

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

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


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

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

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

## A. Faculty Status, Demography, Family, and Health

1. What is your current faculty rank?

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


2. Do you currently serve in an administrative post?

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

- No
- Yes

**(if yes)** Please specify the post:

- Dean
- Associate Dean
- Assistant Dean
- Chair

- Vice Chair
- Director of center, institute, laboratory or program
- Other, *please specify* 

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

	Event	Month?	Year? (e.g., 1963)
a.	Your <b>birth</b> date:	Click Here ▼	<input type="text"/>
b.	Your completion of your <b>highest degree</b> (PhD or other professional degree)	Click Here ▼	<input type="text"/>
c.	<b>Assistant Professor</b> Start Date at UC <i>(skip if not relevant)</i>	Click Here ▼	<input type="text"/>
d.	<b>Associate Professor</b> Start Date at UC <i>(skip if not relevant)</i>	Click Here ▼	<input type="text"/>
e.	<b>Full Professor</b> Start Date at UC <i>(skip if not relevant)</i>	Click Here ▼	<input type="text"/>

4. Which of the following disciplines best describes your primary 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.*


Please specify your primary discipline/department/unit *(if not found in the pull-down menu)*

Which of the following disciplines best describes your secondary departmental affiliation (*if any*)?


*Note: If you cannot locate your secondary discipline in this pull-down menu, please specify it in the below text box.*

Please specify your secondary discipline/department/unit *(if not found in the pull-down menu)*


5. What is your gender?

- Male
- Female
- Transgender
- Other, *please specify* 


6. What is your sexual orientation?

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

**7. What is your ethnic category? Check all that apply.**


- White (not of Hispanic origin)
- Black/African American (not of Hispanic origin)
- Chinese/Chinese American
- Japanese/Japanese American
- Filipino/Pilipino
- Pakistani/East Indian
- Other Asian
- American Indian or Alaska Native
- Mexican/Mexican American/Chicano
- Latin American/Latino
- Other Spanish/Spanish American
- Other, *please specify* 

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


- White (not of Hispanic origin)
- Black/African American (not of Hispanic origin)
- Chinese/Chinese American
- Japanese/Japanese American
- Filipino/Pilipino
- Pakistani/East Indian
- Other Asian
- American Indian or Alaska Native
- Mexican/Mexican American/Chicano
- Latin American/Latino
- Other Spanish/Spanish American
- Other, *please specify* 

8. What is your current marital or relationship status?


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

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

**(if currently married or partnered) What is the highest degree or level of school that your spouse/partner has 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 (e.g., AA, AS)
- Bachelor's degree (e.g., BA, AB, BS)
- Master's degree (e.g., MA, MS, MEng, MEd, MSW, MBA)
- Professional degree (e.g., MD, DDS, DVM, LLB, JD)
- Doctorate degree (e.g., PhD, EdD)
- Other, please specify 

**(if currently married or partnered) 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
- Enrolled as a doctoral student (e.g., Ph.D.)
- Enrolled as a professional student (e.g., MD, DDS, DVM, LLB, JD)
- Enrolled as a master's degree student (e.g., MA, MS, MEng, Med, MSW, MBA)
- Enrolled as an undergraduate
- Unemployed
- Retired
- Other, please specify 

**(if currently married or partnered)** Which of the following best describes your spouse/partner's current occupation (if currently employed) or longer-term career goal (if enrolled in a degree program or employed as a postdoctoral fellow)?

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

If you marked "Other or multiple careers or goals" please specify.

9. **(if married/partnered/widowed/divorced/separated)** For each of the following life events, please select the month from the dropdown list and type in the year that the event occurred.

	Life events	Month of event?	Year of event? (e.g., 1981)
a.	Date <u>most recently</u> <b>married/partnered</b>	Month? ▼	<input type="text"/>
b.	Date <u>most recently</u> <b>divorced/separated</b> from a spouse/partner <i>(skip if not relevant)</i>	Month? ▼	<input type="text"/>
c.	Date <u>most recently</u> you were <b>widowed</b> due to a death of a spouse/partner <i>(skip if not relevant)</i>	Month? ▼	<input type="text"/>

10. To what extent do you consider yourself a religious person?


- Very religious
- Moderately religious
- Slightly religious
- Not religious at all
- Don't Know
- Prefer not to say

11. On the following political scale, where would you place yourself?


- Extremely liberal
- Liberal
- Slightly liberal
- Moderate, middle of the road
- Slightly conservative
- Conservative
- Extremely conservative
- Don't know
- Prefer not to say

**12. Are you a person with a disability?**

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

- Yes, I currently have a disability
  - No
  - Other, *please specify* 
- 

**(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* 
- 

**What 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)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. HEARING what is normally said in conversation with another person (with hearing aid, if you usually wear one)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. WALKING without human or mechanical assistance or using stairs	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. LIFTING or carrying something as heavy as 10 pounds, such as a bag of groceries	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

13. 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 <sup>1</sup>	Do they live with you? <sup>1</sup>	Significant financial contributions? <sup>1</sup>
a. Date of birth/arrival of <b>youngest</b> child	Month? ▾	<input type="text"/>	Relationship? ▾	Live with you? ▾	Financial contributions? ▾
b. Date of birth/arrival of <b>2nd youngest</b> child <i>(skip if not relevant)</i>	Month? ▾	<input type="text"/>	Relationship? ▾	Live with you? ▾	Financial contributions? ▾
c. Date of birth/arrival of <b>3rd youngest</b> child <i>(skip if not relevant)</i>	Month? ▾	<input type="text"/>	Relationship? ▾	Live with you? ▾	Financial contributions? ▾
d. Date of birth/arrival of <b>4th youngest</b> child <i>(skip if not relevant)</i>	Month? ▾	<input type="text"/>	Relationship? ▾	Live with you? ▾	Financial contributions? ▾
e. Date of birth/arrival of <b>5th youngest</b> child <i>(skip if not relevant)</i>	Month? ▾	<input type="text"/>	Relationship? ▾	Live with you? ▾	Financial contributions? ▾
f. Date of	Month? ▾	<input type="text"/>	Relationship? ▾	Live with you? ▾	Financial contributions? ▾

	birth/arrival of <u>6th youngest child</u> <i>(skip if not relevant)</i>					
g.	Date of birth/arrival of <u>7th youngest child</u> <i>(skip if not relevant)</i>	Month? ▾		Relationship? ▾	Live with you? ▾	Financial contributions? ▾
h.	Date of birth/arrival of <u>8th youngest child</u> <i>(skip if not relevant)</i>	Month? ▾		Relationship? ▾	Live with you? ▾	Financial contributions? ▾

<sup>1</sup>If you marked "other" to any of the questions above, please note which child(ren) you are referring to and explain why you marked "other":

14. Do you currently provide a substantial amount of care (5 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)?

- Yes
- No

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

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

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



15. **Would you say your own health, in general, is excellent, very good, good, fair, or poor?**

- Excellent
- Very good
- Good
- Fair
- Poor
- Do not Know
- Prefer not to say

16. **Compared with 1 year ago, would you say that your health is better now, about the same, or worse than it was then?**

- Better
- Same
- Worse

17. **Many people feel older or younger than they actually are.**

**What age do you feel (e.g., 55)?**

18. **Has a doctor ever told you that you have experienced any of the following?**

	Yes	No
a. High blood pressure or hypertension?	<input type="radio"/>	<input type="radio"/>
b. Diabetes or high blood sugar?	<input type="radio"/>	<input type="radio"/>
c. Cancer or a malignant tumor, excluding minor skin cancer?	<input type="radio"/>	<input type="radio"/>
d. Chronic lung disease such as chronic bronchitis or emphysema?	<input type="radio"/>	<input type="radio"/>
e. A heart attack, coronary heart disease, angina, congestive heart failure, or other heart problems?	<input type="radio"/>	<input type="radio"/>
f. A stroke?	<input type="radio"/>	<input type="radio"/>
g. Emotional, nervous, or psychiatric problems?	<input type="radio"/>	<input type="radio"/>
h. Memory-related disease?	<input type="radio"/>	<input type="radio"/>
i. Arthritis or rheumatism?	<input type="radio"/>	<input type="radio"/>
j. Glaucoma?	<input type="radio"/>	<input type="radio"/>

19. **Overall in the last 30 days, how much difficulty did you have with . . .**

	None	Mild	Moderate	Severe	Extreme
. . . concentrating or remembering things?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
. . . sleeping, such as falling asleep, waking up frequently during the night or waking up too early in the morning?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

20. **Are you often troubled with pain?**

- Yes
- No

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

- Mild
- Moderate
- Severe
- Other, please specify

\_\_\_\_\_ ↓

**21. As of the week of September 1, 2013, what was your basic annual salary on your principal job, before deductions (e.g., \$126,450)?**

**Do not include bonuses, overtime or additional compensation for summertime teaching or research.**

**What do you estimate to be your total household earned income for 2013, before deductions (e.g., \$126,450)?**

**Include a total of all wages, salaries, bonuses, overtime, commissions, consulting fees, net income from businesses, summertime teaching or research, or other work associated with scholarships for all members of the household.**

**22. In the last five years, have you made any financial donations to the University of California?**

**If "yes," an additional question will open up.**

- No
- Yes

**(If "yes" to the above question)** Please describe the specific nature of your financial donation(s) to the University of California; specifying the total dollar amount of your donations over this 5 year period (e.g., \$500, estimates are fine), and whether your gift(s) was/were designated to be used for a specific purpose (e.g., undergraduate scholarships, building improvements, etc.).

***We remind you that all responses are confidential and we automatically strip all personal identifiers from the response dataset.***

**In the last five years, have you made any financial donations to other Universities or Colleges?**

- No

Yes

## B. Professional Activities

23. In the past few months, what is the average number of hours per week you have spent on each of the following activities? *There are 168 hours in a week -- rough estimates are fine.*

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

24. These questions are about professional activities 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 work efforts are very different at that time of year.

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

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

	Harder	Easier	About the same	Not sure	Not applicable
a. Publishing articles in peer reviewed journals	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. Securing book publishing contracts	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

- |  |                       |                       |                       |                       |                       |
|--|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| c. Securing grant funding  | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| d. Receiving recognition by peers for my professional achievements | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| e. Advancing in rank/step  | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| f. Attracting high quality graduate students                       | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| g. Meeting university service obligations                          | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| h. Teaching the courses you would like to teach                    | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

### C. Quality of Life

26. With regard to each of the following, how satisfied are you?

- |  | Very satisfied        | Somewhat satisfied    | Not too satisfied     | Not at all satisfied  |
|--|-----------------------|-----------------------|-----------------------|-----------------------|
| a. Your overall professional situation                               | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| b. Your overall life situation                                       | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| c. The success you have achieved in your career so far               | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| d. Your decision to join the faculty at the University of California | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| e. Your decision to become a Professor                               | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| f. Your ability to control things that affect you                    | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

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

- Strongly agree
- Agree
- Disagree
- Strongly disagree

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

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

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

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

Prefer not to say

29. Now think about the past week and the feelings you have experienced. Were the following true for you much of the time during the past week?

Would you say yes or no?

	Yes	No
a. You enjoyed life?	<input type="radio"/>	<input type="radio"/>
b. You felt sad?	<input type="radio"/>	<input type="radio"/>
c. You felt productive (professionally or otherwise)?	<input type="radio"/>	<input type="radio"/>
d. You felt depressed?	<input type="radio"/>	<input type="radio"/>
e. You felt respected and valued?	<input type="radio"/>	<input type="radio"/>
f. You felt lonely?	<input type="radio"/>	<input type="radio"/>
g. You felt that everything you did was an effort?	<input type="radio"/>	<input type="radio"/>
h. You felt you made a difference (e.g., a useful societal contribution)?	<input type="radio"/>	<input type="radio"/>

#### D. Future Plans

30. How often do you experience each of the following?

	Very often	Often	Sometimes	Rarely	Never
a. I think about future career transitions, including retirement.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. I think about job transitions, moving to another university or non-university job.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. I take concrete actions to prepare for future career transitions (e.g., attending informational meetings, financial planning, etc.).	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. I examine/review the possible financial consequences of various transition/retirement scenarios.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
e. I see emeriti faculty around our departmental offices/facilities/attending departmental meetings or social events.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
f. I directly work with emeriti faculty on research projects, university service, and/or teaching courses/seminars.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Have you ever used the [UC Retirement Plan Benefit Estimator](#)?

- Yes  
 No

If "yes," did you find it useful?

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











	<b>opportunities to continue to contribute to the campus community</b> (e.g., Recall status, Professor of the Graduate School, volunteer opportunities, etc.).								
k.	An increase in opportunities to have access to <b>post-retirement research space</b> as part of pre-retirement agreements.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
l.	An increase in opportunities to have access to <b>post-retirement office space</b> as part of pre-retirement agreements.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
m.	An increase in opportunities to <b>teach after retirement</b> as part of pre-retirement agreements.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
n.	An overall increase in the availability of <b>post-retirement opportunities on campus</b> (e.g., research collaboration, department events, invited lectures, opportunities to mentor students/junior faculty, participation in research centers, etc.).	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
o.	<b>Other policies or initiatives</b> (please specify below).	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

If "other," please specify.

Please share with us any comments that you might have on any of the above possible mid-, late-, and post-retirement career policies and/or initiatives for ladder-rank faculty:

## F. Final Questions

35. Were you a faculty member at the University of California at the time of the [VERIPs \(Voluntary Early Retirement Incentive Programs\)](#) in the early 1990s?

*If "yes," additional questions will open up.*

- No
- Yes

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

- Increased departmental productivity
- Decreased productivity
- No noticeable change
- Not sure

***If "increased productivity"*** Please explain why you think the VERIPs led to increased departmental productivity over time:

***If "decreased productivity"*** Please explain why you think the VERIPs led to decreased departmental productivity over time:

***If "no noticeable change"*** Please explain why you think the VERIPs did not affect departmental productivity over time:

***If "not sure"*** Do you have any thoughts about how the VERIPs affected your department? If yes, please share them with us:

36. Is there anything else you would like us to know about your current job situation at the University of California and/or your thoughts about the future?

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

Submit questionnaire

