	0	0	0	0	0	0	0	0		0	0	0
f.	Publish a book with an academic or popular press	0	0	0	0	0	0	0		0		0	
g.	Attend departmental meetings and/or other university meetings (e.g., the academic senate, etc.)	0	0	0	0	0	0	0	0	0	0	0	0
h.	Attend lectures, seminars, colloquia sponsored by your department and/or the University	0	0	0	0	0	0	0	0	0	0	0	0
	Professional	Not applicable? (skip to next item)	Hov	v often d		oically do activities		the follo	wing	decre	ase the fi	to increase requency the ll activities?	ese
	activities	Not applicable	At least once a week	Every few weeks	About once a month	Every few months	About once a year	Every few years	Never	Increase frequency	No change	Decrease frequency	Not sure
i.	Go to/visit your UC campus	0	0	0	0	0	0	0	0	0	0	0	0
j.	Attend social events associated with your UC campus/department	0	0	0	0	0	0	0	0	0	0	0	0
k.	Meet with UC faculty colleagues (current faculty and/or emeriti faculty)	0	0	0	0	0	0	0	0		0	0	0
I.	Work with UC students (e.g., teaching, mentoring, guiding research, etc.)	0	0	0	0	0	0	0	0	0	0	0	0
m.	Collaborate with other UC faculty (current		0	0	0	0	0	0	0	0	0	0	0

	faculty and/or emeriti faculty) on research projects												
n.	Undertake university service activities	0	0	0	0	0	0	0	0	0	0	0	0
0.	Undertake community service activities	0	0	0	0	0	0	0	0	0	0	0	0

C. Quality of Life

27.	With regard to each	of the following, ho	ow satisfied are you?

	Very satisfied	Somewhat satisfied	Not too satisfied	Not at all satisfied
Your overall professional situation				
Your overall life situation				
The success you have achieved in your career so far				
Your decision to have become a Professor				
Your decision to have joined the faculty at UC				
Your decision to retire from your UC faculty position				
The timing of your retirement from your UC faculty position				
The support/recognition received from your department/University as you transitioned into retirement		0		
Your past relationship with your department as a faculty member	0			
Your current relationship with your department as faculty emeriti	0		0	0
The University's approach to and collaboration with UC faculty emeriti				
Your ability to control things that affect you			\bigcirc	\circ
	Your overall life situation The success you have achieved in your career so far Your decision to have become a Professor Your decision to have joined the faculty at UC Your decision to retire from your UC faculty position The timing of your retirement from your UC faculty position The support/recognition received from your department/University as you transitioned into retirement Your past relationship with your department as a faculty member Your current relationship with your department as faculty emeriti The University's approach to and collaboration with UC faculty emeriti	Your overall professional situation Your overall life situation The success you have achieved in your career so far Your decision to have become a Professor Your decision to have joined the faculty at UC Your decision to retire from your UC faculty position The timing of your retirement from your UC faculty position The support/recognition received from your department/University as you transitioned into retirement Your past relationship with your department as a faculty member Your current relationship with your department as faculty emeriti The University's approach to and collaboration with UC faculty emeriti	Your overall professional situation Your overall life situation The success you have achieved in your career so far Your decision to have become a Professor Your decision to have joined the faculty at UC Your decision to retire from your UC faculty position The timing of your retirement from your UC faculty position The support/recognition received from your department/University as you transitioned into retirement Your past relationship with your department as faculty member Your current relationship with your department as faculty emeriti The University's approach to and collaboration with UC faculty emeriti Satisfied **Color Professor** **Color P	Your overall professional situation Your overall life situation The success you have achieved in your career so far Your decision to have become a Professor Your decision to have joined the faculty at UC Your decision to retire from your UC faculty position The timing of your retirement from your UC faculty position The support/recognition received from your department/University as you transitioned into retirement Your past relationship with your department as a faculty member Your current relationship with your department as faculty emeriti The University's approach to and collaboration with UC faculty emeriti **The Viniversity** says transition of the collaboration with UC faculty emeritics.** **The Viniversity** says transition of the collaboration with UC faculty emeritics.** **The Viniversity** says transition of the collaboration with UC faculty emeritics.** **The Viniversity** says transition of the collaboration with UC faculty emeritics.** **The Viniversity** says transition of the collaboration with UC faculty emeritics.** **The Viniversity** says transition of the collaboration with UC faculty emeritics.** **The Viniversity** says transition of the collaboration with UC faculty emeritics.** **The Viniversity** says transition of the collaboration with UC faculty emeritics.** **The Viniversity** says transition of the collaboration with UC faculty emeritics.** **The Viniversity** says transition of the collaboration with UC faculty emeritics.** **The Viniversity** says transition of the collaboration with UC faculty emeritics.** **The Viniversity** says transition of the collaboration with UC faculty emeritics.** **The Viniversity** says transition of the collaboration with UC faculty emeritics.** **The Viniversity** says transition of the collaboration with Vinivers

the below text box:	ints about any of the above items, please share them with us if

- 28. To what extent do you agree with the following statement: My main satisfaction in life comes from my work.
 - Strongly agree
 - Agree
 - Disagree
 - Strongly disagree
- 29. Taken all together, how would you say things are these days--would you say that you are very happy, pretty happy, or not too happy?
 - Very happy
 - Pretty happy
 - Not too happy
 - Don't Know

	Pretty	happy									
	Not to	o happy									
	Don't l	Know									
	Prefer	not to say									
		about the past week and the rue for you much of the time				d. Were t	he				
W	ould you	say yes or no?									
_	Vou e	njoyed life?				Yes	No				
a b		elt sad?				0	0				
C		elt productive (professionally or	otherwise)	?		0	0				
d		elt depressed?	ou ici wisc)	•			0				
e		elt respected and valued?									
f.		elt lonely?					0				
g		elt that everything you did was a	an effort?			0	0				
h		elt you made a difference (e.g.,		cietal con	tribution)?	0	0				
<u>in</u>	nportant v	ect back on the decision to rewere each of the following fac ection did they influence you	ctors in yo	ur decisio							
<u>in</u>	nportant v what <u>dire</u> Factor	were each of the following fac ection did they influence you rs that may have influenced	ctors in yo	ur decisio		process	; and (2)	Likely		e on retire	ement
<u>in</u>	nportant v what <u>dire</u> Factor	were each of the following fac ection did they influence you	Not applicable?	ur decision? Importan	on-making	on-making	; and (2)	Likely Retired earlier			ement Not sure
in In	Factor you Anticipal	were each of the following fac ection did they influence you rs that may have influenced	Not applicable? (skip to next item)	ur decision? Importan	ce in decision	on-making	process?	Retired	No	Retired	Not
in In	Factor you Anticipat (e.g., ba plan and	res that may have influence you retirement decision ted level of retirement income sed on UC's defined benefit dother sources) ted level of other retirement, including medical/health care	Not applicable? (skip to next item) Not applicable?	Importan Very	ce in decision Somewhat important	on-making Not too important	process?	Retired earlier	No impact	Retired later	Not sure
in In	Factor you Anticipat (e.g., ba plan and Anticipat benefits, coverage Anticipat compens member	res that may have influence you retirement decision ted level of retirement income sed on UC's defined benefit dother sources) ted level of other retirement, including medical/health care	Not applicable? (skip to next item) Not applicable?	Importan Very	ce in decision Somewhat important	on-making Not too important	process?	Retired earlier	No impact	Retired later	Not sure
in In	Factor you Anticipat (e.g., ba plan and Anticipat coverage Anticipat compens member types of Faculty r	resthat may have influence you test that may have influence dour retirement decision ted level of retirement income used on UC's defined benefit dother sources) ted level of other retirement, including medical/health care ested future level of sation as an active faculty (i.e., faculty salary, plus other	Not applicable Not applicable? (skip to next item) Not applicable	Importan Very important	ce in decision Somewhat important	on-making Not too important	process? Not at all important	Retired earlier	No impact	Retired later	Not sure
a b	Factor you Anticipal (e.g., ba plan and Anticipal benefits, coverage Anticipal compens member types of Faculty r and mer	res that may have influence you retirement decision ted level of retirement income sed on UC's defined benefit dother sources) ted level of other retirement, including medical/health care e ted future level of sation as an active faculty (i.e., faculty salary, plus other compensation) rank, promotion opportunities,	Not applicable (skip to next item) Not applicable	Importan Very important	ce in decision Somewhat important	on-making Not too important	process? Not at all important	Retired earlier	No impact	Retired later	Not sure
a b c	Factor you Anticipat (e.g., ba plan and Anticipat benefits, coverage Anticipat compens member types of Faculty r and mer	resthat may have influence you test that may have influence dour retirement decision ted level of retirement income used on UC's defined benefit dother sources) ted level of other retirement, including medical/health care ted future level of sation as an active faculty (i.e., faculty salary, plus other compensation) rank, promotion opportunities, it review process	Not applicable Not applicable? (skip to next item) Not applicable	Importan Very important	ce in decision Somewhat important	on-making Not too important	process? Not at all important	Retired earlier	No impact	Retired later	Not sure
a b c	Anticipal (e.g., ba plan and benefits, coverage Anticipal compens member types of Faculty rand mer	resthat may have influence you retirement decision ted level of retirement income sed on UC's defined benefit dother sources) ted level of other retirement, including medical/health care e ted future level of sation as an active faculty (i.e., faculty salary, plus other compensation) rank, promotion opportunities, it review process g responsibilities/opportunities	Not applicable? (skip to next item) Not applicable	Importan Very important	ce in decision Somewhat important	Not too important	process? Not at all important	Retired earlier	No impact	Retired later	Not sure
a b c.	Factor you Anticipat (e.g., ba plan and Anticipat coverage Anticipat coverage Anticipat compens member types of Faculty r and mer Teaching Service Researc	were each of the following facection did they influence you est that may have influenced our retirement decision ted level of retirement income used on UC's defined benefit dother sources) ted level of other retirement, including medical/health care ested future level of sation as an active faculty (i.e., faculty salary, plus other compensation) rank, promotion opportunities, it review process g responsibilities/opportunities	Not applicable? (skip to next item) Not applicable	Important Very important	ce in decision Somewhat important	Not too important	process? Not at all important	Retired earlier	No impact	Retired later	Not sure

Prefer not to say

Very happy

too happy?

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

ollegial interaction uality of graduate students and teraction with students pace for research (including access space after retirement) ffice space (including access to pace after retirement) rant funding and resources for new entures taff support	Not applicable	Very important	Somewhat important	Not too important	Not at all important	Retired earlier	No impact	Retired later	Not sure
uality of graduate students and teraction with students pace for research (including access space after retirement) ffice space (including access to pace after retirement) rant funding and resources for new entures	0	0		0					
teraction with students pace for research (including access space after retirement) ffice space (including access to pace after retirement) rant funding and resources for new entures	0		0						
space after retirement) ffice space (including access to bace after retirement) rant funding and resources for new entures		0		0	0	0	0	0	0
pace after retirement) rant funding and resources for new entures	0		0	0	0	0	0	0	0
entures		0	0	0	0	0	0	0	0
taff support		0	0	0	0	0	0	0	0
		0	0	0	0		0	0	
upport for diversity in your nit/department	0	0	0	0	0	0	0		
ossible impact of your retirement on our department (colleagues, udents, etc.)	0	0	0	0	0	0	0	0	
ousing situation	0		0	0	0		0	0	
Factors (continued)	Not applicable? (skip to next item)	Importan	ce in decision	on-making	process?	Likely			ment
	Not applicable	Very important	Somewhat important	Not too important	Not at all important	Retired earlier	No impact	Retired later	Not sure
verall financial situation ersonal/household)	0	0	0	0	0	0	0	0	0
arger fiscal patterns (e.g., funding of e university, national financial arkets, etc.)	0	0	0	0	0	0	0	0	0
C-wide or campus-specific tirement incentives and/or programs .g., VERIPs, or other programs)	0	0	0	0	0	0	0	0	0
verall family situation		0			0		0	0	
ork-family balance		0	0		0		0	0	
oouse/partner's nployment/personal situation	0	0	0	0	0	0	0	0	0
sues related to illdren/grandchildren	0	0	0	0	0	0	0	0	0
ersonal health		0			0		0	0	
Factors (continued)	Not applicable? (skip to next item)	Importan	ce in decisio	on-making	process?	Likely influence on retirer decision			ment
	Not applicable	Very important	Somewhat important	Not too important	Not at all important	Retired earlier	No impact	Retired later	Not sure
lealth of my spouse/other family nembers	0	0	0	0	0	0	0	0	0
Opportunities for other full-time cademic jobs	0	0	0	0	0	0	0	0	0
Opportunities for part time jobs, such s consulting, part time, teaching, tc.	0	0	0	0	0	0	0	0	0
Other professional nterests/opportunities	0	0	0	0	0	0	0	0	0
Other life interests/opportunities	0	0	0	0	0		0	0	
	rerall financial situation rerall financial situation rerall financial situation rersonal/household) rger fiscal patterns (e.g., funding of a university, national financial arkets, etc.) C-wide or campus-specific cirement incentives and/or programs g., VERIPs, or other programs) rerall family situation ork-family balance rouse/partner's raployment/personal situation sues related to ildren/grandchildren ersonal health Factors (continued) realth of my spouse/other family members reportunities for other full-time cademic jobs reportunities for part time jobs, such a consulting, part time, teaching, tc. other professional interests/opportunities	reconstrued (colleagues, adents, etc.) Pusing situation Factors (continued) Perall financial situation ersonal/household) reger fiscal patterns (e.g., funding of equiversity, national financial arkets, etc.) C-wide or campus-specific irrement incentives and/or programs g., VERIPs, or other programs) Perall family situation Pork-family balance Pouse/partner's inployment/personal situation Sues related to ildren/grandchildren Presonal health Factors (continued) Pactors (continued) Pactors (continued) Poportunities for other full-time cademic jobs Poportunities for part time jobs, such is consulting, part time, teaching, itc. Poportunities for part time, teaching, itc.	pusing situation Factors (continued) Factors (continued) Prevail financial situation Prevail financial financial Prevail financial financial Prevail family situation Prevail financial situation Prevail financ	Practors (continued) Factors (continued) Practors (continued) P	Tactors (continued) Factors (continued) Factors (continued) Part (skip to next item) Not applicable? (skip to next item) Personal/household) Personal/household (sign to next item) Personal financial situation end of environment incentives and/or programs g., VERIPs, or other programs) Personal health Factors (continued) Factors (continued) Part (skip to next item) Power (skip to next	recall financial situation Factors (continued) Factors (continued) Rot applicable? (skip to next item) Not applicable? (skip to next item) Rot too important impor	Factors (continued) Factors (continued) Factors (continued) Paper (skip to next item) Factors (continued) Factors (continued) Paper (skip to next item) Factors (continued) Paper (skip to next item) Factors (continued) Paper (skip to next item) Factors (continued) Factors (continued) Factors (continued) Factors (continued) Factors (continued) Factors (continued) Paper (skip to next item) Paper (skip to next item) Not applicable (skip to next item) Not applicable (skip to next item) Not applicable (important important imp	Audients, etc.) Pactors (continued) Factors (continued) Factors (continued) Perall financial situation Personal/household) P	Ausing situation Factors (continued) Factors (continued) Part (skip) to next item) Not applicable important impo

af.	Desire to relocate geographically						
ag.	Other (please specify below)	0	0	0	0		
"о	ther," please specify.		1				
		-					
	u would like, please share with us l sion to retire from your UC faculty		f the abov	e factors	affected y	our/	
		poor					
		4					
no	wing what you know today, what ac	dvice woul	d vou offe	er to mid- a	and late-c	areer UC	;
	Ity who are thinking about their ow						
		22					
	trospect, do you wish you had retii				id? <i>Pick</i> t	the	
tate	ement that most accurately reflects	your curr	ent persp	ective.			
	I wish I had retired sooner than I did						
	I wish I had retired at a later date						
		otiromont					
	I am satisfied with the timing of my re	etirement					
	Not sure						
	Other, please specify	→					
-	u have any comments about the tir elow.	ning of yo	ur retirem	ent, pleas	e share tl	nem with	
3 0	elow.						
dd	itionally, if there was any information	on that voi	ı did not l	know at the	e time of	vour	
	ement decision that would have be						
	e you a faculty member at UC at the		ne <u>VERIPs</u>	(Voluntar	y Early R	<u>etiremen</u>	<u>t</u>
<u>1Ce</u>	ntive Programs) in the early 1990s?	•					
"y	es," additional questions will open	up.					
	No						
	Yes						
6 3	faculty member at the time of the	VEDIDS 4	o vou thin	k that in t	he long ri	ın the	
ΈR	IPs have had the effect of ushering	in a perio	d of incre	ased or de	ecreased	all tile	
roc	luctivity for your department?	· •					
	Increased desertmental and destinite						
	Increased departmental productivity						
	Decreased productivity						
\supset	No noticeable change						
	Not sure						

32.

departmental productivity over time:	ou think the VERIPS led to increased
If "decreased productivity" Please explain why departmental productivity over time:	you think the VERIPs led to <u>decreased</u>
If "no noticeable change" Please explain why yo departmental productivity over time:	ou think the VERIPs did not affect
	4
If "not sure" Do you have any thoughts about h department? If yes, please share them with us:	ow the VERIPs affected your

As a faculty member at the time of the VERIPs, were you eligible to take one of the three VERIP retirement options?

If you were eligible for at least one of the three programs (whether or not you eventually accepted or declined the offer), please mark "yes".

For information regarding the VERIPS and past eligibility requirements, please <u>click</u> here.

If "yes," additional questions will open up.

- No, I would not have satisfied the <u>eligibility requirements</u> for any of the three VERIP programs
- Yes, I satisfied the <u>eligibility requirements</u> for at least one of the VERIP programs
- Not sure

(If "yes" to eligible for one or more VERIPs) Which of the following <u>VERIPs</u> do you believe you were eligible to accept?

If you were eligible, did you accept the particular VERIP? If "yes" or "no," please explain why you accepted or declined the particular offer.

How satisfied are you with the decision you made? Do you have any other comments about the choice you made?

For information regarding the VERIPs and past eligibility requirements, please <u>click</u> <u>here</u>.

VERIPs	Were	you elig	ible?	acce	you ept it if ble)?	Why did you accept		sfied are you you m		decision	Any other
VLIXIF 5	No (skip to next VERIP)	Not sure	Yes	Yes	No	particular VERIP?	Very satisfied	Somewhat satisfied	Not too satisfied	Not at all satisfied	comments?
VERIP I (effective July	0	0	0	0			0	0	0	0	

b.	January 1st, 1993)				0						0
C.	VERIP III (effective July 1st, 1994)	0	0	0	0	0			0	0	0
pr	the time of you ograms designe Berkeley offer	d to eas	se the t	ransiti	on fr	om f	ull-time facul	ty to	faculty (
No	ote: depending o	on your	respon	se ado	lition	al qu	estions will	open			
	No, I was not	intereste	ed in thi	s type o	of pro	gran	า				
	No, no progra	ms of th	is type	were a	vailat	ole					
	No, I was una	ware of	any pro	grams	of thi	s typ	е				
	Yes, please s	pecify			7						
Na	me of the progr	am(s)?			•						
		- (-)									
(If	"yes" to the abo	ove que	stion) l	low us	eful	did y	ou find this	partic	ular pro	gram?	
	Very useful										
		eful									
	Not too usefu	l									
	Not useful at	all									
lf y	you have any co x:	mments	s about	the pr	ogra	m(s)	, please mak	e the	m in the	below tex	c t
							,				
1.,	you were ever voitem g.), we wo pointments and	uld be i	nterest	ed in a	ny fe						
Pos	ssible Mid-, La	te-, and	d Post	-Retire	emei	nt Ca	areer Policy	Initi	atives	for UC Fa	aculty
ret en wo	ne following que tirement career joying a satisfyi ould be of mid-, itiatives.	policies ing and	or initi	atives	<u>wou</u> areer	ld ha and	ve been (or versite) to the second to the se	<i>voul</i> dnd (2	<i>be)</i> to y	you in upportive	you or

1st, 1991)

VERIP II (effective

initiatives.

	Possible Mid-, Late-, Post-Retirement							for impleme	
	Career Policies/Initiatives	Very useful	Somewhat useful	Not too useful	Not useful at all	Very supportive	Somewhat supportive		Not supportive at all
á	Research grants (small-scale) to encourage mid- and late-career faculty to investigate new areas of research inquiry (perhaps	0	0	0	0	0		0	0

	collaborating with others within or outside your department).								
b.	Teaching grants (small-scale) to encourage mid- and late-career faculty to design and teach new courses (perhaps collaborating with others within or outside your department).	0	0	0	0	0	0	0	
c.	Enhanced approaches to sabbatical that emphasize intellectual renewal (e.g., incentives to explore new areas of research interests).	0	0	0	0	0	0	0	0
d.	Grants (small-scale) to assist/encourage faculty in the development of community service initiatives.	0	0	0	0	0	0	0	0
e.	An increase in the options to go part time at any point in a faculty career, while retaining an existing tenure-line appointment.	0	0	0	0	0	0	0	0
f.	An increase in the options to go part time at any point in a faculty career, vacating an existing tenure-line appointment in favor of a more flexible, limited-term position.	0	0	0	0	0	0	0	0
g.	An increase in the opportunities to focus more time on research relative to time spent on teaching (whether full- or part-time).	0	0	0	0	0	0	0	0
h.	An increase in the opportunities to focus more time on teaching relative to time spent on research (whether full- or part-time).	0	0	0	0	0	0	0	0
_									
			ess of policy				of support		
	(continued)	(p	ast, present,	or future	Not	and use	of policy/ini	tiative by UC	faculty?
	(continued)			or future)?				faculty?
i.	(continued) An increase in the availability of information regarding retirement options/benefits.	(p Very	ast, present, Somewhat	or future	Not useful	and use	of policy/ini	Not too	Not supportive
i.	An increase in the availability of information	Very useful	Somewhat useful	Not too useful	Not useful at all	Very supportive	of policy/ini Somewhat supportive	Not too supportive	Not supportive at all
j.	An increase in the availability of information regarding retirement options/benefits. An increase in the availability of information regarding post-retirement opportunities to continue to contribute to the campus community (e.g., Recall status, Professor of the Graduate School, volunteer	Very useful	Somewhat useful	Not too useful	Not useful at all	Very supportive	Somewhat supportive	Not too supportive	Not supportive at all
j.	An increase in the availability of information regarding retirement options/benefits. An increase in the availability of information regarding post-retirement opportunities to continue to contribute to the campus community (e.g., Recall status, Professor of the Graduate School, volunteer opportunities, etc.). An increase in opportunities to have access to post-retirement research space as part of pre-retirement agreements. An increase in opportunities to have access	Very useful	Somewhat useful	Not too useful	Not useful at all	Very supportive	Somewhat supportive	Not too supportive	Not supportive at all
j. k.	An increase in the availability of information regarding retirement options/benefits. An increase in the availability of information regarding post-retirement opportunities to continue to contribute to the campus community (e.g., Recall status, Professor of the Graduate School, volunteer opportunities, etc.). An increase in opportunities to have access to post-retirement research space as part of pre-retirement agreements. An increase in opportunities to have access to post-retirement office space as part of	Very useful	Somewhat useful	Not too useful	Not useful at all	and use Very supportive	Somewhat supportive	Not too supportive	Not supportive at all
j. k.	An increase in the availability of information regarding retirement options/benefits. An increase in the availability of information regarding post-retirement opportunities to continue to contribute to the campus community (e.g., Recall status, Professor of the Graduate School, volunteer opportunities, etc.). An increase in opportunities to have access to post-retirement research space as part of pre-retirement agreements. An increase in opportunities to have access to post-retirement office space as part of pre-retirement agreements. An increase in opportunities to teach after retirement as part of pre-retirement	Very useful	Somewhat useful	Not too useful	Not useful at all	and use Very supportive	Somewhat supportive	Not too supportive	Not supportive at all

If "other," please specify.

	ulty:
	general, how effective do you think the University is at drawing upon the talent of UC ulty emeriti?
	Very effective
	Somewhat effective
	Not too effective
	Not effective at all
	Not sure
We rate	would be interested in any thoughts you have about the above issue, and why you ed the above item as you did:
car Ret	ce you have retired from your UC faculty position, have you participated in any ogram(s)/institution(s)/association(s) designed to support UC faculty emeriti on your mpus or throughout the UC system (e.g., UC Berkeley sponsors the Berkeley tirement Center; all campuses feature emeriti associations, along with a UC-wide sociation, see CUCEA)? te: depending on your response additional questions will open.
NO	e. depending on your response additional questions will open.
\bigcirc	No, I am not interested in programs/institutions/associations of this type
0	No, the types of programs/institutions/associations that would interest me do not exist
0	No, I was unaware of the existence of these types of programs/institutions/associations
0	Yes, I participate in one or more please specify
	me of the program(s)/ titution(s)/association(s)?
ins	
(If	"yes" to the above question) How useful have you found this/these program(s)/titution(s)/association(s) to be?
(If	
(If ins	titution(s)/association(s) to be?
(If ins	Very useful
(If ins	Very useful Somewhat useful

Thank you	for narticinati	na in our eur	vovl If you are f	niched nless	e click the subr
					he save button.