

# Survey of Ladder Faculty 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 you prefer not to answer.***

***It will probably take around X minutes to complete this survey. 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.***

***When you have finished the survey, please click the submit button (located at the very end of the survey).***

## A. Job Satisfaction

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

Very satisfied

Somewhat satisfied

Not too satisfied

Not at all satisfied

2. 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
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a. Salary

b. Additional compensation (e.g., summer salary)

c. Benefits (e.g., health insurance, retirement)

d. Current rank

e. Merit and promotion process (including rate of step/rank advancement)

f. Course assignments

g. Teaching load (e.g., number of courses)

h. Course size (i.e., number of students enrolled in course)

i. Advising responsibilities

k. Quality of graduate students

l. Committee responsibilities

Very satisfied   Somewhat satisfied   Not too satisfied   Not at all satisfied   Not applicable

m. Quality of space for research

n. Staff support

o. Opportunities to collaborate with faculty in home unit

p. Opportunities to collaborate with faculty in other units on the UC Berkeley campus

q. The way you were welcomed to the UC Berkeley campus

r. Support for diversity, equity, and inclusion in my unit/department.

s. Support for work-family balance in my unit/department

t. Current housing situation

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

Positive factors?

Negative factors?

## B. Career Support

4. For each of the following, how much mentoring and/or support are you receiving, and how much do you desire?

Mentoring/support	Not applicable? (skip to next item)	Amount you are receiving					Desired amount				
	Not		A			A		A			A

		applicable	None	little	Some	Much	great deal	None	little	Some	Much	great deal
a.	Help getting grants											
b.	Help with publishing											
c.	Help with establishing professional contacts											
d.	Help navigating departmental politics											
e.	Help managing negotiations or conflicts											
f.	Coaching on the review process											
g.	Mentoring for teaching											
h.	Support advancing diversity, equity, and inclusion											
i.	Mentoring for leadership positions											
j.	Help navigating the campus's administrative complexities											
k.	Staff support for grant submission/administration											
l.	Staff support for hiring GSRs, GSIs, postdocs, and/or project scientists											
m.	Advice about late career and retirement											

**5. In the past few years, have you made use of UCB's membership with the *National Center for Faculty Development and Diversity (NCFDD)*?**

Yes

No

**(if "yes" to using the NCFDD)** How useful have you found the NCFDD resources (e.g., webinars, courses, online resources, Monday Motivator, etc)?

Very useful

Somewhat useful

Not too useful

Not at all useful

If you have any comments on the value of the NCFDD membership, please share them with us in the below box:

## C. Job Climate

El6. Please indicate how much you agree with the following statements:

	Strongly agree	Agree	Somewhat agree	Somewhat disagree	Disagree	Strongly disagree
a. Overall, I am comfortable with the climate at UC Berkeley.						
b. Overall, I am comfortable with the climate in my department or school. <i>Modified from El draft question, unit types reduced.</i>						
c. Diversity, equity, and inclusion are important to me. <i>Modified from El draft question, "equity" and "inclusion" added.</i>						
d. Diversity, equity, and inclusion are values promoted in my department/school. <i>Modified, "values", "equity" and "inclusion" added.</i>						
e. Diversity, equity, and inclusion are values promoted at UC Berkeley. <i>Modified, "values", "equity" and "inclusion" added.</i>						

7. Indicate your level of agreement or disagreement with each of the following statements about your colleagues.

*In general, my faculty colleagues in my unit . . .*

	Strongly agree	Somewhat agree	Somewhat disagree	Strongly disagree	Not applicable
a. maintain high research standards.					
b. maintain high teaching standards.					
c. treat staff with respect (e.g., administrative, clerical, technical).					
d. maintain a supportive working environment.					
e. work collaboratively.					
f. are collegial.					

- g. contribute equitably to the service needs of our unit (e.g., mentoring, committee service, etc.).

**8. Indicate your level of agreement or disagreement with each of the following statements about your unit.**

*In my unit . . .*

	Strongly agree	Somewhat agree	Somewhat disagree	Strongly disagree	Not applicable
a. the administration is effective.	<input type="text"/>				
b. support staff are helpful and competent.	<input type="text"/>				
c. there is a shared vision.	<input type="text"/>				
d. faculty communicate consistently with one another.	<input type="text"/>				
e. every one shares in making important decisions.	<input type="text"/>				
f. feedback is sought and accepted.	<input type="text"/>				
g. faculty treat each other in an even-handed way.	<input type="text"/>				
h. faculty support work that extends beyond the traditional research in the discipline.	<input type="text"/>				
	Strongly agree	Somewhat agree	Somewhat disagree	Strongly disagree	Not applicable
i. teaching loads are shared equitably.	<input type="text"/>				
j. there are clear written policies about service and teaching loads.	<input type="text"/>				
k. I receive constructive feedback about my performance.	<input type="text"/>				
l. I am assisted in obtaining the resources I need.	<input type="text"/>				
m. agreements are honored.	<input type="text"/>				
n. disputes and problems are resolved effectively.	<input type="text"/>				
o. faculty are encouraged and empowered.	<input type="text"/>				
p. all faculty are encouraged to participate in strategic planning for the direction of the unit.	<input type="text"/>				
q. there is clarity about the promotion and merit process.	<input type="text"/>				

**E19. Please indicate your agreement with the following statements:**

Strongly Agree   Somewhat   Somewhat   Disagree   Strongly

	agree	agree	disagree	disagree
a. Faculty of my race/ethnicity are respected on this campus.				
b. Faculty of my socio-economic status are respected on this campus.				
c. Faculty of my gender or gender identity are respected on this campus.				
d. Faculty of my age are respected on this campus.				
e. Faculty of my religious beliefs are respected on this campus.				
f. Faculty of my sexual orientation are respected on this campus.				
g. Faculty of my immigration background are respected on this campus.				
h. Faculty of my parental/caregiving/pregnancy status are respected on this campus.				
i. Faculty with a physical, psychological, or other disability like mine are respected on this campus.				

10. 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. I have the pleasure of working on research with excellent graduate students.				
c. My main satisfaction in life comes from my work.				
d. Even if I were offered a comparable position with slightly higher pay and benefits at another organization, I would not leave UC Berkeley.				
El e. I feel safe when I am on the UC Berkeley campus. <i>Discuss with El meaning of "safe."</i>				
f. I find the diversity of ideas and people at Berkeley to be extremely stimulating.				
g. Emeriti in my unit are treated respectfully and included in unit functions.				
h. My emeriti colleagues add great value to my unit.				

El11. Within the past year, have you personally experienced any exclusionary, bullying, or intimidating behaviors at UC Berkeley?

**If "yes," the survey will include relevant "EXCLUSION" and "BULLYING" survey panels from EI climate survey.**

Yes

No

## D. Career Progression

12. How do you regard your career progression relative to other faculty members in your unit?

Fast

Average

Slow/delayed

**(If "slow/delayed" marked above.) How important do you believe each of the following factors has been in accounting for your slow/delayed advancement?**

Very important	Somewhat important	Not too important	Not at all important	Not applicable
----------------	--------------------	-------------------	----------------------	----------------

- |  |  |
|--|--|
| a. Research did not pan out  |  |
| b. Significantly changed research area                               |  |
| c. Could no longer get funding to pursue specific research interests |  |
| d. Lost interest in specific research area                           |  |
| e. Work not valued by colleagues                                     |  |
| f. Could not attract graduate students                               |  |
| g. Could not improve teaching (sought help but to no avail)          |  |
| h. Large service load  |  |
| i. Large mentoring load  |  |
| j. Large teaching load   |  |
| k. Unbalanced record of research, teaching, and service              |  |
| l. Family/personal reasons (including health)                        |  |
| m. Other, please specify   |  |

**If you marked "Other," please specify.**

13. In regard to leadership opportunities, do you agree or disagree with the following statements?

	Strongly agree	Somewhat agree	Somewhat disagree	Strongly disagree	Don't know	Not applicable
a. I am interested in serving as a department chair in the future (or continuing to serve).						
b. I am interested in serving as an upper-level academic administrator (e.g., assoc. dean/dean, vice provost/provost, vice chancellor, etc.) in the future (or continuing to serve).						
c. I am interested in serving in leadership positions in the Academic Senate in the future (or continuing to serve).						
d. I believe the selection process for becoming a department chair is transparent and equitable.						
e. I believe the selection process for becoming an upper-level administrator is transparent and equitable.						
f. I am interested in becoming a leader in new research areas (or continuing to lead in this area).						
g. I am interested in becoming a leader in exemplary undergraduate teaching methods/practices (or continuing to lead in this area).						
h. I am interested in becoming a leader in exemplary graduate teaching methods/practices (or continuing to lead in this area).						
i. I am interested in becoming a leader in diversity, equity, and inclusion issues (or continuing to lead in this area).						
j. I have participated in formal leadership training programs in the past (or am currently doing so).						
k. I am interested in participating in leadership training programs in the future.						

**If you have any comments on leadership opportunities for faculty at UC Berkeley, please share them with us in the below box:**

**14. This question describes policies/resources for faculty at UC Berkeley. Please indicate whether you have heard of these policies/resources and whether you are supportive of**



them.

	Policies/Resources	Have you heard about these policies/resources?		How supportive are you of the policies/resources?			
		Yes	No	Very supportive	Somewhat supportive	Not too supportive	Not at all supportive
a.	<b>Target Decoupling Initiative (TDI):</b> In years when funds are available, faculty members who are strong contributors but whose salaries lag behind their departmental peers at the same rank and step may be eligible for an increase in their decoupled increment.						
b.	<b>Berkeley Manual of Academic Personnel (Bmap):</b> This web site describes the specific ways in which Berkeley implements the general policies in UC's Academic Personnel Manual. Topics include salary, promotion, merit increases, assessment criteria, and case preparation.						
c.	<b>Tenure Workshops:</b> These workshops for assistant professors are led by the Vice Provost for the Faculty, the Associate Vice Provost, and the Assistant Vice Provost. They are intended to make the tenure process transparent and to help assistant professors prepare effectively for their tenure reviews.						

If you have any comments regarding any of the above policies/resources, please share them with us in the below box:

## E. Work-Life

El15. In the past 12 months, have you found it difficult at any time to meet basic needs in regard to either of the following due to financial constraints? *Check all that apply.*

*If items are checked, the survey will include relevant "basic needs" survey panels from El climate survey.*

Food quality, availability, etc.

Housing quality, availability, etc.

**16. Which of the following best describes your current housing situation?**

Rent an apartment

Rent a house

Own my home

Other (*specify*)

**(if selected "own home" in above question) What year did you purchase your current home?**

**(if selected "own home" in above question) If you previously owned another home in the area, what year did you initially purchase your first SF Bay Area home?**

**What is the five-digit zip code of your primary residence?**

**What do you estimate to be your total household earned income for 2018, before deductions (e.g., \$146,450)?**

**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.**

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

Excellent

Very good

Good

Fair

Poor

**18. How often do you find your work stressful?**

Very often

Often

Sometimes

Rarely

Never

**19. How much do you agree or disagree with the following statements?**

Strongly agree   Somewhat agree   Somewhat disagree   Strongly disagree   Don't know   Not applicable

- a. Overall, my colleagues are supportive when I have a personal or family issue to take care of.
- b. The career pressures I experience here have caused me to miss many important events in my personal and family life.
- c. Because of caregiving for a family member, I have had to put my research on hold for a period of time.
- d. My department or unit chair is mindful of scheduling courses and meetings to accommodate faculty with child care responsibilities.
- e. I had fewer children than I wanted to have.
- f. The flexible nature of my job has benefited my family (*personal*) life.

**20. This question describes policies/resources for faculty at UC Berkeley. Please indicate whether you have heard of these policies/resources and whether you are supportive of them.**

	Policies/Resources	Have you heard about these policies/resources?		How supportive are you of the policies/resources?			
		Yes	No	Very supportive	Somewhat supportive	Not too supportive	Not at all supportive
a.	<b>Faculty Home Loans:</b> The UC Office of Loan Programs designs, delivers and manages housing assistance programs for the recruitment and retention of faculty and senior managers in support of the education, research and public service missions of the University of California.						
	<b>Faculty Relocation Services:</b> New faculty may receive help with any of						

b.	the following: spouse/partner employment, rental assistance, visa support/information, other relocation issues.						
c.	<b>Back Up Care Advantage Program:</b> UCB has partnered with Bright Horizons to offer all ladder rank faculty members and lecturers SOE back-up care when they need to be at work and their regular child or adult/elder care is unavailable.						
d.	<b>Part-time appointment or reduction in percentage of appointment to accommodate family needs:</b> Faculty may be eligible for an appointment to a part-time position or may be eligible to reduce their percentage of time of an appointment temporarily or permanently to accommodate family needs (the eight-year limitation of service still applies, not counting up to two years of clock stoppage).						
e.	<b>Pathway to Retirement Agreement:</b> Faculty may enter into a retirement agreement that creates a multi-year period of transition that includes special provisions before retirement as well as additional provisions after retirement.						

If you have any comments regarding any of the above policies/resources, please share them with us in the below box:

**EI21. Do you have substantial parenting or caregiving responsibility for any of the following people? *Check all that apply.***

**Note: We removed "none" from the list.**

Child/children under the age of 2

Child/children 2-5 years old

Child/children 6-17 years old

Child/children over 18 years of age, but still legally dependent (in college, disabled, etc.)

Independent adult children over 18 years of age

Sick or disabled partner

Senior or other family member

Other (please specify, e.g., pregnant, expectant partner, adoption pending)

**(if "yes" to children)** 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 six children, please enter information for the six youngest children only.)

**Additionally, for each child, do they currently live with you?**

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

<sup>2</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":

Were you employed at UC Berkeley as a faculty member at the time of the **most recent** birth/arrival AND did this birth/arrival occur after 1988?

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

Yes

No

Other, *please specify* 

Around the time of the **most recent birth/arrival 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 what impact you think using the family accommodation policy has had on your career?

		Requested (or entitled <sup>3</sup> to) accommodation?			Received accommodation (if requested)?		Number of Weeks	Impact on Career?
		Yes	No	Not applicable	Yes	No		
a.	Paid pregnancy/birth leave (disability leave)						Weeks?	Impact?
b.	Active service-modified duties (course relief)						Weeks?	Impact?
c.	Tenure-clock extension						Weeks?	Impact?
d.	Unpaid parental leave						Weeks?	Impact?
e.	Reduced appointment (e.g., part-time status)						Weeks?	Impact?
f.	Other?						Weeks?	Impact?

<sup>3</sup>E.G., You were entitled to use the policy because of your faculty and birth status (see <http://www.ucop.edu/acadadv/family/>).

If you indicated in the above grid that you requested another type of accommodation ("other"), please specify what is was in the text box below.

**(if any child under 17 in the above caregiving question)** In the last five years (while working at UC Berkeley) have you sought care for a child under six years old (e.g., in-home caregiver, infant or child care program)?

Yes

No

Not applicable

**(if "yes" to seeking childcare) Did you find care that met your child's and your family's needs?**

Yes, I found excellent care

Yes, I found good care

No, but I had to use it anyway

No, I had to make alternative arrangements (specify)

**(if any child 5 or under at time of survey, per above caregiving question) To what extent do you agree with the following statement: I consider the current cost of my young child's (or children's) care to be affordable for my family.**

Strongly agree

Agree

Disagree

Strongly disagree

Not applicable

**22. Since you have been a faculty member at UCB, have you ever needed the following? Check all that apply.**

a part-time leave or temporary modification of duties (e.g., relief from teaching for all or part of a semester) for caregiving for a family member (e.g., injury or illness of a partner/spouse/child/other family member).

a full-time leave for caregiving (e.g., a family emergency).

modification of my work situation in some other way due to a family emergency (please specify).

**(if any item checked in preceding question) Thinking of the last time you needed one or more of the leaves or modifications mentioned in the previous question, did you? Check all that apply.**

receive a paid part-time leave or temporary modification of duties.

receive a paid full-time leave.

receive an unpaid part-time leave or modification of duties.

receive an unpaid full-time leave.

receive no time off, no modification of duties, and no other assistance with regard to my situation.

receive something else or have to take another action (please specify).

## F. Faculty Status and Demography

### 23. What is your current faculty rank?

Assistant Professor

Associate Professor

Full Professor (below step VI)

Full Professor (Step VI-IX)

Full Professor (above scale)

Lecturer with Security of Employment (LSOE)

Other, *please specify* 

### 24. 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* 



25. Have you served in an administrative post in the past?

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

No

Yes

**(if yes)** Please specify the post/posts by checking all that apply:

Dean

Associate Dean

Assistant Dean

Chair

Vice Chair

Director of center, institute, laboratory or program

Other, *please specify* 

26. 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	
b.	Your completion of your <b>highest degree</b> (PhD or other professional degree)	Click Here	
c.	<b>Assistant Professor</b> Start Date at UC ( <i>skip if not relevant</i> )	Click Here	
d.	<b>Associate Professor</b> Start Date at UC ( <i>skip if not relevant</i> )	Click Here	
e.	<b>Full Professor</b> Start Date at UC ( <i>skip if not relevant</i> )	Click Here	
f.	<b>Lecturer SOE</b> Start Date at UC ( <i>skip if not relevant</i> )	Click Here	

27. Which of the following disciplines best describes your **primary**<sup>1</sup> departmental affiliation (e.g., Mathematics)?

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

Discipline?

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

Which of the following disciplines best describes your secondary<sup>1</sup> departmental affiliation **(if any)?**

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

Discipline?

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

<sup>1</sup>Your primary unit is the unit that initiates your merit cases. Secondary units are those, if any, in which you have voting rights and a percentage appointment (e.g., 50%, 25%, 0%).

**28. What is your current marital or relationship status?**

Married

Partnered

Widowed

Divorced

Separated

Never Married/Partnered

Other, please specify 

**EI29. What is your gender/gender identity? Check all that apply.**

Agender

Genderqueer

Man

Non-binary

Transwoman

Transman

Woman

Another gender/gender identity (*please specify*)

**EI30. What is your sexual orientation?**

Asexual

Bisexual

Gay

Heterosexual

Lesbian

Pansexual

Queer

Questioning

Another sexual orientation (*please specify*)

**EI31. What is your racial/ethnic identity? *Check all that apply.***

*Coded with major and sub categories as found in EI survey question.*

African American/African/Black

American Indian/Alaskan Native

Asian/Asian American

Hispanic/Latino

Middle Eastern/Southwest Asian/North African

Pacific Islander

White

Other (*please specify*)

**EI32. Which of these most closely matches your religious/faith/spiritual identity? *Check all that apply.***

Agnostic

Animist

Atheist  
Buddhist  
Christian  
Confucianist  
Daoist  
Jewish  
Muslim  
Native American Traditional Practitioner or Ceremonial  
No Affiliation  
Pagan  
Secular Humanist  
Shinto  
Sikh  
Spiritual, but no religious affiliation

**33. 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

**EI34. Which, if any, of the conditions listed below impact your learning, working or living activities? *Check all that apply.***

***“Medical condition” is strange, since most other items on the list are medical conditions. Omit? Why are we not interested in mobility issues?***

Acquired/Traumatic Brain Injury  
Attention Deficit/Hyperactivity Disorder

Asperger's/Autism Spectrum

Blind

Low vision

Deaf

Hard of Hearing

Learning Disability

Medical Condition

Mental Health/Psychological Condition

Physical/Mobility condition that affects walking

Physical/Mobility condition that does not affect walking

Speech/Communication Condition

Temporary Impairments related to pregnancy

Another condition (*please specify*)

**EI35. Are/were you a member of the U.S. armed forces or other military organization?**

I have not been in the military

Active military

Reservist

ROTC

Veteran

Another organization (*please specify*)

**EI36. What is the highest level of education achieved by your parent(s)/guardian(s)?**

*Discuss with EI, possibly drop from faculty survey.*

Parent/Guardian 1	Parent/Guardian 2
Education level?	Education level?

**EI37. Which of the following best describes your social class when you were growing up?**

Low-income or poor

Working-class

Middle-class  
Upper-middle or professional-middle  
Wealthy

**EI38. Which of the following best describes your current residency status in the US?**

U.S. citizen  
Permanent resident  
A visa holder  
Other legally documented status  
Undocumented resident

**Which of the following best described your residency status when you were first hired as a faculty member at UC Berkeley?**

U.S. citizen  
Permanent resident  
A visa holder  
Other legally documented status  
Undocumented resident

**EI39. What is your country of birth?**

United States  
Unknown  
Other (*specify if desired*)

**EI40. Where were your parents born?**

*Discuss with EI, possibly drop from faculty survey.*

Both in United States  
One in the United States and one somewhere else (*specify if desired*)  
Unknown  
Neither in the United States (*specify if desired*)

**EI41. Where were your grandparents born?**

*Discuss with EI, possibly drop from faculty survey.*

Both in United States

One in the United States and one somewhere else (*specify if desired*)

Unknown

Neither in the United States (*specify if desired*)

**EI42. What language(s) do/did you speak with your family while growing up?**

English

English and another language (*specify if desired*)

Another language (*specify if desired*)

***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.***

