

2012 Working Climate Survey for Faculty in UBC Science and UBC Engineering

Welcome
to the

2012 Working Climate Survey for Faculty in UBC Science and UBC Engineering

On behalf of the Deans of UBC Science and Applied Science we invite you to participate in our joint 2012 Working Climate Study for Science and Engineering faculty. Both Faculties are committed to providing a supportive and equitable climate for their faculty members to enhance career success and to sustain a strong reputation for research and teaching.

Participating in this (confidential and anonymous online) survey will give you the opportunity to voice your views regarding your departmental climate. Your views and opinions will help guide us to develop or alter policies that impact the working climate in your department/unit. This information will benefit you and your future colleagues by facilitating positive changes in your department/unit and across the Faculty.

Please go to next page for receiving the Letter of Consent, which includes further details of this study, and for specifying whether or not you would like to participate in the survey.

Consent – Participant consent and signature:

Participation in this study is entirely voluntary. You have the right to refuse to take part in this study. If you agree to participate, you may at any point choose to discontinue your participation without providing a reason and without negative impact on your employment.

By selecting 'I consent to participate in this study' and clicking "Next" below:

- You are indicating that you have received a copy of the consent letter for your records:
Please see [Letter of Consent](#) for downloading the PDF document.
- You are indicating that you consent to participate in this study.

*Please choose **only one** of the following:

- I consent to participate in this study [Please press "Next" to start the survey]
- I do not consent to participate in this study [Please press "Next" to exit this survey]

Non-participants

Thank you for visiting the 2012 Working Climate Survey for Faculty in UBC Science and UBC Engineering. We would appreciate if you could let us know your reasons for not participating in this faculty online survey. Your comments are confidential and anonymous.

Please [submit your feedback](#). (Please do not press "Next" below)

If you do not wish to submit feedback, please close your web browser. *

Instructions

Please complete this survey thinking about the last 5 years and your department/unit if not otherwise indicated; choose your primary department/unit if cross-appointed (if not otherwise indicated).

For navigating the survey pages, please use the survey's "Previous" and "Next" buttons; do not use your web browser's back, forward or refresh buttons.

If you need to take a break for a prolonged time at any stage of the survey, please choose "Resume later" for saving your unfinished survey and continuing later where you left off.

It took previous testers an average of 28 minutes to complete this questionnaire.

Thank you for your participation.

Professional Climate 1

1. Please indicate your level of agreement with the following statements about your primary department/unit.

Please choose the appropriate response for each item:

	Strongly Disagree	Somewhat Disagree	Neutral	Somewhat Agree	Strongly Agree	N/A
I feel treated with respect by my colleagues.	<input type="radio"/>					
I feel treated with respect by the staff members.	<input type="radio"/>					
I feel treated with respect by students.	<input type="radio"/>					
I feel <u>excluded</u> from informal networks in my department/unit.	<input type="radio"/>					
I am comfortable raising concerns about my department without fear of it affecting my advancement.	<input type="radio"/>					
I feel valued for my teaching.	<input type="radio"/>					
I feel valued for my research.	<input type="radio"/>					
I have to work harder than my colleagues in order to be perceived as a legitimate scholar.	<input type="radio"/>					
I have a voice in the decision-making that affects the climate and direction of my department/unit.	<input type="radio"/>					
My department supports collaborative research.	<input type="radio"/>					
My department/unit supports interdisciplinary* research.	<input type="radio"/>					
My department/unit supports and rewards interdisciplinary* teaching.	<input type="radio"/>					
Commitment to diversity is demonstrated by my department.	<input type="radio"/>					

*Please note: *Interdisciplinary research combines complementary expertise from across traditional academic boundaries to generate new approaches for complex and/or emerging problems.*

a. Please comment on any factors listed above (or others you wish to identify) that contribute negatively or positively to your *departmental/unit's climate*:

Please write your answer here:

2. Please indicate your level of agreement with the following statements about your department head/ unit director.

Please choose the appropriate response for each item:

	Strongly Disagree	Somewhat Disagree	Neutral	Somewhat Agree	Strongly Agree	Don't know
My head/director treats all sub-fields equitably.	<input type="radio"/>					
My head/director maintains high academic standards.	<input type="radio"/>					
Administration and service loads are distributed fairly.	<input type="radio"/>					
Sabbatical leaves are handled fairly.	<input type="radio"/>					
Teaching loads are distributed fairly.	<input type="radio"/>					
The head/director handles disputes/problems effectively.	<input type="radio"/>					
Reporting harassment* and discrimination** is encouraged.	<input type="radio"/>					
I feel treated with respect by my head/director.	<input type="radio"/>					
I am satisfied with the efforts made by my head/director to help me obtain resources.	<input type="radio"/>					
My head/director actively involves me in decision making.	<input type="radio"/>					

Please note: *Harassment, a form of discrimination, is unwanted and unwelcome attention from a person who knows, or ought to know, that the behaviour is unwelcome. Harassment can range from written or spoken comments to unwanted jokes, gifts, and physical assault, and may be accompanied by threats or promises regarding work or study opportunities and conditions. Harassment can be either a single incident or a series of related incidents. (www.equity.ubc.ca).

**Discrimination, whether intentional or unintentional, is unfair, differential treatment of individuals and groups based on prejudice, ignorance, fear or stereotypes. Discrimination imposes burdens on, or denies opportunities to, individuals or groups and is unfair because it is not based on actual academic or job performance, or any other form of competence. (www.equity.ubc.ca).

3. Thinking about harassment, have you ever experienced/observed, and reported cases of harassment against yourself or someone else at UBC in the last 5 years?

Please choose the appropriate response for each item:

	Yes	No	N/A
I have experienced harassment in my department.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I have observed harassment in my department.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I know the steps to take if someone comes to me with a claim of harassment.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I have reported harassment that I experienced or observed to my department head or the UBC Equity Office.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
For harassment that I reported, I was satisfied with the extent to which the case/s was/were resolved.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I have felt uncomfortable reporting harassment that I observed or experienced.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

4. Have you ever perceived discrimination in your department (against yourself or someone else) based on grounds such as ethnicity/race, gender, sexual orientation, physical/mental disability, religion/atheism, age, or other:**

Please choose **only one** of the following:

- Yes
- No

Please note: **Discrimination, whether intentional or unintentional, is unfair, differential treatment of individuals and groups based on prejudice, ignorance, fear or stereotypes. Discrimination imposes burdens on, or denies opportunities to, individuals or groups and is unfair because it is not based on actual academic or job performance, or any other form of competence. (www.equity.ubc.ca).

4a. If “yes”, please indicate the area(s) in which the discriminatory behaviours were perceived to occur (e.g. hiring, tenure or promotion, salary, access to space/ equipment/ resources or to administrative staff, graduate student or teaching assistant assignments, mentor availability (informal or formal), leadership opportunities, or other):

Please write your answer here:

5. Are you aware of a respectful environment policy at UBC?

Please choose **only one** of the following:

- Yes
- No

8a. If you are unsatisfied with the way in which any of the procedures for tenure and/or promotion are communicated, please comment:

Please write your answer here:

8b. If you are up for, or recently received tenure at UBC, what is/was the most useful source of information for you regarding the tenure process?

Please choose **all** that apply:

- Department head
- Mentors
- Peers
- UBC website
- Faculty Association
- Seminar
- Other source (please identify)::

9. Regarding formal policies/procedures in your department, please rate the extent to which you feel they are clear and fair.

Please choose the appropriate response for each item:

	Don't have a formal policy	Policy is unclear	Policy is clear but inadequate	Policy is clear but applied unfairly	Policy is clear and applied fairly	Don't know
Workload expectations	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Sabbatical/study leave	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Leave for improving qualifications (for full-time teaching faculty)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Maternity/ parental/ adoptive leave	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Administrative leave	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Leave without pay or benefits	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
TA assignment	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Allocation of resources for teaching	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Allocation of resources for research support	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Teaching assignment (number and size of classes)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Teaching releases	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Mentoring program for faculty	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Review for Merit/PSA awards	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

9a. If you answered "unclear", "applied unfairly" or "inadequate" for any of the above, please comment:

Please write your answer here:

10. Since joining UBC, have you ever considered positions outside UBC?

Please choose **only one** of the following:

- Yes
- No

10a. If “yes”, please comment on what attracted you to these positions offered by other institutions (e.g. funding opportunities, access to research facilities, spousal positions, cost of living, family support, salary, administrative opportunities etc.)?

Please write your answer here:

10b. If you answered “yes”, please identify factors that influenced your decision to remain at UBC (e.g. no suitable position found, spousal appointment offered, retention funds offered, child care source, teaching release, housing support beyond UBC policy, CFI or other research support funds offered by UBC unit)?

Please write your answer here:

Mentoring

11. Thinking of the mentoring that you received as a faculty member at UBC (e.g., on writing papers or grant proposals, running a lab, supervising undergraduate and/or graduate students, committee work and other administrative tasks, balancing work and private life, reaching tenure and promotion, etc.), please rate your satisfaction with the informal* and formal mentoring provided to you:**

Please choose the appropriate response for each item:

	Very dissatisfied	Somewhat dissatisfied	Somewhat Satisfied	Very satisfied	N/A
Informal mentoring	<input type="radio"/>				
Formal mentoring	<input type="radio"/>				

Please note: **Informal mentor: Individual, not assigned by your department, who one consults (or could consult) with on a regular basis.*

***Formal mentor: Individual, as assigned (to you) by your department head (or head designate); identified as someone one can meet with on a regular basis; e.g., a mentor of junior faculty (you would be the mentee).*

11a. If you checked “dissatisfied” for any of the above, please comment on why:

Please write your answer here:

Resources and Support

12. Regarding the accessibility, quality and quantity of resources provided to you by your department/unit (excluding your own funds), rate your satisfaction with each of the following:

Please choose the appropriate response for each item:

	Very dissatisfied	Somewhat dissatisfied	Somewhat Satisfied	Very satisfied	N/A
My physical office (quality, suitability, location, size)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My physical lab	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Permanence of my lab space	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Salary for the work that I do	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Level of support for securing research grants	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Level of support for securing teaching grants	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Other resources to support research*	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Other resources to support teaching*	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Other resources to support outreach activities*	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

*Please note: *Other resources' may include technical support, clerical/ administrative assistance, teaching assistance etc.*

12a. If you answered "dissatisfied" for any of the above, please comment on why:

Please write your answer here:

13. Thinking about the time before your start as faculty member in your department/unit, did you discuss/negotiate items of your contract with your department head/unit director?

Please choose **only one** of the following:

- Yes
- No

13a. Reflecting on your own initial contract discussions/negotiation, please rate the importance of the following aspects for you.

Please choose the appropriate response for each item:

	Very important	Somewhat important	Not at all important
Course release time	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Lab equipment	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Lab space	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Renovation of lab space	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Research assistant	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Clerical/admin. support	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Start-up funds	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Signing bonus	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Special timing of tenure clock	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Moving expenses	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Housing subsidy beyond UBC policy	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Child care	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Partner/spouse position	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Salary	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Other1 (please specify below)*	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Other2 (please specify below)*	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

13a-1*Please specify if "Other1" and/or "Other2" was answered above:

Please write your answer(s) here:

Other1 _____

Other2 _____

13b. If you did not have initial contract negotiations, please comment on why:

Please write your answer here:

Service, Leadership & Recognition

14. Over the past 5 years (not counting sabbatical/study leaves), approx. how many committees have you served on in service to your department/unit? If cross-appointed, please include total of your committee work in all the departments/units you are appointed at. If you served on the same committee over several years, count each year.

Each answer must be at least 0

Please write your answer here:

15. How many committees have you served on in service to your department/unit over the past 5 years, considering the **importance of the committee(s)**? If cross-appointed, please include total of your committee work in all departments/units you are appointed at.

Each answer must be at least 0

	Number of committees served on
Committees that are important <u>to you</u>	<input type="text"/>
Committees that are not important <u>to you</u>	<input type="text"/>

Please note: Only numbers may be entered in these fields.

16. Over the past 5 years (not counting sabbatical/study leaves), how many committees have you chaired? If cross-appointed, please include total of your committee work in all the departments/units you are appointed at. If you served on the same committee over several years, count each year.

Each answer must be at least 0

Please write your answer here:

17. Compared to your peers in the department and in the last 5 years, how much **time** do you perceive you have spent on committees (or other service)?

Please choose **only one** of the following:

- A smaller amount of time.
- The same amount of time.
- A greater amount of time.

18. In the last 5 years, how do you perceive your **mentoring load** as compared with your peers in your department (considering mentoring responsibilities for faculty, staff, graduate and undergraduate students):

Please choose the appropriate response for each item:

	My mentoring load is smaller.	My mentoring load is the same.	My mentoring load is greater.
Formal mentoring* responsibilities for students: advisor of undergraduate or graduate students	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Formal mentoring* responsibilities for graduate students: member on an advisory/supervisory committee	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Formal mentoring* responsibilities for graduate students: direct supervision (research)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Formal mentoring* responsibilities for faculty	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Informal mentoring** responsibilities	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

*Please note: *Formal mentor: Individual, as assigned by your department head (or head designate); identified as someone one can meet with on a regular basis; e.g., you are a mentor of junior faculty, an undergraduate or graduate advisor, or a member on a graduate student's advisory/supervisory committee.*

***Informal mentor: Individual, not assigned by your department, who one consults (or could consult) with on a regular basis.*

19. Have you received recognition/credit from your department for any of your service (i.e. committee work, mentoring, undergraduate advising etc.)?

Please choose **only one** of the following:

- Yes
- No
- Don't know

19a. If you answered yes, what kind of recognition did you receive?

Please choose **all** that apply and provide a comment:

- Merit
- Teaching release
- Other1 (please specify):
- Other2 (please specify):
- Other3 (please specify):

20. Regarding nominations for service, teaching or research awards, please answer the following questions:

Please choose the appropriate response for each item:

	No	Yes	Don't know
Does your department have formal procedures or a committee on award nominations for faculty?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Are you satisfied with the process (formal or informal) around award nominations in your department (e.g., with regards to transparency)?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Has your department handled the nominations of faculty members in the department fairly?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

20a. If you are not satisfied with the awards nomination process in your department, please comment:

Please write your answer here:

21. Thinking about leadership opportunities (e.g., committee chair, (associate) head, program director, (associate) dean) in your department or Faculty, please rate your responses to the following statements:

Please choose the appropriate response for each item:

	Strongly disagree	Somewhat disagree	Neutral	Somewhat agree	Strongly agree
Opportunity/ies for a leadership position in my department/unit is/are open to me.	<input type="radio"/>				
Opportunity/ies for a leadership position within my Faculty is/are open to me.	<input type="radio"/>				
The criteria for gaining a leadership position within my department/unit are clear.	<input type="radio"/>				
The criteria for gaining a leadership position within my Faculty are clear.	<input type="radio"/>				
The process for recruiting and appointing leaders within my department/unit is transparent.	<input type="radio"/>				
The process of recruiting and appointing leaders within my Faculty is transparent.	<input type="radio"/>				
There is a sufficient number of visible minorities in leadership positions in my department.	<input type="radio"/>				
There is a sufficient number of women in leadership positions in my department.	<input type="radio"/>				

21a. If you answered "strongly disagree" or "somewhat disagree" to any of the above, please comment:

Please write your answer here:

Teaching

For the following questions on teaching, please consider the past 5 years that you were not on sabbatical/study leave (e.g., do not include teaching releases that you received during a sabbatical leave).

22. Compared to peers in your department and in the last 5 years, rate your teaching load:

Please choose **only one** of the following:

- Below average
- Average
- Above average
- Teaching not required in my unit

22a. In the past academic year (excluding independent studies):

Each answer must be at least 0

Number of courses/full sections	Smallest class size	Largest class size
---------------------------------	---------------------	--------------------

How many undergraduate courses or full course-sections did you teach?

--	--	--

How many courses for graduate or professional students did you teach?

--	--	--

Please note: Only numbers may be entered in these fields.

22b. If you are unsatisfied with the number of your teaching assignments, please explain why:

Please write your answer here:

23. Compared to peers in your department/unit and in the last 5 years, how often do you perceive you have had appropriate teaching assignments (i.e., matching your interests/expertise, appropriate preparation time)?

Please choose **only one** of the following:

- Never
- A few times
- Several times
- Always

24. In the past 5 years, how many new courses* have you prepared? Please indicate how many of these you proposed, or were invited or required to prepare.

Each answer must be at least 0

of courses

Of those I prepared, I had proposed:

Of those I prepared, I had been invited to prepare:

Of those I prepared, I had been required to prepare:

*Please note: *courses that you have not taught previously – do not include major revisions of courses you have taught before. Only numbers may be entered in these fields.*

25. In the past 5 years, how many courses have you been released from teaching (count course per year, e.g. if you were released from one course for 3 years, indicate "3")

Each answer must be at least 0

of courses

Funding by my own grant or fellowship funds:

Funding by my department:

Funding by secondment for administration:

Other (please specify below)*:

Please note: Only numbers may be entered in these fields.

25-1*Please specify if "Other" was answered above:

Please write your answer here:

25a. Other than sabbatical or administrative leave, please indicate the reason(s) you were released from teaching:

Please choose all that apply:

- course development
- administrative work
- modified duties
- other (please identify)::

Balance Between Personal and Professional Life

26. Considering the following aspects for the balance of your personal and professional life, please rate your agreement with these statements:

Please choose the appropriate response for each item:

	Strongly Disagree	Somewhat Disagree	Somewhat Agree	Strongly Agree	N/A
I'm satisfied with the balance between my personal and professional life.	<input type="radio"/>				
I'm satisfied with my overall workload.	<input type="radio"/>				
One or more aspects of my life outside the work place (e.g. family care, cost of living, my health) have been a source of significant stress for me.	<input type="radio"/>				
My commute negatively impacts my personal and professional life.	<input type="radio"/>				
Faculty may comfortably raise personal and/or family responsibilities when scheduling departmental/unit obligations.	<input type="radio"/>				
I'm satisfied with UBC's Housing Assistance Program.	<input type="radio"/>				
I have considered leaving UBC due to housing pressures.	<input type="radio"/>				
I forego professional responsibilities for personal responsibilities.	<input type="radio"/>				
I forego personal life activities for professional responsibilities.	<input type="radio"/>				
I have considered leaving my job to improve my personal-professional life balance.	<input type="radio"/>				

27. How satisfied are you with the efforts made by your department/unit and UBC in finding suitable employment for your partner?

Please choose the appropriate response for each item:

	Very dissatisfied	Somewhat dissatisfied	Somewhat satisfied	Very satisfied	N/A
Faculty position	<input type="radio"/>				
Other position at UBC	<input type="radio"/>				
Other position outside UBC	<input type="radio"/>				

28. Do you have any children?

Please choose **only one** of the following:

- Yes
- No

28a. If yes, please indicate number of children for the following age groups:

Each answer must be at least 0

	# of children
< 6 years	<input type="text"/>
6 – 12 years	<input type="text"/>
13 – 18 years	<input type="text"/>
> 18 years	<input type="text"/>

Please note: Only numbers may be entered in these fields.

28b. Are meetings and other departmental events scheduled to accommodate family responsibilities?

Please choose **only one** of the following:

- Never
- A few times
- Several times
- All the time

28c. Do you feel that UBC has provided adequate access to childcare for your child/children?

Please choose **only one** of the following:

- Yes
- No
- Not applicable

28d. Have you taken maternity, parental or/and adoptive leave in the last 5 years?

Please choose **only one** of the following:

- Yes
- No
- Not applicable

28e. If yes, how long was your most recent maternity/parental or adoptive leave?

Please choose the appropriate response for each item:

	1 to 3.9 months	4 to 7.9 months	8 to 11.9 months	more than 12 months
Maternity and parental leave	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Parental leave	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Adoptive leave	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

28f. During your most recent maternity/parental or adoptive leave, how much time did you spend on the following? Check all that apply.

Please choose the appropriate response for each item:

	No time	Some time	A lot of time
Administration	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Teaching	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Research	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Graduate student supervision	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Other1 (please specify below)*	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Other2 (please specify below)*	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Other3 (please specify below)*	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

28f-1*Please specify if "Other1", "Other2" or "Other3" was answered above:

Please write your answer(s) here:

- Other1 _____
- Other2 _____
- Other3 _____

29. To what degree have career considerations affected your decisions around having or adopting (or not having) children?

Please choose **only one** of the following:

- Not at all
- Some
- A lot

30. UBC will automatically stop the tenure clock for tenure-track faculty on maternity, parental, or adoptive leave. Did you or would you decline this option?

Please choose **only one** of the following:

- Yes
- No

30a. If you answered “yes”, please comment on why you would choose *not* to stop the tenure clock:

Please write your answer here:

31. Since you started working at UBC, have you had your tenure clock slowed or stopped for personal reasons, including caring for a family member, your own health or a family crisis?

Please choose **only one** of the following:

- Yes
- No
- Not aware of this option

31a. If yes, how supportive was your department in having your clock stopped or slowed?

Please choose **only one** of the following:

- Not at all supportive
- Somewhat supportive
- Very supportive

Background Information

This data will not be used in combination with any other factors to identify individuals

32. Identify your primary department/unit in the Faculty of Science at the University of British Columbia: *

Please also fill in the “other comment” field.

Please choose **only one** of the following:

- Botany
- Chemistry
- Computer Science
- Earth, Ocean and Atmospheric Sciences
- Fisheries Centre
- Institute for Resources, Environment and Sustainability
- Mathematics
- Michael Smith Laboratories
- Microbiology and Immunology
- Physics and Astronomy
- Statistics
- Zoology
- My primary department is not in the Faculty of Science (please explain):

32a. Which of the following departments/units in UBC Engineering would you perceive closest associated to your discipline? *

Please also fill in the "other comment" field.

Please choose **only one** of the following:

- Chemical and Biological Engineering
- Civil Engineering
- Electrical and Computer Engineering
- Materials Engineering
- Mechanical Engineering
- Mining Engineering
- Technical communications
- Other (please explain):

33. Gender: Which of the following describes how you think of yourself? *

Please choose **only one** of the following:

- Female
- Male
- Transgender or analogous term
- Not disclosed

34. Sexual orientation: please check those that apply to you *

Please choose **all** that apply:

- Heterosexual
- Gay or lesbian
- Bisexual
- Other
- Not disclosed

35. What is your age (in years): *

Please choose **only one** of the following:

- < 30
- 30 to 40
- 41 to 50
- 51 to 60
- 61 to 70
- > 70
- Not disclosed

36. Which of the following statements best describes your relationship status? *

Please also fill in the "other comment" field.

Please choose **only one** of the following:

- I am married or partnered and live with my spouse/partner.
- I am married or partnered, but we reside in different locations.
- I am single (not married or partnered).
- Other (please explain):

37. Culture/ethnicity: Please check those that apply to you *

Please choose **all** that apply:

- Aboriginal (First Nations/ Inuit/ Metis)
- Black (African, Haitian, Jamaican, Somali, etc.)
- Chinese
- Filipino
- Japanese
- Korean
- Latin American
- South Asian (East Indian, Pakistani, Punjabi, Sri Lankan, etc.)
- South East Asian (Cambodian, Indonesian, Vietnamese, etc.)
- West Asian/Middle East (Afghani, Arab, Iranian, etc.)
- White/Caucasian
- Not disclosed
- Another ethnic/cultural group (please specify)::

38. Do you self-identify as a person with a disability? *

Please choose **only one** of the following:

- Yes
- No
- Not disclosed

39. How many years has it been since you obtained your highest degree? *

Each answer must be at least 0

Please write your answer here:

39a. What was your highest degree? *

Please also fill in the "other comment" field.

Please choose **only one** of the following:

- Master's degree
- Doctorate degree
- Other (please specify):

40. Identify your current rank: *

Please also fill in the "other comment" field.

Please choose **only one** of the following:

- Lecturer (12 month)
- Instructor 1
- Senior Instructor
- Professor of Teaching
- Assistant Professor
- Associate Professor
- Full Professor
- Professor Emerita/Emeritus
- Other (please specify):

40a. Identify the number of years in your current rank: *

Please choose **only one** of the following:

- Less than 2 years
- 2-5 years
- 6-10 years
- 11-15 years
- More than 15 years

41. Describe your tenure status: *

Please choose **only one** of the following:

- I am not tenured
- Promoted to tenure at UBC
- Hired with tenure

42. Is there anything you would like to add?

Please write your answer here:

2012 Working Climate Survey for Faculty in UBC Science and UBC Engineering

Thank you for completing the 2012 Working Climate survey for Science and Engineering faculty!

As a token of appreciation for your time spent on the survey, you are eligible for a gift card. You can follow the link below and submit your name and campus address to receive a \$10 coffee shop gift card. This independent site is not linked to your survey feedback.

Thank you for completing this survey.