Appendix A

Survey of Non-Academic Staff on Workplace Climate and Career/Life Issues

Survey Questions
Survey of Staff on Workplace Climate and Career/Life Issues

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

Note: This printed survey is a copy of a Web-enabled survey, and so the questions may not break properly across pages. Please look at each next page for continuations of questions that may extend across page boundaries.

A. Employee Status and Demography

1. What is your current job group?

Note: Your pay stub lists your job title. If you cannot locate your job group/type in the below list, please specify it in the text box below.

☐ PSS--Admin./Clerical Support  ☐ PSS--Nurses
☐ PSS--Clerical Supervisors  ☐ PSS--Police
☐ PSS--Library Assistants  ☐ PSS--Research Support
☐ PSS--Library Assistants--Supervisors  ☐ PSS--Scientific Technicians
☐ PSS--Analysts, Programmer Anal., and Staff Specialists  ☐ PSS--Security and Parking Services
☐ PSS--Architects, Engineers, Planning, Construction, E&HS  ☐ PSS--Skilled Craft Workers
☐ PSS--Communications, Arts and Graphics  ☐ PSS--Stores, Reprographics, Mail
☐ PSS--Facilities, Grounds, Auto Maint./Operations  ☐ PSS--Student Services
☐ PSS--Facilities, Grounds, Auto Maint./Operations Superv.  ☐ MSP--Senior Managers
☐ PSS--Food Services  ☐ MSP--Managers and Staff Specialists
☐ PSS--Health Care  ☐ MSP--Architects, Engineers, Planning, Construction, E&HS
☐ PSS--Information Support  ☐ MSP--Physicians and Allied Practitioners
☐ PSS--Laboratory and Allied Sciences  ☐ Senior Management Group
☐ PSS--Managers and Supervisors  ☐ Don't know or other:

Please specify your job title:

Which of the following best describes the type of work that you do?

☐ Communications--writers, editors, etc.  ☐ Library Support Services
☐ Educational Services--early childhood, museum, public education  ☐ Museum Services--preparation, program admin.
☐ Engineering--R&D, aerospace  ☐ Performing Arts
☐ External Affairs--development, public information  ☐ Research Administration--contracts & grants
☐ Facilities Development/EH&S  ☐ Research and Laboratory--professional: SRA
☐ Finance--accounting, budget, analysis, payroll, purchasing  ☐ Research and Laboratory--support: lab asst., technicians
Which of the following best describes your current position type?

- Non-supervisory employee
  - Are you a represented employee?
    - Represented (by a union)
    - Non-represented
    - Not sure
    - Other, please specify:

- Supervisor (please answer the questions about Supervision/Management Issues below)
- Manager

Supervision/Management Issues

At present, how many UCB employees (non-student) do you supervise or manage (based on headcount, not FTE)?

- None
- Seven
- 31 to 40
- One
- Eight
- 41 to 50
- Two
- Nine
- 51 to 75
- Three
- Ten
- 76 to 100
- Four
- 11 to 15
- More than 100
- Five
- 16 to 20
- Six
- 21 to 30

Among the UCB employees that you manage/supervise (as you noted in the above question), how many of these individuals manage/supervise other UCB employees (non-student)?

- None
- Five
- Ten
- One
- Six
- 11 to 15
- Two
- Seven
- 16 to 20
- Three
- Eight
- 21 to 30
- Four
- Nine
- More than 30

For each of the following statements related to your work as a manager/supervisor at UC Berkeley, please indicate whether you strongly agree, agree, disagree, or strongly disagree.

<table>
<thead>
<tr>
<th>Statement</th>
<th>Strongly agree</th>
<th>Agree</th>
<th>Disagree</th>
<th>Strongly disagree</th>
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</thead>
<tbody>
<tr>
<td>a. I have the support I need from my manager/supervisor to effectively supervise my unit</td>
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<td>b. I have an employee succession plan for my unit (i.e. a plan that takes into account staff turnover, retirements,</td>
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etc.)
c. I have identified my high performing talent with the potential to assume more responsibility in the next 3-5 years
d. I am able to create learning opportunities (e.g., stretch assignments) for my most talented employees
e. In my unit, we have clear annual objectives and measures of success
f. Staff demonstrate a clear understanding of our unit's goals
g. I have the skills and tools I need to effectively supervise/manage the performance of individual employees in my department
h. I have the tools and information I need to improve the performance of my department
i. My employees and I have discussed their learning needs and they have individual learning and development plans
j. Supporting the learning and development of employees in my unit is a key part of my responsibilities as a manager/supervisor
k. I believe that my work as a manager/supervisor is appreciated by the employees who report to me
l. I believe that my work as a manager/supervisor is appreciated by my manager/supervisor
m. Most the employees I manage/supervise seem to be satisfied with their jobs at UC Berkeley
n. All things considered, managing/supervising other employees at UC Berkeley is a rewarding aspect of my job

Can you think of any additional resources that would help you in your effort to be an effective manager/supervisor at UC Berkeley? Please describe:

What advice would you offer to first-time manager/supervisors at UC Berkeley in regard to their new responsibilities and in developing productive work relationships with employees who report to them?

2. What month (if known) and year did you first become an employee at UC Berkeley?
Start month?  
Start year?  
(e.g. 1998)

First Employment Start Date:  
- January  
- February  
- March  
- April  
- May  
- June  
- July  
- August  
- September  
- October  
- November  
- December

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

- No break in employment at UC Berkeley
- Under 1 month break in employment
- 1 to 3 months break
- 3 to 6 months break
- 6 to 9 month break
- 9 to 12 months break
- 12 to 18 months break
- 18 to 24 months break
- 2 to 3 years break
- 3 to 4 years break
- 4 to 5 years break
- 5 to 7 years break
- 7 to 10 years break
- 10 to 15 years break
- 15 to 20 years break
- 20 or more years break

Have you ever worked (non-student employment only) at another UC campus?
- Yes
- No
- Other, please specify:

3. What is your current employment status?

- Career (employee)

What month and year did you first become a career employee at UC Berkeley (if different than start date in question 2)?

Career Employee Start Date:  
- January  
- February  
- March  
- April  
- May  
- June  
- July  
- August  
- September  
- October  
- November  
- December

- Temporary
- Limited
- Contract
- Student assistant
- Not sure
- Other, please specify:
4. What percentage time is your current position?

☐ 100% (full time) ☐ 50% (half time)
☐ 99%-90% 👍 ☐ 49%-40%
☐ 89%-80% ☐ 39%-30%
☐ 79%-70% ☐ 29%-20%
☐ 69%-60% ☐ 19%-10%
☐ 59%-51% ☐ Under 10%

5. What is your current control unit?

Note: If you have multiple appointments, please write in the control unit/department/unit of your primary appointment.

Please specify your department/unit:


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

Note: Please exclude any student-related positions.

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

7. What is your gender?

☐ Man
☐ Woman
☐ Transgender
☐ Other, please specify:

8. What is your sexual orientation?

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

9. 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
☐ Other Asian
☐ American Indian or Alaska Native
☐ Mexican/Mexican-American/Chicano
☐ Latin-American/Latino
10. What is your current citizenship status?

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

11. What language(s) do you speak at home? Check all that apply.

☐ English
☐ Spanish
☐ Chinese Language (e.g. Cantonese, Mandarin)
☐ French
☐ German
☐ Tagalog or Filipino
☐ Vietnamese
☐ Italian
☐ Korean
☐ Russian
☐ Polish
☐ Arabic
☐ Portuguese
☐ Japanese
☐ Greek
☐ Hindi
☐ Persian
☐ Other, please specify: ________________________

12. What is your religion? Check all that apply.

☐ Not associated with a major religion
☐ Baptist
☐ Buddhist
☐ Christian Church (Disciples)
☐ Eastern Orthodox
☐ Episcopalian
☐ Hindu
☐ Jewish
☐ Lutheran
☐ Methodist
☐ Mormon
☐ Muslim
☐ Presbyterian
☐ Quaker
☐ Roman Catholic
☐ Seventh Day Adventist
☐ Sikh
☐ Taoist
☐ Unitarian/Universalist
☐ United Church of Christ/Congregational
☐ Other Christian
☐ Other, please specify: ________________________

13. How would you characterize your political orientation?

☐ Very liberal
☐ Liberal
☐ Slightly liberal
☐ Moderate: Middle of the road
☐ Slightly conservative
☐ Conservative
14. What month and year were you born?

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<thead>
<tr>
<th>Birth month</th>
<th>Birth year? (e.g. 1986)</th>
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<tbody>
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<td>February</td>
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<td>May</td>
<td>November</td>
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<td>June</td>
<td>December</td>
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</tbody>
</table>

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

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

- ☐ Less than High School graduate
- ☐ High school diploma or equivalent (e.g. GED)
- ☐ 1 or more years of college, no degree
- ☐ Associate degree (for example: AA, AS)
- ☐ Bachelor's degree (for example: BA, AB, BS)
- ☐ Master's degree (for example: MA, MS, MEng, MEd, MSW, MBA)
- ☐ Professional degree (for example: MD, DDS, DVM, LLB, JD)
- ☐ Doctorate degree (for example: PhD, EdD)

Have you ever attended UC Berkeley as a student?

- ☐ Yes
  
  What is the highest degree you have COMPLETED at UC Berkeley? Note: If currently enrolled, Please mark the highest degree received.
  
  - ☐ Attended in the past (but no degree)
  - ☐ Currently attending (no degree yet)
  - ☐ Bachelor's degree
  - ☐ Master's degree
  - ☐ Professional degree
  - ☐ Doctorate degree (for example: PhD, EdD)
  - ☐ Other, please specify: __________________________

- ☐ No

16. Are you a person with a disability?

- ☐ 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
17. What is your current marital or relationship status?
- Married
- Partnered
- Widowed
- Divorced/Separated
- Never Married/Partnered
- Other, please specify:

18. Do you have any children?
- No (If no, please go to Question 19.)
- Yes

Parenting Issues: For each child for whom you have had substantial responsibility for parenting, please specify the month and year of the child's birth or adoption/foster placement with you. For stepchildren, please specify the month and year when your parenting responsibilities began. (If you have parented more than four children, please enter information for the four youngest children only.)

<table>
<thead>
<tr>
<th>Date of birth/arrival of youngest child</th>
<th>Month of event</th>
<th>Year of event (e.g. 1991)</th>
<th>Relationship of child to you</th>
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</thead>
<tbody>
<tr>
<td></td>
<td>January</td>
<td>☐</td>
<td>Biological Child ☐</td>
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<td>February</td>
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<td>Adopted Child ☐</td>
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<td>Stepchild ☐</td>
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<th>Date of birth/arrival of 2nd youngest child (if applicable)</th>
<th>Month of event</th>
<th>Year of event (e.g. 1991)</th>
<th>Relationship of child to you</th>
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<tr>
<td></td>
<td>January</td>
<td>☐</td>
<td>Biological Child ☐</td>
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<td>Adopted Child ☐</td>
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<td>Stepchild ☐</td>
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<th>Date of birth/arrival of 3rd youngest child (if applicable)</th>
<th>Month of event</th>
<th>Year of event (e.g. 1991)</th>
<th>Relationship of child to you</th>
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<td></td>
<td>January</td>
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<td>Biological Child ☐</td>
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<tr>
<th>Date of birth/arrival of 4th youngest child (if applicable)</th>
<th>Month of event</th>
<th>Year of event (e.g. 1991)</th>
<th>Relationship of child to you</th>
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<td>January</td>
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1If you marked "other" relationship of child to you, please describe the relationship(s) here:
Were you employed at UC Berkeley (non-student employment only) at the time of the most recent birth/arrival?

- Yes

Around the time of the most recent birth/placement event, did you request and did you receive (and if so for how long) any of the following types of accommodations? If you received an accommodation, please specify in the text box to the right what type of program(s) or approval process you undertook to receive the particular accommodation (e.g. birth leave through Supplemental Plan disability benefits, or supervisor approved the modification of job situation, etc.).

<table>
<thead>
<tr>
<th>Paid pregnancy/birth Leave (disability leave)</th>
<th>Requested (or entitled(^2) to accommodation)?</th>
<th>Yes</th>
<th>No</th>
<th>Received accommodation (if requested)?</th>
<th>Yes</th>
<th>No</th>
<th>Number of Weeks</th>
<th>Specify terms of the accommodation (and approval process)</th>
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<tr>
<th>Paid parental leave (to care for/bond with new child)</th>
<th>Requested (or entitled(^2) to accommodation)?</th>
<th>Yes</th>
<th>No</th>
<th>Received accommodation (if requested)?</th>
<th>Yes</th>
<th>No</th>
<th>Number of Weeks</th>
<th>Specify terms of the accommodation (and approval process)</th>
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<thead>
<tr>
<th>Unpaid parental leave</th>
<th>Requested (or entitled(^2) to accommodation)?</th>
<th>Yes</th>
<th>No</th>
<th>Received accommodation (if requested)?</th>
<th>Yes</th>
<th>No</th>
<th>Number of Weeks</th>
<th>Specify terms of the accommodation (and approval process)</th>
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<thead>
<tr>
<th>Reduced appointment (e.g. part-time status)</th>
<th>Requested (or entitled(^2) to accommodation)?</th>
<th>Yes</th>
<th>No</th>
<th>Received accommodation (if requested)?</th>
<th>Yes</th>
<th>No</th>
<th>Number of Weeks</th>
<th>Specify terms of the accommodation (and approval process)</th>
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\(^2\) Entitled to accommodation means you are covered by the relevant program(s) and policies at that time.
26.6 You were entitled to the leave because of supplemental disability benefits (see new child fact sheet). What accommodation at the time of the birth/placement of the child did you find most useful (if any)?

- Alternative/ flexible schedule
- Modification of job duties/situation (changes to existing duties or work location)

Options:
- 1 week
- 2 to 3 weeks
- 4 weeks
- 6 to 9 weeks
- 10 to 12 weeks
- 15 weeks
- 5 months
- 1 year
- 1 year or more
- Under 7 weeks
- 7 weeks or more
- Other?
Can you think of any other accommodation that you did not receive that would have been useful to you? Please specify:

☐ No
☐ Other, please specify: ____________________________

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

☐ Yes

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

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

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

a. Availability of infant care slots
☐ Excellent ☐ Good ☐ Fair ☐ Poor

b. Number of choices of facilities (with available infant care slots)
☐ Excellent ☐ Good ☐ Fair ☐ Poor

c. Quality of facilities (with available infant care slots)
☐ Excellent ☐ Good ☐ Fair ☐ Poor

d. Cost of facilities
☐ Excellent ☐ Good ☐ Fair ☐ Poor

e. Available service hours of infant care facilities (e.g. did the hours open for care accommodate your work schedule)
☐ Excellent ☐ Good ☐ Fair ☐ Poor

Other, please specify: ____________________________

Did you find an infant care program that met your family’s needs?

☐ Yes, I found an excellent facility

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

____________________________________________________

☐ Yes, I found a good facility

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

____________________________________________________

☐ No, but I had to use the facility anyway

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

____________________________________________________

☐ No, I had to make alternative plans

Please describe the alternative plans that you had to make:

____________________________________________________

☐ No
In the last five years while working at UC Berkeley, have you sought child care for a child two to five years old?

☐ Yes

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

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

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

<table>
<thead>
<tr>
<th></th>
<th>Excellent</th>
<th>Good</th>
<th>Fair</th>
<th>Poor</th>
</tr>
</thead>
<tbody>
<tr>
<td>a. Availability of child care slots</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
</tr>
<tr>
<td>b. Number of choices of facilities (with available child care slots)</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
</tr>
<tr>
<td>c. Quality of facilities (with available child care slots)</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
</tr>
<tr>
<td>d. Cost of facilities</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
</tr>
<tr>
<td>e. Available service hours of child care facilities (e.g. did the hours open for care accommodate your work schedule)</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
</tr>
</tbody>
</table>

Other, please specify: ________________________

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

☐ Yes, I found an excellent facility

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

☐ Yes, I found a good facility

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

☐ No, but I had to use the facility anyway

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

☐ No, I had to make alternative plans

Please describe the alternative plans that you had to make:

☐ No

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

☐ Yes

How useful would you find each of the following?
a. Child care information and referral program
b. Emergency/back-up child care
c. Access to on-campus child care center
d. Connection to network of off-campus centers or family day cares serving primarily University families
e. Vouchers and/or subsidies
f. Parent organized child care co-op
g. Flexible on-call babysitter service (e.g., Cal students)
h. Care options with extended hours (beyond 8am - 5pm)
i. Adoption reimbursement program
Other, please specify: ____________

☐ No

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

☐ No (If no, please go to Question 20.)
☐ Yes

19. 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)?

☐ No
☐ Yes

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

<table>
<thead>
<tr>
<th>First adult</th>
<th>Age of Adult (e.g. 68)?</th>
<th>Relationship of adult to you</th>
<th>Weekly hours?</th>
<th>Type of care you provide and for how long (e.g. for the last 2 years)?</th>
</tr>
</thead>
<tbody>
<tr>
<td>My parent</td>
<td>Under 5 hours</td>
<td>25 to 29 hours</td>
<td></td>
<td></td>
</tr>
<tr>
<td>My spouse or partner</td>
<td>5 to 9 hours</td>
<td>30 to 39 hours</td>
<td></td>
<td></td>
</tr>
<tr>
<td>My child</td>
<td>10 to 14 hours</td>
<td>40 to 49 hours</td>
<td></td>
<td></td>
</tr>
<tr>
<td>My friend</td>
<td>15 to 19 hours</td>
<td>50 to 59 hours</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Other</td>
<td>20 to 24 hours</td>
<td>60 or more hours</td>
<td></td>
<td></td>
</tr>
<tr>
<td>relationship</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Second adult</th>
<th>Age of Adult (e.g. 68)?</th>
<th>Relationship of adult to you</th>
<th>Weekly hours?</th>
<th>Type of care you provide and for how long (e.g. for the last 2 years)?</th>
</tr>
</thead>
<tbody>
<tr>
<td>My parent</td>
<td>Under 5 hours</td>
<td>25 to 29 hours</td>
<td></td>
<td></td>
</tr>
<tr>
<td>My spouse or partner</td>
<td>5 to 9 hours</td>
<td>30 to 39 hours</td>
<td></td>
<td></td>
</tr>
<tr>
<td>My child</td>
<td>10 to 14 hours</td>
<td>40 to 49 hours</td>
<td></td>
<td></td>
</tr>
<tr>
<td>My friend</td>
<td>15 to 19 hours</td>
<td>50 to 59 hours</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Other</td>
<td>20 to 24 hours</td>
<td>60 or more hours</td>
<td></td>
<td></td>
</tr>
<tr>
<td>relationship</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Third adult</th>
<th>Age of Adult (e.g. 68)?</th>
<th>Relationship of adult to you</th>
<th>Weekly hours?</th>
<th>Type of care you provide and for how long (e.g. for the last 2 years)?</th>
</tr>
</thead>
<tbody>
<tr>
<td>My parent</td>
<td>Under 5 hours</td>
<td>25 to 29 hours</td>
<td></td>
<td></td>
</tr>
<tr>
<td>My spouse or partner</td>
<td>5 to 9 hours</td>
<td>30 to 39 hours</td>
<td></td>
<td></td>
</tr>
<tr>
<td>My child</td>
<td>10 to 14 hours</td>
<td>40 to 49 hours</td>
<td></td>
<td></td>
</tr>
<tr>
<td>My friend</td>
<td>15 to 19 hours</td>
<td>50 to 59 hours</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Other</td>
<td>20 to 24 hours</td>
<td>60 or more hours</td>
<td></td>
<td></td>
</tr>
<tr>
<td>relationship</td>
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</tr>
</tbody>
</table>
In the last five years while working at UC Berkeley, have you sought accommodations or campus resources to help you in your effort to provide care to any adults (family or friends)?

☐ No
☐ Yes

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

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

<table>
<thead>
<tr>
<th>Requested (or entitled2 to accommodation?</th>
<th>Received accommodation (if requested)?</th>
<th>Number of Weeks</th>
<th>Specify terms of the accommodation (and approval process)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Yes</td>
<td>Yes</td>
<td>Under ☐ 7 weeks</td>
<td></td>
</tr>
<tr>
<td></td>
<td>☐ 1 week</td>
<td>☐ 8 weeks</td>
<td></td>
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<tr>
<td></td>
<td>☐ 2 to 3 months</td>
<td>☐ 9 to 12 months</td>
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<tr>
<td></td>
<td>☐ 3 to 6 months</td>
<td>☐ 1 year or more</td>
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<td></td>
<td>☐ 6 to 9 months</td>
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<td></td>
<td>☐ 10 to 14 weeks</td>
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<tr>
<td></td>
<td>☐ 2 to 3 months</td>
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<td></td>
<td>☐ 3 to 6 months</td>
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<td></td>
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<tr>
<td></td>
<td>☐ 6 to 9 months</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>☐ 1 year or more</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>☐ 2 to 3 months</td>
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<td></td>
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<tr>
<td></td>
<td>☐ 3 to 6 months</td>
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<td></td>
<td>☐ 6 to 9 months</td>
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<td></td>
</tr>
<tr>
<td></td>
<td>☐ 1 year or more</td>
<td></td>
<td></td>
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<tr>
<td></td>
<td>☐ 2 to 3 months</td>
<td></td>
<td></td>
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<tr>
<td></td>
<td>☐ 3 to 6 months</td>
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<tr>
<td></td>
<td>☐ 6 to 9 months</td>
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<tr>
<td></td>
<td>☐ 1 year or more</td>
<td></td>
<td></td>
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<tr>
<td></td>
<td>☐ 2 to 3 months</td>
<td></td>
<td></td>
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<tr>
<td></td>
<td>☐ 3 to 6 months</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>☐ 6 to 9 months</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>☐ 1 year or more</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

1 If you marked "other" relationship of adult to you, please describe the relationship(s) here:
2. E.G. You were entitled to the leave because of federal law.

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

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

20. What is your approximate gross annual household income (prior to taxes)?

- Under $20,000 a year
- $20,000 to $29,000
- $30,000 to $39,000
- $40,000 to $49,000
- $50,000 to $59,000
- $60,000 to $69,000
- $70,000 to $79,000
- $100,000 to $124,000
- $125,000 to $149,000
- $150,000 to $174,000
- $175,000 to $199,000
- $200,000 to $249,000
- $250,000 to $299,000
- $300,000 to $399,000
- $400,000 or more
21. How far do you live from campus? If you live in more than one place, please click "Other" and explain.

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

B. Work Climate

Work Support/Relationships

22. For each of the following, please indicate whether the statement is very true, somewhat true, not too true, or not at all true with respect to the work you do.

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

23. In your job, how often do you take part with others in making decisions that affect you?

- Often
- Sometimes
- Rarely
- Never

24. How often do you find out about important things at UC Berkeley from each of the following sources?

<table>
<thead>
<tr>
<th>a. Your</th>
<th>Very often</th>
<th>Often</th>
<th>Sometimes</th>
<th>Rarely</th>
<th>Never</th>
<th>Not applicable</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
supervisor/manager

b. Your co-workers/colleagues

c. Employees who you supervise/manage (if relevant)

d. Students

e. Staff meetings

f. Campus email

g. Departmental/unit email

h. Campus homepage

i. Other campus websites

j. The Berkeleyan

k. Other campus media (Daily Cal, departmental/unit publications, etc.)

l. External media (local newspapers, etc.)

Other, please specify:

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

Relationship with Manager/Supervisor

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

My manager/supervisor . . .

<table>
<thead>
<tr>
<th></th>
<th>Strongly agree</th>
<th>Agree</th>
<th>Disagree</th>
<th>Strongly disagree</th>
</tr>
</thead>
<tbody>
<tr>
<td>a.</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>b.</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>c.</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>d.</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>e.</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>f.</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>g.</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>h.</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
26. When you do your job well, are you likely to be praised (complimented, thanked, etc.) by your supervisor or employer?

☐ Yes
☐ Maybe
☐ No

27. Overall, how would you assess your relationship with your manager/supervisor?

As noted before: Your survey responses will be confidential.

Overall Assessment of Job Situation

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

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

On balance, the positives of my position outweigh the negatives.

I would recommend UC Berkeley to friends and family seeking employment.

If you "strongly agree" or "agree" with 28p., please explain why you would recommend UC Berkeley to friends and family:

If you "disagree" or "strongly disagree" with 28p., please explain why you would not recommend UC Berkeley to friends and family:

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

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

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

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

Job Satisfaction

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

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

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

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

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

Positive factors?


Negative factors?


Other Workplace Issues

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

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

- Passed over for promotion
  If you would like, please use the space below to explain why you checked this particular item:
• Highly beneficial mentoring/support by supervisor/manager or others
  
  If you would like, please use the space below to explain why you checked this particular item:

• Blocked in career path
  
  If you would like, please use the space below to explain why you checked this particular item:

• Public recognition of workplace achievement
  
  If you would like, please use the space below to explain why you checked this particular item:

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

• Opportunity to work with others in the successful completion of a first-rate collaborative effort
  
  If you would like, please use the space below to explain why you checked this particular item:

• Unfair level of compensation
  
  If you would like, please use the space below to explain why you checked this particular item:

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

• Opportunity to learn important new professional/job skills
  
  If you would like, please use the space below to explain why you checked this particular item:

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

• Discrimination (look at the last page for a definition of discrimination)
  
  Based on which of the following, do you believe you have been discriminated against as an employee at UC Berkeley in the last three years? Check all that apply.

  Note: look at the last page for campus resources to assist with issues of discrimination.
Your age

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

Your race or ethnic origin

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

Your gender

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

Your sexual orientation

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

Your family status

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

Your religion

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

Your nationality/national origin

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

Your disability status

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

Your political perspectives

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

Your educational level

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

Your language

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

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

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

☐ Other, please specify:

☐ Active engagement in a workplace community that embraces the diversity of individuals
If you would like, please use the space below to explain why you checked this particular item:

☐ Sexual harassment (look at the last page for a definition of harassment)
If you would like, please use the space below to explain why you checked this particular item:

Note: look at the last page for campus resources to assist with issues of harassment.

☐ Other types of harassment (look at the last page for a definition of harassment)
In which ways do you feel you have been harassed as an employee at UC Berkeley in the last three years?
Note: look at the last page for campus resources to assist with issues of harassment.

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

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

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

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

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

☐ Gossip

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

☐ Incivility

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

☐ Ignored by others

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

☐ Ostracized

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

☐ Retaliation

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

☐ Teasing

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

☐ Undermining

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

☐ Verbal abuse

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

☐ Victimization

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

☐ Other, please specify:

☐ Participation in a highly equitable, supportive workplace setting
If you would like, please use the space below to explain why you checked this particular item:

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

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

☐ Other, please specify:

35. To what extent do each of the following contribute to your sense of enjoyment of working at UC Berkeley?

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

C. Work-Life Issues

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

<table>
<thead>
<tr>
<th>Feeling</th>
<th>Very often</th>
<th>Often</th>
<th>Sometimes</th>
<th>Rarely</th>
<th>Never</th>
</tr>
</thead>
<tbody>
<tr>
<td>used up at the end of the day?</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
</tr>
<tr>
<td>energized at the end of the work day (e.g. excited in a positive manner by the work experiences of the day)?</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
</tr>
</tbody>
</table>

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

☐ Excellent
☐ Very good
☐ Good
☐ Fair
38. How often do you find your work stressful?

☐ Very often

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

<table>
<thead>
<tr>
<th></th>
<th>Very Often</th>
<th>Often</th>
<th>Sometimes</th>
<th>Rarely</th>
<th>Never</th>
</tr>
</thead>
<tbody>
<tr>
<td>a. Working on unnecessary tasks or projects</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>b. Taking work home in the evenings or on weekends to stay caught up</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>c. Working excessively long hours at the office or in the field</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>d. Spending too much time in unimportant meetings that take me away from my work</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>e. Lacking the authority to carry out my job responsibilities</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>f. Having responsibility for an unmanageable number of projects or assignments at the same time</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>g. Having more work to do than can be done in an ordinary day</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>h. Receiving conflicting requests from two or more people</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Other, please specify:</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
</tbody>
</table>

☐ Often

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

<table>
<thead>
<tr>
<th></th>
<th>Very Often</th>
<th>Often</th>
<th>Sometimes</th>
<th>Rarely</th>
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<td>0</td>
<td>0</td>
</tr>
<tr>
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<td>0</td>
<td>0</td>
<td>0</td>
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<tr>
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<td>0</td>
<td>0</td>
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<td>0</td>
</tr>
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<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>g. Having more work to do</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
</tbody>
</table>
than can be done in an ordinary day
h. Receiving conflicting requests from two or more people
Other, please specify:

☐ Sometimes

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

<table>
<thead>
<tr>
<th></th>
<th>Very Often</th>
<th>Often</th>
<th>Sometimes</th>
<th>Rarely</th>
<th>Never</th>
</tr>
</thead>
<tbody>
<tr>
<td>a. Working on unnecessary tasks or projects</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
</tr>
<tr>
<td>b. Taking work home in the evenings or on weekends to stay caught up</td>
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<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
</tr>
<tr>
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<td>☐</td>
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<td>☐</td>
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<tr>
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<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
</tr>
<tr>
<td>Other, please specify:</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
</tr>
</tbody>
</table>

☐ Rarely

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

<table>
<thead>
<tr>
<th></th>
<th>Very Often</th>
<th>Often</th>
<th>Sometimes</th>
<th>Rarely</th>
<th>Never</th>
</tr>
</thead>
<tbody>
<tr>
<td>a. Working on unnecessary tasks or projects</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
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<td>☐</td>
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<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
</tr>
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<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
</tr>
<tr>
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<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
</tr>
<tr>
<td>e. Lacking the authority to carry out my job responsibilities</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
</tr>
<tr>
<td>f. Having responsibility for an unmanageable number</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
</tr>
</tbody>
</table>
of projects or assignments at the same time

g. Having more work to do than can be done in an ordinary day

h. Receiving conflicting requests from two or more people

Other, please specify:

☐ Never

39. How often do each of the following occur?

a. The demands of your job interfere with your family (personal) life?

☐ Often ☐ Sometimes ☐ Rarely ☐ Never

b. The specific nature of your job benefits your family (personal) life?

☐ Often ☐ Sometimes ☐ Rarely ☐ Never

c. The demands of your family (personal life) interfere with your work on the job?

☐ Often ☐ Sometimes ☐ Rarely ☐ Never

d. Your family helps to support your work efforts and overall career?

☐ Often ☐ Sometimes ☐ Rarely ☐ Never

40. How flexible is your work schedule?

☐ Very flexible

☐ Somewhat flexible

☐ Not too flexible

☐ Not at all flexible

D. Familiarity with Campus Practices & Policies

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

a. ADA and Disability resources

☐ Very familiar ☐ Somewhat familiar ☐ Not too familiar ☐ Not at all familiar

b. Anti-Discrimination policy

☐ Very familiar ☐ Somewhat familiar ☐ Not too familiar ☐ Not at all familiar

c. Career Compass resources

☐ Very familiar ☐ Somewhat familiar ☐ Not too familiar ☐ Not at all familiar

d. Chancellor’s Statement on Diversity

☐ Very familiar ☐ Somewhat familiar ☐ Not too familiar ☐ Not at all familiar

e. Complaint Resolution procedure

☐ Very familiar ☐ Somewhat familiar ☐ Not too familiar ☐ Not at all familiar

f. Conflict of Interest policy

☐ Very familiar ☐ Somewhat familiar ☐ Not too familiar ☐ Not at all familiar

g. Flexible Work Arrangement policies

☐ Very familiar ☐ Somewhat familiar ☐ Not too familiar ☐ Not at all familiar

h. Leave of Absence policies

☐ Very familiar ☐ Somewhat familiar ☐ Not too familiar ☐ Not at all familiar

i. Principles of Community

☐ Very familiar ☐ Somewhat familiar ☐ Not too familiar ☐ Not at all familiar

j. UC Berkeley’s Mission Statement

☐ Very familiar ☐ Somewhat familiar ☐ Not too familiar ☐ Not at all familiar

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

42. For each of the following, please indicate whether the statement is very true, somewhat true, not too true, or not at all true with respect to your career situation at UC Berkeley:

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

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


F. A Final Question

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


Definitions of Discrimination and Harassment

Discrimination is the unfair treatment of a person or group on the basis of prejudice about personal characteristics including, but not limited to race, age, sex, nationality, disability, religion or sexual orientation. Federal, state and local laws prohibit some forms of discrimination.

Harassment is the act of systematic and/or continued unwanted and annoying actions of one party or a group, including threats and demands.

Campus Resources to Assist with Issues of Discrimination and/or Harassment

1. Campus Climate & Compliance Office

   tixco@berkeley.edu; (510)643-7985

2. CARE

   careserv@uhs.berkeley.edu; Care Counselors (510)643-7754

3. Human Resources – Employee Relations Unit

   askeru@berkeley.edu; (510)642-7163

4. Ombuds

   Staff – stfombuds@berkeley.edu; (510)642-7823

   Students – phone only - (510)642-5754