

1. For faculty, does your institution provide:

	Yes	No	Unsure	Rating Count
Paid maternity leave (apart from sick leave or disability)	45.5% (143)	40.8% (128)	13.7% (43)	314
Paid paternity leave (apart from sick leave or disability)	31.9% (100)	48.2% (151)	19.8% (62)	313
Unpaid paternity leave	43.8% (134)	14.4% (44)	41.8% (128)	306
Extension of the tenure clock for child bearing mothers	66.1% (205)	12.3% (38)	21.6% (67)	310
Extension of the tenure clock for new adoptive mothers	50.6% (157)	12.6% (39)	36.8% (114)	310
Extension of the tenure clock for new fathers (biological or via adoption)	37.4% (116)	17.7% (55)	44.8% (139)	310
Quality childcare on campus	40.7% (127)	54.2% (169)	5.1% (16)	312
Flexibility in work hours/meetings/etc. for parental responsibilities	67.0% (209)	18.6% (58)	14.4% (45)	312
Financial support for child care while attending meetings or conferences away from home	4.2% (13)	82.3% (255)	13.5% (42)	310
Written policies prohibiting discrimination against faculty who are parents	12.3% (38)	41.9% (130)	45.8% (142)	310
Support during life transitions: release time from teaching, research personnel (such as graduate students or postdoctoral associates), or lab equipment	22.3% (69)	44.8% (139)	32.9% (102)	310

Other policies that support faculty parents [please explain]

54

answered question 314

skipped question 6

2. For post-doctoral fellows, does your institution/department provide:

	Yes	No	Unsure	Rating Count
Sick leave or disability for which post-docs are eligible	25.7% (57)	21.2% (47)	53.2% (118)	222
Paid maternity leave (apart from sick leave or disability)	8.6% (19)	44.3% (98)	47.1% (104)	221
Paid paternity leave (apart from sick leave or disability)	5.0% (11)	46.4% (103)	48.6% (108)	222
Unpaid paternity leave	14.0% (31)	23.5% (52)	62.4% (138)	221
Alternative assignments during pregnancy	10.9% (24)	28.5% (63)	60.6% (134)	221
Quality child care on campus	31.5% (70)	38.3% (85)	30.2% (67)	222
Financial support for child care while attending meetings or conferences away from home	1.3% (3)	61.9% (138)	36.8% (82)	223
Written policies prohibiting discrimination against post-doctoral fellows who are parents	6.8% (15)	35.3% (78)	57.9% (128)	221

Other policies that support post-doctoral fellows who are parents [please explain] 44

answered question 224

skipped question 96





3. For graduate students, does your institution/department provide:

	Yes	No	Unsure	Rating Count
Guarantees of continued support during pregnancy and after giving birth	7.0% (15)	37.7% (81)	55.3% (119)	215
Alternative assignments during pregnancy	11.7% (25)	30.8% (66)	57.5% (123)	214
Quality childcare on campus	33.0% (71)	45.1% (97)	21.9% (47)	215
Financial support for childcare while attending meetings or conferences away from home	0.5% (1)	69.3% (149)	30.2% (65)	215
Written policies prohibiting discrimination against graduate students who are parents	7.4% (16)	41.4% (89)	51.2% (110)	215
Other policies that support graduate students who are parents [please explain]				40
answered question				216
skipped question				104




4. Does your institution have any of the following policies to support faculty who provide care to an ill family member, such as aging parents or other adult family members?

	Yes	No	Unsure	Rating Count
Paid leave for adult care responsibilities	19.7% (55)	44.1% (123)	36.2% (101)	279
Unpaid leave for adult care responsibilities	54.9% (152)	9.7% (27)	35.4% (98)	277
Flexibility in hours/meetings/etc. for adult care responsibilities	47.5% (132)	18.3% (51)	34.2% (95)	278
Financial support for help with adult care while attending meetings or conferences away from home	1.1% (3)	69.2% (191)	29.7% (82)	276
Extension of tenure clock for adult care	17.5% (48)	30.3% (83)	52.2% (143)	274
Written policies prohibiting discrimination against those who provide care to aging family members	6.2% (17)	43.1% (118)	50.7% (139)	274
Other policies that support faculty caring for adult family members				5
answered question				280
skipped question				40

5. How much variability have you noticed in support for childcare and family responsibilities from one department chair to another?

		Response Percent	Response Count
No Variability		9.6%	25
Very Little Variability		12.3%	32
Some Variability		41.9%	109
Great Variability		36.2%	94
		answered question	260
		skipped question	60

6. What is your current parental status?

		Response Percent	Response Count
I am not a parent, and do not plan to become one		3.8%	11
I am not a parent, but hope to have children in the future		13.9%	40
I am a parent, includes parents of children over 18		82.2%	236
		answered question	287
		skipped question	33



7. How many children do you have?

	Response Count
	236
answered question	236
skipped question	84

8. What is the age of your youngest child?

	Response Count
	235
answered question	235
skipped question	85



9. Do you or have you share(d) childcare duties with a partner or family member?

		Response Percent	Response Count
Yes		92.4%	219
No		7.6%	18
	answered question		237
	skipped question		83






10. When you have gone to conferences and meetings away from home, how have you handled issues of childcare? (Please check all responses that apply)

	Infant	Preschooler	Elementary school age	Pre-teen	Teenager	Rating Count	
I left my children with care at home	77.6% (163)	78.1% (164)	56.7% (119)	23.8% (50)	21.0% (44)	210	
I brought the children with me and used conference provided childcare	53.6% (15)	39.3% (11)	32.1% (9)	7.1% (2)	3.6% (1)	28	
I brought the children and another adult with me, and the other adult provided childcare	78.2% (104)	58.6% (78)	29.3% (39)	13.5% (18)	3.8% (5)	133	
I brought the children with me and found other means of childcare	67.4% (31)	32.6% (15)	28.3% (13)	13.0% (6)	15.2% (7)	46	
						answered question	228
						skipped question	92

11. Have you had higher than normal childcare costs while participating in conferences or meetings?

		Response Percent	Response Count
Yes		45.8%	97
No		54.2%	115
		answered question	212
		skipped question	108



12. What extra care did you utilize?

		Response Percent	Response Count
additional daytime care		76.0%	73
evening care		46.9%	45
overnight care		25.0%	24
weekend care		36.5%	35
transportation		44.8%	43
		answered question	96
		skipped question	224

13. How much was the additional cost per day?

	Response Count
	78
answered question	78
skipped question	242

14. Have you ever chosen not to go to a conference or meeting because of your parental responsibilities?

		Response Percent	Response Count
Yes		89.7%	208
No		10.3%	24
answered question			232
skipped question			88

15. Please tell us more about this decision.

	Response Count
	176
answered question	176
skipped question	144

16. If a supplement to grants were available to cover the extra costs of childcare necessary for conference or committee attendance, how often do you think you would use the funds?

	never	once a year	several times a year	Rating Count
If my child were an infant	20.6% (45)	50.5% (110)	28.9% (63)	218
If my child were a preschooler	10.2% (22)	51.4% (111)	38.4% (83)	216
If my child were elementary school aged	17.2% (37)	47.0% (101)	35.8% (77)	215
If my child were a pre-teen	34.0% (67)	38.6% (76)	27.4% (54)	197
If my child were a teenager	55.5% (106)	22.5% (43)	22.0% (42)	191
			answered question	225
			skipped question	95

17. How important would these policies and programs be to career advancement for women in scientific fields?

	Very important	Somewhat important	Of little importance	Not at all important	Unsure	Rating Count
6 or 12 month no-cost extension on grants for PIs who are new mothers	78.1% (211)	17.4% (47)	1.9% (5)	1.1% (3)	1.5% (4)	270
Supplements to grants to cover extra childcare expenses for a PI when attending professional meetings, such as conferences and committees	51.9% (139)	38.4% (103)	4.9% (13)	2.6% (7)	2.2% (6)	268
Departments discussing and adopting family friendly policies	78.1% (210)	17.8% (48)	2.2% (6)	1.1% (3)	0.7% (2)	269
Up to 3 months unpaid leave for post-docs who are new mothers	49.8% (130)	26.1% (68)	12.6% (33)	3.4% (9)	8.0% (21)	261
Up to 3 months paid leave for post-docs who are new mothers	66.9% (176)	20.5% (54)	2.7% (7)	2.3% (6)	7.6% (20)	263
Up to 3 months paid leave for graduate students who are new mothers	63.7% (167)	23.3% (61)	3.4% (9)	2.3% (6)	7.3% (19)	262
					answered question	272
					skipped question	48

18. For new mothers (faculty) with an active research grant, should a supplement to the grant be available to assist her in maintaining her research effort during the childbirth/adoption process?

	Yes	No	Rating Count
If this new mother were a post-doc	89.0% (219)	11.0% (27)	246
If this new mother were a graduate student	79.6% (195)	20.4% (50)	245

Comments: 56

answered question 246

skipped question 74

19. For new mothers currently supported by an active federal grant, should the department or institution provide funds to cover the cost of up to 3 months of maternity leave?



	Yes	No	Rating Count
If this new mother were a post-doc	83.6% (209)	16.4% (41)	250
If this new mother were a graduate student	77.2% (193)	22.8% (57)	250

Comments: 42


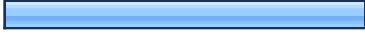
answered question 251

skipped question 69

20. Do you personally provide care for parents or adult relatives on an ongoing basis, or have you in the past?

		Response Percent	Response Count
Yes		21.9%	60
No		78.1%	214
answered question			274
skipped question			46

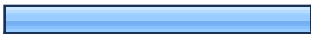

21. Have you ever chosen not to participate in a conference or meeting because of your adult care responsibilities?

		Response Percent	Response Count
Yes		45.8%	27
No		54.2%	32
answered question			59
skipped question			261

22. Please tell us more about why you made that choice.

	Response Count
	21
answered question	21
skipped question	299

23. Thinking ahead to the next five years, do you anticipate that adult care will be an issue for your career activities?

		Response Percent	Response Count
Yes		46.1%	124
No		53.9%	145
answered question			269
skipped question			51

24. What, in your opinion, are important changes that your institution could make to help faculty members better balance their work and family obligations?

	Response Count
	206
answered question	206
skipped question	114

25. What, in your opinion, are important changes that your institution could make to help post-docs better balance work and family obligations?

	Response Count
	156
answered question	156
skipped question	164

26. What, in your opinion, are important changes that your institution could make to help graduate students better balance work and family obligations?

	Response Count
	154
answered question	154
skipped question	166

27. In your opinion, what are the most important changes that funding agencies could make to help faculty members successfully combine their family and career obligations?

	Response Count
	167
answered question	167
skipped question	153




28. In your opinion, what are the most important changes that funding agencies could make to help post-docs successfully combine their family and career obligations?

	Response Count
	114
answered question	114
skipped question	206

29. In your opinion, what are the most important changes that funding agencies could make to help graduate students successfully combine their family and career obligations?

	Response Count
	107
answered question	107
skipped question	213








30. In what type of institution do you work?

		Response Percent	Response Count
Research 1 or 2 University		64.5%	165
Primarily Undergraduate Institution		34.0%	87
Community College		1.6%	4
	Other (please specify)		10
answered question			256
skipped question			64



31. In what department is your position?

	Response Count
	224
answered question	224
skipped question	96



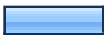

32. What is your current career stage?

		Response Percent	Response Count
Graduate student		3.3%	8
Post-Doctoral Fellow		6.2%	15
Adjunct Faculty		1.2%	3
Non Tenure-track Instructor		6.6%	16
Untenured Assistant Professor		34.2%	83
Associate Professor		32.5%	79
Full Professor		16.0%	39
	Other (please describe)		33
answered question			243
skipped question			77



33. Have you served in a leadership role in your department, institution, or college?

		Response Percent	Response Count
Yes		43.8%	116
No		56.2%	149
answered question			265
skipped question			55






34. What type of role have you performed? (Please check all that apply)

		Response Percent	Response Count
Committee chair		81.6%	84
Division Chair		9.7%	10
Department/Institute Associate or Assistant Head		14.6%	15
Department/Institute Head		42.7%	44
	Other (please specify)		35
		answered question	103
		skipped question	217




35. Are you:

		Response Percent	Response Count
Male		8.3%	22
Female		91.7%	243
		answered question	265
		skipped question	55

36. What is your marital status?

		Response Percent	Response Count
Single		6.8%	18
Married/Partnered		90.2%	238
Separated		0.4%	1
Divorced		2.3%	6
Widowed		0.4%	1
answered question			264
skipped question			56

37. Does your spouse:

		Response Percent	Response Count
Work full time		81.9%	194
Work part time		12.7%	30
Does not work		5.5%	13
answered question			237
skipped question			83

38. Please make any additional comments you may have regarding the topics addressed in this survey.

	Response Count
	66
answered question	66
skipped question	254

Page 2, Q1. For faculty, does your institution provide:

1	They "stopped the clock" on paper, but when I came back from maternity leave I was told by my tenure&promotions committee that they were "concerned" about my productivity for that year. I protested that my clock was stopped. Two senior members actually said "not really." I didn't get tenure.	Feb 16, 2013 1:01 PM
2	Our department has a lactation room with a high efficiency pump for breast milk.	Feb 14, 2013 12:40 PM
3	Childcare is offered on campus, but there is so little available that there's a 3+ year waiting list, so it is not an option for faculty unless they "win the lottery" and get in.	Jan 23, 2013 5:15 PM
4	We have a child care center on campus but the waiting list is greater than 2 years, even for faculty who are given priority.	Jan 14, 2013 2:23 PM
5	My school helped me write a supplement to an NSF grant that got me a lab technician (post-BA). I got extra money to attend a conference so I could stay in a more convenient hotel and not have a roommate, but could not get money back for the child care I paid for at the conference.	Jan 14, 2013 11:29 AM
6	the paid leave I noted above was the 6 weeks mandated by the Family Leave Act. Unpaid leave is available for mothers and fathers, and can become "paid" using accumulated sick leave.	Jan 13, 2013 2:25 AM
7	We had paternity/bonding (ie adoption) leave as part of a pilot project, but it was the first thing to go with budget cuts.	Jan 10, 2013 11:20 PM
8	We get a discount at the campus daycare center.	Jan 10, 2013 10:01 AM
9	No other policies. We are limited to a very restricted interpretation of FMLA and unpaid leave. Extension of time to tenure is implemented very poorly.	Jan 9, 2013 2:01 PM
10	Although there is childcare on campus it is extremely limited and very difficult to get your child into the facility. There is a waiting list that is often several years long.	Jan 9, 2013 10:13 AM
11	On campus children's school but no preference/financial aid for faculty children	Jan 8, 2013 5:36 PM
12	On campus lactation rooms for breastfeeding mothers	Jan 8, 2013 2:14 PM
13	Our university is beginning to consider some of these initiatives - but we have no infant childcare on campus - and no support for child care. Our clock-stoppage policy is good - and we should in the next year have release time from teaching when you become a new parent (maternity, paternity, and adoptive).	Jan 8, 2013 11:44 AM
14	Notes - the flexible work hours is dependent on one's department (i.e. the Head or the culture or both). The 'release' time is also dependent on one's department.	Jan 8, 2013 11:06 AM
15	The maternity and paternity leave is FMLA time, I consider this "sick leave" but wanted to note this here.	Jan 8, 2013 10:55 AM
16	There is child care on campus but it is not provided by the institution. It is a private center that contracts a building with the university.	Jan 8, 2013 10:47 AM
17	There was fairly good accommodation for faculty parents for me during my child	Jan 8, 2013 10:14 AM

Page 2, Q1. For faculty, does your institution provide:

bearing time. For instance I had full-quarter paid maternity leave and flexibility in scheduling the following quarter. However, much of this came from very strong departmental support and flexibility, not from necessarily from the institution as whole. Thus it is tenuous because a change in departmental philosophy or heavy-handed oversight by an unsympathetic dean could change it for future faculty parents. The accommodations and flexibility I experienced was very significant to my happiness and satisfaction in my job.

18	childcare that is available costs more than half of my monthly salary	Jan 8, 2013 9:55 AM
19	College tuition stipend	Jan 8, 2013 9:21 AM
20	There was a move last year to provide lactation rooms for new mothers; they were widely publicized at the time but my interpretation was that it was more window-dressing. When I have answered no above it is not that these items cannot be negotiated, but there are no written OP's expressly permitting such support.	Jan 8, 2013 8:23 AM
21	Very few. The culture still expects faculty to be men with stay-at-home wives.	Jan 8, 2013 8:07 AM
22	Women faculty (and possibly men?) are permitted to take up to one semester off as a maternity leave, and may use sick leave to pay for up to 6 weeks of this time. However, our high course loads must be covered by other faculty voluntarily, thereby increasing the workload for many faculty. Additionally, this system means that depending on the timing of childbirth (and the timing of the 6-week paid-from-sick-leave window), students may experience faculty switches twice in a single semester. Our faculty have been very generous in this, and this generosity has created a family-friendly climate, but the system (and generous climate) is faculty-dependent. Flexibility in scheduling depends on the department chair. Our current chair is very generous and sensitive about these issues. Flexibility in the tenure clock depends on department chair and college dean. Our current chair and dean are very generous and sensitive about these issues.	Nov 12, 2012 10:45 AM
23	parental leave program - max use 1 time as a faculty member though, only paid for 1 semster though period is 6 months	Nov 2, 2012 11:50 AM
24	The policy of selective support. There is variation among colleges and departments at my institution in working with faculty on these issues. For years, I had a chair that refused to understand work-life balance. Even during my family leave to care for a new infant, he included critical comments in my annual review because I would not attend department meetings while on leave. During leave for another child, he gave me his religious information (not of my religion) to read to "learn" how to take care of my son during his illness. Before we had approved leave and I experienced an unexpected miscarriage, he gave me his religious information to read on how to deal with miscarriages.	Oct 31, 2012 5:11 PM
25	The campus childcare is designed for students, not faculty, and the quality was not good enough for me. I am the department chair so try to adjust the teaching schedule and meeting times around parental responsibilities. There is no official attempt to do that. When I had a new baby my department chair tried to adjust my schedule but left no time for pumping.	Oct 29, 2012 12:52 PM

Page 2, Q1. For faculty, does your institution provide:

26	There are several places on campus for nursing mothers (either to feed their baby at the daycare or pump).	Oct 28, 2012 12:35 PM
27	department is flexible where university is not.	Oct 27, 2012 2:59 PM
28	Absolutely NONE but I'm told all the time how "family friendly" my department is. We are NOT family friendly unless that means having a baby doesn't get you fired. It certainly doesn't help your career.	Oct 26, 2012 5:37 PM
29	While tenure clock stoppage is on the books, it is frowned upon unofficially in certain departments, so not really available for those people. I have NEVER heard of a man taking parental leave.	Oct 26, 2012 11:32 AM
30	I want to comment on the childcare on campus. While our campus does have quality childcare on campus the wait list is over 1 year long and priority is not given to pre-tenure faculty. So, there is childcare but it is not accessible.	Oct 26, 2012 10:05 AM
31	Missing: quality childcare that is affordable; with enough spaces for everyone who needs them; with spaces held back for new faculty just coming to campus; allowable expense: childcare while traveling. What's a parent to do? They need to attend conferences, workshops, do field work or work at national labs. Our inst does not allow ANY funds for this, even private foundation! Release time from teaching is allowed, but extra \$\$ support for lab help is on ad hoc basis. ACCEPTANCE of these policies: how to implement them in a fair manner; how to evaluate faculty who've taken tenure interruptions - this is missing from university policy. Holding depts accountable so faculty can actually use these policies - this is missing.	Oct 25, 2012 11:46 AM
32	wouldn't that be nice	Oct 25, 2012 11:27 AM
33	Comments on answers: 1. flexibility in work hours: this is just encouraged not mandated. Most dept heads are responsive 2. Support during life transitions: release time yes, the rest not sure (not even sure what it means)	Oct 25, 2012 7:11 AM
34	Annual leave used as maternity leave; childcare is related to the institution, but off-site (~2+ miles away); Support varies extensively among departments, and even between maternity leaves; no institutional policy on maternity leave	Oct 25, 2012 5:55 AM
35	There is a required 2 month period after the birth where the mother must stay at home (I live in Germany). Also, if you work with chemicals, your employer is required to allow you to find some other job-related activity during the pregnancy.	Oct 24, 2012 11:51 PM
36	We are allowed to use sick leave.	Oct 24, 2012 8:42 PM
37	Referral and resource service for infant / toddler/elder care	Oct 24, 2012 8:16 PM
38	referral service for emergency family care needs (babysitter when a child is sick and can't attend child care center for instance),	Oct 24, 2012 7:59 PM
39	Subsidized child/eldercare (100 hrs per year)	Oct 24, 2012 6:41 PM
40	We are allowed to use up to 3 weeks paid sick time (if we have accrued that much) for maternity leave. We can stop the clock under nebulous rules. Our health insurance doesn't cover contraception, even under ACA. But the on-	Oct 24, 2012 6:12 PM

Page 2, Q1. For faculty, does your institution provide:

	campus childcare is amazing, if you can get a spot.	
41	We have a "family leave advocate" who is a neutral faculty member to help women negotiate maternity accommodations with their department chair and the provost.	Oct 24, 2012 5:56 PM
42	Faculty Work-Life Advisors. One course reduction in teaching for academic quarter following birth (or adoption) quarter leave. Lactation support services	Oct 24, 2012 4:50 PM
43	Many of these (e.g., flexibility) are department-specific rather than university-wide. As for childcare, there is a facility on campus, but it can be very difficult to get a spot.	Oct 24, 2012 4:27 PM
44	None!	Oct 24, 2012 3:10 PM
45	It's very department dependent. My chair paid for a lab tech for one year after my second child was born. This was very much his decision and had nothing to do with university policy or support.	Oct 24, 2012 3:03 PM
46	Not all the people being asked to participate in this study are in university institutions.	Oct 24, 2012 2:54 PM
47	There is quality child care on campus but it is very limited in availability (day care is too small), and even number and availability of child care in town is limited. Apart from being very expensive.	Oct 24, 2012 2:47 PM
48	One must apply for child care and it does not necessarily mean you will be able to get it. A common comment is that you should apply for a position when you first find out you are pregnant.	Sep 18, 2012 7:34 PM
49	Faculty is offered 12 weeks paid maternity leave minus vacation and sick leave taken in the same year.	Sep 10, 2012 12:02 PM
50	unofficial but flexible department in terms of meetings and teaching responsibilities	Aug 22, 2012 8:57 AM
51	There is a quality childcare center on campus, and faculty receive a small discount on the fees.	Aug 6, 2012 8:54 AM
52	Flexibility question: department specific. The institution does provide extended day care for faculty meeting days. I don't believe day care for meetings is included in our internal travel allowance. But I LOVE that ACS has free onsite day care for their meetings!	Aug 6, 2012 8:01 AM
53	I moved to my current institution AFTER having kids, and I've been here just a year, so I'm not sure about the policies.	Aug 6, 2012 7:39 AM
54	Now that my children are older and I am involved with eldercare I think this is a much more pressing career for mid career woman than child care. The years of child care are few....the years of eldercare can be much more difficult and there are much fewer supports in the system for eldercare than for childcare.	Aug 1, 2012 9:35 AM

Page 3, Q1. For post-doctoral fellows, does your institution/department provide:

1	again, childcare is offered, but no one should hold their breath on actually getting access to it, since there are so few spots available. So effectively, the answer is "no," childcare not available on campus	Jan 23, 2013 5:16 PM
2	We are a PUI and do not have postdocs.	Jan 15, 2013 8:24 AM
3	No post-docs, basically. (There are 2 research post-docs here and a teaching post-doc program but not in sciences).	Jan 14, 2013 11:30 AM
4	We have very few post docs at my institution.	Jan 10, 2013 11:21 PM
5	Our institution does not have many post-doctoral fellows at all.	Jan 10, 2013 10:01 AM
6	We don't have post-docs at our institution, so I left the questions blank.	Jan 9, 2013 11:20 AM
7	We have very few post-docs and they are hired different ways, so I did not answer this section.	Jan 9, 2013 11:08 AM
8	N/A, small liberal arts college	Jan 8, 2013 5:36 PM
9	No post-docs at my institution	Jan 8, 2013 12:10 PM
10	n/a undergraduates only	Jan 8, 2013 11:45 AM
11	Alternative assignments is dependent on the faculty mentor	Jan 8, 2013 11:09 AM
12	N/A	Jan 8, 2013 10:38 AM
13	Post-docs pretty much don't exist at my institution and I don't know what the policy for them would be.	Jan 8, 2013 10:15 AM
14	We do not have postdocs at this university!	Jan 8, 2013 10:10 AM
15	We are an undergraduate institution.	Jan 8, 2013 9:55 AM
16	We don't have many post-docs on my campus - our focus is mainly undergraduate education, although we do have some Ph.D. programs.	Jan 8, 2013 9:46 AM
17	We do not have post docs	Jan 8, 2013 8:54 AM
18	No post docs.	Jan 8, 2013 8:07 AM
19	We do not have post-docs here at our institution. Research-intensive liberal arts college	Jan 8, 2013 8:02 AM
20	We do not have postdocs.	Dec 1, 2012 2:54 PM
21	No post-docs at our institution in our department	Nov 12, 2012 10:45 AM
22	Not applicable at my institution - Primarily Undergraduate Institution	Oct 29, 2012 3:40 PM
23	We almost never have post-doctoral fellows on my campus so there are no policies.	Oct 29, 2012 12:52 PM

Page 3, Q1. For post-doctoral fellows, does your institution/department provide:

24	we do not have post-docs at our campus	Oct 29, 2012 7:21 AM
25	We don't have post-docs	Oct 27, 2012 5:58 AM
26	My campus does not have many (i.e. more than one postdoctoral positions per decade)	Oct 27, 2012 5:23 AM
27	we have no post-docs	Oct 26, 2012 3:39 PM
28	See previous child-care comment.	Oct 26, 2012 10:06 AM
29	Post-docs have no business having children. They are on a limited time engagement for which they need to be productive. It is irresponsible for someone to accept a post-doc, especially one that is only 1-2 years, and then to take time off for having children.	Oct 25, 2012 4:38 PM
30	When I am unsure, that means they do not exist or the university has done an inadequate job disseminating information about them.	Oct 25, 2012 11:48 AM
31	We do not have any post-doctoral fellows at my institution	Oct 25, 2012 8:58 AM
32	no policies cover all postdocs. depends on how they are hired/paid.	Oct 25, 2012 5:12 AM
33	My institution is a liberal arts college, and employs no postdocs	Oct 24, 2012 6:51 PM
34	Lactation advisors and support services	Oct 24, 2012 4:51 PM
35	we have very few post-docs	Oct 24, 2012 4:36 PM
36	For post-docs, they often need to follow rules of their funding agency, which might vary from the institution. At my institution, post-docs have to apply for an exception to get their child on the wait-list for on-campus childcare. When I tried to do this, they said it's worth trying, but they've never really seen a post-doc get a slot there.	Oct 24, 2012 4:29 PM
37	Although there is quality child care on campus, the 3 year waiting list makes this an impossibility for a short term position like a post doc.	Oct 24, 2012 3:04 PM
38	One must apply for child care which is not guaranteed. It is similar as for faculty.	Sep 18, 2012 7:37 PM
39	While post-doctoral fellows are officially offered paid maternity leave, the burden of paying for leave is on the faculty for which the fellow works, and this money comes from research funds. As a post-doc, I found myself in the position of having to negotiate to get what I am officially entitled to. Second, while childcare is available on campus it is exorbitantly expensive (for a post-doc netting \$2000/mo.) at \$1400/month.	Sep 10, 2012 12:06 PM
40	Any benefits are at the discretion of the primary investigator of the group	Aug 20, 2012 9:17 AM
41	not applicable, since we have almost no postdocs	Aug 7, 2012 5:48 AM
42	very few postdocs at my institution	Aug 6, 2012 9:10 PM
43	There is a quality childcare center on campus, but the university does not pay for	Aug 6, 2012 8:54 AM

Page 3, Q1. For post-doctoral fellows, does your institution/department provide:

it.

44 For postdocs, so much depends on the advisor. I don't think MUCH is formally promised, but I think most advisors show humane compassion to postdocs who are or become parents.

Aug 6, 2012 7:41 AM

Page 4, Q1. For graduate students, does your institution/department provide:

1	Not applicable. Argonne National Lab - a research institution, not a school, so this one isn't relevant.	Apr 30, 2013 3:08 PM
2	We are a PUI and only have 3 very small graduate programs.	Jan 15, 2013 8:25 AM
3	No grad students	Jan 14, 2013 11:30 AM
4	We do not have science graduate students at my institution.	Jan 10, 2013 11:21 PM
5	My department does not have graduate students so I am unfamiliar with the policies.	Jan 10, 2013 10:02 AM
6	We don't have graduate students at our institution, so I left the questions blank.	Jan 9, 2013 11:20 AM
7	No graduate students in science	Jan 9, 2013 11:09 AM
8	As a faculty member, I have had a graduate student who became a new mother. I found that she was very concerned about whether this was going to jeopardize her stature as a graduate student. I ensured that she was supported while on maternity leave (my own program support). I continued to provide flexibility and understanding while she was going through the process.	Jan 9, 2013 8:21 AM
9	N/A, small liberal arts college	Jan 8, 2013 5:37 PM
10	We don't have graduate students	Jan 8, 2013 2:06 PM
11	no grad students at my institution	Jan 8, 2013 12:11 PM
12	n/a undergraduates only	Jan 8, 2013 11:45 AM
13	Campus daycare is available to all faculty, staff and students however it is small and very rarely has openings.	Jan 8, 2013 11:10 AM
14	n/a	Jan 8, 2013 10:38 AM
15	Few of our graduate students (MS only) have children so this is not much tested. I suspect that this again would be strongly departmental without institution-wide support or policies.	Jan 8, 2013 10:17 AM
16	We do not have grad students	Jan 8, 2013 10:10 AM
17	We are an undergraduate institution.	Jan 8, 2013 9:55 AM
18	We do not have grad students	Jan 8, 2013 8:55 AM
19	The grad program is relatively new, so I doubt they've encountered these issues before.	Jan 8, 2013 8:08 AM
20	We do not have graduate students. NB: We do have some undergraduates with children, and there are no written policies in place.	Jan 8, 2013 8:03 AM
21	We do not have graduate students.	Dec 1, 2012 2:54 PM
22	no graduate students in our department	Nov 12, 2012 10:45 AM

Page 4, Q1. For graduate students, does your institution/department provide:

23	Graduate students who are TAs received a very short paid maternity leave (but not paternity to my knowledge) - the department will pay for a stand-in TA for a period of a few weeks following childbirth. It is up to the individual professor to support flexibility in work during pregnancy (aside from OSHA regulation).	Nov 1, 2012 11:09 PM
24	We don't have graduate students here	Oct 29, 2012 3:40 PM
25	We have childcare on campus but the quality is not as good as private providers in the area. There are no graduate students in my department so I am unfamiliar with the policies.	Oct 29, 2012 12:52 PM
26	We don't have adequate support for any graduate student at the M.A. level, parent or otherwise. As a dept. chair, my first priority would be improving overall graduate student support, not that just for parents.	Oct 29, 2012 7:23 AM
27	My department does not have a graduate program	Oct 27, 2012 5:23 AM
28	no graduate students either	Oct 26, 2012 3:39 PM
29	Graduate students have no business reproducing. If they want paid parental leave, they should get a real job.	Oct 25, 2012 4:38 PM
30	Only a few of the childcare spots go to students.	Oct 25, 2012 11:48 AM
31	we do not have graduate students	Oct 25, 2012 8:58 AM
32	No grad students either	Oct 24, 2012 6:51 PM
33	We do not have graduate students.	Oct 24, 2012 5:57 PM
34	Lactation advisors and support services	Oct 24, 2012 4:51 PM
35	I've never heard of provisions such as guarantees of continued support and alternative assignments during pregnancy. That is likely not something done at the institution level. I tried filling out the bubbles on this page, but they didn't fill in on my screen.	Oct 24, 2012 4:31 PM
36	we don't have many graduate students at my institution.	Oct 24, 2012 2:55 PM
37	"he University of Maryland Graduate Student Parental Accommodation Policy provides a period of up to six (6) weeks during which new parents may postpone completion of academic requirements. It is intended to provide graduate students with an opportunity to integrate the challenges of new parenthood with the demands of graduate-level training, scholarship, and research. In addition to providing support to young families, this policy seeks to reduce attrition and improve time to degree for students who become parents. The Parental Accommodation Policy is not a leave of absence. This policy allows students to maintain status as full-time, registered graduate students, and thus be eligible for the rights and privileges of registered students (e.g., access to University resources) while adjusting to their new familial obligations. During this parental accommodation period, eligible students will continue to be enrolled as fulltime graduate students and will continue to pay tuition and fees. Students also will be expected to keep the lines of communication with their departments open and demonstrate to their advisors that they are academically engaged and making	Aug 20, 2012 9:21 AM

Page 4, Q1. For graduate students, does your institution/department provide:

progress in coursework and research, though perhaps at a slower pace."

38	not applicable, since we have no graduate students	Aug 7, 2012 5:49 AM
39	no graduate students	Aug 6, 2012 9:10 PM
40	There is a quality childcare center on campus, but the university does not pay for it.	Aug 6, 2012 8:55 AM

Page 5, Q1. Does your institution have any of the following policies to support faculty who provide care to an ill family member, such as aging parents or other adult family members?

1	Flexibility in scheduling depends on the department chair. Our current chair is very generous and sensitive about these issues. Flexibility in the tenure clock depends on department chair and college dean. Our current chair and dean are very generous and sensitive about these issues.	Nov 12, 2012 10:45 AM
2	Flexibility in meeting times depends on the dept/unit. It's a battle that must be fought with each new instance of need.	Oct 25, 2012 11:49 AM
3	Many of the above mentioned policies are negotiated on a case by case basis with the department head / Dean	Oct 24, 2012 8:18 PM
4	I do know that my institution has a strong FMLA policy that allows some amount of paid & unpaid leave to care for any sick family member.	Oct 24, 2012 4:32 PM
5	flexibility in hours etc may be available on a personal basis depending on department, but I think not institutionalized.	Oct 24, 2012 2:50 PM

Page 8, Q1. How many children do you have?

1	2	Apr 30, 2013 3:09 PM
2	3	Apr 8, 2013 2:36 PM
3	2	Feb 27, 2013 5:07 PM
4	2	Feb 16, 2013 1:02 PM
5	4	Feb 14, 2013 1:13 PM
6	1	Feb 14, 2013 12:42 PM
7	two	Feb 8, 2013 11:04 AM
8	1	Feb 6, 2013 4:16 PM
9	2	Jan 17, 2013 5:07 PM
10	3	Jan 15, 2013 1:38 PM
11	1	Jan 15, 2013 8:26 AM
12	2	Jan 14, 2013 2:25 PM
13	1	Jan 14, 2013 12:48 PM
14	2	Jan 14, 2013 11:48 AM
15	1	Jan 14, 2013 11:31 AM
16	2	Jan 13, 2013 2:26 AM
17	2	Jan 11, 2013 3:12 PM
18	2	Jan 11, 2013 6:07 AM
19	2	Jan 10, 2013 11:22 PM
20	1	Jan 10, 2013 10:02 AM
21	4	Jan 9, 2013 10:24 PM
22	2	Jan 9, 2013 2:28 PM
23	2	Jan 9, 2013 2:03 PM
24	2	Jan 9, 2013 12:22 PM
25	2	Jan 9, 2013 11:21 AM
26	1	Jan 9, 2013 11:11 AM
27	2	Jan 9, 2013 10:37 AM

Page 8, Q1. How many children do you have?

28	2	Jan 9, 2013 10:14 AM
29	3	Jan 9, 2013 8:28 AM
30	3	Jan 8, 2013 7:00 PM
31	1	Jan 8, 2013 6:54 PM
32	2	Jan 8, 2013 6:53 PM
33	1	Jan 8, 2013 6:04 PM
34	2	Jan 8, 2013 6:01 PM
35	1	Jan 8, 2013 5:37 PM
36	1	Jan 8, 2013 3:14 PM
37	2	Jan 8, 2013 2:15 PM
38	3	Jan 8, 2013 2:11 PM
39	2	Jan 8, 2013 2:07 PM
40	1	Jan 8, 2013 1:13 PM
41	1	Jan 8, 2013 12:26 PM
42	1	Jan 8, 2013 12:17 PM
43	1	Jan 8, 2013 12:12 PM
44	4	Jan 8, 2013 12:04 PM
45	2	Jan 8, 2013 11:53 AM
46	2	Jan 8, 2013 11:47 AM
47	2	Jan 8, 2013 11:47 AM
48	3	Jan 8, 2013 11:46 AM
49	2	Jan 8, 2013 11:46 AM
50	3	Jan 8, 2013 11:31 AM
51	2	Jan 8, 2013 11:30 AM
52	2	Jan 8, 2013 11:29 AM
53	2	Jan 8, 2013 11:19 AM
54	2	Jan 8, 2013 11:16 AM

Page 8, Q1. How many children do you have?

55	2	Jan 8, 2013 11:11 AM
56	2	Jan 8, 2013 11:07 AM
57	1	Jan 8, 2013 10:57 AM
58	3	Jan 8, 2013 10:49 AM
59	1	Jan 8, 2013 10:38 AM
60	2	Jan 8, 2013 10:18 AM
61	1 full-custody stepdaughter (your previous question does not allow for blended families or adoption!)	Jan 8, 2013 10:12 AM
62	2	Jan 8, 2013 10:03 AM
63	1	Jan 8, 2013 9:56 AM
64	1	Jan 8, 2013 9:56 AM
65	2	Jan 8, 2013 9:48 AM
66	2	Jan 8, 2013 9:47 AM
67	2	Jan 8, 2013 9:31 AM
68	2	Jan 8, 2013 9:23 AM
69	2	Jan 8, 2013 9:20 AM
70	2	Jan 8, 2013 9:16 AM
71	one	Jan 8, 2013 9:13 AM
72	1	Jan 8, 2013 9:01 AM
73	1	Jan 8, 2013 8:56 AM
74	1	Jan 8, 2013 8:37 AM
75	2	Jan 8, 2013 8:27 AM
76	2	Jan 8, 2013 8:22 AM
77	2	Jan 8, 2013 8:17 AM
78	2	Jan 8, 2013 8:15 AM
79	3	Jan 8, 2013 8:13 AM
80	2	Jan 8, 2013 8:04 AM
81	2	Jan 8, 2013 8:04 AM

Page 8, Q1. How many children do you have?

82	2	Jan 1, 2013 7:36 AM
83	1	Dec 14, 2012 11:46 AM
84	2	Dec 4, 2012 8:03 PM
85	2	Dec 1, 2012 2:55 PM
86	3	Nov 30, 2012 10:16 AM
87	2	Nov 24, 2012 8:02 PM
88	2	Nov 18, 2012 1:01 PM
89	1	Nov 12, 2012 10:46 AM
90	2	Nov 12, 2012 9:45 AM
91	1	Nov 9, 2012 12:44 AM
92	2	Nov 2, 2012 11:51 AM
93	2	Nov 1, 2012 11:10 PM
94	2	Nov 1, 2012 10:16 AM
95	3	Oct 31, 2012 5:12 PM
96	1	Oct 31, 2012 10:15 AM
97	2	Oct 31, 2012 8:26 AM
98	2	Oct 30, 2012 5:37 PM
99	4	Oct 30, 2012 3:23 PM
100	2	Oct 30, 2012 11:34 AM
101	1	Oct 30, 2012 11:26 AM
102	2	Oct 30, 2012 9:31 AM
103	2	Oct 30, 2012 8:17 AM
104	3	Oct 30, 2012 4:54 AM
105	2	Oct 29, 2012 7:36 PM
106	two	Oct 29, 2012 5:19 PM
107	1	Oct 29, 2012 3:41 PM
108	two	Oct 29, 2012 2:15 PM

Page 8, Q1. How many children do you have?

109	2	Oct 29, 2012 1:59 PM
110	2	Oct 29, 2012 1:29 PM
111	2	Oct 29, 2012 12:59 PM
112	2	Oct 29, 2012 12:53 PM
113	one	Oct 29, 2012 12:24 PM
114	1	Oct 29, 2012 11:59 AM
115	1	Oct 29, 2012 11:58 AM
116	2 daughters and 7 grandchildren	Oct 29, 2012 11:17 AM
117	2	Oct 29, 2012 10:26 AM
118	2	Oct 29, 2012 9:48 AM
119	2	Oct 29, 2012 7:35 AM
120	2	Oct 29, 2012 7:23 AM
121	3	Oct 29, 2012 6:14 AM
122	3	Oct 29, 2012 6:05 AM
123	1	Oct 28, 2012 11:22 PM
124	2	Oct 28, 2012 12:37 PM
125	1	Oct 28, 2012 11:10 AM
126	1	Oct 28, 2012 10:26 AM
127	2	Oct 28, 2012 9:24 AM
128	2	Oct 27, 2012 3:03 PM
129	1	Oct 27, 2012 10:12 AM
130	2	Oct 27, 2012 8:13 AM
131	1	Oct 27, 2012 7:56 AM
132	1	Oct 27, 2012 6:37 AM
133	3	Oct 27, 2012 5:36 AM
134	2	Oct 27, 2012 4:11 AM
135	4	Oct 26, 2012 8:36 PM

Page 8, Q1. How many children do you have?

136	1	Oct 26, 2012 8:13 PM
137	1	Oct 26, 2012 7:52 PM
138	2	Oct 26, 2012 7:44 PM
139	1	Oct 26, 2012 4:48 PM
140	2	Oct 26, 2012 4:34 PM
141	2	Oct 26, 2012 4:07 PM
142	4	Oct 26, 2012 3:55 PM
143	4	Oct 26, 2012 2:44 PM
144	2	Oct 26, 2012 1:47 PM
145	1	Oct 26, 2012 1:24 PM
146	2	Oct 26, 2012 1:10 PM
147	1	Oct 26, 2012 1:05 PM
148	1	Oct 26, 2012 1:02 PM
149	2	Oct 26, 2012 12:33 PM
150	3	Oct 26, 2012 12:00 PM
151	1	Oct 26, 2012 11:49 AM
152	3	Oct 26, 2012 11:37 AM
153	1	Oct 26, 2012 11:34 AM
154	2	Oct 26, 2012 10:54 AM
155	1	Oct 26, 2012 10:08 AM
156	1	Oct 26, 2012 9:26 AM
157	1	Oct 26, 2012 8:07 AM
158	2	Oct 26, 2012 8:00 AM
159	1	Oct 26, 2012 7:49 AM
160	2	Oct 26, 2012 4:16 AM
161	2	Oct 25, 2012 11:48 AM
162	3	Oct 25, 2012 11:39 AM

Page 8, Q1. How many children do you have?

163	2	Oct 25, 2012 11:30 AM
164	1	Oct 25, 2012 10:46 AM
165	1	Oct 25, 2012 10:19 AM
166	2	Oct 25, 2012 9:39 AM
167	1	Oct 25, 2012 9:32 AM
168	1	Oct 25, 2012 9:23 AM
169	1	Oct 25, 2012 8:59 AM
170	3	Oct 25, 2012 8:32 AM
171	1	Oct 25, 2012 8:30 AM
172	2	Oct 25, 2012 7:25 AM
173	2	Oct 25, 2012 7:12 AM
174	3	Oct 25, 2012 5:57 AM
175	2	Oct 25, 2012 5:48 AM
176	1	Oct 25, 2012 5:25 AM
177	2	Oct 25, 2012 5:23 AM
178	2	Oct 25, 2012 5:13 AM
179	1	Oct 24, 2012 11:53 PM
180	2	Oct 24, 2012 9:57 PM
181	1	Oct 24, 2012 8:43 PM
182	2	Oct 24, 2012 8:40 PM
183	1	Oct 24, 2012 8:22 PM
184	2	Oct 24, 2012 8:18 PM
185	1	Oct 24, 2012 8:02 PM
186	3	Oct 24, 2012 8:01 PM
187	1	Oct 24, 2012 7:22 PM
188	3	Oct 24, 2012 6:52 PM
189	2	Oct 24, 2012 6:49 PM

Page 8, Q1. How many children do you have?

190	2	Oct 24, 2012 6:43 PM
191	1	Oct 24, 2012 6:14 PM
192	2	Oct 24, 2012 5:59 PM
193	1	Oct 24, 2012 5:30 PM
194	1	Oct 24, 2012 5:05 PM
195	2	Oct 24, 2012 4:44 PM
196	2	Oct 24, 2012 4:40 PM
197	1	Oct 24, 2012 4:40 PM
198	1	Oct 24, 2012 4:33 PM
199	2	Oct 24, 2012 4:12 PM
200	2	Oct 24, 2012 3:39 PM
201	2	Oct 24, 2012 3:24 PM
202	1	Oct 24, 2012 3:18 PM
203	1	Oct 24, 2012 3:12 PM
204	2	Oct 24, 2012 3:05 PM
205	2	Oct 24, 2012 3:05 PM
206	1	Oct 24, 2012 2:56 PM
207	1	Oct 24, 2012 2:52 PM
208	1	Oct 24, 2012 2:52 PM
209	1	Oct 24, 2012 2:43 PM
210	1+ expecting another	Oct 24, 2012 2:42 PM
211	2	Oct 24, 2012 2:39 PM
212	2	Sep 17, 2012 8:01 AM
213	2	Sep 11, 2012 7:46 AM
214	1	Sep 10, 2012 12:07 PM
215	2	Aug 22, 2012 8:58 AM
216	1	Aug 21, 2012 1:41 PM

Page 8, Q1. How many children do you have?

217	1	Aug 20, 2012 10:29 AM
218	1	Aug 20, 2012 9:33 AM
219	1	Aug 20, 2012 9:26 AM
220	2	Aug 7, 2012 5:49 AM
221	1	Aug 6, 2012 9:41 PM
222	2	Aug 6, 2012 9:12 PM
223	2	Aug 6, 2012 10:12 AM
224	1	Aug 6, 2012 9:50 AM
225	1	Aug 6, 2012 8:57 AM
226	2	Aug 6, 2012 8:05 AM
227	2	Aug 6, 2012 7:42 AM
228	2	Aug 6, 2012 7:21 AM
229	1	Aug 6, 2012 6:48 AM
230	2	Aug 6, 2012 6:39 AM
231	2	Aug 6, 2012 4:54 AM
232	2	Aug 6, 2012 3:50 AM
233	1	Aug 6, 2012 2:33 AM
234	2	Aug 3, 2012 3:52 AM
235	2	Aug 1, 2012 9:36 AM
236	1	Jul 31, 2012 5:16 PM

Page 8, Q2. What is the age of your youngest child?

1	3 months	Apr 30, 2013 3:09 PM
2	11	Apr 8, 2013 2:36 PM
3	15	Feb 27, 2013 5:07 PM
4	4	Feb 16, 2013 1:02 PM
5	6	Feb 14, 2013 1:13 PM
6	11	Feb 14, 2013 12:42 PM
7	4	Feb 8, 2013 11:04 AM
8	0.83 years	Feb 6, 2013 4:16 PM
9	6 months	Jan 17, 2013 5:07 PM
10	23yrs	Jan 15, 2013 1:38 PM
11	22	Jan 15, 2013 8:26 AM
12	6	Jan 14, 2013 2:25 PM
13	2	Jan 14, 2013 12:48 PM
14	8	Jan 14, 2013 11:48 AM
15	7 months	Jan 14, 2013 11:31 AM
16	3	Jan 13, 2013 2:26 AM
17	5 months	Jan 11, 2013 3:12 PM
18	5, 7	Jan 11, 2013 6:07 AM
19	2	Jan 10, 2013 11:22 PM
20	1.5	Jan 10, 2013 10:02 AM
21	1	Jan 9, 2013 10:24 PM
22	31	Jan 9, 2013 2:28 PM
23	5 months	Jan 9, 2013 2:03 PM
24	2 weeks	Jan 9, 2013 12:22 PM
25	3	Jan 9, 2013 11:21 AM
26	27	Jan 9, 2013 11:11 AM
27	2 mo	Jan 9, 2013 10:37 AM

Page 8, Q2. What is the age of your youngest child?

28	19 months	Jan 9, 2013 10:14 AM
29	29	Jan 9, 2013 8:28 AM
30	30	Jan 8, 2013 7:00 PM
31	13	Jan 8, 2013 6:54 PM
32	11 months	Jan 8, 2013 6:53 PM
33	1	Jan 8, 2013 6:04 PM
34	2	Jan 8, 2013 6:01 PM
35	19 months	Jan 8, 2013 5:37 PM
36	4 months	Jan 8, 2013 3:14 PM
37	5 months	Jan 8, 2013 2:15 PM
38	2	Jan 8, 2013 2:11 PM
39	18	Jan 8, 2013 2:07 PM
40	1	Jan 8, 2013 1:13 PM
41	3	Jan 8, 2013 12:26 PM
42	2.5	Jan 8, 2013 12:17 PM
43	2.5	Jan 8, 2013 12:12 PM
44	1	Jan 8, 2013 12:04 PM
45	1 week	Jan 8, 2013 11:53 AM
46	4	Jan 8, 2013 11:47 AM
47	2	Jan 8, 2013 11:46 AM
48	2	Jan 8, 2013 11:46 AM
49	26	Jan 8, 2013 11:31 AM
50	3	Jan 8, 2013 11:30 AM
51	1	Jan 8, 2013 11:29 AM
52	6	Jan 8, 2013 11:19 AM
53	3 years old	Jan 8, 2013 11:16 AM
54	12	Jan 8, 2013 11:11 AM

Page 8, Q2. What is the age of your youngest child?

55	6	Jan 8, 2013 11:07 AM
56	13 months	Jan 8, 2013 10:57 AM
57	5	Jan 8, 2013 10:49 AM
58	2	Jan 8, 2013 10:38 AM
59	3	Jan 8, 2013 10:18 AM
60	17	Jan 8, 2013 10:12 AM
61	7	Jan 8, 2013 10:03 AM
62	3 weeks	Jan 8, 2013 9:56 AM
63	2 months	Jan 8, 2013 9:56 AM
64	9	Jan 8, 2013 9:48 AM
65	1	Jan 8, 2013 9:47 AM
66	5	Jan 8, 2013 9:31 AM
67	3	Jan 8, 2013 9:23 AM
68	almost 3	Jan 8, 2013 9:20 AM
69	6	Jan 8, 2013 9:16 AM
70	7	Jan 8, 2013 9:13 AM
71	12	Jan 8, 2013 9:01 AM
72	2	Jan 8, 2013 8:56 AM
73	4	Jan 8, 2013 8:37 AM
74	3 months	Jan 8, 2013 8:27 AM
75	1	Jan 8, 2013 8:22 AM
76	2	Jan 8, 2013 8:17 AM
77	3	Jan 8, 2013 8:15 AM
78	1	Jan 8, 2013 8:13 AM
79	5	Jan 8, 2013 8:04 AM
80	3	Jan 8, 2013 8:04 AM
81	3	Jan 1, 2013 7:36 AM

Page 8, Q2. What is the age of your youngest child?

82	4	Dec 14, 2012 11:46 AM
83	4	Dec 4, 2012 8:03 PM
84	4	Dec 1, 2012 2:55 PM
85	20 months	Nov 30, 2012 10:16 AM
86	2	Nov 24, 2012 8:02 PM
87	3	Nov 18, 2012 1:01 PM
88	2	Nov 12, 2012 10:46 AM
89	8	Nov 12, 2012 9:45 AM
90	2	Nov 9, 2012 12:44 AM
91	3	Nov 2, 2012 11:51 AM
92	4 years	Nov 1, 2012 11:10 PM
93	6 months	Nov 1, 2012 10:16 AM
94	12	Oct 31, 2012 5:12 PM
95	2	Oct 31, 2012 10:15 AM
96	21	Oct 31, 2012 8:26 AM
97	1	Oct 30, 2012 5:37 PM
98	2	Oct 30, 2012 3:23 PM
99	5 mos	Oct 30, 2012 11:34 AM
100	2	Oct 30, 2012 11:26 AM
101	12	Oct 30, 2012 9:31 AM
102	7	Oct 30, 2012 8:17 AM
103	3	Oct 30, 2012 4:54 AM
104	4	Oct 29, 2012 7:36 PM
105	31	Oct 29, 2012 5:19 PM
106	2	Oct 29, 2012 3:41 PM
107	three days old	Oct 29, 2012 2:15 PM
108	5mo	Oct 29, 2012 1:59 PM

Page 8, Q2. What is the age of your youngest child?

109	2	Oct 29, 2012 1:29 PM
110	12	Oct 29, 2012 12:59 PM
111	12	Oct 29, 2012 12:53 PM
112	2 years	Oct 29, 2012 12:24 PM
113	17	Oct 29, 2012 11:59 AM
114	9	Oct 29, 2012 11:58 AM
115	9 months old grandchild	Oct 29, 2012 11:17 AM
116	20	Oct 29, 2012 10:26 AM
117	21	Oct 29, 2012 9:48 AM
118	10	Oct 29, 2012 7:35 AM
119	28	Oct 29, 2012 7:23 AM
120	9	Oct 29, 2012 6:14 AM
121	4	Oct 29, 2012 6:05 AM
122	2	Oct 28, 2012 11:22 PM
123	10	Oct 28, 2012 12:37 PM
124	8	Oct 28, 2012 11:10 AM
125	2 years	Oct 28, 2012 10:26 AM
126	12	Oct 28, 2012 9:24 AM
127	7 weeks	Oct 27, 2012 3:03 PM
128	10	Oct 27, 2012 10:12 AM
129	19	Oct 27, 2012 8:13 AM
130	8	Oct 27, 2012 7:56 AM
131	9	Oct 27, 2012 6:37 AM
132	2	Oct 27, 2012 5:36 AM
133	1	Oct 27, 2012 4:11 AM
134	11	Oct 26, 2012 8:36 PM
135	2	Oct 26, 2012 8:13 PM

Page 8, Q2. What is the age of your youngest child?

136	18 months	Oct 26, 2012 7:52 PM
137	8	Oct 26, 2012 7:44 PM
138	2	Oct 26, 2012 4:48 PM
139	9	Oct 26, 2012 4:34 PM
140	12,15	Oct 26, 2012 4:07 PM
141	6	Oct 26, 2012 3:55 PM
142	5	Oct 26, 2012 2:44 PM
143	7	Oct 26, 2012 1:47 PM
144	5	Oct 26, 2012 1:24 PM
145	17	Oct 26, 2012 1:10 PM
146	2	Oct 26, 2012 1:05 PM
147	2	Oct 26, 2012 1:02 PM
148	3	Oct 26, 2012 12:33 PM
149	3	Oct 26, 2012 12:00 PM
150	4 months	Oct 26, 2012 11:49 AM
151	20	Oct 26, 2012 11:37 AM
152	22	Oct 26, 2012 11:34 AM
153	10	Oct 26, 2012 10:54 AM
154	23 months.	Oct 26, 2012 10:08 AM
155	2nd due in 4 weeks	Oct 26, 2012 9:26 AM
156	8	Oct 26, 2012 8:07 AM
157	31	Oct 26, 2012 8:00 AM
158	4	Oct 26, 2012 7:49 AM
159	2.75	Oct 26, 2012 4:16 AM
160	18	Oct 25, 2012 11:48 AM
161	4	Oct 25, 2012 11:39 AM
162	5	Oct 25, 2012 11:30 AM

Page 8, Q2. What is the age of your youngest child?

163	2	Oct 25, 2012 10:46 AM
164	newborn	Oct 25, 2012 10:19 AM
165	2	Oct 25, 2012 9:39 AM
166	7	Oct 25, 2012 9:32 AM
167	3months	Oct 25, 2012 9:23 AM
168	2 years	Oct 25, 2012 8:59 AM
169	2	Oct 25, 2012 8:32 AM
170	11 months	Oct 25, 2012 8:30 AM
171	4, 8	Oct 25, 2012 7:25 AM
172	8	Oct 25, 2012 7:12 AM
173	3	Oct 25, 2012 5:57 AM
174	2	Oct 25, 2012 5:48 AM
175	4	Oct 25, 2012 5:25 AM
176	4	Oct 25, 2012 5:23 AM
177	33	Oct 25, 2012 5:13 AM
178	1	Oct 24, 2012 11:53 PM
179	3	Oct 24, 2012 9:57 PM
180	2	Oct 24, 2012 8:43 PM
181	2	Oct 24, 2012 8:40 PM
182	5	Oct 24, 2012 8:22 PM
183	11	Oct 24, 2012 8:18 PM
184	1	Oct 24, 2012 8:02 PM
185	3	Oct 24, 2012 8:01 PM
186	3	Oct 24, 2012 7:22 PM
187	2	Oct 24, 2012 6:52 PM
188	1	Oct 24, 2012 6:49 PM
189	9 months	Oct 24, 2012 6:43 PM

Page 8, Q2. What is the age of your youngest child?

190	5	Oct 24, 2012 6:14 PM
191	8 months	Oct 24, 2012 5:59 PM
192	2.4	Oct 24, 2012 5:30 PM
193	23	Oct 24, 2012 5:05 PM
194	1.75 yrs	Oct 24, 2012 4:44 PM
195	18	Oct 24, 2012 4:40 PM
196	3	Oct 24, 2012 4:40 PM
197	3	Oct 24, 2012 4:33 PM
198	4,2	Oct 24, 2012 4:12 PM
199	5	Oct 24, 2012 3:39 PM
200	37	Oct 24, 2012 3:24 PM
201	3	Oct 24, 2012 3:18 PM
202	2	Oct 24, 2012 3:12 PM
203	5	Oct 24, 2012 3:05 PM
204	2	Oct 24, 2012 3:05 PM
205	9	Oct 24, 2012 2:56 PM
206	21 months	Oct 24, 2012 2:52 PM
207	2	Oct 24, 2012 2:52 PM
208	8	Oct 24, 2012 2:43 PM
209	16 mos	Oct 24, 2012 2:42 PM
210	1	Oct 24, 2012 2:39 PM
211	2	Sep 17, 2012 8:01 AM
212	6 months	Sep 11, 2012 7:46 AM
213	1	Sep 10, 2012 12:07 PM
214	4	Aug 22, 2012 8:58 AM
215	3 years	Aug 21, 2012 1:41 PM
216	2.5	Aug 20, 2012 10:29 AM

Page 8, Q2. What is the age of your youngest child?

217	15 months	Aug 20, 2012 9:33 AM
218	4	Aug 20, 2012 9:26 AM
219	6	Aug 7, 2012 5:49 AM
220	7 months	Aug 6, 2012 9:41 PM
221	12	Aug 6, 2012 9:12 PM
222	2	Aug 6, 2012 10:12 AM
223	on the way	Aug 6, 2012 9:50 AM
224	11	Aug 6, 2012 8:57 AM
225	1 month	Aug 6, 2012 8:05 AM
226	14 months	Aug 6, 2012 7:42 AM
227	12	Aug 6, 2012 7:21 AM
228	3	Aug 6, 2012 6:48 AM
229	6	Aug 6, 2012 6:39 AM
230	11	Aug 6, 2012 4:54 AM
231	16	Aug 6, 2012 3:50 AM
232	2	Aug 6, 2012 2:33 AM
233	5 months	Aug 3, 2012 3:52 AM
234	14	Aug 1, 2012 9:36 AM
235	19	Jul 31, 2012 5:16 PM

Page 11, Q2. How much was the additional cost per day?

1	\$100-\$150	Feb 27, 2013 5:09 PM
2	It was \$15/hr, so it varied.	Feb 16, 2013 1:03 PM
3	\$50	Feb 14, 2013 1:14 PM
4	\$30	Feb 14, 2013 12:44 PM
5	\$75/day (15 years ago)	Jan 15, 2013 1:40 PM
6	I am so sorry but my son is 22 now and I can't remember how much.	Jan 15, 2013 8:27 AM
7	\$28/day. I only used 4 hours of daycare per day and it was subsidized by the conference to be able to provide it at \$7/hour to attendees.	Jan 14, 2013 11:32 AM
8	\$100	Jan 13, 2013 2:29 AM
9	~60	Jan 11, 2013 6:08 AM
10	Faculty retreat, had to pay sitter for whole day--70/day. Usually it's night meetings which is more like 20-30/day.	Jan 10, 2013 11:24 PM
11	\$100	Jan 9, 2013 10:25 PM
12	The cost of hiring a 24 hour nanny for 6 days plus bi-coastal airfare was about \$150 per day because they shared the hotel room with us.	Jan 9, 2013 2:06 PM
13	\$100 for conference daycare ~\$250/day for costs associated with flying my mom out to care for the child	Jan 9, 2013 12:23 PM
14	\$50	Jan 8, 2013 6:56 PM
15	\$20	Jan 8, 2013 6:01 PM
16	overtime pay for my babysitter	Jan 8, 2013 5:39 PM
17	\$50	Jan 8, 2013 2:16 PM
18	\$10-30. Variable, depends upon second parent's professional workload at the time and duration of absence.	Jan 8, 2013 2:13 PM
19	We had to schedule someone to stay with our child when she was not at day care. These additional rate was \$10/hour and included overnight stay and leaving a car for the caregiver to transport our child to/from school. The addition cost was around \$200	Jan 8, 2013 12:29 PM
20	\$500 for airfare of grandmother	Jan 8, 2013 11:47 AM
21	\$50	Jan 8, 2013 11:30 AM
22	100	Jan 8, 2013 11:20 AM
23	I had to pay for the other adult (my husband) to accompany me on the trip. This usually costs at least \$50/day extra	Jan 8, 2013 10:58 AM

Page 11, Q2. How much was the additional cost per day?

24	\$35-80/day	Jan 8, 2013 10:50 AM
25	At a conference such as AGU it can be >\$100/day due to hotel, transport, and food for additional adult and children.	Jan 8, 2013 10:19 AM
26	The cost of paying her biological mom to stay at our house. Plus the emotional cost of having to deal with that instability and inconvenience.	Jan 8, 2013 10:13 AM
27	\$40	Jan 8, 2013 9:48 AM
28	40	Jan 8, 2013 9:17 AM
29	Travel costs for second adult	Jan 8, 2013 8:23 AM
30	nanny \$100 - \$150	Jan 8, 2013 8:05 AM
31	approx \$45	Jan 1, 2013 7:37 AM
32	I do not recall.	Dec 1, 2012 2:56 PM
33	In London it was 200£ for the weekend care	Nov 30, 2012 10:21 AM
34	\$80	Nov 24, 2012 8:03 PM
35	\$100	Nov 12, 2012 9:47 AM
36	\$80 to \$300	Nov 9, 2012 12:45 AM
37	max was one mtg was \$20 per hour x 10 hours and I had to use the person for the entire day (a sun) to cover time at a workshop attendance	Nov 2, 2012 11:53 AM
38	\$100	Oct 31, 2012 5:14 PM
39	90	Oct 31, 2012 10:16 AM
40	\$75	Oct 31, 2012 8:29 AM
41	\$20 on average	Oct 30, 2012 9:34 AM
42	\$200 for two kids (I think; this has been a while, but we contacted a nanny service in Chicago)	Oct 30, 2012 8:18 AM
43	100	Oct 29, 2012 7:37 PM
44	Paid \$250 to fly a grandparent in to help.	Oct 29, 2012 1:01 PM
45	\$40-50	Oct 29, 2012 12:27 PM
46	Could be up to \$40 on the occasional evening that I needed to work.	Oct 28, 2012 12:39 PM
47	About \$40/day extra.	Oct 26, 2012 4:35 PM
48	90	Oct 26, 2012 1:25 PM

Page 11, Q2. How much was the additional cost per day?

49	50.00	Oct 26, 2012 1:11 PM
50	\$10	Oct 26, 2012 12:34 PM
51	It depends. Tickets to take a child to a conference can be \$400. A babysitter to cover 3 PM to 10 PM for a meeting can be \$140.	Oct 26, 2012 10:56 AM
52	40	Oct 26, 2012 10:08 AM
53	\$40-\$80	Oct 26, 2012 9:28 AM
54	\$50	Oct 26, 2012 8:08 AM
55	\$25/hr	Oct 26, 2012 4:17 AM
56	\$15.00	Oct 25, 2012 9:40 AM
57	\$70	Oct 25, 2012 9:24 AM
58	approximately \$500 total for the conference for a plane ticket	Oct 25, 2012 9:03 AM
59	\$200	Oct 25, 2012 8:34 AM
60	I paid airfare for a friend to take care of my daughter (\$400)	Oct 25, 2012 8:31 AM
61	Cost of flight for mother-in-law or father to come and take care of child varies between \$100 - 200 per day	Oct 25, 2012 7:26 AM
62	\$60	Oct 24, 2012 8:23 PM
63	\$30-\$100	Oct 24, 2012 8:03 PM
64	It is hard to calculate since I have to pay for my child and a provider to fly with me.	Oct 24, 2012 7:23 PM
65	\$15 (but this was subsidized by the Uni)	Oct 24, 2012 6:44 PM
66	Plane tickets (\$600) and about \$300 for week of childcare at conference. Of course, still had to pay for care at normal place as well.	Oct 24, 2012 6:15 PM
67	\$50-\$100	Oct 24, 2012 4:34 PM
68	50	Oct 24, 2012 4:13 PM
69	\$20/day weekday; ~\$50 day weekend	Oct 24, 2012 3:20 PM
70	\$150	Oct 24, 2012 3:06 PM
71	Approx. \$700 total for a 4-day conference, to take a second adult along for childcare	Oct 24, 2012 2:54 PM
72	I just checked this because basically, there was no childcare available, so we had to pay for my husband to come with us.	Oct 24, 2012 2:53 PM

Page 11, Q2. How much was the additional cost per day?

73	varied, but a lot!	Oct 24, 2012 2:43 PM
74	not sure, but I've brought my spouse along to help, so it would be the costs of traveling for an extra person	Oct 24, 2012 2:41 PM
75	\$96 weekday, \$120 weekend day	Sep 10, 2012 12:09 PM
76	I had to pay for transportation for my sister to meet me at my conference. She took care of my child while I was at the conference. This was about \$100/day more than what I was already paying to the pre-school. Schools charge per month, not by the day, so all the costs were on top of what is already paid for daily childcare/preschool.	Aug 21, 2012 1:45 PM
77	\$100	Aug 20, 2012 9:34 AM
78	\$50	Aug 6, 2012 6:49 AM

Page 13, Q1. Please tell us more about this decision.

1	I have to pay to fly my husband and kids with me to go to a meeting, as my being away from the family for that long wouldn't work. So, I have had to say no to conferences and project meetings since I have become a parent.	Apr 30, 2013 3:11 PM
2	You can only expect so much of your spouse and sometimes the needs of staying home to help with childcare supercede those of going to the conference.	Apr 8, 2013 2:38 PM
3	Family or child obligations that needed my presence and, when I was an assistant professor with two children to care for, I simply couldn't afford the extra costs.	Feb 27, 2013 5:10 PM
4	Didn't attend conferences the year each child was born; cut back to 1-2 conferences per year after that.	Feb 16, 2013 1:04 PM
5	Difficult to arrange child care transportation	Feb 14, 2013 1:14 PM
6	I would need to know my child would have QUALITY and SAFE care. It would also be important that he has FUN - otherwise, he would not want to go, and it would be a major source of family stress. Furthermore, some educational opportunities would also be great - some kind of field trip or related. Finally, one or two nights of evening activities for families at conferences would be a great way for professional parents to network and for kids to meet other kids with professional parents, for example. If these things were a standard part of major meetings, then I would be EXCITED to take advantage of such opportunities. I would be able to go to more meetings, and this would benefit my career as well as the visibility of my department and institution.	Feb 14, 2013 12:48 PM
7	My priority is always my family then my career	Feb 8, 2013 11:05 AM
8	The conference was abroad (Canada), involving long flights. My husband would not have been able to accompany me, making the travel, as well as attending the conference too challenging with a 1 year old child (that's still breastfed).	Feb 6, 2013 4:19 PM
9	I have a 2.5 yr old and a 6 month old. Just now I choose not to attend conferences anywhere except on the West Coast (I'm in Portland) and attend only those of a day or overnight at longest. We have no family in town and although my husband is very good, I feel guilty putting all the child care on him for the days I am away. There is a balance though, as it's incredibly important to attend conferences at the early stages of your career in order to develop contacts and new ideas/research direction.	Jan 17, 2013 5:12 PM
10	Everyone faces tradeoffs with respect to family care issues.	Jan 15, 2013 1:41 PM
11	When I was a postdoc I simply could not afford the extra money it would cost for extra care.	Jan 15, 2013 8:28 AM
12	I used to attend ~6 conferences a year before I had children and then 3-5 conferences a year when my children were infants and toddlers. I rarely travel now that they are in grade school because they need me and can't miss school.	Jan 14, 2013 2:30 PM
13	I try to minimize the time away from home and my child, so I prioritize and only pick the 1 or 2 conferences that I feel I absolutely should attend.	Jan 14, 2013 12:49 PM

Page 13, Q1. Please tell us more about this decision.

14	The cost, hassle, and distraction of bringing a child to a meeting (or arranging for additional care if they stay home with dad) is just not worth it unless the meeting is really important.	Jan 13, 2013 2:30 AM
15	Many times. I've missed meetings with either sick kids or sick babysitters. We are very selective about the meetings we go to since it is really hard to go away either with the kids, or make my husband (who is also a professor) take care of the kids while trying to work.	Jan 10, 2013 11:25 PM
16	On a number of occasions I decided it was too difficult for my husband and too expensive for both of us to have me gone.	Jan 9, 2013 10:26 PM
17	Several times I have had to balance my husband's and my trips so one of us is at home. Presently we are caring for 2 grandchildren in our home, and this has impacted my attendance at meetings.	Jan 9, 2013 2:30 PM
18	I get \$1000 a year for development reimbursements outside of grants and the major conference in my field consumes that easily. So, most conferences are out of pocket and I simply cannot afford my travel plus childcare.	Jan 9, 2013 2:06 PM
19	Quality of conference daycare turned out to be low, I would not use it again, and cost of flying out the child's grandparent to care for an infant are too high. Plus the general difficulty of dealing with breastfeeding at a conference.	Jan 9, 2013 12:25 PM
20	I didn't have childcare at home that would work when I was away.	Jan 9, 2013 11:25 AM
21	I have avoided travel with my young kids, especially while breastfeeding for the first year.	Jan 9, 2013 10:42 AM
22	It is simply difficult to be away from an infant, especially when breast feeding.	Jan 9, 2013 10:16 AM
23	When my kids were at home I limited conferences/trips to -3 per year	Jan 9, 2013 8:29 AM
24	I could not find adequate care for my child and chose not to go.	Jan 8, 2013 6:56 PM
25	I had to cancel attendance at a meeting of a national committee I an on when my son was diagnosed w pneumonia in the fall. I therefore didn't get reimbursed for the price of the plane ticket. I may not go to a 3 week summer workshop this year BC I don't want to leave my husband on his own w kids for 3 Weeks.	Jan 8, 2013 6:56 PM
26	Too difficult to be away from home with partner's work responsibilities; also did not want to be away from child	Jan 8, 2013 6:06 PM
27	IT was too much time away from home and too much of a burden on my wife.	Jan 8, 2013 6:02 PM
28	It just seemed impossible, especially while nursing. My husband works crazy hours and couldn't take my child to the babysitter at home. I assume I won't go to any out of town meetings for several years.	Jan 8, 2013 5:40 PM
29	Too difficult to find time to attend conferences with infant	Jan 8, 2013 3:16 PM
30	I currently have an infant and am breastfeeding. I would need to bring a second adult with me to the conference, paying not only her full-time rate but also her travel, food and lodging. I do not get any support for conferences so the cost	Jan 8, 2013 2:17 PM

Page 13, Q1. Please tell us more about this decision.

became prohibitive.

31	I generally travel less or travel for shorter periods of time because it is hard on my spouse to manage day-to-day child-related responsibilities. It is more common than not for me to spend less time at a conference than I would if I did not have young children.	Jan 8, 2013 2:15 PM
32	My children (age 7 at the time) were distressed over my planned travel in September 2002 -- one year after 9-11. I decided not to travel for that meeting.	Jan 8, 2013 2:09 PM
33	When I was nursing I opted not to go to a workshop because I did not think I would be able to find sufficient time and support during the workshop.	Jan 8, 2013 1:15 PM
34	I only go to conferences in which I am presenting research. I no longer go to conferences to network only because of my responsibilities at home and a tightened budget.	Jan 8, 2013 12:30 PM
35	It is hard to travel as much with a young child in the house and it puts a lot of burden on the spouse staying at home to drop off and pick up from child care, so when I do decide to go to a conference, I usually just bring my spouse and child with me.... but I can't do that all the time so I have cut down on the amount of conferences I attend.	Jan 8, 2013 12:18 PM
36	My husband does not work 8 to 5, so we can't use daycare when I go away to conferences.	Jan 8, 2013 12:13 PM
37	I avoid traveling within 2 months after the baby being born and also try to limit travel to be able to spend time with kids at home.	Jan 8, 2013 11:54 AM
38	It is difficult to figure out how to nurse an infant and attend a conference at the same time. So, I did not attend any conferences until my children were each >1 year old. I know there are other options to consider, like pumping or bringing baby with me, but I decided there were plenty of conferences and my children were only going to nurse for a short amount of time.	Jan 8, 2013 11:49 AM
39	The cost to take a babysitter with me is prohibitive - so I have limited my conference travel to one conference a year.	Jan 8, 2013 11:48 AM
40	It happened many many times with my first child (11 y) and now is happening again with my 1 year old. Partly due to the fact that I breastfed my first for a long time, and am doing the same with the second. Unless I flew my mom from Europe and had her come with me to the conference I simply could not manage to go. This of course happened only a few times given the cost. With my second child I have made quick appearances at a conference leaving the baby at home for 1-2 nights maximum. I have come to accept that because my children are my primary focus my career will suffer.	Jan 8, 2013 11:34 AM
41	When you are caring for young children, traveling becomes a real burden, both from a family and professional perspective (work which won't be done during travels needs to be done when one comes back). I have become very selective in meetings/conferences/ etc since having children. Also, the added child care costs are not insignificant.	Jan 8, 2013 11:33 AM

Page 13, Q1. Please tell us more about this decision.

42	Could not make alternate plans - partner also traveling	Jan 8, 2013 11:21 AM
43	My spouse is also a scientists in the same field, so now that we have more than one child, and they are older, we trade off who gets to go to what meeting.	Jan 8, 2013 11:17 AM
44	My husband and older son already had an out-of-town committment. I could not leave my younger son at home alone (he was only 10 years old). We do not live close to family and there were no family members able to come and stay with him. I could not bring him to the conference (which I had done in the past) because it was an international conference and the airfare was about \$2200. I decided I did not want to pay this for a 4 day conference. However, I feel this decision could negatively impact my career as it was the first international conference at which I was accepted to present 2 talks.	Jan 8, 2013 11:15 AM
45	It is too expensive to always bring my husband and my baby is still breastfeeding so I do not wish to leave him.	Jan 8, 2013 10:58 AM
46	My partner was not support of me taking the kid, and not interesting in coming along, so i had to stay home.	Jan 8, 2013 10:39 AM
47	There is not doubt that having a child at a conference (even with a great grandparent along to help) reduces the ability to network and devote time/attention to the meeting. Thus, the return from attending the meeting is lower at the same time additional costs are being incurred to be there. Sometimes I was not able to find a family/friend to help out. Sometimes I was too exhausted by the idea of leaving my children or arranging to bring one/both of them with me. This is particularly challenging with infants. I missed AGU when I was 8 month pregnant because it didn't seem appropriate to travel.	Jan 8, 2013 10:23 AM
48	When my husband was out of the country teaching, it is not really possible for me to leave the house and do something different without a great deal of inconvenience and emotional instability for my stepdaughter.	Jan 8, 2013 10:15 AM
49	My wife is not a scientist, and watches the kids while I am away. However, the workload of an Asst. Professor is such that I am not with my kids as much as I would like. So I moderate my meetings (and fieldwork) to spend more time with the kids and to not overburden my wife. This may put me at a professional disadvantage, but my family is more important.	Jan 8, 2013 10:05 AM
50	I do not plan to attend any conferences during my son's first 4 months.	Jan 8, 2013 9:57 AM
51	I had to cancel a trip to AGU at which I was supposed to present on multiple occasions because my partner did not feel comfortable watching our infant by herself and my institution does not provide any support	Jan 8, 2013 9:57 AM
52	I waited until my children were no longer breast feeding (18 months) before I attended a meeting without them. When my husband was able, he would travel with me. If his schedule did not allow this, then I did not attend the meeting.	Jan 8, 2013 9:49 AM
53	My priority was taking care of my children. I opted not to attend meetings when they were infants. Now that my children are school aged, I still try not to go to more than one (occasionally 2) meetings each year.	Jan 8, 2013 9:34 AM

Page 13, Q1. Please tell us more about this decision.

54	Both my spouse and I travel considerably, and on occasion one of us has to chose to not take, or abruptly cut short travel. Fortunately, thus far this has been rare.	Jan 8, 2013 9:25 AM
55	I now always weigh the necessity of attending a conference against the need to take care of my toddlers.	Jan 8, 2013 9:21 AM
56	Both of us are academics - we both can not travel, so I usually choose not to. My husband has traveled to conferences much more than I have, but this is usually my choice. I would like to travel a bit more now that my child is school age, but finding quality child care is difficult.	Jan 8, 2013 9:17 AM
57	Cutting back on travel was an important and necessary way to balance work-life conflicts and stress - when I had an infant or toddler, I didn't want to be gone as much - both because it added stress to my husband (the other primary caregiver) and because I think it is important to be around! even if I had lots of alternatives for childcare support for travel, I still would have made that decision.	Jan 8, 2013 9:04 AM
58	Too much travel is stressful on our family, both for our child and husband. Therefore, I turn down requests when I feel like I am doing more than one trip per month.	Jan 8, 2013 8:37 AM
59	Conference was just too soon after the birth of my second child, balanced with the relatively young age of my eldest child that I decided to withdraw from the conference - this was despite it being a national event where I had significant responsibilities. Leaving the children at home would have been unfair on all involved.	Jan 8, 2013 8:29 AM
60	My husband only has an adjunct position and we simply cannot afford for either of us to attend conferences. My college does not provide a lot of support for faculty in this area, as we are an undergraduate institution. We spend any spare money we have to do our fieldwork, taking our children with us. Our fieldwork is predominantly in Africa, so the costs we incur to carry out our research are all we can really afford. It has been about 4 years since either of us have attended a conference; however, now with one child being a teenager who can help with the toddler, we are hoping that we can get back (this year even!) to conferences. This is important for us because I am currently the main breadwinner and we have been unsuccessful in our dual career search. Attending conferences would help us get out of this professional dead end. Two scientists with PhD's is a tough one when you have kids we are learning.	Jan 8, 2013 8:24 AM
61	Unwilling to leave infant at home but unable to afford travel for whole family	Jan 8, 2013 8:24 AM
62	My husband and I have to take turns going to conferences, as we cannot both be away from home at the same time.	Jan 8, 2013 8:16 AM
63	Frequent issue. I am the primary care giver. I can negotiate with my husband to attend one or two conferences a year, but they either need to be short (one night), in a place where he and children could attend and have some educational value, or I don't go. I have arranged to have my parents come out (14 hr drive from their home) for a workshop trip I ran to Egypt. I have had children's friends come and stay overnight or take the children for a night when my husband is gone. I do not attend conferences that have childcare. I cannot afford a nanny	Jan 8, 2013 8:11 AM

Page 13, Q1. Please tell us more about this decision.

full time, and often can't find one to accommodate my travel needs. The expense is prohibitive. When I had my first son, I promised it wouldn't impact my research. I took him at 6 weeks and my husband to a national workshop I led for 3days. He traveled with me more than 4 times that year, but as he got older (now 7) and I had a second child, the logistics are monumentally more difficult. Missing school time for the older child is a challenge - can only arrange so much time to be away - so our goal is that it has to be educational or include time with family (who live far away in MA and CA) in order to justify time out of school.

64	Away from home for a week would add a lot of work to my husband for taking care of two young children.	Jan 8, 2013 8:07 AM
65	It is very disruptive to my household when I am away overnight, due to my husband's work schedule and lack of family support in the area. So I limit myself to one major conference a year.	Jan 1, 2013 7:38 AM
66	when my child was an infant I had collaborators in Germany and I could not afford to bring a caregiver with me. Since I was still nursing I considered trying to save milk but would not have been able to personally bring the milk back home due to security restrictions.	Dec 14, 2012 11:49 AM
67	As faculty at a primarily undergraduate institution I make approximately what I made as a postdoc and support my husband and two children. We typically cannot afford extra child care expenses, even if the 'extra' is only to cover a few hours. We refuse to incur debt and as such our budget is very tight.	Dec 1, 2012 3:02 PM
68	When you have nobody around who can take care of your children even when you contact an agency. When you have babies under 3 its difficult to trust everybody. You follow your first feeling and unfortunately you can be in 2 places at the same time.	Nov 30, 2012 10:24 AM
69	Balancing conferences and the preparation for conferences with my goals and aspirations in parenting often is tilted towards making things easy for my family. This is all balanced with my teaching responsibilities as well. I target 1 conference per year and should be targeting 2-3. I am unsure what the impact will be on my career but i try to interact more with colleagues over Skype.	Nov 24, 2012 8:06 PM
70	I have attended conferences regularly, but not frequently. Childcare concerns/ time away from family is one factor but has not been the single factor in making the decision to skip certain conference opportunities. Financial concerns and overall time constraints on research and teaching responsibilities have factored in as well.	Nov 12, 2012 10:50 AM
71	no childcare provided at meeting negative attitudes of peers regarding the presence of children difficulty in finding care for children left at home	Nov 12, 2012 9:49 AM
72	Reasons include exhaustion caused by regular childcare responsibilities, stress to child and partner, cost, logistical difficulty, inflexibility of partner's job, lack of extended family living nearby, my sadness at having to miss out on child's development	Nov 9, 2012 12:47 AM
73	made it more times than I can count. I can only stand to spend short periods of time away from my kids. I'd say i got to half the number o meetings and	Nov 2, 2012 11:54 AM

Page 13, Q1. Please tell us more about this decision.

	workshops I used to go to before kids, same for field work, when there is an option...	
74	I find that when I'm traveling frequently my children become out of sorts, so will "overdo" and then reel back in, based in large part on the impacts to my kids (and by extension, my spouse). As a result, some years I have many conferences, invited talks, peer review panels, etc. and others I have very few. Not because there were fewer opportunities, but because I said "no thanks" when asked or chose not to submit abstracts.	Nov 1, 2012 11:14 PM
75	Often the cost is prohibitive if I will not be reimbursed fully by the University and I will have to pay for child care.	Nov 1, 2012 10:17 AM
76	I could not afford the childcare services.	Oct 31, 2012 5:14 PM
77	Daycare is not always provided by meetings, when it is it is often sketchy quality. While breastfeeding, it is almost impossible to juggle. I can't afford to always fly my mother or mother-in-law to help take care of the child.	Oct 31, 2012 10:18 AM
78	I was scheduled to go to a conference just five weeks after giving birth and decided to withdraw because it was going to be too complicated.	Oct 30, 2012 5:39 PM
79	I often miss meetings on Fridays because I have no day care arrangements and don't want to pay for day care just to go to a meeting.	Oct 30, 2012 3:26 PM
80	difficult/impossible for nursing mothers and infants to travel and participate in conferences	Oct 30, 2012 11:35 AM
81	It is hard to balance the time away and how that impacts the life of both my son and my husband. It is sometimes easier to stay at home.	Oct 30, 2012 11:28 AM
82	I skipped a conference because I had a newborn.	Oct 30, 2012 9:34 AM
83	First, when I was nursing, it was difficult to get away. Second, my husband is an academic and since we can't afford to take the kids to every conference, we've had to "split" conferences. Even though Midwest Political Science Association meeting is one of my favorites, usually, I let my husband go. He likes it too.	Oct 30, 2012 8:20 AM
84	Don't get much money to go to conferences anyway. And I was bfin.	Oct 30, 2012 4:55 AM
85	I have only gone to conferences that I can drive to and qill ne gone one day.	Oct 29, 2012 2:18 PM
86	My spouse and I have had occasional conflicts where we both wanted to attend an out-of-town conference or workshop at the same time. Thus far we have alternated being the one who doesn't go.	Oct 29, 2012 1:31 PM
87	I decided not to attend a conference that meets during a week when my wife had to work and my children were on school holiday. It was during the last week of the summer, and no summer camps were still running at UNCC or elsewhere in the area.	Oct 29, 2012 1:03 PM
88	My husband and I usually have to trade off going to meetings unless my parents can fly from several hundred miles away to stay with my children. They are too old to miss school but not quite old enough to stay home alone.	Oct 29, 2012 12:54 PM

Page 13, Q1. Please tell us more about this decision.

89	Very difficult decision because attending conferences is an important way for me to stay current in my area of research. If I cannot afford the additional daycare or evening care, particularly for a long conference, I cannot attend.	Oct 29, 2012 12:43 PM
90	My spouse and I share all childcare responsibilities and my institution only partially funds conference travel, so financial, work, and time issues all play a role in deciding if I will attend a conference or not.	Oct 29, 2012 7:37 AM
91	Child's illness that would prevent me from attending a meeting	Oct 29, 2012 7:25 AM
92	If my husband is working I only go to conferences if I can flex my childcare around him.	Oct 29, 2012 6:06 AM
93	When I had two small children it was too hard to leave them at home with my spouse while he worked full time and I didn't make enough money to justify full time child care.	Oct 28, 2012 12:40 PM
94	Reluctance to attend more than one meeting out of town a year with a child who is younger than schoolage.	Oct 28, 2012 10:28 AM
95	In general it was an issue of being available for activities of the children that required parental involvement. A larger issue at our institution is teaching job responsibilities making it very difficult to attend any meeting that does not fall during a break in the academic calendar.	Oct 28, 2012 9:26 AM
96	i just had a baby and had to skip a meeting i was invited to because i can't travel with a 6-week-old and i breastfeed so i couldn't leave her home. also, my spouse is in the same field and i found if we go to the same conference, 90% of the child care falls to me so now we go to different conferences.	Oct 27, 2012 3:06 PM
97	I would go to more meetings (not a lot more, but some more) if that were not taking away from family time on weekends and at night.	Oct 27, 2012 10:14 AM
98	Cost and availability issues have prevented me from attending a conference unless my husband or mother could come when I have had young children.	Oct 27, 2012 5:41 AM
99	My spouse watches our children when I am away. If his schedule is such that this would create more of a hardship than usual, I have to decide whether or not the conference is a priority. Our childcare costs are high enough for our regular work week and we are not comfortable spending more money (on childcare) for me to attend conferences.	Oct 27, 2012 4:15 AM
100	For any amount of time spent away from home as a parent, you weigh whether the time away is worth the cost of being away	Oct 26, 2012 8:50 PM
101	i don't feel good about leaving the kids for any extended time, so i only choose to go to 1-2 meetings per year when i can have family help take care of them	Oct 26, 2012 7:46 PM
102	I will not just leave my child with anyone and if my wife has other work responsibilities, then I am in charge of our little one.	Oct 26, 2012 4:51 PM
103	When my children were small and nursing, I did not travel away from home for conferences unless another adult family member could travel with me. It was just too much to manage pumping and freezing milk while away from home.	Oct 26, 2012 4:36 PM

Page 13, Q1. Please tell us more about this decision.

104	If I was unable to get childcare at home.	Oct 26, 2012 3:56 PM
105	Taxing on other family members during my absence.	Oct 26, 2012 2:45 PM
106	If my husband was too busy I have not attended several conferences to stay home with kids. Traveled much less when they were young.	Oct 26, 2012 1:12 PM
107	It is hard to go to conference when the baby is little...either you need to leave the baby at home with spouse or take both spouse and baby go join the conference. Sometimes is not possible if spouse also have high performance job responsibility.	Oct 26, 2012 1:05 PM
108	If my husband and have a conference at the same time, one of us will stay home. We take turns depending on the importance of the meeting.	Oct 26, 2012 12:34 PM
109	It happened few times; one time, my daughter was sick and I was unable to participate in a conference in honor of my advisor's 60th birthday.	Oct 26, 2012 12:02 PM
110	My child is only 4 months old. I am exclusively breastfeeding. The conference I was planning to attend was a long flight away and many timezones change. My partner could not come with me. I did not think I could pump enough to feed my child while I was gone, and I was too exhausted to contemplate the prospect of preparing for and traveling to and from the conference. So I skipped it.	Oct 26, 2012 11:51 AM
111	It is simple -- if the child cannot be cared for, the conference is not attended.	Oct 26, 2012 11:37 AM
112	When my elder daughter was young, the American Chemical Society had no child care at its conferences. There was no way I could travel to a conference with a child (3 to 10 years old) without day care. The society expressly prohibits taking children to the symposia. As a foreign national, all my family was in another hemisphere and as a single mom, there was no dad to take care of our child at home.	Oct 26, 2012 11:02 AM
113	My husband also travels and I was unable to attend an international meeting due to scheduling conflicts and childcare was not provided for infants at the meeting.	Oct 26, 2012 10:10 AM
114	if trustworthy childcare arrangements were not feasible, professional travel was deferred	Oct 26, 2012 8:01 AM
115	Timing didn't work out. My wife and I had overlapping meetings and had to make a decision, who goes.	Oct 26, 2012 7:51 AM
116	It is difficult to balance travel with the travel of my spouse.	Oct 26, 2012 4:18 AM
117	My husband (later my ex-husband) has/had a very demanding career, and could not be counted on to come home when the children needed him- he felt his primary responsibility was to his employer, so leaving the children with him was asking him a favor. At times I felt it wasn't worth the hassle. I lived across the country from family, so my only other choice was to leave them with a childcare provider. Doing so would have been prohibitively expensive on a postdoctoral fellow's salary.	Oct 25, 2012 11:52 AM
118	It is too expensive for me to bring my three children to a meeting and then pay for on site child care while my husband is out of town.	Oct 25, 2012 11:40 AM

Page 13, Q1. Please tell us more about this decision.

119	Life is very difficult for my children without me at home; and, by extension, for me when I return home.	Oct 25, 2012 11:32 AM
120	I have chosen not to attend conference because of lack of childcare.	Oct 25, 2012 9:41 AM
121	Well, if i did go my husband couldn't have worked as much so it was a loss to us when we weren't earning enough money as is. so it definately played a role in whether or not i went to a meeting or otherwise professional development.	Oct 25, 2012 9:34 AM
122	Advised by ob/gyn not be travel during the last trimester of the pregnancy	Oct 25, 2012 9:25 AM
123	Since having my daughter, I have had to limit the number of conferences I attend every year. Because my husband is in the same field, we have opted to attend only conferences together and bring our daughter with us. We then take turns watching her while the other attends the conference. This is not the best option because it limits how much each of us can participate in the conference, and so we have limited which ones we attend to only the most important.	Oct 25, 2012 9:03 AM
124	Did not go to meetings for 4 years when children were <2. Even now,my husband could not handle all three alone so my mother has to fly in or we find a sitter. Children are 7,5,2	Oct 25, 2012 8:36 AM
125	My daughter was 2 months old, and my husband was teaching that semester and he couldn't cancel class. I thought it was too young to take her with me on an airplane.	Oct 25, 2012 8:33 AM
126	I could not arrange a family member to cover the childcare that I needed and was not able to take child with me.	Oct 25, 2012 7:27 AM
127	I have foregone any conferences taking place in Asia since it's too long an absence from home -- foregone means we did not even submit papers, unless I was sure a student could go. In general I have cut down on my travels since I had children, although I still go to the most important conferences, NSF panels, PI meetings etc	Oct 25, 2012 7:14 AM
128	My husband helps with some of the childcare, but he has a long commute, so I do 85% of it. If he has to do drop-off and pick-up for daycare, he has to take a half day. Therefore when I go to a conference it affects both our jobs. The same is not true when he travels for work.	Oct 25, 2012 5:59 AM
129	If my spouse's work commitments do not allow him to care for our children in my absence, I will not travel to a meeting or conference.	Oct 25, 2012 5:50 AM
130	Have to turn down invitations due to too much travel and the stress that this causes at home.	Oct 25, 2012 5:26 AM
131	I did not want to travel far distances with a baby, and I did not want to leave too long without breastfeeding because I was afraid of milk production going down.	Oct 24, 2012 11:54 PM
132	I have had to find graduate students to carry out field work in my place as a result of needing to be home to parent	Oct 24, 2012 10:00 PM
133	I cut back travel a lot while breastfeeding.	Oct 24, 2012 8:45 PM

Page 13, Q1. Please tell us more about this decision.

134	It is very hard to go to meetings while you are breastfeeding an infant.	Oct 24, 2012 8:42 PM
135	My husband and I are both academics who travel frequently. At least several times each year, one of us has to turn down a travel opportunity or invitation because the other person has an invitation for the same time and one of us has to stay home with our child. I bring my child with me whenever I can persuade my mother, my sister, or a babysitter to come with us. My husband does not.	Oct 24, 2012 8:24 PM
136	When my children were infants (less than 2 yrs) it was just too difficult to handle the logistics. Going to a conference and stressing about child care was just too much. I pretty much did not submit any papers to conferences for those 2 years unless they were local or within driving distance.	Oct 24, 2012 8:21 PM
137	It's just too exhausting. I'm too sad to be away from my baby. And I have to take a break every 3 hours to pump anyway. So I am missing the conference, missing my baby, and feeling exhausted. It's not worth it.	Oct 24, 2012 8:04 PM
138	When I was nursing (when each child was under about age 1) I would not leave my children overnight.	Oct 24, 2012 8:04 PM
139	It is difficult to be away when you have 2 children. Thus I only go to about half the meetings I should so that I don't put too much pressure on my husband.	Oct 24, 2012 7:36 PM
140	I am a single mother. Going to a conference adds costs for my child and my mother. In addition to the cost, it is physically exhausting!	Oct 24, 2012 7:24 PM
141	My husband's work schedule was not flexible and I could not leave the children behind nor take them by myself.	Oct 24, 2012 6:50 PM
142	I limit the amount of travel that I do so that I do not unduly burden my wife with watching both children while I'm away	Oct 24, 2012 6:44 PM
143	There is a highly-regarded workshop for early career faculty in my field - one focused on getting tenure, etc. - but they could not help me figure out childcare for my breast-feeding 1 year old at the conference location. And I didn't have anyone else who could travel with me, so I gave up and I've never gone to the workshop.	Oct 24, 2012 6:17 PM
144	I haven't considered going to the conferences I usually go to when I have a small infant (< 1 yr) largely because it's so logistically challenging in terms of travel and nursing. And I'm exhausted already.	Oct 24, 2012 6:01 PM
145	My co-parent asked me not to go, so I didn't. His expectations of my parenting responsibilities are higher than my own for myself (or for himself). That is, he wants me to travel less, although we are both constantly being asked to travel for conferences, guest lectures, and field work.	Oct 24, 2012 5:33 PM
146	Nursing infant... Also, I don't want to leave my children more than once or twice per year.	Oct 24, 2012 4:46 PM
147	My child came down with pneumonia, so I had to cancel at the last moment. I have had a child with an event which caused me to leave the conference early.	Oct 24, 2012 4:42 PM
148	I limit the number of meetings I attend because of my parental responsibilities. I	Oct 24, 2012 4:42 PM

Page 13, Q1. Please tell us more about this decision.

split parenting with my husband and would need to give him extra time at work/rest to make up for the time that I'm gone. (same thing but in reverse when he does to conferences/meetings)

149 Child is sensitive to either parent traveling and exhibits signs of significant stress. The other parent travels a lot, so I have chosen to limit my work travel to events that are absolutely necessary. This has meant passing up professional development or networking opportunities that I would have participated in if I didn't have a child. Oct 24, 2012 4:36 PM

150 Sometimes I had to alternate/accommodate professional plans/needs of partner or special events in child's life. Oct 24, 2012 3:26 PM

151 I have an unusual strong support network: supportive husband involved in care; mother-in-law in town involved with care; parents in nearby town involved with care; brother and sister-in-law in town on call; daily nanny with a flexible schedule (and au pair with son was younger). So, in my case, I could not ask for more support options. Still, when conferences come up I question whether to put my husband especially under the strain of me being gone. I travel about once every month or every two months, but I have said "no" to a few conferences I would have otherwise attended, or cut short conferences (especially large conference) and only attended on the day I was presenting. Oct 24, 2012 3:24 PM

152 These are always difficult decisions to choose between work and home, but there are times when it's not comfortable to leave a child behind (child is sick, child is young, no good overnight care options, etc.). These are all missed opportunities at work. Oct 24, 2012 3:14 PM

153 The logistics of traveling/caring for young children meant I stayed home rather than traveling. Oct 24, 2012 3:07 PM

154 I limit my meetings to 4 weeks total per year. This is a personal decision that I have made due to the age of my children (2 and 5 years). My husband has a similar (personal) limit. Oct 24, 2012 3:07 PM

155 My husband comes with me to conferences and takes care of our son during the daytime while we're there. I have to pick and choose because he is only willing and able to take time off from his work a limited number of times. Oct 24, 2012 2:55 PM

156 It's very difficult to pay for me, my child, and my husband to all go somewhere to ensure my daughter has adequate care while I'm at a conference. We simply can't afford it for the most part. Even if there was good childcare at conferences, I couldn't afford the extra ticket to take my child in most cases. Oct 24, 2012 2:55 PM

157 If I cannot find alternate care I cannot go. Oct 24, 2012 2:44 PM

158 Reducing travel is the #1 way of making my job more manageable with kids Oct 24, 2012 2:43 PM

159 Sometimes the costs (monetary and time) are too much to be away from the family in order to attend a conference. While my spouse helps at home, I'm the primary caregiver, and it's not easy for my spouse to take over while I'm away. It takes substantial additional planning on my part to keep the household running while I'm away. Also, my spouse also travels for work, so we occasionally have Oct 24, 2012 2:43 PM

Page 13, Q1. Please tell us more about this decision.

a conflict where we both need to travel at the same time.

160	It is difficult to balance work and family.	Aug 22, 2012 8:59 AM
161	I could not afford to bring a family member to help with my toddler. The childcare (if available) at most conferences doesn't start until kids are 6 years of age (American Chemical Society National Conferences). The time it takes to travel to the East Coast from California, along with the days at the conference, were too many to leave my child at home with my spouse, who also works full-time and doesn't have flexibility in working hours.	Aug 21, 2012 1:48 PM
162	Since my husband is also an academic and both sets of grandparents live at least 3000 miles away, it takes a great deal of coordination to attend meetings. I usually only go to 1 a year and my husband 2.	Aug 20, 2012 9:28 AM
163	I rarely go to conferences because my husband's work schedule precludes him from taking over my share of the child care responsibilities. (he goes to work at 5:30 am)	Aug 7, 2012 5:51 AM
164	Particularly when my children were very young, or my husband or in-laws were unable to help out with childcare at home, I chose to go to conferences less frequently.	Aug 6, 2012 9:13 PM
165	It is very difficult to take an infant (nursing) and a pre-schooler with me to a conference. They need almost full-time care and attention and they do not do well in a hotel room for more than a short while. Depending on where the meeting is being held there may or may not be things for the kids and a sitter to do outside the hotel room. It is also expensive bringing the kids along to a meeting - and either have additional travel and meal costs or childcare costs. Lastly, when my kids are with me at a meeting - it is less likely that I will have the time and energy to fully participate in the meeting. Meals with colleagues are less likely to be possible - since I'd need to be with my family too.	Aug 6, 2012 10:16 AM
166	I will give birth in December, and I'm electing not to attend a conference in February. With such a young child and still breastfeeding, I don't want to leave him at home. And I'm certainly not taking a 2 month old to a conference.	Aug 6, 2012 9:54 AM
167	I have not traveled as much to participate in conferences since my child was born due to the difficulties of finding childcare.	Aug 6, 2012 8:59 AM
168	My husband and I are both faculty members in the same discipline. Either he or I have stayed home to take care of our children while the other one can go to a conference. Even with another family member there to help with care or when using on site care, you still miss out on the social networking that occurs in the evenings or evening poster sessions. Sometimes it's just easier for 1 of us to stay home and eliminate that pressure of do I spend time with the family or on the career?	Aug 6, 2012 8:13 AM
169	I think this ALWAYS goes into the calculus. How much will I get out of the meeting versus how much will I burden my husband, who will be left with all the responsibilities, and are there irreconcilable conflicts (he CAN'T fully cover when I'm gone, and we can't line up a backup)? The important Gordon Conference in my field is in California in January (I'm on the East Coast) and I definitely go less	Aug 6, 2012 7:46 AM

Page 13, Q1. Please tell us more about this decision.

often now than before kids.

170	Too difficult when child was very small. Had to stay home when my husband was traveling as well.	Aug 6, 2012 6:50 AM
171	Could not afford to be away financially or time-wise.	Aug 6, 2012 6:40 AM
172	I have not gone to more than one conference a year while I had the kids between their ages of just born to when my youngest turned 9. I have recently increased this. My general observation is that lack of visibility has impacted things like citation index and being recognized for all the cool research that I have published. A conference presentation is where people get intrigued enough to look you up.	Aug 6, 2012 4:57 AM
173	If my husband or parents were unavailable, then I could not attend a meeting, because the meetings I go to do not provide child care.	Aug 6, 2012 3:53 AM
174	Could not afford at home daycare or could not find coverage for time of meeting	Aug 6, 2012 2:34 AM
175	Sometimes it is too hard to be away from my children. It is hard on them emotionally. Since becoming a parent I have severely reduced my business travel. Before becoming a parent I loved business travel; now I do as little as absolutely necessary.	Aug 3, 2012 3:54 AM
176	when my children were little babies my husband and I quarreled many times over my attendance at conferences.	Aug 1, 2012 9:38 AM

Page 16, Q1. For new mothers (faculty) with an active research grant, should a supplement to the grant be available to assist her in maintaining her research effort during the childbirth/adoption process?

1	Unsure re: grad students, although I was in that situation & took unpaid leave.	Feb 16, 2013 1:06 PM
2	With grad school and post docs taking longer, this is really important for women to be able to get jobs.	Jan 14, 2013 11:33 AM
3	For the faculty too	Jan 9, 2013 10:28 PM
4	Graduate students are still in training and contribute less to research grants than PIs or post docs. The comittment of the grant is to the PI who decides who is to be supported.	Jan 9, 2013 2:34 PM
5	Although I selected Yes on both questions above, it is important to note that many of the issues with childbearing/adoption can not be solved with money. I can buy all the daycare I need but the daycare providers cannot breastfeed for me. More acceptance of modified work schedules would help many people out more. Also, graduate students can apply for federal assistance for childcare but post-docs may not be able to.	Jan 9, 2013 2:12 PM
6	AND, if the new mother were a faculty member!	Jan 9, 2013 12:28 PM
7	I'm not sure what this question means	Jan 9, 2013 11:29 AM
8	But if available to a mother should be available to any parent.	Jan 9, 2013 11:17 AM
9	This question was confusing to me. What is a "supplement to the grant"? Is this considered an extension on the grant funds or funds added to the grant so as to find appropriate personnel to assist in continued progress/productivity of the grant? I answered the question with regard to additional funds and/or time be allowed to the research PI to get the work done. With respect to my own planning, I have had serious concerns about productivity and obligations and have feared having children because of my own perceptions of non-flexibility.	Jan 9, 2013 8:31 AM
10	It is not the granting agency's responsibility to fund childcare	Jan 8, 2013 7:05 PM
11	We should encourage younger women scientists to have children, because fertility has a time limit.	Jan 8, 2013 5:42 PM
12	In order to keep progressing on the project, supplemental funds would be helpful to pay for child care. I know that as a new mom, I preferred to have my infant have individualized care in the home, rather than at a day care facility right away.	Jan 8, 2013 12:37 PM
13	There is no unsure column here, but I think that it is a tricky issue because you would have to give supplements for all kinds of leaves-- parental care, disability, etc., in order to be fair.	Jan 8, 2013 11:52 AM
14	I think that an extension of the grant would take care of this issue. What would the additional monies cover?	Jan 8, 2013 11:20 AM
15	What about new fathers?	Jan 8, 2013 10:07 AM
16	For graduate students, at least at my institution, we simply cannot extend funding or continue to support students in this way, but if a student or post-doc	Jan 8, 2013 9:52 AM

Page 16, Q1. For new mothers (faculty) with an active research grant, should a supplement to the grant be available to assist her in maintaining her research effort during the childbirth/adoption process?

	had their own funding, then I think a small supplement or at least an extension should be considered.	
17	Sure, if the grating agencies would pay for it - but this seems unlikely.	Jan 8, 2013 9:06 AM
18	From my opinion, generally the cost is not so much of an issue as is the time.	Jan 8, 2013 8:40 AM
19	Better to extand the grant and let the new mother focus on being a mother during those first three months!	Jan 8, 2013 8:18 AM
20	It's pure discrimination to treat women differently then men because we are biologically forced to be the ones who are pregnant & give birth.	Jan 8, 2013 8:10 AM
21	Infant child care is expensive. If the expectation is that the parent continue to be productive while the child is in infancy, supplemental funds would make this productivity much more likely.	Jan 1, 2013 7:40 AM
22	Both situations are difficult when pursuing a research career because it requires availability, great motivation and as less as possible family issues.	Nov 30, 2012 10:34 AM
23	balance between work-life is essential. i am sure i would not get work if i tried to deny the life side of the equation.	Nov 24, 2012 8:08 PM
24	I'm not sure about giving more money - I think it's more important to give more time. Actually,I don't think there's enough information to answer this question - it's more complicated.	Nov 5, 2012 6:41 AM
25	This question is confusing? Are we talking about a faculty mother hiring a postdoc with the extra funds or a postdoc getting extra funds?	Nov 1, 2012 11:22 PM
26	The contributors to the grant are often crucial to completion of the terms of the grant contract.	Oct 31, 2012 8:37 AM
27	The funds to cover maternity leave (below) would be more important, but the supplement would be especially important in the absence of maternity leave.	Oct 30, 2012 9:37 AM
28	I guess--but as a woman who writes grants, I would be worried about writing this in. I would be afraid it would make my grant less competitive.	Oct 30, 2012 8:23 AM
29	I said yes, but I guess I'm not sure what this means. I think paid LEAVE is the most important.	Oct 29, 2012 1:33 PM
30	I think a time extension is likely to be more relevant than a financial supplement.	Oct 29, 2012 7:26 AM
31	a student or post-doc cannot afford to be unpaid, ever, and i doubt would choose that option.	Oct 27, 2012 3:08 PM
32	If there is a funding mechanism and the person has the time and energy to write the supplement, then both post-docs and graduate students should be allowed to access this option.	Oct 27, 2012 6:42 AM
33	Unable to answer for faculty new mothers - no selection was given.	Oct 26, 2012 4:39 PM

Page 16, Q1. For new mothers (faculty) with an active research grant, should a supplement to the grant be available to assist her in maintaining her research effort during the childbirth/adoption process?

34	I am confused by this question. Yes for faculty as new mothers. How would postdocs and grad students be applying for grants? But grants should support postdocs and grad students who are new mothers.	Oct 26, 2012 11:53 AM
35	If work is not being done on a research grant with deliverables, it is the PI, not the faculty or post-doc, who needs the support to get the work done.	Oct 26, 2012 11:41 AM
36	I think this support should be available to new parents - male or female - not just new mothers.	Oct 26, 2012 8:10 AM
37	Having children is a lifestyle choice. Post-doc and grad students are in a limited-time engagement. They have no business reproducing during this time, and they should not expect others to pay for their lifestyle choice.	Oct 25, 2012 4:40 PM
38	Even more imp for grad student b/c of biological clock	Oct 25, 2012 11:51 AM
39	duh.	Oct 25, 2012 11:34 AM
40	Having a grant supplement such as this would help because right now, I pay students/postdocs off o a grant - if they are not doing the work, then it gets complicated as to how I have to justify the effort.	Oct 25, 2012 5:28 AM
41	During this time she should be free to take time off if she want so, not subtly urged to keep working, which is what the above supplement would promote.	Oct 24, 2012 11:57 PM
42	I did get a 12-month no-cost extension from the NSF when I gave birth.	Oct 24, 2012 8:49 PM
43	To promote a family-friendly culture, we have to stop pretending that postdocs and grad students don't have children and don't need support.	Oct 24, 2012 8:45 PM
44	Only if she wanted to work during maternity leave. Although I worry that providing funding to pay for this would put pressure on women to not take a leave.	Oct 24, 2012 8:08 PM
45	Both are conditional depending on whether or not the grad student / postdoctoral chose not to just halt the clock -- if so, they should have the ability to halt the clock on their research	Oct 24, 2012 7:31 PM
46	only if the institution does not provide it.	Oct 24, 2012 6:52 PM
47	Question unclear. If student or postdoc supported on a grant under a faculty member, a supplement to continue the grant's work should go to the PI/faculty to continue the work.	Oct 24, 2012 6:20 PM
48	I'm not sure what this question is asking.	Oct 24, 2012 6:04 PM
49	Unclear what the question means	Oct 24, 2012 3:26 PM
50	This question is confusing - is it for faculty?? At any rate, paid leave is key no matter what stage the woman is at in her career to make sure the bills are paid.	Oct 24, 2012 2:58 PM
51	also if the mother is faculty. if at all possible. this is a tricky issue, given the	Oct 24, 2012 2:54 PM

Page 16, Q1. For new mothers (faculty) with an active research grant, should a supplement to the grant be available to assist her in maintaining her research effort during the childbirth/adoption process?

already limited funding, though.

52	I'm not really sure what you mean. Do you mean paying someone else to do the work that can't happen because of the child?	Oct 24, 2012 2:50 PM
53	I'm not sure how this would work in most research settings, but if a technician could be trained to carry out experiments or maintain resources (e.g. cell cultures), then such assistance would be beneficial.	Sep 10, 2012 12:15 PM
54	There's the "right" time and the "wrong" time to have children. In my field, having a kid isn't just taking time off when the child is born, it means not working in the lab because of safety concerns. Post docs have enough desk work to stay occupied, but not necessarily grad students.	Aug 26, 2012 10:22 AM
55	I think this is just too much, too complex for the grant writing process, too much planning for the post-doc/faculty member etc	Aug 22, 2012 9:01 AM
56	or at least an extension	Aug 6, 2012 8:22 AM

Page 16, Q2. For new mothers currently supported by an active federal grant, should the department or institution provide funds to cover the cost of up to 3 months of maternity leave?

1	See above. We want to keep women around!	Jan 14, 2013 11:33 AM
2	For faculty too	Jan 9, 2013 10:28 PM
3	Again, the graduate student is in training and may not be contributing materially to the grant.	Jan 9, 2013 2:34 PM
4	I don't think the institution should have to provide money to support someone on a grant if the grant isn't going to provide support. If the federal granting agency makes a policy to provide paid maternity leave funding perhaps more institutions will too.	Jan 9, 2013 2:12 PM
5	This would be nice but not a part of current reality, at least in state institutions. If benefits are held and sick leave and vacation can be used, that should suffice.	Jan 9, 2013 11:17 AM
6	I am confused about what this question is asking. However, I answered the question assuming that "provide funds" was referring to who funds the paid maternity leave.	Jan 9, 2013 8:31 AM
7	It should be covered under short-term disability	Jan 8, 2013 7:05 PM
8	This was a tough one for me to respond to. I feel like graduate students have the opportunity to take leaves of absence while completing their degree, whereas postdocs may not. This is just based on my experience, and may differ at other institutions.	Jan 8, 2013 12:37 PM
9	Yes - this would provide maternity leave for the individual. They would also need to be guaranteed their position back at the university.	Jan 8, 2013 11:20 AM
10	My department can't afford voice mail, after our 30% budget cuts due to the Great Recession. There just is no money for this sort of thing.	Jan 8, 2013 10:07 AM
11	As I said above, some departments may be able to do this, but my department could not. Our funding is too tight to extend funding.	Jan 8, 2013 9:52 AM
12	We don't provide this for faculty - I don't know how we could justify it under current budgetary restrictions.	Jan 8, 2013 9:06 AM
13	No one in the US gets three months of paid maternity leave. As a faculty member, I do not get this. So I support some paid leave (e.g., the typical 6-8 weeks provided by most employers) three months is much more than anyone else in this country gets. I think that unpaid leave is more appropriate.	Jan 8, 2013 8:40 AM
14	They will be able to carry on their research within this time instead of stopping totally to avoid cost during this period.	Nov 30, 2012 10:34 AM
15	I don't think there's enough information to answer this question - it's more complicated. I don't think new mothers should be penalized in any way - and maybe there's a partial monetary fund... I don't want to lose women due to their becoming mothers. It's hard...	Nov 5, 2012 6:41 AM
16	most postdocs and students can't afford to be unpaid for any period of time, especially considering need for health insurance and higher costs of life once	Nov 2, 2012 11:56 AM

Page 16, Q2. For new mothers currently supported by an active federal grant, should the department or institution provide funds to cover the cost of up to 3 months of maternity leave?

you start having kids

- | | | |
|----|---|-----------------------|
| 17 | This would be a useful thing to stipulate in the indirect cost negotiation. IDC rates are going up up up. If the feds said that some of those funds had to go into a pool to support new grad student and postdoc mothers, it would be a small cost, but a big gain - particularly for the faculty member (perhaps a mother) trying to get tenure who needs to keep the work moving along and could then redirect the direct costs to a stand-in or another student on the project who needs funding to make progress on another facet. | Nov 1, 2012 11:22 PM |
| 18 | The granting agency should provide funds. | Oct 31, 2012 8:37 AM |
| 19 | This is tough; as the researcher, I am not sure I could afford to have the research assistant away for three months. I know that is not good to say, but what could I do? | Oct 30, 2012 8:23 AM |
| 20 | Ideally, a supplement from the grant agency would be available for this situation. | Oct 29, 2012 3:44 PM |
| 21 | Many industries still don't provide paid maternity/paternity leave. Although I think, as a country, we should demand it, I don't believe academia owes its employees more than other industries in this country's workforce. | Oct 27, 2012 6:42 AM |
| 22 | This should happen regardless for all new mothers. | Oct 27, 2012 6:02 AM |
| 23 | This is a tough position. Providing this support could really strap some departments. It would be better if the granting agency had a fund for these situations. However, I would also agree that most institutions could develop a fund to cover these costs. | Oct 27, 2012 5:27 AM |
| 24 | As a graduate student and as a postdoctoral fellow, I was not an employee of any institution (got a 1099-G tax form). This meant I had no clear sick leave or maternity leave policy. I never got any sick leave since I wasn't employed. It was up to the individual PI. Fortunately, I had a very supportive postdoc advisor with 3 children of her own. However, it was still very stressful to negotiate maternity leave and the return to work since there was no clear policy or expectations. It was just up to me when to come back...so I felt pressure in the absence of a defined leave. | Oct 26, 2012 7:58 PM |
| 25 | I feel the grant should cover a paid leave and the institution should cover continuation of benefits. | Oct 26, 2012 4:39 PM |
| 26 | Where would this money come from? You have to rob Peter to pay Paul. See the comment on the previous question. | Oct 26, 2012 11:41 AM |
| 27 | I think this support should be available to new parents - male or female - not just new mothers. | Oct 26, 2012 8:10 AM |
| 28 | However, this needs to go hand in hand with supplements for the grants. The cost need to be split between Fed. Agency and Institution. | Oct 26, 2012 7:56 AM |
| 29 | Having children is a lifestyle choice. Having ones lifestyle choices subsidized by the institution is unreasonable and unfair to those who make different choices. | Oct 25, 2012 4:40 PM |

Page 16, Q2. For new mothers currently supported by an active federal grant, should the department or institution provide funds to cover the cost of up to 3 months of maternity leave?

30	Both of the above are options - I imagine that many institutions would not be able to afford this option. But there needs to be some mechanism in place.	Oct 25, 2012 5:28 AM
31	The institution does not have this kind of money these days and already we are not recovering enough indirect costs from the federal agencies. The federal agencies should supply these funds.	Oct 24, 2012 8:08 PM
32	only if the institution does not provide it.	Oct 24, 2012 6:52 PM
33	Honestly, paid maternity leave should be instituted at the federal level, but we should take it where we can get it until the nation gets its act together.	Oct 24, 2012 6:20 PM
34	Answer is no different to above.	Oct 24, 2012 2:58 PM
35	the university allows paid family leave for grad student who is main care giver (either mother or father). I don't know about postdocs.	Oct 24, 2012 2:54 PM
36	Someone should fund maternity leave if the grant doesn't!	Oct 24, 2012 2:50 PM
37	Also if this new mother is a faculty member! I am supported by soft money and have to spend down my grants during my maternity leave	Oct 24, 2012 2:45 PM
38	YES! It was very very stressful for me to get the promised pay for maternity leave because my institution requires that my professor pay it out of research funds. He initially refused. I negotiated very hard, and eventually got only half of the maximum paid leave.	Sep 10, 2012 12:15 PM
39	This should be federal policy, not institutional policy.	Aug 21, 2012 1:50 PM
40	Institution should. However, this should be in the form of a tax for EVERY hire. Whenever any new position is filled, a portion of the funds for the position (1-5%?) should be retained and put into a "family fund". This might reduce discriminatory hiring practices that would lean towards hiring "cheaper" males. Additionally - these funds should also be available for new fathers who want to stay home for 3 months paternity leave! This could really benefit post-doc and grad couples starting out by reducing worries about child care cost as well as giving some additional time during the very stressful first few months.	Aug 20, 2012 9:35 AM
41	I have mixed feelings on this. In an ideal world, yes. But in reality with budgets being what they are, I'd rather see the federal grant take over the responsibility.	Aug 7, 2012 6:40 AM
42	I believe this would be appropriate at the institutional level, but not at the department level, and only for a student or postdoc with sufficient time already committed to the institution.	Aug 6, 2012 9:03 AM

Page 19, Q1. Please tell us more about why you made that choice.

1	Both my parents have passed away, but at the end, my father had an extended illness that made travel problematic.	Feb 27, 2013 5:13 PM
2	If I need to get home, I need to get home. But, changes in flights and so on... These things are barriers. Such changes should somehow be covered, financially, that is. I need to know that I can meet those needs with little delay, and I might need help to accomplish that if I am out of town.	Feb 14, 2013 12:55 PM
3	My parents needed care and I prioritized their needs above my own.	Jan 9, 2013 2:35 PM
4	My husband has acquired a severe cognitive disability. He is not independent, he cannot be left alone and requires constant supervision. When I travel, I need a person just for him (let alone additional child care for my kids). Very difficult to manage.	Jan 8, 2013 11:35 AM
5	This fortunately was a short time occurrence, when I was helping my dad care for my mother when she was hospitalized for a couple of months.	Jan 8, 2013 10:08 AM
6	When my parents were at the end stages of life I chose to be with them rather than a conference.	Dec 14, 2012 11:53 AM
7	It wasn't hard - my father's health was more important than the meeting or conference.	Nov 5, 2012 6:42 AM
8	The expenses of care were too costly, especially during travel to attend conferences. I do not feel comfortable sharing this information with my department. It would count against me.	Oct 31, 2012 5:17 PM
9	Parents health was fragile post hospitalization, did not feel I could leave	Oct 29, 2012 12:02 PM
10	My husband was terminally ill. Some things are just more important than tenure.	Oct 26, 2012 10:43 PM
11	It is exhausting to manage all of the responsibilities on a daily basis. The thoughts of traveling?!	Oct 26, 2012 2:48 PM
12	It is simple -- if there is not care available, you simply do not go.	Oct 26, 2012 11:41 AM
13	"Choice"??? There's no choice - you can't live a sick, elderly parent unescorted to surgery or chemotherapy! I'm at a stage in my career where conferences come and go; end-of-life care happens only once per parent!	Oct 25, 2012 11:52 AM
14	for four years while my mother was failing I curtailed travel severely.	Oct 25, 2012 5:15 AM
15	I felt it was more important to be home than to be at the conference. I wanted to present, but family comes first.	Oct 24, 2012 7:32 PM
16	Expense of in-home care on weekends or nights when I am away.	Oct 24, 2012 4:53 PM
17	My father is in a nursing home. He became seriously ill the day before I was to leave, so I had to cancel the trip. I cancelled a subsequent trip because he was still sick.	Oct 24, 2012 4:44 PM
18	I had to travel too much to care for a sick relative, which made other travel more challenging. Also, my work progressed more slowly due to family commitments. I	Oct 24, 2012 4:40 PM

Page 19, Q1. Please tell us more about why you made that choice.

did elect to take a no-cost extension to basically cover that time as un-paid leave.

19	My mother had a stroke and then was dying. I had to leave a conference where I was giving a keynote.	Oct 24, 2012 3:28 PM
20	I was the sole caregiver for my disabled Mother who refused to allow others to care for her overnight. I attended ACS meetings only when I could fly there and back in the same (long) day.	Aug 6, 2012 8:17 AM
21	I am an the stage of my life and career where I have teenagers and aging parents; both need assistance, support or care.	Aug 6, 2012 7:26 AM

Page 21, Q1. What, in your opinion, are important changes that your institution could make to help faculty members better balance their work and family obligations?

1	Paid maternity leave, extra travel stipends, hours flexibility written into the rules.	Apr 30, 2013 3:16 PM
2	Increase the number of campus childcare spots available.	Apr 8, 2013 2:42 PM
3	My institution allows Department Chairs great flexibility to accommodate family obligations as we are invested in faculty.	Feb 27, 2013 5:14 PM
4	They could put their lip-service policies into writing, get someone permanent into the usually-vacant ombudsperson role, and quit firing two in every three untenured woman in science who has a kid.	Feb 16, 2013 1:09 PM
5	No more late afternoon seminars. I know this sounds trivial, but when our seminars used to begin after 4pm, I had to skip them in order to pick up my child on time. Now, we have our seminars mid-morning, and attendance by all is much stronger. Return funds for administrative support. I now do all things that my administrative assistant use to do - copying exams, handling forms, uploading documents into finding agencies' system... We need that help! We need QUALITY administrative support.	Feb 14, 2013 1:02 PM
6	Reduce the overall workload for everyone (regardless of family status). My colleagues and I do not have any personal time due to very high teaching load and excessive research expectations. Everyone needs to have personal time (family or otherwise) to sustain career-long productivity.	Feb 6, 2013 4:26 PM
7	Provide low cost, on-site child care,	Jan 17, 2013 5:16 PM
8	Encouragement. It would be great to hear that I need to take time for me. All I hear is that it is tough for the first few years. What I want to know is that it is ok, and important to take time for a life outside of work.	Jan 17, 2013 8:25 AM
9	Flexibility. Defining different packages of possibilities.	Jan 15, 2013 1:50 PM
10	Continued flexibility in work scheduling, which is currently up to the department but should be university mandated.	Jan 15, 2013 8:31 AM
11	Value quality research over quantity. Currently the quantity of research required for tenure and promotion requires working >60 hours per week. This is not compatible with a good balance between work and family.	Jan 14, 2013 2:37 PM
12	I think that in the institution that I work many of the critical policies (regarding reduced teaching load for 1 semester, extended time for tenure, coverage of expenses related to conference travel) are already in place. however I feel this issue is still a cultural issue, and to enhance the climate around maintaining a balance between work and family, people need to be "convinced" that it is ok to do this, and it is not an indication of relaxing your expectations or your aggressiveness. It might help if in engineering the number of women faculty increases and therefore the percentage of women who are primary caregivers to children increases.	Jan 14, 2013 12:55 PM
13	I think my university does a good job with providing maternity/paternity leave and sick leave for parent care.	Jan 14, 2013 12:00 PM
14	Schedule meetings during times that children are awake so parents can be	Jan 14, 2013 11:34 AM

Page 21, Q1. What, in your opinion, are important changes that your institution could make to help faculty members better balance their work and family obligations?

there. My school is reasonably good about this.

15	Relax committee obligations and adopt flexibility in meeting and seminar schedules. Reduce teaching load as well as expectation. I.e., It doesn't help to have teaching load relaxed without also accommodating the reduced load in performance evaluations.	Jan 13, 2013 2:36 AM
16	--If you give birth over the summer, you get no maternity leave. That's pretty unfair. --Reinstate paternity leave. --Pausing the tenure clock is very helpful, but I was discouraged from taking 1 year per child. I was told that taking 1 year for 2 kids was OK, but that 2 years for 2 kids was frowned upon. --A general culture of respect for parents in terms of scheduling. All day weekend meetings are difficult. Course schedules can be terrible (early morning or night classes, my husband and I having overlapping schedules that force us to hire sitters for off hours).	Jan 10, 2013 11:30 PM
17	Allow longer tenure probationary periods to allow for child rearing and the like.	Jan 10, 2013 10:05 AM
18	Paid leave, On-campus or near-campus subsidized childcare facilities, lactation resources, family-friendly policies, P&T guidelines for new parents	Jan 9, 2013 10:29 PM
19	Better career advancement advice and access to support systems.	Jan 9, 2013 2:37 PM
20	They need to figure out how to not penalize people who take FML leave during a term they would normally teach. Here that person has to do a supplemental assignment for the remainder of the term and the way it is calculated they end up having no research time. Although we grant extended time to tenure we also evaluate people for reappointment proportional to time toward tenure so no one knows when to allow the gap in productivity that inevitably occurs. If you have a baby in year 3 in year 4 everyone still expects you to have published just as many papers as other people 4 years in. So, even though someone might get an additional year it doesn't do any good.	Jan 9, 2013 2:17 PM
21	1- paid maternity leave 2- on-campus childcare, including infant childcare 3- short-notice babysitting service for situations such as faculty member's need to proctor evening exam, teach a class when a child is home sick from daycare 4- change culture to encourage paternity leave 5- tenure extension for paternity same as maternity	Jan 9, 2013 12:32 PM
22	standardize a policy	Jan 9, 2013 11:30 AM
23	A change in culture away from the atmosphere that the only valuable thing in life is work, to one in which it is recognized that family time and commitments are important.	Jan 9, 2013 11:19 AM
24	More generous policies for paid leave and easing of job duties Clearly state the policies for leave, job duties, and evaluation so they are not subject to the whim of a particular dean or department head Structures in place for different types of appointments (eg part time)	Jan 9, 2013 10:45 AM
25	More onsite options to child care / child support.	Jan 9, 2013 10:19 AM

Page 21, Q1. What, in your opinion, are important changes that your institution could make to help faculty members better balance their work and family obligations?

26	<p>As a pre-tenure faculty member, my department head suggested that I wait to have children/start a family until after I had tenure. I was also told by my department head that I would have to work harder than men. The most amazing thing was that my department head (at the time) was a woman who had children herself. I am sure she was just trying to protect me, but it concerned me deeply and has led me to even reconsider having a family at all while having an academic career. It is important that department heads are trained in a way that encourages women faculty to succeed. Men are parents too, but the expectations between men and women at home and in the workplace still are different. Also, the university should encourage department heads to inform their women faculty of programs/mentors where they can voice their concerns and/or have mentorship in career/family balance. I work mainly with men (both clients and colleagues) and the majority of the women are either not married and do not have families. Graduate students see these patterns too and are concerned that it is an expectation that they have no life and devote themselves to their careers only. This is one of the big reasons I have a hard time getting female students to consider a PhD. Provide more child care options on-campus. Currently there are not many options for part-time or full-time day care and the programs are costly (according to what I have heard from others).</p>	Jan 9, 2013 8:40 AM
27	<p>Larger childcare facilities. Currently there is a 2 year waiting list for the on-campus childcare facility. Extending the tenure clock for new mothers and fathers.</p>	Jan 9, 2013 7:26 AM
28	<p>Quality on-campus childcare that is *available* to academic mothers without a long wait list (not more than a few months) would be the highest priority. Paternity leave, even if unpaid, would also help greatly.</p>	Jan 8, 2013 11:21 PM
29	<p>Provide adequate access to affordable childcare</p>	Jan 8, 2013 7:09 PM
30	<p>Have onsite childcare at a reasonable rate.</p>	Jan 8, 2013 7:01 PM
31	<p>Paid leave to meet these obligations or a more sane workload</p>	Jan 8, 2013 6:59 PM
32	<p>We are in the process of changing the maternity policy to include fathers and adoptive mothers; this is great. We could use more flexibility on time/place of mandatory meetings and support for extra childcare costs incurred when we're required to go off campus for faculty "retreats."</p>	Jan 8, 2013 5:44 PM
33	<p>Clear policies about maternity and paternity leave</p>	Jan 8, 2013 3:18 PM
34	<p>There are a number of them -- the recent article '100 best places to work' as rated in Working Mother Magazine indicated that a company could not even be considered if they did not offer paid maternity leave. OSU wouldn't even make that bar! A formal policy including PAID maternity leave and course release should be put in writing. As it stands now, many dept heads are willing to make deals but legally that leaves the employee and supervisor in jeopardy were someone to come back and accuse either of wrongdoing. OSU is WAY behind the curve here; many of the top schools in the US have formalized, across-the-board policies in place. And don't tell me, well, you get FMLA and OFLA and disability. Not exactly - besides FMLA and OFLA being unpaid (which can be difficult to manage especially if there are other children whose childcare</p>	Jan 8, 2013 2:36 PM

Page 21, Q1. What, in your opinion, are important changes that your institution could make to help faculty members better balance their work and family obligations?

expenses can't be easily turned on and turned off at will), they require a certain length of previous employment. 9-mo faculty, despite paying into disability throughout the year, are not eligible for it in summer (we're not on OSU contract!). Then there's the additional issue that summer pay is usually from an external contract and I do not know any faculty who opted to charge maternity leave to a contract. Beyond maternity leave, childcare is a huge issue for all faculty parents. Yes, there is on-campus care, IF you can get it (I was on waitlist for 2 yrs and did not get in). There are other options, of course. Sick children back-up care, emergency care both during and after business hours, even if it came at a high price, would be extremely valuable. Sometimes I just need someone to cover 2 hours while I go teach class or attend an important meeting, and can't find it.

35	adopt maternity and paternity leave policies	Jan 8, 2013 2:12 PM
36	Increase awareness of institutional policies; generally reduce expectations for women in engineering to serve on committees due to our minority status	Jan 8, 2013 1:41 PM
37	My institution has an associated daycare, but it is very expensive. Living off of one faculty income from this institution, it is very close to unaffordable. Two incomes should not be assumed for a family who needs daycare. Daycare should be made more affordable.	Jan 8, 2013 1:19 PM
38	Paid leave for 3 months for both mothers and fathers would be ideal. Also, opportunity to stop the tenure clock for a year. Quality on-site child care would be amazing.	Jan 8, 2013 12:39 PM
39	Provide quality onsite child care for faculty, students. Make it easier for a faculty to get out of teaching duties in the semester of giving birth (in my case, I had to find another faculty/graduate student willing to teach my course and then PAY them out of my salary release funds).. thankfully, I am a successful researcher and have a nice slush fund, but what about those mothers who don't? I think departments should really just take care of that internally.	Jan 8, 2013 12:22 PM
40	A real social change needs to take place to recognize that women faculty may be working full time while at the same time being the main home-maker; whereas male colleagues more often have a home-maker at home. My male colleagues are still able to maintain their research schedules, while I am torn between two full-time jobs. A forgiveness of committee duties during the first several years of a child's life would be helpful, as would the recognition that slowed research or gaps in publication during early family years are not a reflection on the capabilities of the researcher.	Jan 8, 2013 12:20 PM
41	Outline and document policies.	Jan 8, 2013 11:57 AM
42	on-site childcare, free after-hours childcare for late meetings and events (up to 40? hours a year)	Jan 8, 2013 11:56 AM
43	In my department, there is great flexibility for course teaching times, meeting times, etc. However, college wide, there are certain late afternoon/evening events that are not flexible: faculty meeting times, committee meetings, etc.	Jan 8, 2013 11:54 AM

Page 21, Q1. What, in your opinion, are important changes that your institution could make to help faculty members better balance their work and family obligations?

44	improve infant childcare,provide childcare subsidy, provide dependent care travel grants, improve maternity leave policies	Jan 8, 2013 11:52 AM
45	Provide on-campus child care facility.	Jan 8, 2013 11:51 AM
46	3-months paid leave	Jan 8, 2013 11:51 AM
47	grants for faculty to take "helper" to conference/committee meeting	Jan 8, 2013 11:40 AM
48	My situation is very extreme (young children and a disabled spouse) and my institution has tried to support me as much as possible. Reducing service work as much as possible, allowing financial support when traveling, teaching relief in emergency situations are all essential.	Jan 8, 2013 11:37 AM
49	I don't think this is a policy issue as there are many institutions that can serve as models for those who do not have the policies. I think the biggest issue is the culture of academia. Tenure is an unknown beast... how many pubs is enough? how much external funding is enough? are women (or other minorities) being treated equally - especially by the senior faculty (who are mainly men who had wives at home to handle the family obligations)? Until the country addresses - and I mean an overhaul of the tenure system - the culture of academia, there are always going to be individuals (men and women) who struggle to maintain a balance between work and family.	Jan 8, 2013 11:26 AM
50	Hire administrators who understand the problems faced by faculty/staff/student with children	Jan 8, 2013 11:24 AM
51	Provide in-house childcare for infants	Jan 8, 2013 11:20 AM
52	Have paid maternity leave for 3 months at least. Offer childcare discounts for faculty.	Jan 8, 2013 10:55 AM
53	More flexible teaching hours, subsidized child care, sick child care on campus, support for child care on non-school days/summer.	Jan 8, 2013 10:53 AM
54	Flexibility in scheduling is key. The six-week maternity leave is stupid and inhumane and fortunately seldom actually practiced at my institution. I strongly support a minimum of six months. I would gladly see America adopt something more similar to Canada and Europe of a year but I realize that is probably beyond an institutional level.	Jan 8, 2013 10:28 AM
55	Have clearer policies on leave for childbearing, adoption, and for medical issues. Right now, it's just sort of this informal case-by-case, and there is a lot of pressure not to ask for any extension (some of this is undoubtedly self-imposed because there aren't any openly stated guidelines).	Jan 8, 2013 10:18 AM
56	We need to reduce the workload of faculty members so they can spend time with their kids. Also, the rather large proportion of faculty that have no kids could do a better job realizing that: 1) there shouldn't be a choice between academic success and raising a family; 2) parental responsibilities are shared more equally than in the past. Hence, being a father and having young children involves significant time commitments.	Jan 8, 2013 10:13 AM

Page 21, Q1. What, in your opinion, are important changes that your institution could make to help faculty members better balance their work and family obligations?

57	Provide and encourage paternity benefits! Family obligations should not solely focus on women; in so doing they merely perpetuate an academic culture that views family as incompatible with professorship. Also, continue to provide and encourage job sharing. My husband and I share 4/3 of a faculty line, which will allow both of us to play an active role in our family while maintaining our careers. We see this as a very important option for families, like ours, who wish to co-parent. I believe these sorts of options also begin to challenge the strong institutional "mother as child caretaker" trope.	Jan 8, 2013 10:04 AM
58	have ANY policy for maternity/paternity; make child care more affordable so that it does not take up over 50% of my take home pay	Jan 8, 2013 9:59 AM
59	Paid maternity leave. We can only take advantage of FMLA, but this does not cover an entire semester. Because we do not have a maternity leave policy, department chairs routinely ask faculty to come back and teach after giving birth. We also need sick child care and child care that is on campus that is affordable.	Jan 8, 2013 9:55 AM
60	No meetings after 5pm. Limit evening and weekend obligations. Allow (promote?) faculty parents (especially those with younger than school aged children) to condense their teaching obligations to 3-4 days to allow 1-2 days home with children each week (recognizing some work would need to be accomplished at home or in evenings). Do not further burden parents with young children with extraordinary committee assignments or chair of departments.	Jan 8, 2013 9:42 AM
61	Maintaining department flexibility, but having standard leave policy options for the institution.	Jan 8, 2013 9:21 AM
62	Better policies & examples on modified duties before/after birth	Jan 8, 2013 9:07 AM
63	Currently maternity leave is just course release and you can stop the tenure clock separately to get out of committee and advising (including being department chair)work you must take a pay cut to 5/8 ths pay. This create inconstant as some women are on very few committees and others are on many committees or chairs of departments and programs.	Jan 8, 2013 9:02 AM
64	Teaching release is not mandated for new parents - it is organized/arranged at a departmental level between Department Chair and Faculty member. An institutional policy that requires Departmental Chair to provide teaching release would make it less of lottery, and, it would put the onus on the Department to provide the release, rather than the Faculty member to request, which would help nullify some of the stigma that some soon-to-be parents may fear for requesting the release. Department Chairs could be provided with extra funds to support teaching post-docs to cover the release, which would ensure that other faculty members are not picking up the extra load, which is where difficulties in departmental politics begin to play a role.	Jan 8, 2013 8:45 AM
65	My institution has generally been supportive of family friendly policies. However, they are very inconsistent and I have seen some faculty members get much more teaching release than others and this creates feelings of inequality and resentment. Also, one issue that I am concerned about is the summer salary issue. If you are a woman and give birth during the summer, then you are not	Jan 8, 2013 8:44 AM

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allowed to take summer salary. If you are a man and your wife gives birth, then you can take your summer salary and yet get the same teaching release as a woman. Therefore, it is less pay for equal work. This is a serious issue from my respect (e.g., unequal pay for equal work).

66	Talking about it! At my previous institution, I had only 15 days of sick leave when my son was born and then I had to return to work where I was an Assistant Professor. Breastfeeding was difficult because there was a lot of pressure from colleagues and comments would be made regarding how my breastfeeding intervened with meetings. Ultimately I left an R1 institution for a PUI so that I could better manage caring for my children. While there aren't written family friendly policies in place at my current institution, my colleagues are relatively supportive and have taught my classes if I need to take care of a sick child (no questions asked). My husband was only able to get an adjunct position, however, we have been given extremely workable schedules so that one of us is now always available to care for kids if needed without the other missing class. We are hoping to move back into a more research active environment, but probably outside of academia.	Jan 8, 2013 8:40 AM
67	Recognize the "two-body problem" better -- increasingly, academic couples are at the same institution and we need support to navigate the issues associated with this. Currently, we need to choose who is the "Primary" care giver and only that person gets a leave of any kind, even though both parents are fully involved (and sleep-deprived) during the first weeks following a new baby.	Jan 8, 2013 8:20 AM
68	provide more seminars (meet intensively once / week), instead of multiple times per week, to allow more flexibility for travel during semester (we have a heavy teaching responsibility as well); provide service reductions for new moms; promote breast feeding (offices without hallway windows for either visiting children or breastpumping; subsidize day care;	Jan 8, 2013 8:14 AM
69	We are not allowed to cancel classes for any reason. If you can't get in, you have to have a coverage plan so another faculty can lead the session. In addition, you can't miss class for anything other than a conference or research trip. this makes doctors appointments, sick days, ect, nearly impossible to deal with. This policy needs to change.	Jan 8, 2013 8:13 AM
70	Start an on campus quality daycare center Paid maternity leave Research support during maternity leave	Jan 8, 2013 8:12 AM
71	Follow the lead of other institutions in making the tenure clock automatically extend when a child is born, while allowing faculty to "opt-out" of the extension if they choose. Paid leave is being discussed right now, and that would also be very beneficial.	Jan 1, 2013 7:42 AM
72	Provide funding to help parents "re-enter" the competitive world of grant writing after having scaled back for a few years. Encourage collaborative approaches to research where 2 individuals can "share" a position. Expect quality over quantity. Make it possible to work a reasonable number of hours and remain competitive.	Dec 14, 2012 11:57 AM
73	Allow faculty greater voice in the timing of course offerings. Offer 3 months of	Dec 1, 2012 3:10 PM

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	paid maternity and paternity leave at any time during pregnancy or the first year of the child's life (mom could stay home for 3 months and then dad could - this would be a miracle for child care expenses). Child care on campus, or a campus-affiliated child care facility.	
74	More flexibility for mother Paid leave up to 3 months after giving birth Nursery in the campus	Nov 30, 2012 10:40 AM
75	be realistic about teaching-research-life balance.	Nov 24, 2012 8:10 PM
76	Paid maternity leave with funds maintained separately from sick leave, or one-semester paid maternity leave rather than 6 weeks to increase continuity for students, decrease stress for new parents, and decrease stress for department as a whole.	Nov 12, 2012 10:55 AM
77	on campus childcare !!! coordinate camps during school vacations (summer and during the year) establish uniform policies on flexibility have meetings/seminars at family friendly times emergency childcare arrangements (eg. sick child, caregiver illness) establish clearing house/ full time position to work on childcare issues	Nov 12, 2012 9:55 AM
78	funds to pay for maternity leave in summer, across the board. align and publicize maternity policies across departments and colleges.	Nov 9, 2012 12:52 AM
79	flexibility, child care, understanding that sometimes family comes first	Nov 5, 2012 6:44 AM
80	make clearer guidelines for tenure allow to come up for tenure when those metrics are met, regardless of time in position no meeting or event faculty should be required or expected to attend after 5 pm or one weekends assistance in finding reliable day care, and information on school quality, etc for incoming faculty and new parents on campus day care that is of a quality faculty would actually consider putting their kids in, also in a safer part of campus sufficient slots in on campus facility so that there is not a xx year waiting list	Nov 2, 2012 11:59 AM
81	As part of the University of California system, we have some of the best policies in the nation. Our campus also built a childcare facility and gives priority to faculty, staff and students at the University. I suspect that the center will soon, like other on campus child care centers, have a waiting list. Most critical is a facility that has high quality infant care. These are things that ALL Universities should have. - Things that remain difficult - faculty do not get sick days or vacation. Fine, but what to do when a child is sick? There is no formal way to request a stand-in for your class. One has to juggle, beg, or cancel. I've done all of these. - Train all Deans and Chairs on faculty rights to maternity/paternity leave and specify time tables by which they have to approve such a request. There is too much variation and guessing involved in what is a very stressful request - teaching release. I had to wait months for a response, have a meeting with the Dean to discuss minutia of my service responsibilities during my leave, etc. Others have had better and worse experiences. This is one thing that should not have to be negotiated (especially when one is under heavy influence of pregnancy hormones).	Nov 1, 2012 11:37 PM
82	Have top-level administrators voice concern and release policies for adult care	Oct 31, 2012 5:19 PM

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support. Have an informal group to share experiences.

83	Make childcare available on campus- particularly infant childcare. Make babysitters available for after-hours requirements- such as proctoring evening exams. Paid maternity leave! Reduced teaching loads for one whole year after childbirth/adoption. More private spaces available for pumping on campus. Explicit family friendly written policies.	Oct 31, 2012 10:23 AM
84	The state Family and Medical Leave Act already is pretty generous.	Oct 31, 2012 8:38 AM
85	Better distribute service responsibilities. Women faculty at the associate level seem to get a disproportionate number of assignments, which slows their progress to full professor.	Oct 30, 2012 5:42 PM
86	It would be great if there were a model or plan in place for absence due to illness of a child. Currently, if my child gets sick, I either have to cancel class or ask someone to do me a favor at the last minute to cover my class. Large multi-component classes are on such a tight schedule, I feel like I CAN'T cancel, and I don't want to be the needy mom who always asks for favors.	Oct 30, 2012 3:41 PM
87	Change the paradigm that Faculty members had to be good at so many different things, it is not possible. There is a limit and it is silly to think everyone has to do everything. Balance interests with what you are good at.	Oct 30, 2012 11:31 AM
88	Flexible teaching schedules (e.g. teaching a higher load in one semester to have a semester off from teaching in the following semester); technical support for remote work; tenure clock considerations for adult family care	Oct 30, 2012 9:39 AM
89	My institution does it well. We have many faculty members with children and it is well-recognized and taken into account.	Oct 30, 2012 8:27 AM
90	We need more money. We cannot afford quality daycare on the low salary we receive. Also, it is clearly a gender/parent discrimination issue at our southern university that we do not have on site daycare.	Oct 30, 2012 5:01 AM
91	Provide affordable on-campus child care.	Oct 29, 2012 5:23 PM
92	Provide paid family leave and/or a workload reduction during the term when a child is born. Offer childcare on campus, with hours that reflect real faculty work hours. Ideally, this would be subsidized somewhat. Schedule meetings at times that are less likely to interfere with childcare and end meetings on time.	Oct 29, 2012 3:48 PM
93	I think my school does well. We are a small, undergraduate institute that gives two Weeks paid maternity leave with four weeks 70% disability. For the USA, this is fabulous. Babies and family needs are also not a bad thing to our school.	Oct 29, 2012 2:22 PM
94	Paid parental leave (beyond sick leave), and extending policies currently in place for parents (slowing of tenure clock, etc) for people with family responsibilities beyond child-birth/adoption, such as elder care, a an older child with an extended illness, etc.	Oct 29, 2012 1:36 PM
95	Decrease health care premiums for family members and increase salaries. Rethink plan to require 40% of classes to take place outside prime time, as this	Oct 29, 2012 1:10 PM

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	may put a huge burden on instructors and students with family responsibilities.	
96	Evaluate careers over long periods of time instead of expecting everyone to be outstanding in teaching, research and service every year. Make sure everyone knows what the leave policies are - you never know who could be the next department chair. Expand the hours of the daycare center.	Oct 29, 2012 12:57 PM
97	Providing support for both parents to help maintain research program while on family leave.	Oct 29, 2012 12:55 PM
98	"REgroup" meeting when back from transition (after caring for extended period of time-what is needed?)	Oct 29, 2012 12:22 PM
99	On site Child Care	Oct 29, 2012 9:51 AM
100	Better support, both financially and otherwise. Departmental culture does not encourage this balance currently and many faculty are having to work overtime just to make ends meet.	Oct 29, 2012 7:40 AM
101	Make options much more clear, and simple to navigate.	Oct 29, 2012 7:31 AM
102	I think the institution can stop shifting faculty lines from Arts and Sciences to engineering and computer science. But, in fact, I don't think the institution can do anything very effective on its own. As long as the state government continues to cut financial support to the university system, there will be very hard decisions to make about where to put limited financial resources. It is a hard decision to put support of faculty parents ahead of, for example, M.A. students in general (in an institution that is shifting financial support from MA programs to growing Ph.D. programs).	Oct 29, 2012 7:29 AM
103	have on campus day care	Oct 29, 2012 7:25 AM
104	On campus daycare!	Oct 28, 2012 5:28 PM
105	Have written policies to support family needs: paid maternal and/or paternal leave. Subsidize child care especially for lecturers or people who don't make enough money to afford full-time child care.	Oct 28, 2012 1:54 PM
106	Make faculty aware of their options. Provide blanket and uniform application of policies.	Oct 28, 2012 11:14 AM
107	support for a reduced course load and/or service/mentoring obligations during the first semester following the maternity leave	Oct 28, 2012 10:32 AM
108	Hire more faculty and staff to cover the teaching, service and scholarship obligations that are required. We are short of manpower, more than anything else.	Oct 28, 2012 9:31 AM
109	provide onsite infant daycare. provide paid family medical leave for AT LEAST 1 semester.	Oct 27, 2012 3:10 PM
110	Offer part-time options and offer shared positions for couples.	Oct 27, 2012 10:17 AM

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111	On-site child care. With flexible schedules (different days each semester, night classes) it was extremely difficult to find childcare. Even now with a child in school I have to find reliable, consistent childcare for my evening classes and other service activities.	Oct 27, 2012 8:00 AM
112	Not sure, haven't been at my institution to have an opinion.	Oct 27, 2012 6:44 AM
113	Not expect so much from faculty at such low pay. Paid maternity leave Paid paternity leave Lower-cost childcare	Oct 27, 2012 6:03 AM
114	Paid maternity leave and paternity leave that does not come out of sick leave. Specific policies that the university won't discriminate on the basis of family responsibilities.	Oct 27, 2012 5:45 AM
115	In order for me to plan to have a family I had to change my position to a part-time position. However I still work over forty hours per week to meet the demands of my part-time (50%) position. I did feel lucky, however, that after I successfully completed tenure I even had the flexibility to "go" part-time. I think that at my university the demands of faculty are far too high. If the demands were of a level that is more typical of other industries, then the university would not have to make changes to improve work-life balance (for any faculty member - with children or not). There are other departments in my college where faculty do not have these issues. At this point I think it is up to the Dean of the College to recognize the extra strain placed on faculty in certain departments and try to relieve the strain to acceptable levels.	Oct 27, 2012 5:32 AM
116	more locations for breast feeding that are private, quiet and not bathroom stalls; more spots available for on-campus daycare, a three to four month paid maternity leave, a two to three month paid adoption leave, an option for a month of leave during household moves, pausing the tenure clock for any family related leave, more flex time and work from home options, higher salaries so we can afford to pay for help with lawn care, house care, pet care, etc, or at least including some of these in the pre-tax benefit programs.	Oct 27, 2012 5:25 AM
117	On-campus childcare options.	Oct 26, 2012 10:44 PM
118	Provide on-campus child care.	Oct 26, 2012 8:16 PM
119	On campus child care free for faculty members.	Oct 26, 2012 4:56 PM
120	Keep records of negotiated leave/compensation plans that have been put in place so those could be used as examples. Allow for leave that doesn't eat into sick leave benefits.	Oct 26, 2012 4:42 PM
121	accessible on-site day care	Oct 26, 2012 4:10 PM
122	extension of tenure clock, more affordable and priority childcare	Oct 26, 2012 3:58 PM
123	Time off for documented cases.	Oct 26, 2012 2:49 PM
124	give paid leave for family issues, not just birth of child	Oct 26, 2012 1:15 PM
125	Good onsite daycare would help dramatically! Low teaching load during	Oct 26, 2012 1:10 PM

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pregnancy and childcare will help greatly too...

126	Flexible schedules.	Oct 26, 2012 12:37 PM
127	Offer tenure-track faculty members the option of taking one year leave with 75% pay, or half a year with 100% pay. Make explicit the fact that faculty members are not expected to produce papers while they are on leave. Although I had teaching releases during the maternity leaves, I was still expected to publish, apply for grants etc. - A lot of pressure!	Oct 26, 2012 12:09 PM
128	Provide *way* more on-campus childcare. Our campus has 8 infant slots. Total. For 20,000 staff and faculty, let alone graduate students. Provide better opportunities for spousal or partner hires that are better aligned with partners' needs (not everyone wants to be a faculty member at an institution like mine) so that childcare can be more affordable.	Oct 26, 2012 11:56 AM
129	Having seen what my institution has done, I am not sure I want them to institute any more policies for work-life balance. The ones they have are inconsistently applied, unfunded and without resources to make them workable, end up disrupting fellow faculty unnecessarily, and are often a worse deal than individual faculty members used to arrange for themselves at much less disruption to others. (I.e., if your baby is arrives late November, you can have that fall term teaching release, with someone else teaching your courses on unpaid overload, as assigned by the department chair. However, if you prefer to have the teaching release in the winter term off, instead, you are not, by the rules, eligible to elect winter instead of fall term for your leave because that was not the term in which your baby was born or adopted.) So much is at the whim of the department chair.	Oct 26, 2012 11:55 AM
130	Provide funding for Faculty traveling to conferences with children. Provide baby sitting for meetings on campus after 3 PM.	Oct 26, 2012 11:06 AM
131	Accessible child-care for post-doc and pre-tenure faculty. Support for childcare when traveling. Support for child-care when a child is sick.	Oct 26, 2012 10:14 AM
132	Promote a more collegial atmosphere conducive to the "whole person", recognizing that professors have lives beyond their professional roles and that working around the clock is not necessarily a sign of healthy work behavior. We need to step back and be more realistic about what it means to have a good career and be strong scholars rather than expecting everyone to be a "superstar." It is the pressure to be stellar at all times that undermines our ability to be realistic about what we can and should do when it comes to balancing our professional goals and personal lives.	Oct 26, 2012 8:23 AM
133	quality childcare on campus, including evening hours to cover night class instruction	Oct 26, 2012 8:04 AM
134	Scrap the tenure system. Otherwise, my institution provides already a very flexible work environment.	Oct 26, 2012 8:00 AM
135	Paid leave for family care (including maternity/paternity/elder care)	Oct 26, 2012 4:22 AM

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136	Provide equitable benefits to all faculty, regardless of marital or child status.	Oct 25, 2012 4:41 PM
137	1. Make the appropriate policy. 2. Disseminate information about that policy, on-going, not just once. Mailing, workshops, Q/A sessions, presentations to faculty senate, articles in newspaper and e-news, paper flyers for mailboxes and to hand to job applicants. 3. Hold departments accountable for written procedures on how to implement the policy. I've had a dept chair tell a new mom to use tenure interruption; then the head of the P&T committee told her not to. Another possibility: policies are opt-out, not opt-in. 4. Create and foster a culture that makes family responsibility the norm, not the odd thing that must be temporarily dealt with Make the case that men needs these policies as well.	Oct 25, 2012 11:58 AM
138	changes to the tenure clock	Oct 25, 2012 11:35 AM
139	more flexible schedules and ability to do more telecommuting; paid maternity leave; and part time with benefits options	Oct 25, 2012 11:05 AM
140	Quality on campus daycare that is affordable. Options for quality childcare at conferences. Paid 3 months maternity leave.	Oct 25, 2012 10:24 AM
141	day-today, it would be offering childcare. it's very difficult to do anything in non-school hours --and/or very expensive --and making childcare available would be extremely helpful.	Oct 25, 2012 9:42 AM
142	One semester maternity leave with pay	Oct 25, 2012 9:30 AM
143	My institution provides 2 months short term disability for maternity leave, and it uses first the vacation time before the disability time kicks in. That is ridiculous! A new mother (or father) needs at least 6 months full time with their baby before returning to work.	Oct 25, 2012 8:38 AM
144	Tenure extensions for maternity/paternity, childcare on campus (there is none in town for infants at all - we have to pay for a private, in home nanny)	Oct 25, 2012 7:29 AM
145	My institution has done a lot in the past 10 years to introduce family friendly policy -- eg stop tenure clock (for mothers and fathers) reduced duties (teaching) etc. What they could further do: institute paid family leave (we use our sick days which are generous by US standards, esp since half of those unused roll over, also FMLA); get infant child care on campus (we have childcare from 2 1/2 or so up)	Oct 25, 2012 7:18 AM
146	An institutional policy on maternity leave MUST be put in place so new mothers (generally junior faculty) are not punished.	Oct 25, 2012 6:02 AM
147	Leave policies are already fairly established at my institution. Big issues for me are access to childcare and backup childcare options.	Oct 25, 2012 5:31 AM
148	more support for junior faculty and postdocs in particular	Oct 25, 2012 5:15 AM
149	There should be a place for emotional support, like counseling, for days when it's tough. Also a support group with people who have been through these situations.	Oct 25, 2012 4:35 AM

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150	There is quality child care on campus-- but nowhere near enough of it-- and it's expensive!	Oct 24, 2012 10:04 PM
151	paid parental leave (and we are working on this)	Oct 24, 2012 8:50 PM
152	Provide adequate childcare on-site. It seems like even if there are good daycare systems on campus, the capacity is too low to accommodate the needs of the faculty alone, and not to mention postdocs and grad students.	Oct 24, 2012 8:49 PM
153	1. Provide on-campus childcare 2. Not expect parents to attend events after 5pm or evening events that they cannot bring their children to	Oct 24, 2012 8:27 PM
154	Recognize that more and more faculty are in the sandwich generation and are taking care of children and elder family members. Most institutions accept the child care need but elder care is ignored. As an institution make work-life balance a priority.	Oct 24, 2012 8:27 PM
155	Allow part time and shared tenure track positions de jure and de facto. Disregard national and international rankings that emphasize publication ratios.	Oct 24, 2012 8:12 PM
156	We have a lot of evening meetings that are nearly impossible for me to attend.	Oct 24, 2012 8:06 PM
157	I'm new to my institution so I don't know all of the policies	Oct 24, 2012 7:39 PM
158	-clear policies for stopping the clock for child / adult care issues -support in covering for classes when child / adult issue arrises	Oct 24, 2012 7:33 PM
159	I think that family friendly policies should be aimed at primary care givers only. By providing all parents with the same policies, does not really help to make the situation more equal. Travel allowances for conferences AND field work are greatly needed. On site daycare and after school care is also needed!	Oct 24, 2012 7:26 PM
160	Clearer stop-the-clock language, paid maternity and paternity leave with clear release from teaching responsibilities.	Oct 24, 2012 6:23 PM
161	*We need more than 1/2 semester maternity leave. *We also need the policy to be implemented as written. Occasionally there's been pressure for a mom with a summer due date to take less leave than the policy states just because the baby is born in the summer and mom is on a 9 month salary. *We need better communication so that department chairs and new young faculty actually understand the maternity policy. There have been instances of chairs insisting moms need to keep up their committee work while on leave and other ridiculousness. *On-campus day care would be awesome, but the administration is afraid of liability issues. *Clarity on teaching load would help - this is a different problem, but affects parents of infants & small children a lot. *Having a culture that accepts the limits on faculty with family obligations would be nice, especially in regard to evening and weekend events. *There should be some guidelines or something for how to deal with family emergencies: should you cancel class for a sick kid when there's no alternative? Do you try to make up the time? Etc.	Oct 24, 2012 6:19 PM
162	Provide paid maternity and paternity leave	Oct 24, 2012 6:14 PM

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163	Schedule meeting times during normal public school hours.	Oct 24, 2012 5:35 PM
164	Awareness of issues that affect faculty, postdocs and students and flexibility in dealing with those issues	Oct 24, 2012 5:11 PM
165	I think they do a good job	Oct 24, 2012 5:10 PM
166	Faculty meeting times are inflexible... Some service committee meeting times go through dinner time.	Oct 24, 2012 4:49 PM
167	Flexible hours, tenure clock extensions, modified duties policies, paid maternity leave	Oct 24, 2012 4:46 PM
168	Faculty (especially new faculty) priority for admission to on-site childcare.	Oct 24, 2012 4:46 PM
169	Flexibility in paid and unpaid leave as well as possibilities of temporary part time work. Flexibility in teaching duties and committee assignments. Co-mentorship for graduate students whose advisor may go on leave or work on a part time basis. Encouragement of meeting family obligations. Ability to work from home part time.	Oct 24, 2012 4:44 PM
170	This should be a discussion about PARENTS, not about mothers. Setting promotion policies and work expectations that are reasonable within a 40 hour work-week would allow both mother and father to have an active professional life as well as be present for their children or other family members in need. (I do like that this survey seems less focused on women in particular.)	Oct 24, 2012 4:43 PM
171	Defining a range of "alternative teaching" activities that could be done at home or with more flexibility, such that a new parent could opt to take on an alternate activity to substitute for teaching duties. For example, designing a new course, evaluating the department qualifying exam, developing an online course, etc. Currently, such optional activities much be conceived of and approved a departmental chair, who then determines if it is "worth" 1/2 a class, 1/3 class etc. Would be nice to have a standardized set of options, and some standardized definition. Also, leaving such decisions entirely to the chair makes the faculty feel like she has been granted a big favor ... even if she is still putting in full effort and working just as much.	Oct 24, 2012 3:33 PM
172	More funds for course releases.	Oct 24, 2012 3:29 PM
173	Provide paid leave options, allow faculty to "stop clock".	Oct 24, 2012 3:16 PM
174	Clear policies. Transitional support (\$\$) for research after e.g. the birth of a child. More flexible teaching schedules.	Oct 24, 2012 3:10 PM
175	A written maternity/paternity leave program that is uniform across campus. Quality onsite childcare.	Oct 24, 2012 3:09 PM
176	Paid maternity/paternity leave that doesn't eat up your sick days. Help with travel to conferences for parents.	Oct 24, 2012 2:59 PM
177	availability of child care. currently the university gives assistance in paying for college to employees. for young faculty, converting to help in early child care	Oct 24, 2012 2:56 PM

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would be helpful.

178	There is social pressure within the university to be available to socialize, especially with students, which is not particularly family friendly. It seems that new parents fall behind, but also that everyone is lacking in work-life balance. I personally feel that I have the resources and ability to balance my work and life to the extent that I would like, but I feel like I'm discouraged from emphasizing that. (I'm a grad student).	Oct 24, 2012 2:55 PM
179	The culture at my institution is strongly geared towards working dads with stay-at-home spouses or those who work part-time. While many male faculty members think they are not sexist because female faculty exist on campus and a few have been successful, there is really are more subtle, and perhaps more difficult form of discrimination to combat. Recently, I've noticed differences in the tenure extension policy at my institution in comparison to others. At my institution, it is requested by the faculty member, and you have to show that you've earned the extension and have it approved by administration. At other institutions, the extension is automatic.	Oct 24, 2012 2:50 PM
180	paid family leave	Oct 24, 2012 2:47 PM
181	I am on a soft money faculty position and, while the faculty handbook says that I get three months of paid maternity leave, they don't say where that money will come from. So I have to spend down my grants to support my maternity leave, meanwhile not making progress on my promised deliverables during those three months. My institution should cover the costs of my leave.	Oct 24, 2012 2:47 PM
182	onsite daycare progressive maternity leave over and above FMLA	Oct 24, 2012 2:38 PM
183	There should be a better understanding that women tend to be the primary caregivers. In today's society, we are often sandwiched caring for children and parents. It would be helpful to be able to apply for paid leave as well as an extension in applying for tenure.	Sep 18, 2012 7:48 PM
184	Providing release time for teaching the associated labs and for performing associated administrative duties.	Sep 11, 2012 7:52 AM
185	Unsure	Sep 10, 2012 12:28 PM
186	Realistic workload. No one here can keep up with requirements.	Sep 7, 2012 11:01 AM
187	Increase on campus child care options Provide open lines of communication among female faculty members about having children Older colleagues set a good example	Sep 4, 2012 1:04 PM
188	For one thing, making information about maternity/paternity policies more readily available would be helpful. I have spent HOURS trying to figure out what the policies are with respect to faculty members and maternity leave. It is NOT in our faculty handbook, which is absolutely ridiculous. There is also absolutely no information available regarding what happens to a faculty members responsibilities during maternity leave (what happens to the courses she is scheduled to teach? Does she double-up on teaching the following semester?	Sep 3, 2012 1:23 PM

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	Is there leave from committee assignments?).	
189	a smaller teaching load (we currently have a 14 hour contact load) which is difficult to balance with research and scholarship and family	Aug 22, 2012 9:03 AM
190	Offer significantly reduced childcare rates for faculty!! The current discount is \$36/month, when the total cost is 46% of my take home pay!!! This is ridiculous!!! There is a reason why faculty have children 5 years apart... They/we can't afford it.	Aug 21, 2012 1:59 PM
191	Have child care on campus	Aug 20, 2012 10:32 AM
192	Reduce paperwork, meetings, and other activities that use "office" time so that there isn't as much temptation to work longer hours. Support and create a culture where the norm is not to work constantly day and night and welcomes families. Providing on-campus child care. Use data and the peer-reviewed literature to educate departments and institutions on the long term benefits of dual career hires in creating a stable, balanced, and productive department. Across the country and in different types of institutions, the discrimination against dual career hires is astounding.	Aug 20, 2012 9:44 AM
193	Mentoring , peer support	Aug 20, 2012 9:36 AM
194	My institution only allows for time off for the primary care giver. Should you be a father and not the primary care giver, you must take personal time off. Allowing a week or two leave for the secondary caregiver would be very helpful.	Aug 7, 2012 6:43 AM
195	Make the college calendar better match the public school calendar!!!! Stop having faculty meetings extend past 5 pm. Make sure that assignment of early classes (before 9am) or evening classes is shared with senior faculty, and not just dumped on the powerless untenured and adjunct.	Aug 7, 2012 5:55 AM
196	adopting a one-semester-off policy or at least allowing more flexibility with maternity leave - although my institution respects the federally mandated 12 weeks unpaid leave (which would be paid by my accumulated sick leave), my department would have gotten no help/funding to replace me, and in a department of 6 faculty that basically meant I couldn't take that time off [especially as an as yet untenured member]. I lobbied to get just a one course release (and teach my other 2 courses) with extra TA help for one of my remaining classes and I granted neither. Also, although my institution does have a mechanism for stopping the tenure clock, it only applies if you take a pay cut when you have the child.	Aug 6, 2012 9:54 PM
197	Create a family-friendly, open meeting time that all important committees and department meetings could use. Be more flexible as to a range of solutions that can be tailored to each faculty member's needs.	Aug 6, 2012 9:17 PM
198	Childcare facility beginning with infants. Quantitative recognition of the different productivity possible for a single parent or parent in a dual career household vs. faculty member with partner/spouse taking care of the house/family/other aids to that person's career.	Aug 6, 2012 9:07 AM

Page 21, Q1. What, in your opinion, are important changes that your institution could make to help faculty members better balance their work and family obligations?

199	Day care could open before the first class period begins, or a little earlier to allow for prep time. More quiet spaces on campus where I would feel comfortable breastfeeding or pumping. Right now there's just my office, but maybe a bathroom lounge. Better alignment of break schedules with the local school district. I will only ever be able to take a spring family vacation during a sabbatical.	Aug 6, 2012 8:34 AM
200	Don't insist that women must take 'another' committee assignment just because the institution needs representation from 'women in science' on 'another' committee. I have lost count of the number of committees on which I have served over the past 20+ years because I am the only female chemist at my institution. This hinders my research and my ability to balance life. (I am getting better at saying No. However, that has led to the Dean/Chancellor simply asking a woman from the social science departments. Those women are now realizing that they need to say "no' in order to complete research for promotion (assoc to full).)	Aug 6, 2012 8:21 AM
201	My public research institution is under bad financial pressures. I appreciate whatever they can do to support me as a mother but this is a choice I made and I prepared a long time for it (purposely did NOT have kids as a grad student or postdoc because I think planning for and financing my family is MY responsibility). So while yes, it would be great if they'd give me extra money, leave, etc. for having a baby, I think that's unreasonable. All working parents have to figure out day care - if a day care on campus is viable, great, but I don't expect subsidized care, for example. The MOST important changes in my department would focus on non-tenure-track (NTT) teachers. (I have tenure.) We use a lot of NTTs and they do NOT seem to have good protections. One NTT woman in my department had a baby last year and, since she'd been there less than a year, was entitled to NOTHING. She promised to be back in less than three weeks because she felt that was all she could ask for, and the department was happy to give her ONLY what she asked for. (I don't know if it was paid or unpaid leave.) What I most appreciate (and what I do get from my department) is flexibility and understanding.	Aug 6, 2012 7:59 AM
202	Implement written policies for leaves or reduced work loads for a period of time with pay.	Aug 6, 2012 7:27 AM
203	Flexible Schedules/ Working from Home	Aug 6, 2012 6:43 AM
204	Encourage dialogue on what they can do. Administrations to execute well intentioned policies seem to be the norm. But without soliciting what needs fixing or having a period when the policy is open for discussion before it is announced in non draft status would be helpful.	Aug 6, 2012 5:03 AM
205	The thing that seems to cause mothers the most stress is dealing with unexpected sick child days. Mothers often end up bringing their children into work on those days, so they can teach their classes. It would be wonderful if their were a service that would provide a babysitter for those days.	Aug 6, 2012 3:59 AM
206	Provide on-site accessible daycare. There is a daycare operated by University close to campus but isn't exclusive to University employees. As a faculty member I'd hoped to use it and had our daughter on the waiting list before she	Aug 6, 2012 2:38 AM

Page 21, Q1. What, in your opinion, are important changes that your institution could make to help faculty members better balance their work and family obligations?

was born. We finally took her off after her second birthday.

Page 21, Q2. What, in your opinion, are important changes that your institution could make to help post-docs better balance work and family obligations?

1	Provide assurances that their appointments and future success would not be jeopardized by their family decisions.	Apr 8, 2013 2:42 PM
2	Not critical for my institution.	Feb 27, 2013 5:14 PM
3	Again, real policies. Not fake.	Feb 16, 2013 1:09 PM
4	A major challenge is that my NSF grant, for example, cannot support someone on parental leave or adult care leave. So, the institution simply has to step up and make those funds available, without financial penalty to the research group. Without that protection, many faculty members may not support their personnel appropriately.	Feb 14, 2013 1:02 PM
5	We do not have postdocs...	Feb 6, 2013 4:26 PM
6	provide paid time off, more flexibility in working times	Jan 17, 2013 5:16 PM
7	Post-docs need time to finish papers from their previous research and time to look for a new job for after the post-doc. This time should be built into the work week.	Jan 17, 2013 8:25 AM
8	Post doc positions are important for advancement, however they are temporary positions and it is unlikely institutions will invest in them the way they do/should for faculty. They are also usually hired for a specific project and their absence will have real impact on that. It is not as if there is an army of back-up post-docs (usually) to fill in.	Jan 15, 2013 1:50 PM
9	N/A We are a PUI and do not have postdocs.	Jan 15, 2013 8:31 AM
10	This is a tough one. Post docs salary and benefits cost the PI a lot of money (with good reason) and puts a lot of pressure on research grants. I think that balancing workload with family obligations needs to be worked out with the PI/post doc and should not be mandated. All situations are different.	Jan 14, 2013 12:00 PM
11	N/A	Jan 14, 2013 11:34 AM
12	Provide paid leave.	Jan 13, 2013 2:36 AM
13	Don't have many post docs.	Jan 10, 2013 11:30 PM
14	Childcare, lactation rooms, paid leave	Jan 9, 2013 10:29 PM
15	Post doc organization.	Jan 9, 2013 2:37 PM
16	2- on-campus childcare, including infant childcare 3- short-notice babysitting service for situations such as faculty member's need to proctor evening exam, teach a class when a child is home sick from daycare 4- change culture to encourage paternity leave	Jan 9, 2013 12:32 PM
17	n/a	Jan 9, 2013 11:30 AM
18	No post docs.	Jan 9, 2013 11:19 AM

Page 21, Q2. What, in your opinion, are important changes that your institution could make to help post-docs better balance work and family obligations?

19	More generous leave policies that are clearly stated Grants from the university to cover leave and getting duties covered	Jan 9, 2013 10:45 AM
20	More onsite options to child care / child support.	Jan 9, 2013 10:19 AM
21	Provide more child care options on-campus. Currently there are not many options for part-time or full-time day care and the programs are costly (according to what I have heard from others).	Jan 9, 2013 8:40 AM
22	Larger childcare facilities. Currently there is a 2 year waiting list for the on-campus childcare facility. Better policies for handling work load changes	Jan 9, 2013 7:26 AM
23	Quality on-campus childcare available without a long wait list would help greatly, for postdocs it would help to subsidize care based on financial need.	Jan 8, 2013 11:21 PM
24	Provide adequate access to affordable childcare	Jan 8, 2013 7:09 PM
25	Paid leave	Jan 8, 2013 6:59 PM
26	N/A	Jan 8, 2013 5:44 PM
27	same	Jan 8, 2013 3:18 PM
28	A formalized policy would protect both post-docs and their advisers; establishing one means no one has to 'guess' at what is reasonable. The availability of affordable care is a significant issue.	Jan 8, 2013 2:36 PM
29	we use only about one post doc per year at my institution so this is difficult for me to answer	Jan 8, 2013 2:12 PM
30	post docs have a pretty good quality of life at my institution and, to my awareness, at most institutions. no additional recommendations, aside from those listed above	Jan 8, 2013 1:41 PM
31	I am not aware of the policies surrounding postdocs at my current institution.	Jan 8, 2013 1:19 PM
32	Outline and document policies.	Jan 8, 2013 11:57 AM
33	n/a	Jan 8, 2013 11:56 AM
34	n/a	Jan 8, 2013 11:54 AM
35	provide supplemental funding so that they could have a paid maternity leave. provide dependent care travel grants. provide good infant childcare and a childcare subsidy (we are in Boston and childcare is very expensive)	Jan 8, 2013 11:52 AM
36	Provide on-campus child care facility.	Jan 8, 2013 11:51 AM
37	3-months paid leave	Jan 8, 2013 11:51 AM
38	paid leave for pregnancy	Jan 8, 2013 11:40 AM
39	See above	Jan 8, 2013 11:24 AM

Page 21, Q2. What, in your opinion, are important changes that your institution could make to help post-docs better balance work and family obligations?

40	Provide in-house childcare for infants	Jan 8, 2013 11:20 AM
41	n/a	Jan 8, 2013 10:55 AM
42	Recognize that they exist and come up with some policies to ensure they are treated equitably and fairly.	Jan 8, 2013 10:53 AM
43	NA	Jan 8, 2013 10:18 AM
44	I am not sure.	Jan 8, 2013 10:13 AM
45	N/a	Jan 8, 2013 10:04 AM
46	we do not have post docs	Jan 8, 2013 9:59 AM
47	We don't have many post-docs. Those that we do have are probably handled case by case by their supervisor.	Jan 8, 2013 9:55 AM
48	Maintaining department flexibility, but having a standard leave policy. There are relatively few post-docs at my 4-year institution.	Jan 8, 2013 9:21 AM
49	Institutional (not departmental or PI based) support to keep health care costs covered during unpaid leave.	Jan 8, 2013 9:07 AM
50	We have no post docs	Jan 8, 2013 9:02 AM
51	They should give postdocs the same leave as all staff, which is 6-8 weeks for the birth mother. Our institution does not offer that standard paid leave to postdocs.	Jan 8, 2013 8:44 AM
52	My institution does not have Post Docs.	Jan 8, 2013 8:40 AM
53	NA	Jan 8, 2013 8:20 AM
54	no post docs	Jan 8, 2013 8:13 AM
55	Provide paid leave for new parents.	Jan 1, 2013 7:42 AM
56	Not applicable - we do not employ postdocs.	Dec 1, 2012 3:10 PM
57	More flexibility for mother Paid leave up to 3 months after giving birth Nursery in the campus (Having children would no more represent a difficulty)	Nov 30, 2012 10:40 AM
58	unsure, paid leave for 3 months or more would be great	Nov 24, 2012 8:10 PM
59	same as above	Nov 12, 2012 9:55 AM
60	flexibility, child care, understanding that sometimes family comes first	Nov 5, 2012 6:44 AM
61	I don't know the rules here, certinally paid maternity leave, health insurance, and many of above points	Nov 2, 2012 11:59 AM
62	I'm not clear on what rights postdocs have. They are now treated more like students and less like employees, which has pros and cons, but mostly cons I	Nov 1, 2012 11:37 PM

Page 21, Q2. What, in your opinion, are important changes that your institution could make to help post-docs better balance work and family obligations?

suspect when it comes to benefits. Postdocs mothers NEED clear benefits as this is actually a relatively great time to have a child - they have fewer responsibilities than a faculty member, and have just accomplished a major professional milestone with the PhD. Postdoc fathers need benefits that enable them to share the burden of child rearing as their spouse may as well be an aspiring academic or professional. Postdocs like other research and non-research staff need nursing and pumping rooms that are clean, well configured for the task. They don't have private offices like faculty, so need privacy that enables them to feed their babies breastmilk.

63	The same	Oct 31, 2012 5:19 PM
64	Make childcare available on campus- particularly infant childcare. More private spaces available for pumping on campus. Explicit family friendly written policies.	Oct 31, 2012 10:23 AM
65	Provide affordable child care in the form of an on-site day care center.	Oct 31, 2012 8:38 AM
66	Unsure	Oct 30, 2012 5:42 PM
67	Add flexibility.	Oct 30, 2012 11:31 AM
68	I have no idea. This is tough because I had not thought about this issue before taking this survey. I think I take the same position as I do for my kids' teachers on leave: I needed leave and I recognize that people have life events and I really want to support that. But in Kindergarten, my son had a teacher who was out for several months later in the year because of a life event, AND one in first grade. The transition and the simple fact of having them leave was upsetting for him, so it's upsetting for me. But in general terms, I HAVE to support this. It's so important to have flexibility. But if I am on a deadline for research, what I am supposed to do? hire a post-doc who I know will leave me after a time?	Oct 30, 2012 8:27 AM
69	Similar support as to faculty. Our (male) faculty have historically taken advantage of our post docs to over work them and deny them a living wage.	Oct 30, 2012 5:01 AM
70	Same as above	Oct 29, 2012 5:23 PM
71	N/A	Oct 29, 2012 3:48 PM
72	We are limited in the number of post docs.	Oct 29, 2012 2:22 PM
73	My institution does not have post-docs.	Oct 29, 2012 1:36 PM
74	Expand the hours of the daycare center.	Oct 29, 2012 12:57 PM
75	My institution already supports study outside of the institution.	Oct 29, 2012 11:25 AM
76	On campus daycare!	Oct 28, 2012 5:28 PM
77	Have written policies to support family needs: paid maternal and/or paternal leave. Subsidize child care especially for people (single parents) who don't make enough money to afford full-time child care.	Oct 28, 2012 1:54 PM
78	paid leave of up to 3 months	Oct 28, 2012 10:32 AM

Page 21, Q2. What, in your opinion, are important changes that your institution could make to help post-docs better balance work and family obligations?

79	We rarely have postdocs, but they should be covered by the same leave policy as faculty.	Oct 28, 2012 9:31 AM
80	allow extreme flexibility in workload and scheduling. provide onsite infant daycare.	Oct 27, 2012 3:10 PM
81	Same as above	Oct 27, 2012 8:00 AM
82	I think post-docs should be moved into full time employment status at their respective institutions -- e.g. be covered by workman's comp, etc.	Oct 27, 2012 6:44 AM
83	We don't have post-docs.	Oct 27, 2012 6:03 AM
84	We do not have post-doctoral positions often.	Oct 27, 2012 5:32 AM
85	My institution does not have post-docs, for the most part.	Oct 27, 2012 5:25 AM
86	Have postdocs be actual employees!!! Then we could have benefits, including actual leave. This inbetween status as non-employees makes it very difficult to navigate expectations without defined leave policies. Also, then families where one or both parents are postdocs would qualify for the child care FSA or tax breaks offered for child care. (Not to mention Roth IRAs or other retirement benefit options.) As it is, since most postdocs do not "earn income" and are not technically students, we fall between the cracks for many of these programs. Have quality, affordable daycare on site that does not have 3-year waiting lists. For institutions with a hard cap on time limits for postdocs (eg, the NIH with its 5 year policy), extend this time by 3+ months for each new child. If a female postdoc has two children during her postdoc, she will lose ~6 months or 10% of her postdoc time. Since postdocs are getting ever longer and the job market is very tight for academics (especially given the once-a-year academic job market openings), this strongly negatively impacts a mother's ability to continue on in academia or a competitive non-academic position.	Oct 26, 2012 8:11 PM
87	On campus child care free for faculty member and as post-docs - they are faculty members.	Oct 26, 2012 4:56 PM
88	NA	Oct 26, 2012 4:42 PM
89	we do not have post docs	Oct 26, 2012 3:58 PM
90	Extensions for assignments.	Oct 26, 2012 2:49 PM
91	NA	Oct 26, 2012 1:15 PM
92	Provide better benefits with maternity/paternity leave.	Oct 26, 2012 12:37 PM
93	Encourage them to attend meetings about balancing family and career. Provide maternity/paternity leave.	Oct 26, 2012 12:09 PM
94	Provide ways for exploited postdocs to get help, educate postdocs and PIs to their rights and obligations, be more transparent about how overhead from grants is supposed to pay for leave, and give PIs ideas of how to manage the grant obligations with reduced staffing. Provide *way* more on-campus	Oct 26, 2012 11:56 AM

Page 21, Q2. What, in your opinion, are important changes that your institution could make to help post-docs better balance work and family obligations?

	childcare. Our campus has 8 infant slots. Total. For 20,000 staff and faculty, let alone graduate students	
95	This is a PUI	Oct 26, 2012 11:06 AM
96	Accessible child-care for post-doc and pre-tenure faculty. Support for childcare when traveling. Support for child-care when a child is sick.	Oct 26, 2012 10:14 AM
97	First, recognizing that post-doctoral fellows are professionals and peers and therefore deserve the same support and accommodation as faculty members. Assuming there is institutional recognition of the need to provide support to post-docs with regard to work/family balance, the issue is then to promote understanding, awareness and implementation of best practices. For example, developing guidelines (e.g., policies and practices that limit expectations to be available in the lab 24/7, or on an unpredictable schedule) and providing case studies as models for best practices would go a long way toward supporting post doctoral students who are (new) parents.	Oct 26, 2012 8:23 AM
98	paid parental leave (and continuation of insurance)	Oct 26, 2012 8:04 AM
99	Treat post-docs as employees and give them access to all employee plans and policies .	Oct 26, 2012 8:00 AM
100	Paid leave, this may have to be from granting agency since most pot docs are on soft money	Oct 26, 2012 4:22 AM
101	I don't know.	Oct 25, 2012 4:41 PM
102	See above - accept and promote the fact that post-docs should not be putting off starting families; they may not ever be able to. It should be seen as normative.	Oct 25, 2012 11:58 AM
103	provide financial support for travel	Oct 25, 2012 11:35 AM
104	NA	Oct 25, 2012 11:05 AM
105	Quality on campus daycare that is affordable. Options for quality childcare at conferences. Paid 3 months maternity leave.	Oct 25, 2012 10:24 AM
106	same as above	Oct 25, 2012 8:38 AM
107	na - UG only	Oct 25, 2012 7:29 AM
108	Give paid family leave	Oct 25, 2012 7:18 AM
109	N/A	Oct 25, 2012 6:02 AM
110	Provide some kind of paid maternity leave or options for work. Right now, postdocs at my institution can only take unpaid leave.	Oct 25, 2012 5:31 AM
111	see previous	Oct 25, 2012 5:15 AM
112	There should be a place for emotional support, like counseling, for days when it's tough. Also a support group with people who have been through these	Oct 25, 2012 4:35 AM

Page 21, Q2. What, in your opinion, are important changes that your institution could make to help post-docs better balance work and family obligations?

	situations.	
113	Give them same benefits that full faculty have--	Oct 24, 2012 10:04 PM
114	probably also paid leave, but this will be harder to get	Oct 24, 2012 8:50 PM
115	Reduce cost for childcare (through supplementing) and provide reasonable family health insurance rate.	Oct 24, 2012 8:49 PM
116	Provide subsidized on-campus childcare	Oct 24, 2012 8:27 PM
117	start a post-doc office have a clear policy on salary, benefits have a mentoring / career development plan for postdocs have a mechanism to help postdocs in moving to the next stage of their careers - job search help	Oct 24, 2012 8:27 PM
118	I don't know where to start with this one.	Oct 24, 2012 8:12 PM
119	We don't have post-docs	Oct 24, 2012 8:06 PM
120	Less pressure in general. I'm in a soft-money institute so guaranteeing 1 month of salary so that parents can cope with their work-life balance would be great.	Oct 24, 2012 7:39 PM
121	Travel allowances for conferences AND field work are greatly needed. On site daycare and after school care is also needed!	Oct 24, 2012 7:26 PM
122	I doubt my university has anything in place to help post-docs balance work and family, so anything would be better than nothing.	Oct 24, 2012 6:23 PM
123	Our school has so few post-docs that just having some across-the-board policies regarding post-docs would be a great start.	Oct 24, 2012 6:19 PM
124	Provide paid maternity and paternity leave	Oct 24, 2012 6:14 PM
125	N/A	Oct 24, 2012 5:35 PM
126	Clear guidelines, support for post-docs and mentors working out arrangements	Oct 24, 2012 5:11 PM
127	paid family leave for mothers	Oct 24, 2012 5:10 PM
128	Flexible hours, modified duties policies, paid maternity leave	Oct 24, 2012 4:46 PM
129	Provide paid maternity leave for postdocs, e.g., Stanford's model.	Oct 24, 2012 4:46 PM
130	Flexibility in paid and unpaid leave as well as possibilities of temporary part time work. Ability to work from home part time. Comprehensive and subsidized health care for student and family.	Oct 24, 2012 4:44 PM
131	This should be a discussion about PARENTS, not about mothers. Setting promotion policies and work expectations that are reasonable within a 40 hour work-week would allow both mother and father to have an active professional life as well as be present for their children or other family members in need. (I do like that this survey seems less focused on women in particular.)	Oct 24, 2012 4:43 PM

Page 21, Q2. What, in your opinion, are important changes that your institution could make to help post-docs better balance work and family obligations?

132	If the PI on a grant knows that a post-doc's pregnancy would lead to a 3 month no-cost extension on a grant, it would be easy to allow for unpaid leave. (At present, how can I grant 3 months leave, when I have to spend the \$ and get the work done on a short time schedule?) It would be ideal if the institution provided paid leave. Awkward situation since post-docs are paid off of grants, and usually at the institution for a short time.	Oct 24, 2012 3:33 PM
133	Supplements to faculty who hire post-docs.	Oct 24, 2012 3:29 PM
134	Provide paid leave options.	Oct 24, 2012 3:16 PM
135	Financial (salary) support during a maternity leave.	Oct 24, 2012 3:10 PM
136	A written maternity/paternity leave program that is uniform across campus. Quality onsite childcare.	Oct 24, 2012 3:09 PM
137	Paid maternity/paternity leave that doesn't eat up your sick days. Help with travel to conferences for parents.	Oct 24, 2012 2:59 PM
138	There is social pressure within the university to be available to socialize, especially with students, which is not particularly family friendly. It seems that new parents fall behind, but also that everyone is lacking in work-life balance. I personally feel that I have the resources and ability to balance my work and life to the extent that I would like, but I feel like I'm discouraged from emphasizing that. (I'm a grad student).	Oct 24, 2012 2:55 PM
139	paid family leave	Oct 24, 2012 2:47 PM
140	Post-docs are currently considered as research scientists on our campus and are given basically the same benefits as instructors and faculty. Post-docs are vital in keeping research moving forward for the faculty member. I believe it is important for a post-doc to also be able to get paid child and parent care leave.	Sep 18, 2012 7:48 PM
141	The family care issue is an attitude problem on the part of administration and students alike. An institution needs to set the tone among faculty, staff, post-docs, and grad students that family life is of utmost importance and that taking time to care for a family member is a respectable and necessary undertaking. In my personal experience, a first step for institutions to set the tone would be to 'put their money where their mouth is.' For example (from my own experience), the burden of financial support for a post-doc during maternity should be carried by the institution. Instead, these funds often come from a faculty member's research funds, a resource he/she is rightfully hesitant to give up. Furthermore, the leave process and paperwork should be straightforward with a well-informed HR department guiding the post-doc through the process. New parents don't have time to do extra paperwork. Finally, faculty should be educated about how to transition a new parent back into work appropriately. When I returned from maternity leave, I was flooded with meaningless administrative tasks...my colleagues teasingly referred to me as my professor's admin assistant. This was demeaning and has slowed down my career progress more than just maternity leave itself. I nearly quit my post-doc in frustration but managed to (painstakingly) convince my professor to transition me back into laboratory research.	Sep 10, 2012 12:28 PM

Page 21, Q2. What, in your opinion, are important changes that your institution could make to help post-docs better balance work and family obligations?

142	On campus child care options available for post docs (usually faculty and staff get first dibs) Private offices away from a lab for new mothers (nursing, pumping), or to work in (deskwork) while a child is asleep	Sep 4, 2012 1:04 PM
143	The child care facility on campus is not affordable to graduate students or postdocs. They claim to scale their fees with income, but the lower cutoff does not allow graduate students or postdocs to pay a reasonable fraction of their salary. Most importantly, there is NO support system for women in science here.	Sep 3, 2012 1:23 PM
144	Better communication on the current policies- as is I have no idea if I have maternity leave or even paid vacation- though that seems ridiculous in an academic setting. Maybe a webpage.	Aug 26, 2012 10:24 AM
145	we do not have post docs	Aug 22, 2012 9:03 AM
146	Have a policy for post-docs. None exists at my institution (to the best of my knowledge), which awards Masters and bachelors degrees.	Aug 21, 2012 1:59 PM
147	Support and create a culture where the norm is not to work constantly day and night and welcomes families. Provide paid maternal/paternal leave. Providing on-campus child care. Use data and the peer-reviewed literature to educate departments and institutions on the long term benefits of dual career hires in creating a stable, balanced, and productive department. Across the country and in different types of institutions, the discrimination against dual career hires is astounding.	Aug 20, 2012 9:44 AM
148	Mentoring , peer support	Aug 20, 2012 9:36 AM
149	Allowing post-docs time off to have children.	Aug 7, 2012 6:43 AM
150	NA	Aug 7, 2012 5:55 AM
151	Childcare facility beginning with infants.	Aug 6, 2012 9:07 AM
152	n/a	Aug 6, 2012 8:34 AM
153	We have a small number of post-docs and most arrangements are made with the individual advisor.	Aug 6, 2012 8:21 AM
154	financial support for care	Aug 6, 2012 6:43 AM
155	Give them advice on work-life balance. Post docs have the shortest time in the university that I am not certain the University could do as much as an external organization such as ACS with whom the post doc has a vested relationship for a longer period. I understand I am an engineer and chemists probably have a different timespan in post doc periods.	Aug 6, 2012 5:03 AM
156	Post-docs should have access to the same coverage as faculty.	Aug 6, 2012 2:38 AM

Page 21, Q3. What, in your opinion, are important changes that your institution could make to help graduate students better balance work and family obligations?

1	Provide assurances that their appointments and future success would not be jeopardized by their family decisions.	Apr 8, 2013 2:42 PM
2	Not critical or practical for my institution.	Feb 27, 2013 5:14 PM
3	No grad students.	Feb 16, 2013 1:09 PM
4	Similar as above for post-docs.	Feb 14, 2013 1:02 PM
5	We do not have graduate students - only undergraduates. Interestingly, on-campus child-care is readily available to students here.	Feb 6, 2013 4:26 PM
6	provide paid time off, more flexibility in working times	Jan 17, 2013 5:16 PM
7	Maternity and paternity leave. Also, PI's need support to help pay for the time when graduate students are out on Maternity/paternity leave. We need it to be the norm that graduate students have access to and use parental leave.	Jan 17, 2013 8:25 AM
8	N/A We are a PUI and have very few graduate students	Jan 15, 2013 8:31 AM
9	Provide funds to cover the costs associated with project extensions due to delays when students need to take leave.	Jan 14, 2013 2:37 PM
10	Same as for post docs.	Jan 14, 2013 12:00 PM
11	N/A	Jan 14, 2013 11:34 AM
12	Extend the period over which a degree must be attained. Provide paid leave.	Jan 13, 2013 2:36 AM
13	Don't have science grad students (yet, we will next year).	Jan 10, 2013 11:30 PM
14	Childcare, lactation rooms, paid leave	Jan 9, 2013 10:29 PM
15	Discussion on level of College of Graduate Studies on these issues.	Jan 9, 2013 2:37 PM
16	2- on-campus childcare, including infant childcare 3- short-notice babysitting service for situations such as faculty member's need to proctor evening exam, teach a class when a child is home sick from daycare 4- change culture to encourage paternity leave	Jan 9, 2013 12:32 PM
17	n/a	Jan 9, 2013 11:30 AM
18	No science grad students.	Jan 9, 2013 11:19 AM
19	More generous leave policies that are clearly stated Grants from the university to cover leave and getting duties covered	Jan 9, 2013 10:45 AM
20	More onsite options to child care / child support.	Jan 9, 2013 10:19 AM
21	Provide more child care options on-campus. Currently there are not many options for part-time or full-time day care and the programs are costly (according to what I have heard from others).	Jan 9, 2013 8:40 AM

Page 21, Q3. What, in your opinion, are important changes that your institution could make to help graduate students better balance work and family obligations?

22	Larger childcare facilities. Currently there is a 2 year waiting list for the on-campus childcare facility. Better policies for handling work load changes	Jan 9, 2013 7:26 AM
23	Quality on-campus childcare available without a long wait list would help greatly, for graduate students it would be important subsidize care based on financial need.	Jan 8, 2013 11:21 PM
24	Graduate students have access to childcare via their fees; ensuring that there is adequate access would help	Jan 8, 2013 7:09 PM
25	Paid leave	Jan 8, 2013 6:59 PM
26	N/A	Jan 8, 2013 5:44 PM
27	same	Jan 8, 2013 3:18 PM
28	A formalized policy would protect both grad students and their advisers; establishing one means no one has to 'guess' at what is reasonable. The availability of affordable care is a significant issue. OSU has made some strides in offering drop-in care (free, I think) for children of students at the library and the gym. I wish they would do this for faculty (though faculty should pay per use for any drop-in care). I do not know if post-docs can use the current student-parent drop-in care resources.	Jan 8, 2013 2:36 PM
29	we have no graduate students	Jan 8, 2013 2:12 PM
30	same note as for post docs	Jan 8, 2013 1:41 PM
31	I am not aware of the current policies.	Jan 8, 2013 1:19 PM
32	This is tough.. faculty rely on graduate students to get the research done, and when they leave, they have to be replaced.. the work has to get done. If granting agencies would give no-cost extensions on the deliverables, it would make it easier for faculty to let the student have time off without harming future funding success.	Jan 8, 2013 12:22 PM
33	Outline and document policies.	Jan 8, 2013 11:57 AM
34	n/a	Jan 8, 2013 11:56 AM
35	n/a	Jan 8, 2013 11:54 AM
36	provide supplemental funding so that they could have a paid maternity leave. provide dependent care travel grants. provide good infant childcare and a childcare subsidy (we are in Boston and childcare is very expensive)	Jan 8, 2013 11:52 AM
37	Provide on-campus child care facility.	Jan 8, 2013 11:51 AM
38	3-months paid leave	Jan 8, 2013 11:51 AM
39	paid leave for pregnancy	Jan 8, 2013 11:40 AM
40	See above	Jan 8, 2013 11:24 AM

Page 21, Q3. What, in your opinion, are important changes that your institution could make to help graduate students better balance work and family obligations?

41	Provide in-house childcare for infants	Jan 8, 2013 11:20 AM
42	n/a	Jan 8, 2013 10:55 AM
43	Same as above. I once had an undergraduate that was going to lose a scholarship because she wanted to take a term off after pregnancy. Its a disaster.	Jan 8, 2013 10:53 AM
44	NA	Jan 8, 2013 10:18 AM
45	I am not sure.	Jan 8, 2013 10:13 AM
46	N/a	Jan 8, 2013 10:04 AM
47	they need to start by offering competitive stipends, among MANY other changes	Jan 8, 2013 9:59 AM
48	Child care on campus.	Jan 8, 2013 9:55 AM
49	There are no graduate students at my institution.	Jan 8, 2013 9:21 AM
50	Institutional (not departmental or PI based) support to keep health care costs covered during unpaid leave.	Jan 8, 2013 9:07 AM
51	We have no grad students	Jan 8, 2013 9:02 AM
52	Graduate students have pretty good policies in place and good access to child care.	Jan 8, 2013 8:44 AM
53	My institution does not have graduate students.	Jan 8, 2013 8:40 AM
54	NA	Jan 8, 2013 8:20 AM
55	grad program is only a couple of years old	Jan 8, 2013 8:13 AM
56	Develop clear guidelines for expectations for graduate student progress following childbirth or adoption.	Jan 1, 2013 7:42 AM
57	We will begin having graduate students within two years. We should offer graduate students one to two semesters off depending upon the timing of the child's arrival, three months of which should be paid leave.	Dec 1, 2012 3:10 PM
58	More flexibility for mother Paid leave up to 3 months after giving birth Nursery in the campus	Nov 30, 2012 10:40 AM
59	paid leave for 3 months or more	Nov 24, 2012 8:10 PM
60	same as above	Nov 12, 2012 9:55 AM
61	flexibility, child care, understanding that sometimes family comes first	Nov 5, 2012 6:44 AM
62	I don't know the rules here, certinally paid maternity leave, health insurance, and many of above points	Nov 2, 2012 11:59 AM

Page 21, Q3. What, in your opinion, are important changes that your institution could make to help graduate students better balance work and family obligations?

63	Graduate student researchers should have access to the same paid benefits as graduate student TAs, with the support coming from indirect costs from research grants (see earlier comment). Graduate students also need nursing/pumping rooms. Graduate students need subsidized child care in on campus facilities. On our campus, they can apply for a low income rate if they qualify, but there are no guarantees.	Nov 1, 2012 11:37 PM
64	similar	Oct 31, 2012 5:19 PM
65	Make childcare available on campus- particularly infant childcare. More private spaces available for pumping on campus. Explicit family friendly written policies.	Oct 31, 2012 10:23 AM
66	Provide affordable child care, as above.	Oct 31, 2012 8:38 AM
67	Unsure	Oct 30, 2012 5:42 PM
68	Add flexibility	Oct 30, 2012 11:31 AM
69	Same as with post-docs.	Oct 30, 2012 8:27 AM
70	Similar support for childbearing. Also, there is a pervasive mindset among our male faculty that discriminates against women who have children---specifically our female students and specifically NOT our male students. This is by male faculty in their 40s. It's a real problem	Oct 30, 2012 5:01 AM
71	Reduce the teaching requirements and do not lower the stipend.	Oct 29, 2012 5:23 PM
72	N/A	Oct 29, 2012 3:48 PM
73	My institution does not have graduate students.	Oct 29, 2012 1:36 PM
74	Expand the hours of the daycare center.	Oct 29, 2012 12:57 PM
75	Our institution (comprehensive university) provides little support in general for our graduate students. ANY additional support would help our students, including tuition waivers, health insurance, etc would help!	Oct 29, 2012 12:55 PM
76	Have forums in which current faculty discuss this. If not have private conversations as mentor to mentored. Senior women do not nurture graduate students referred to them by male mentors of the graduate student.	Oct 29, 2012 11:25 AM
77	On campus daycare!	Oct 28, 2012 5:28 PM
78	paid leave of up to 3 months; stopping the clock on meeting certain milestones (e.g., completing comprehensive exams or dissertation proposal)	Oct 28, 2012 10:32 AM
79	Most of our graduate students are part-time masters students. They are in a very difficult situation as there are generally not enough funds to support them as researchers full time, so they get few benefits and often work other jobs. We serve as an alternative to people who for personal reasons must stay in the area.	Oct 28, 2012 9:31 AM
80	allow extreme flexibility in workload and scheduling. provide onsite infant daycare.	Oct 27, 2012 3:10 PM

Page 21, Q3. What, in your opinion, are important changes that your institution could make to help graduate students better balance work and family obligations?

81	Same as above	Oct 27, 2012 8:00 AM
82	Not sure, haven't been at my institution to have an opinion.	Oct 27, 2012 6:44 AM
83	Paid maternity leave Paid paternity leave Lower-cost childcare	Oct 27, 2012 6:03 AM
84	I am unaware of the current policies towards graduate students.	Oct 27, 2012 5:32 AM
85	My institution does not have graduate students, for the most part.	Oct 27, 2012 5:25 AM
86	As above, have grad students be actual employees! Then they would have formal leave--vacation, sick, and maternity. An inbetween status as non-employees makes it very difficult to navigate expectations without defined leave policies. Have quality, affordable daycare on site that does not have 3-year waiting lists.	Oct 26, 2012 8:11 PM
87	None	Oct 26, 2012 4:56 PM
88	NA	Oct 26, 2012 4:42 PM
89	more affordable and priority childcare, extension of deadlines	Oct 26, 2012 3:58 PM
90	Extensions for assignments.	Oct 26, 2012 2:49 PM
91	not sure	Oct 26, 2012 1:15 PM
92	Provide better benefits with maternity/paternity leave.	Oct 26, 2012 12:37 PM
93	Encourage them to attend meetings about balancing family and career. Provide maternity/paternity leave.	Oct 26, 2012 12:09 PM
94	Provide ways for exploited postdocs to get help, educate postdocs and PIs to their rights and obligations, be more transparent about how overhead from grants is supposed to pay for leave, and give PIs ideas of how to manage the grant obligations with reduced staffing. Figure out a mechanism for students to take incompletes in courses when learning to deal with a new child. Provide *way* more on-campus childcare. Our campus has 8 infant slots. Total. For 20,000 staff and faculty, let alone graduate students	Oct 26, 2012 11:56 AM
95	This is a PUI	Oct 26, 2012 11:06 AM
96	Accessible child-care for post-doc and pre-tenure faculty. Support for childcare when traveling. Support for child-care when a child is sick.	Oct 26, 2012 10:14 AM
97	Graduate students are in a challenging position in that they are both expected to behave as aspiring faculty peers, but they are nevertheless considerably dependent on faculty evaluations for their career development and success. This dependence creates particular challenges when it comes to seeking and acquiring the support they may need to balance their graduate training/research roles with their personal lives. In many institutions, there is an assumption that the period of graduate training is akin to a period of indentured servitude wherein the graduate student should subvert all personal needs and goals to that of the graduate advisor/the lab. Until we address this issue, we are unlikely to create a	Oct 26, 2012 8:23 AM

Page 21, Q3. What, in your opinion, are important changes that your institution could make to help graduate students better balance work and family obligations?

	context wherein graduate students will be able to seek the support they may need to balance their work and family obligations. Here, I think we have a larger obligation in higher education to raise the visibility of this power differential and help institutions come to realize that promoting more equity in these relationships ultimately serves our overall goals of promoting the best talent (rather than the talent that is most willing to subvert personal fulfillment and happiness outside of work).	
98	paid parental leave (and continuaiton of insurance)	Oct 26, 2012 8:04 AM
99	Allow students to suspend studies without penalty.	Oct 26, 2012 8:00 AM
100	Paid leave, a formal policy	Oct 26, 2012 4:22 AM
101	Graduate students have no business having children. If they come with them, that is their choice and their problem, not the institution's.	Oct 25, 2012 4:41 PM
102	This one really needs work to be seen as normative. Probably 99% of current faculty put off starting families until out of graduate school. This isn't the healthiest option for women.	Oct 25, 2012 11:58 AM
103	give them a living wage	Oct 25, 2012 11:35 AM
104	NA	Oct 25, 2012 11:05 AM
105	Quality on campus daycare that is affordable. Options for quality childcare at conferences. Paid 3 months maternity leave.	Oct 25, 2012 10:24 AM
106	same as above	Oct 25, 2012 8:38 AM
107	na - UG only	Oct 25, 2012 7:29 AM
108	Same	Oct 25, 2012 7:18 AM
109	N/A	Oct 25, 2012 6:02 AM
110	Graduate students have it easier than postdocs at my institution - they have a more flexible timeline, advisors are more understanding, and there is subsidized child care.	Oct 25, 2012 5:31 AM
111	see previous	Oct 25, 2012 5:15 AM
112	There should be a place for emotional support, like counseling, for days when it's tough. Also a support group with people who have been through these situations.	Oct 25, 2012 4:35 AM
113	same as for post-docs	Oct 24, 2012 8:50 PM
114	Provide paid maternity/paternity leaves. Simply allow grad students to have children if they choose to is a huge step for the institution.	Oct 24, 2012 8:49 PM
115	Provide free on-campus childcare	Oct 24, 2012 8:27 PM

Page 21, Q3. What, in your opinion, are important changes that your institution could make to help graduate students better balance work and family obligations?

116	Make faculty aware that grad students deserve to have a work-life balance provide resources so that it can be done	Oct 24, 2012 8:27 PM
117	None.	Oct 24, 2012 8:12 PM
118	We don't have graduate students.	Oct 24, 2012 8:06 PM
119	Paid parental leave.	Oct 24, 2012 7:39 PM
120	Travel allowances for conferences AND field work are greatly needed. On site daycare and after school care is also needed!	Oct 24, 2012 7:26 PM
121	They are instituting a strict 1 year deferral of admission and leave of absence policy without exceptions. This seems most likely to hurt parents and people with family/elder care responsibilities who may unexpectedly need to be away from grad school for more than 1 year (e.g., complicated pregnancy and/or baby born with medical needs). I think extensions to the 1 year rule should be considered by some sort of committee process.	Oct 24, 2012 6:23 PM
122	Not applicable.	Oct 24, 2012 6:19 PM
123	Provide clear leave policies for graduate parents, increase availability of childcare financial assistance, create an option for maternity leave for graduate students, work with childcare providers to insure reasonable rates and availability of information for graduate student parents	Oct 24, 2012 6:14 PM
124	N/A	Oct 24, 2012 5:35 PM
125	Awareness of issues and creating training in optimal use of time/energy	Oct 24, 2012 5:11 PM
126	paid family leave for mothers	Oct 24, 2012 5:10 PM
127	Flexible hours, modified duties policies, paid maternity leave	Oct 24, 2012 4:46 PM
128	Provide paid maternity leave for graduate students, e.g., Stanford's model.	Oct 24, 2012 4:46 PM
129	Paid or unpaid paternity/maternity leave. Encouragement of meeting family obligations. Network of graduate students with families. Ability to work from home part time. Comprehensive and subsidized health care for student and family.	Oct 24, 2012 4:44 PM
130	This should be a discussion about PARENTS, not about mothers. Setting promotion policies and work expectations that are reasonable within a 40 hour work-week would allow both mother and father to have an active professional life as well as be present for their children or other family members in need. (I do like that this survey seems less focused on women in particular.)	Oct 24, 2012 4:43 PM
131	For graduate students, I think the department should provide 3 months paid leave.	Oct 24, 2012 3:33 PM
132	Paid parental leave, but the institution cannot afford it.	Oct 24, 2012 3:29 PM
133	Provide paid leave options.	Oct 24, 2012 3:16 PM

Page 21, Q3. What, in your opinion, are important changes that your institution could make to help graduate students better balance work and family obligations?

134	Financial (salary+tuition) support during a maternity leave.	Oct 24, 2012 3:10 PM
135	A written maternity/paternity leave program that is uniform across campus. Quality onsite childcare.	Oct 24, 2012 3:09 PM
136	Paid maternity/paternity leave that doesn't eat up your sick days. Help with travel to conferences for parents.	Oct 24, 2012 2:59 PM
137	There is social pressure within the university to be available to socialize, especially with students, which is not particularly family friendly. It seems that new parents fall behind, but also that everyone is lacking in work-life balance. I personally feel that I have the resources and ability to balance my work and life to the extent that I would like, but I feel like I'm discouraged from emphasizing that. (I'm a grad student).	Oct 24, 2012 2:55 PM
138	flexible hours	Oct 24, 2012 2:47 PM
139	Graduate students do not receive any benefits since they are temporary. Typically a graduate student will take a leave of absence. The process for funding graduate student stipends is very political on campus and I do not see the university adding additional benefits due to costs. They should also be given some aid because when they withdraw they lose their stipends and often have to rely on family members for help.	Sep 18, 2012 7:48 PM
140	Unsure	Sep 10, 2012 12:28 PM
141	Same as for postdocs, but also provide a child care support stipend, especially for FEMALE students	Sep 4, 2012 1:04 PM
142	The child care facility on campus is not affordable to graduate students or postdocs. They claim to scale their fees with income, but the lower cutoff does not allow graduate students or postdocs to pay a reasonable fraction of their salary. Most importantly, there is NO support system for women in science here.	Sep 3, 2012 1:23 PM
143	we do not have grad students	Aug 22, 2012 9:03 AM
144	Have a policy for graduate students. None exists at my institution (to the best of my knowledge), which awards Masters and bachelors degrees.	Aug 21, 2012 1:59 PM
145	Provide paid maternal/paternal leave. Providing on-campus child care.	Aug 20, 2012 9:44 AM
146	Mentoring , peer support	Aug 20, 2012 9:36 AM
147	More affordable child care; it's here but too expensive for students.	Aug 7, 2012 2:22 PM
148	N/A. My institution does not have graduate students.	Aug 7, 2012 6:43 AM
149	NA	Aug 7, 2012 5:55 AM
150	Childcare facility beginning with infants.	Aug 6, 2012 9:07 AM
151	n/a	Aug 6, 2012 8:34 AM

Page 21, Q3. What, in your opinion, are important changes that your institution could make to help graduate students better balance work and family obligations?

152	financial support for care	Aug 6, 2012 6:43 AM
153	I think building community between graduate students would be good.	Aug 6, 2012 5:03 AM
154	Grad students should have same coverage as faculty.	Aug 6, 2012 2:38 AM

Page 22, Q1. In your opinion, what are the most important changes that funding agencies could make to help faculty members successfully combine their family and career obligations?

1	Allow some funds to go to maternity leave - maybe split with institutions?	Apr 30, 2013 3:17 PM
2	Provide extensions for family obligations.	Apr 8, 2013 2:43 PM
3	Should they?	Feb 27, 2013 5:15 PM
4	Grant extensions are key.	Feb 16, 2013 1:10 PM
5	Supplements for child care for meetings	Feb 14, 2013 1:18 PM
6	I didn't know, until well after the fact, that I could have applied for a supplement for medical leave, for example. Such programs need to be very well advertised to recipients of grants. Honestly, I didn't know! There must be some way for those resources to be more visible to us. This would have made a huge difference when I was undergoing major medical treatment.	Feb 14, 2013 1:06 PM
7	Grant extensions (*in addition* to the existing options, such as grantee-approved and agency approved one-year extensions allowed by the NSF). Provide funding for childcare at conferences. Generally, funding agencies allowing funds to buy release time from teaching would help a tremendous amount!!! (Some allow this, but for instance my NSF program does not.)	Feb 6, 2013 4:28 PM
8	I am half way through my first federal NIH RO1 grant. In this time I have had 2 kids. I took 3 months off for the first (funding started just after I returned) and 6 weeks off (if that !) for the second. I was worried that if i took more time off that research in my lab would suffer. We only have a finite number of years to show progress in the form of manuscripts, etc. Federal funding agencies could aid by recognizing maternity and paternity leave somehow, although I'm not sure how they go about this in a fair and balanced manner. Renewal of your first grant is apparently the hardest one to get as you no longer get "new investigator" status, yet this is the time that many women choose to start their families. Maybe federal agencies/reviewers need to weigh additional factors in addition to number and quality of papers, e.g. attendance at conferences/invitations to speak/ institutional duties, etc (more in line with things that help in getting promoted at the Institution). Also, any aid in alleviating child care costs would be incredibly helpful - 2 children cost \$2400 per month.	Jan 17, 2013 5:30 PM
9	There needs to be a line item in budgets for potential parental leave time periods. Child care is a huge issue. We need to be able to and encouraged to use research funds for childcare to have the ability to communicate research findings.	Jan 17, 2013 8:27 AM
10	No cost extensions.	Jan 15, 2013 1:50 PM
11	Mandate paid maternity/paternity leave and no-cost extensions of the grant to cover the leave time.	Jan 15, 2013 8:35 AM
12	it is very important to allow childcare related expenses in grants, and to be able to apply for it during an active grant as a supplement.	Jan 14, 2013 12:57 PM
13	Also a tough one. I think that with Federal funding (NSF, etc.) for research reducing, it is unreasonable to have to put funds aside for family obligation	Jan 14, 2013 12:03 PM

Page 22, Q1. In your opinion, what are the most important changes that funding agencies could make to help faculty members successfully combine their family and career obligations?

	issues. This would also benefit women only as I doubt funding agencies would ever fund a man to help take care of infants.	
14	Delay start times for grants (so give people time to tell that they want this). Extensions and supplements. Make the supplements for parental leave funded rather than limited to the 20% supplement rules.	Jan 14, 2013 11:35 AM
15	Pause the clock on existing awards. Allow travel expenses to include cost of child care and increase amounts of existing awards (to pay for child care during travel, pay for extra tech support, etc.) upon arrival of a new baby.	Jan 13, 2013 2:40 AM
16	Definitely #1 is no-cost extensions. (I got one when I gave birth.) Additional funding you can apply for to get some support during the birth and early weeks of motherhood. Everything ground to a halt. Childcare at conferences is helpful. This is hard to explain, but making motherhood less of a stigma, so that you can actually put in your CV that you didn't publish or have funding during a certain period because you had a child. I find dancing around the subject to be counter intuitive and makes me feel like I should be ashamed of the fact that I am a mom who took a little time to actually give birth.	Jan 10, 2013 11:33 PM
17	No-cost extensions should be readily available.	Jan 10, 2013 10:05 AM
18	Provide supplemental dollars for mothers funded by grants No cost extensions too	Jan 9, 2013 10:30 PM
19	Allocating funds to support child care, flexible deadlines for re-funding	Jan 9, 2013 2:38 PM
20	Develop policies for accommodating family leave with extended life to the grant or gap funding.	Jan 9, 2013 2:17 PM
21	automatic no-cost extensions, plus supplements to cover 3 months of research tech time to facilitate research progress	Jan 9, 2013 12:34 PM
22	funding to support child care	Jan 9, 2013 11:31 AM
23	Supplements for child care and automatic no-cost extensions for parental leave would be a good start.	Jan 9, 2013 11:20 AM
24	Funding agencies should provide grant fund extensions for those who have key grant personnel or PI with a required maternity/paternity/FMLA leave. Encourage a diversity option that includes family status as one of the defined "underrepresented" populations.	Jan 9, 2013 8:43 AM
25	Childcare assistance/funding with meeting and conference travel Paid maternity and paternity leave	Jan 9, 2013 7:29 AM
26	No-cost extensions available on all grants to allow for childbirth; one year would be appropriate.	Jan 8, 2013 11:22 PM
27	Provide automatic extensions for arrival of children	Jan 8, 2013 7:11 PM
28	Funds or flexibility with the grant	Jan 8, 2013 7:00 PM

Page 22, Q1. In your opinion, what are the most important changes that funding agencies could make to help faculty members successfully combine their family and career obligations?

29	No cost extensions; funding educational opportunities/workshops for problem-solving on questions of supporting career/family balance; not penalizing "gaps" in work history; encouraging younger women scientist to have families earlier (I don't think the funding agencies can actually do this; this is a culture shift)	Jan 8, 2013 5:47 PM
30	Time flexibility in completion	Jan 8, 2013 3:19 PM
31	Allowing the inclusion of additional childcare expenses incurred due to professional conference travel would be a start. Establishing a policy on using grant funds during maternity leave would also be helpful, especially if some of the parent's leave time can be charged to the grant.	Jan 8, 2013 2:38 PM
32	no-cost extension policies for new parents or unanticipated family member care obligations	Jan 8, 2013 2:14 PM
33	i don't really see how funding agencies could help with this.	Jan 8, 2013 1:42 PM
34	Allow faculty members to extend their grants during maternity or paternity leave. Allowing budgeting of childcare expenses for meetings and field work.	Jan 8, 2013 1:20 PM
35	No cost extensions, paid maternity leave, supplemental grants for child care to present grant research at conferences would all be wonderful.	Jan 8, 2013 12:42 PM
36	provide supplements for maternity leave (like the new NSF CAREER -LIFE Balance (CLB) supplements available), so the faculty could hire a post-doc to provide continuity in the research endeavor. Provide automatic no-cost extensions on grants.	Jan 8, 2013 12:23 PM
37	I think the extension of funds for at least 6 months past birth would be extremely helpful. More family-friendly meetings and either funds to help provide childcare, or better childcare facilities at conferences.	Jan 8, 2013 12:21 PM
38	Provide additional support.	Jan 8, 2013 11:57 AM
39	This idea does not apply to me because I am at a small college, but if I ran a large research lab with multiple grad students, I would want a paid replacement for me while I was on maternity leave. Maybe take the summer salary for the PI flexible so that she could hire a post-doc to take her place. This way my research would not be slowed so much by the maternity leave. It would have to be worried something like, "In the event of a leave, such as maternity, paternity, or adult care...a post-doc may be hired using the funds for PI summer salary..." This flexibility is important because you cannot always predict when you will have a baby if you are applying for a 3 year grant...	Jan 8, 2013 11:57 AM
40	allow more telepresence in committees, meetings, panels	Jan 8, 2013 11:56 AM
41	provide no cost extensions, dependent care travel grants, and subsidies to pay for paid maternity leaves	Jan 8, 2013 11:53 AM
42	Allow no-cost extension for new parents, especially new mothers, if requested.	Jan 8, 2013 11:51 AM
43	extension grant in case of pregnancy/other significant family event	Jan 8, 2013 11:41 AM

Page 22, Q1. In your opinion, what are the most important changes that funding agencies could make to help faculty members successfully combine their family and career obligations?

44	no-cost extensions for new parents; use of federal money to cover some of the additional costs for trips	Jan 8, 2013 11:38 AM
45	Provide the ability to for funding agencies to cover the additional costs incurred by parents while away at meetings/conferences/field work	Jan 8, 2013 11:25 AM
46	maternity leave support	Jan 8, 2013 11:20 AM
47	Create travel money for childcare while traveling to conference. Offer no-cost extensions to new mothers.	Jan 8, 2013 10:57 AM
48	Extensions for pregnancy, adoption and long term illness of child or adult. Recognition of changed career patterns so that potential PIs are not ignored due to less productive years around birth/adoption.	Jan 8, 2013 10:55 AM
49	I would say: 1) there needs to be a realization that a high workload is unhealthy for families, and that from a research standpoint, some institutions have much more support for research than others. So, a faculty member at a 2nd tier institution who is performing research (and expected to do so to get tenure) may be teaching several classes and several hundred students without a TA. 2) funding agencies need to realize that quality of life is impacted by our workload, and that is one cause of the "leaky pipeline." 3) there needs to be better realization that family issues are important to fathers. 4) this may be controversial, but there are several cases where I was not offered a job because of my gender (based on off-the-record post-interview conversations with search committee members). This affected my wife's career negatively, and in turn made us delay having kids until much later in life than we planned. So, one could argue that efforts to advance (and ADVANCE in one case) women faculty have have a negative effect on a female scientist in industry. Finally, to paraphrase a colleague that was at the NSF when I was there: "you shouldn't have had kids if you planned to be a faculty member." I can relate to her viewpoint, in that she came from a generation where bias against women was much more overt and I suspect many of her generation made that sacrifice. But we need to move beyond that attitude now. Unfortunately, many senior faculty, both men and women, still have that viewpoint in my opinion. Wouldn't it be nice if rather than expecting us to work on weekends, my childless senior colleagues told parents that they shouldn't be working then? I'll give one more anecdote: when I was interviewing at a institution, I asked what one might do with kids on weekends in that city, because I was looking for a job that would optimize my family's happiness and not just my career. The 3 people from the instituion having dinner with me all said they didn't know because they were always working on weekends.	Jan 8, 2013 10:38 AM
50	Flexibility in grant timing and research accomplishments. The idea of actually helping offset the increased costs from bringing/leaving children during a conference would be great. I didn't know it might be possible.	Jan 8, 2013 10:30 AM
51	Policy of no-cost extension for any medical or family issue.	Jan 8, 2013 10:19 AM
52	No cost extensions and conference child care funding for parents.	Jan 8, 2013 10:05 AM
53	ability to get automatic extensions for family hardship/opportunity to redraft	Jan 8, 2013 10:00 AM

Page 22, Q1. In your opinion, what are the most important changes that funding agencies could make to help faculty members successfully combine their family and career obligations?

	timelines	
54	Provide extensions, special opportunities, etc.	Jan 8, 2013 9:56 AM
55	3-6 month no-cost grant extensions for parents at birth of child or other unanticipated events (for example long term child, spouse, or parental illness) provide child care and nursing facilities for funding agency grant review panels (and/or allow faculty to participate remotely from their home or office)	Jan 8, 2013 9:47 AM
56	More flexibility in using funds.	Jan 8, 2013 9:22 AM
57	Fewer requirements on minimum levels of effort required by project PIs. Simpler rebudgeting among categories to allow funds to shift among types of personnel, travel, etc.	Jan 8, 2013 9:09 AM
58	Clock extensions on grants, funding for child care for travel	Jan 8, 2013 9:02 AM
59	Automatic no-cost extensions for new parents - 6 months per child?	Jan 8, 2013 8:46 AM
60	I don't see too much impact by funding agencies; I see it mostly as an institutional issue.	Jan 8, 2013 8:45 AM
61	I really like the idea of six month no cost extensions in the event of a child birth or adoption. I like this idea for men as well because many women scientists are married to men who are also scientists. At least this is how it seems to me.	Jan 8, 2013 8:43 AM
62	Not sure. I would love to brainstorm on this.	Jan 8, 2013 8:15 AM
63	Stop the grant clock for maternity/paternity leave.	Jan 8, 2013 8:13 AM
64	No-cost extensions.	Jan 1, 2013 7:43 AM
65	Allow for re-entry and focus on quality rather than quantity.	Dec 14, 2012 11:58 AM
66	Offer a flexible spending portion of the grant for those with child or adult care expenses. Full time child care seems to be \$800-1200 per month. Given the extreme cost, perhaps the grant could cover approximately half of that cost.	Dec 1, 2012 3:16 PM
67	including a discrimination policy relating to mothers, allowing them certain facilities	Nov 30, 2012 10:43 AM
68	unsure	Nov 24, 2012 8:10 PM
69	Allow extensions in deadlines for new parents that have already won grants.	Nov 12, 2012 10:56 AM
70	allow extra time/funds to accommodate new parenthood funds to cover childcare when attending meetings	Nov 12, 2012 9:56 AM
71	supplements to pay support staff so research can continue while faculty member is on parental leave.	Nov 9, 2012 12:53 AM
72	flexibility in time constraints - ability for faculty to discuss issues with funding agencies as family issues arise.	Nov 5, 2012 6:47 AM

Page 22, Q1. In your opinion, what are the most important changes that funding agencies could make to help faculty members successfully combine their family and career obligations?

73	funds for family travel to attend meetings and workshops, that can be requested INDEPENDENT of regular grant budgets, so they can not be factored into reviewers judgement funds for technicians to help cover while people at any level involved in the grant are on leave	Nov 2, 2012 12:00 PM
74	Be prepared for women traveling with children or pumping apparatus when they attend panel reviews, etc.! I was accommodated at NSF, but it took a lot of asking around to figure out where to go/what to do etc. (I pumped in the nurse's office.) Negotiate the IDC contracts in a way that supports the research trajectories of young scientists who have postdocs and grad students having kids. If we want to support women in having children when they are biologically at least risk (under 35 for many, even younger for some), then this comes with costs to research grants that can't be anticipated (i.e., in the budget explicitly). IDC is a good way to deal with this. Have a clearly stated policy that allows a no cost extension associated with child birth - i.e., so a faculty member could write a letter requesting an extension and refer to policy x.y, no additional info needed.	Nov 1, 2012 11:45 PM
75	Include dependency support. Sometimes with adult are, the ill adult is not working or is on disability, but you must travel with that person or acquire responsible and reliable assistance. It's costly.	Oct 31, 2012 5:21 PM
76	Supplemental funds to cover a tech during maternity leave. Extensions of the grant period and reporting deadlines.	Oct 31, 2012 10:25 AM
77	Provide provisions in contracts for eventual pregnancy, birthing and child care costs.	Oct 31, 2012 8:39 AM
78	I'm not sure here, but no-cost extensions would seem particularly helpful.	Oct 30, 2012 5:43 PM
79	increase the budget upper limits to support family-friendly policies	Oct 30, 2012 11:39 AM
80	Have real feedback/consequences on progress reports.	Oct 30, 2012 11:32 AM
81	no-cost extensions to grants so that a faculty member could take a leave of absence to care for a family member	Oct 30, 2012 9:40 AM
82	I'm not sure it is funding agency's responsibility. It is the university. After all, they ask for large overhead expenses. Shouldn't some of THAT be used to support faculty?	Oct 30, 2012 8:28 AM
83	support/release during first months of infant's lives.	Oct 30, 2012 5:01 AM
84	Offer no cost extensions for 1 semester in the case of the birth/adoption of a child. Extend the period of time that is considered one's "early career" for programs that are restricted to new faculty, since this period tends to coincide with child-bearing years. Sponsor/subsidize childcare at national meetings.	Oct 29, 2012 3:54 PM
85	Extensions for PIs on deadlines for family needs.	Oct 29, 2012 2:22 PM
86	Extensions on grants for child-birth or adoption.	Oct 29, 2012 1:37 PM
87	Offer time extensions on grant proposals. Find ways to send married 2-carerr couples with children on sabbaticals.	Oct 29, 2012 12:58 PM

Page 22, Q1. In your opinion, what are the most important changes that funding agencies could make to help faculty members successfully combine their family and career obligations?

88	Additional monetary support for childcare/family during travel for research (to conduct research or to attend conferences/training) and sabbatical.	Oct 29, 2012 12:56 PM
89	Start recognizing that this is a real issue in hiring, tenuring, and surviving in academia	Oct 29, 2012 11:26 AM
90	Should include provisions for extra child-care expenses at conferences. Tenure clocks should be stopped to enable parents to be with their infants. Allow faculty to work part-time/flex-time for 3-9 months during that period.	Oct 28, 2012 2:04 PM
91	Provide at least matching funds for family friendly policies.	Oct 28, 2012 11:15 AM
92	no cost extensions & continuation of support with reduced effort	Oct 28, 2012 10:33 AM
93	Support for extensions and childcare would be helpful.	Oct 28, 2012 9:34 AM
94	provide no-penalty extensions for leave time.	Oct 27, 2012 3:14 PM
95	Not sure	Oct 27, 2012 8:00 AM
96	During the review process, don't hold reduction in publication against the grant writer if she is woman.	Oct 27, 2012 6:45 AM
97	Provide funding for course-release. Faculty with young families are much less likely to even apply for grants due to their enormous duties.	Oct 27, 2012 6:05 AM
98	To be aware that adding a family member (or having to take care of an existing family member) puts extra strain on an overworked population. To either allow for research extensions, or the hiring of someone to take the place of the person on leave.	Oct 27, 2012 5:34 AM
99	The most important policy change would be an automatic "pause" button for any family related responsibilities for any member of the research team, including staff support.	Oct 27, 2012 5:26 AM
100	None it is not their responsibility as it is the University!	Oct 26, 2012 4:57 PM
101	Allow for timeline extensions over a grants period. Make some funds available for PIs to use if family leave needs come up.	Oct 26, 2012 4:43 PM
102	grant extension, funds to attend meetings and cover child care costs	Oct 26, 2012 3:59 PM
103	Funding agencies consider better funding opportunities for female faculty with pregnancy or little children	Oct 26, 2012 1:13 PM
104	Provide no-cost extensions for grants when the PIs are on medical leave. Encourage more women to apply and ensure that the number of women applicants is proportional to the number of women that receive the awards.	Oct 26, 2012 12:11 PM
105	I have applied for the CWL supplement that NSF now offers to CAREER awardees. This needs to be extended to other grants, and combinable across grants. Allow childcare costs to be charged to grants. When people plan meetings, childcare should be part of the plan.	Oct 26, 2012 11:59 AM

Page 22, Q1. In your opinion, what are the most important changes that funding agencies could make to help faculty members successfully combine their family and career obligations?

106	Funding agencies are paying for work to be done, for product. If people don't do the work, because they are off skiing or off having babies, the agency is not getting its work done. Why is the choice of recreational activities of the investigators a part of the funding agencies' problem?	Oct 26, 2012 11:57 AM
107	No-cost extensions. For early career faculty that do a significant amount of research by themselves, a supplement for technical support.	Oct 26, 2012 10:16 AM
108	Providing support for faculty members to travel with children will be helpful, but I think there are broader issues having to do with the challenges of meeting funding proposal deadlines and navigating the review process that are equally problematic. When there are limited deadlines for review and the majority of funding opportunities are "high stakes" it can make it difficult for faculty with families to acquire and maintain funding. I think offering smaller pots of funding to target seed opportunities and offering deadlines for proposals on a more frequent cycle would help people tremendously. As it is, at many federal agencies, it can take up to 3 tries to get funded, and if it takes up to a year to get reviewed and get feedback to revise and resubmit, that could take over half of an individual's tenure-review period, assuming the person walked in the door with a fundable research program. If faculty take time to start families during this window, it could become impossible to keep and maintain momentum to secure funding.	Oct 26, 2012 8:29 AM
109	no-cost extensions supplements for childcare expenses for professional travel	Oct 26, 2012 8:06 AM
110	Increase funding success rates, so that I don't have to spend 75% of my time to write proposals.	Oct 26, 2012 8:01 AM
111	Supplemental funds for childcare, or recognize that childcare is part of the research enterprise. For example I needed to hire a field nanny to take care of my infant while I was collecting data in the field for 5 weeks. I could not have hired the nanny on grant dollars but could not meet grant obligations without hiring the nanny.	Oct 26, 2012 4:27 AM
112	I don't know.	Oct 25, 2012 4:42 PM
113	Stop-the-grant-clock/policy (no-cost extensions) Allow childcare expenses - I know we don't all need these, but our society does. I don't need public schools, but I get that kids need to be educated!! Set the tone, example at the funding agency	Oct 25, 2012 12:00 PM
114	provide supplemental funding for conference travel add no-cost extension for family needs	Oct 25, 2012 11:36 AM
115	NO cost extension of the project for at least one year	Oct 25, 2012 9:31 AM
116	non-cost extensions, use some grant money for daycare when traveling to meetings	Oct 25, 2012 9:29 AM
117	No cost extensions, small supplemental grants for maintaining research that cannot be 'put down'	Oct 25, 2012 7:30 AM

Page 22, Q1. In your opinion, what are the most important changes that funding agencies could make to help faculty members successfully combine their family and career obligations?

118	extend duration of grants	Oct 25, 2012 7:19 AM
119	Grant extensions.	Oct 25, 2012 6:02 AM
120	Adding in child care and maternity/paternity leave to grants or refusing to do business with institutions who don't have sound policies regarding childcare and/or family friendly policies.	Oct 25, 2012 4:36 AM
121	Extension of grants, approval of non-standard hours and part time	Oct 24, 2012 11:59 PM
122	1-year no cost extensions for no-questions-asked family-care reasons	Oct 24, 2012 10:05 PM
123	Allow flexibility in using grants and providing extensions to the PI.	Oct 24, 2012 9:19 PM
124	Easy no-cost extensions are helpful. Also, helping people get back into their research after leave would be nice.	Oct 24, 2012 8:51 PM
125	Make grant opportunities available only for parents?? (I know that sounds a bit strange, but no-cost extensions are easy to get anyways; you don't have to add conditions about parenting to get one so I feel like that's a bit pointless)	Oct 24, 2012 8:28 PM
126	Create policies with teeth to create better working environments for women at institutions that have federal research grants.	Oct 24, 2012 8:14 PM
127	The extension or supplement to grants during life changes is super important.	Oct 24, 2012 8:07 PM
128	-understanding that gaps may occur when we have children / adult care issues - ability to be more flexible with time plans for when research will be done	Oct 24, 2012 7:34 PM
129	Add funding to allow funds for children to go to conferences.	Oct 24, 2012 7:27 PM
130	New supplements at NSF are a start, but I suspect that clearer rules for evaluating fluctuating productivity with respect to major life changes (maternity/paternity, elder care, divorce) in respect to determining "How well qualified is the proposer (individual or team) to conduct the project?" would also be helpful. Also, they should give more notice to prospective panelists. It is nearly impossible to arrange childcare for an trip to DC with as little notice and as much uncertainty as NSF gives.	Oct 24, 2012 6:28 PM
131	*Extensions on grants for maternity leave. *	Oct 24, 2012 6:19 PM
132	Provide supplements for maternity leave	Oct 24, 2012 6:15 PM
133	Funding for childcare, no cost extensions, and applying these to both men and women, to help increase the culture of helping support both fathers and mothers.	Oct 24, 2012 5:36 PM
134	Recognition that productivity during child-rearing years will be impacted, especially for women.	Oct 24, 2012 5:13 PM
135	no cost extensions and funds to hire an assistant	Oct 24, 2012 5:12 PM
136	Ability to extend grant timelines for significant family care events, funding to assist with travel when the faculty member has significant family care	Oct 24, 2012 4:47 PM

Page 22, Q1. In your opinion, what are the most important changes that funding agencies could make to help faculty members successfully combine their family and career obligations?

	responsibilities	
137	No cost extensions for maternity/paternity leave.	Oct 24, 2012 4:47 PM
138	Allow for no-cost grant extensions that fall in line with paternity/maternity leave. Allow for use of grant funds for family costs associated with field work and conference travel.	Oct 24, 2012 4:47 PM
139	Flexible timing of use of funds. For example, I was unable to attend a particular conference in Africa while pregnant because of required immunizations. I cannot use those funds to attend the next conference in that region because the grant will have expired.	Oct 24, 2012 4:46 PM
140	No-cost extension option; allowing for travel funds to be spent on supplemental care or travel companion; allow travel funds to be spent on daycare at conference site	Oct 24, 2012 3:35 PM
141	Supplements for parental leave to grants.	Oct 24, 2012 3:29 PM
142	Support for childcare during travel for research and/or conferences; easy no-cost extensions; support for lab manager while PI is on leave.	Oct 24, 2012 3:17 PM
143	No-cost extensions for maternity/paternity leave. Require paid maternity/paternity leave at funded institutions.	Oct 24, 2012 3:11 PM
144	Same as previous answer.	Oct 24, 2012 3:11 PM
145	No cost extensions. Help pay for travel to conferences. Help pay for maternity/paternity leave. Make grant panels virtual so you don't have to leave home. NSF's visiting scholar policy - make it easier for family to come with you - help with schools, renting your house out at home, spouses' job considerations, etc.	Oct 24, 2012 3:01 PM
146	flexibility in no cost extension would help. having a reasonable funding rates in general would make life easier in general (not only for mothers) and would then make it less important to specifically help parents.	Oct 24, 2012 2:58 PM
147	Provide funding and time for maternity, paternity, and family leave. Also, ensure that time spent on these activities is not used against faculty in future competition for grants.	Oct 24, 2012 2:55 PM
148	Learn to recognize and allow for gaps in CV/research program. It would helpful if faculty members could simply state that a gap is a gap, and not try to cover it for fear of being penalized for it.	Oct 24, 2012 2:52 PM
149	Allowance of expenses for childcare to attend conferences and carry out fieldwork as part of funding.	Oct 24, 2012 2:48 PM
150	additional funds to cover child care / care provider traveling with researcher	Oct 24, 2012 2:47 PM
151	It would be helpful to be able to request additional funds to aid continuing the research when the faculty member has family obligations. Also being able to request an extension on a grant would be helpful.	Sep 18, 2012 7:58 PM

Page 22, Q1. In your opinion, what are the most important changes that funding agencies could make to help faculty members successfully combine their family and career obligations?

152	Unsure	Sep 10, 2012 12:32 PM
153	Consider time off taken for parenthood in grant renewal cycle, allow extensions of grants (usually grad students will keep working during maternity leave, but PI will get behind on grant writing and paper writing)	Sep 4, 2012 1:05 PM
154	Allowing postponements of grant periods, less judgement of the "time since PhD" for early career women scientists that have taken time off to start a family before starting their career.	Sep 3, 2012 1:24 PM
155	Allow expenses for travel that include travel and childcare for children under 15 years old.	Aug 21, 2012 2:01 PM
156	NOT MAKE GRANT DEADLINES AROUND HOLIDAYS!!!! Providing funds for post-doc and grad student parents on grants.	Aug 20, 2012 9:44 AM
157	Extensions	Aug 20, 2012 9:37 AM
158	The items mentioned above, i.e support for childcare at meetings. Make family leave policies a requirement for institutions.	Aug 7, 2012 2:24 PM
159	Creating policies to deal with the reality that between the ages of 22-35, women are in their prime childbearing years and might want to have them.	Aug 7, 2012 6:45 AM
160	Including support for childcare at conferences would be huge!	Aug 6, 2012 9:17 PM
161	Childcare facility beginning with infants. Quantitative recognition of the different productivity possible for a single parent or parent in a dual career household vs. faculty member with partner/spouse taking care of the house/family/other aids to that person's career.	Aug 6, 2012 9:07 AM
162	extensions for leaves	Aug 6, 2012 8:34 AM
163	Written policies for maternity and family leave or reduced work loads with pay.	Aug 6, 2012 7:29 AM
164	Leave time during critical times in child/adult care	Aug 6, 2012 6:43 AM
165	Encourage development of peer-peer groups.	Aug 6, 2012 5:04 AM
166	I'm not sure funding agencies are the appropriate place to go for this support, because I think the workplace should provide it, but having some sort of paid maternity leave available would be the most important change.	Aug 6, 2012 4:01 AM
167	No cost extensions are fine. Better would be additional funds to hire a postdoc or research support if needed.	Aug 6, 2012 2:39 AM

Page 22, Q2. In your opinion, what are the most important changes that funding agencies could make to help post-docs successfully combine their family and career obligations?

1	Provide extensions for family obligations.	Apr 8, 2013 2:43 PM
2	Generally, none.	Feb 27, 2013 5:15 PM
3	Grant extensions.	Feb 16, 2013 1:10 PM
4	Providing funds to support maternity leave	Feb 14, 2013 1:18 PM
5	Make available supplemental funds for when our post-docs need leave and related support.	Feb 14, 2013 1:06 PM
6	Child care and potential spousal support for both visas and jobs.	Jan 17, 2013 8:27 AM
7	No cost extensions.	Jan 15, 2013 1:50 PM
8	Mandate paid maternity leave and no-cost extensions of postdoctoral fellowships to cover the leave time.	Jan 15, 2013 8:35 AM
9	same as above.	Jan 14, 2013 12:03 PM
10	N/A	Jan 14, 2013 11:35 AM
11	paid leave is paramount for parents of young children. Increasing a funded award so a sub or tech can be paid to work on what the postdoc was doing would help progress to continue during the postdoc's paid leave.	Jan 13, 2013 2:40 AM
12	Provide supplemental dollars for mothers funded by grants	Jan 9, 2013 10:30 PM
13	Put post doc expenses as a line item in budget	Jan 9, 2013 2:38 PM
14	automatic no-cost extensions, plus supplements to cover 3 months of research tech or GRA or even undergraduate student time to facilitate research progress	Jan 9, 2013 12:34 PM
15	NA	Jan 9, 2013 11:20 AM
16	Funding agencies should provide grant fund extensions for those who have key grant personnel or PI with a required maternity/paternity leave. Also, I wonder if there could be a diversity option (much like is done with underrepresented populations) to include those post-docs with families?	Jan 9, 2013 8:43 AM
17	Childcare assistance/funding with meeting and conference travel Paid maternity and paternity leave	Jan 9, 2013 7:29 AM
18	Provide automatic extensions for arrival of children	Jan 8, 2013 7:11 PM
19	Funds for providing a more flexible work schedule	Jan 8, 2013 7:00 PM
20	Same as above	Jan 8, 2013 5:47 PM
21	same	Jan 8, 2013 3:19 PM
22	To some extent, allowing the addition of additional travel-incurred childcare-related expenses could be helpful though the travel is often less critical for a	Jan 8, 2013 2:38 PM

Page 22, Q2. In your opinion, what are the most important changes that funding agencies could make to help post-docs successfully combine their family and career obligations?

	post-doc than for a faculty member. The use of such funds should be more limited than for faculty.	
23	no-cost extensions policies for new parents or unanticipated family member care obligations	Jan 8, 2013 2:14 PM
24	Same	Jan 8, 2013 1:20 PM
25	No cost extensions, paid maternity leave, supplemental grants for child care to present grant research at conferences would all be wonderful.	Jan 8, 2013 12:42 PM
26	Provide additional support	Jan 8, 2013 11:57 AM
27	provide no cost extensions, dependent care travel grants, and subsidies to pay for paid maternity leaves	Jan 8, 2013 11:53 AM
28	contribute to funding in case of maternity leave	Jan 8, 2013 11:41 AM
29	see above	Jan 8, 2013 11:25 AM
30	maternity leave support	Jan 8, 2013 11:20 AM
31	Extensions for pregnancy, adoption and long term illness of child or adult. Recognition of changed career patterns so that potential PIs are not ignored due to less productive years around birth/adoption.	Jan 8, 2013 10:55 AM
32	See my post above. But also, there needs to be a way to get extra funding to allow the postdoc paid maternity or paternity leave. Also, I think we need to realize that having a baby is not just a 1-3 month or 1 year break followed by a return to working absurdly long hours. One's time will always be impacted by parenting, and for a postdoc this will affect their job prospects.	Jan 8, 2013 10:38 AM
33	NA	Jan 8, 2013 10:19 AM
34	same as above	Jan 8, 2013 9:56 AM
35	3 month paid leave for post-docs supported by federal grants	Jan 8, 2013 9:47 AM
36	Separate fellowships for post-docs that can be stopped/extended for family related reasons.	Jan 8, 2013 9:09 AM
37	same	Jan 8, 2013 9:02 AM
38	Giving postdocs flexibility with no-cost extensions on a grant would be helpful. Some paid leave would also be helpful.	Jan 8, 2013 8:45 AM
39	Allowing extensions on grant work or leave of some sort (paid or unpaid) to retain them in the field.	Jan 8, 2013 8:43 AM
40	No-cost extensions.	Jan 1, 2013 7:43 AM
41	Offer full health care coverage to post-docs for reduced or no charge. Health care for Ruth L. Kirchestein NRSA postdoctoral fellows is so costly that it makes	Dec 1, 2012 3:16 PM

Page 22, Q2. In your opinion, what are the most important changes that funding agencies could make to help post-docs successfully combine their family and career obligations?

	achieving independent funding less advantageous than being employed on a PI's grant. Health care must be included in this fellowship. Then, taking 3 months off from a postdoctoral fellowship should be allowed (paid, optimally).	
42	including a discrimination policy relating to mothers, allowing them certain facilities. Mothers would be less afraid to postulate to any post-doc opportunity.	Nov 30, 2012 10:43 AM
43	unsure	Nov 24, 2012 8:10 PM
44	Allow extensions in deadlines for new parents that have already won grants.	Nov 12, 2012 10:56 AM
45	same as above	Nov 12, 2012 9:56 AM
46	flexibility in time constraints - ability for post-docs to discuss issues with funding agencies as family issues arise - if this is funding for tuition or other financial support other than research, ability to put funding on hold and then reissue it upon return to the institution.	Nov 5, 2012 6:47 AM
47	same as above	Nov 2, 2012 12:00 PM
48	Figure out how to provide no cost extensions on postdoctoral or graduate student fellowships, if requested. Not all students/postdocs would want to make such a request, but some want to and should be accommodated. I'm hoping this has been fixed, but a colleague had trouble with this several years back. See above for IDC support of paid childbirth leave.	Nov 1, 2012 11:45 PM
49	the same	Oct 31, 2012 5:21 PM
50	Supplemental funds to cover a tech during maternity leave. Extensions of the grant period and reporting deadlines.	Oct 31, 2012 10:25 AM
51	Provide provisions in contracts for eventual pregnancy, birthing and child care costs.	Oct 31, 2012 8:39 AM
52	unsure	Oct 30, 2012 5:43 PM
53	Have real feedback/consequences on progress reports.	Oct 30, 2012 11:32 AM
54	Maybe the agencies could be flexible for deadlines when a faculty member demonstrates a key assistant is on leave?	Oct 30, 2012 8:28 AM
55	support/release during first months of infant's lives.	Oct 30, 2012 5:01 AM
56	Extensions on grants for child-birth or adoption.	Oct 29, 2012 1:37 PM
57	Allow postdocs to work part-time/flex-time for 3-9 months during that period. Should include provisions for extra child-care expenses at conferences.	Oct 28, 2012 2:04 PM
58	no cost extensions & continuation of support with reduced effort	Oct 28, 2012 10:33 AM
59	Support for extensions and childcare would be helpful.	Oct 28, 2012 9:34 AM
60	provide no-penalty extensions for leave time.	Oct 27, 2012 3:14 PM

Page 22, Q2. In your opinion, what are the most important changes that funding agencies could make to help post-docs successfully combine their family and career obligations?

61	Provide funding for course-release. Faculty with young families are much less likely to even apply for grants due to their enormous duties.	Oct 27, 2012 6:05 AM
62	The most important policy change would be an automatic "pause" button for any family related responsibilities for any member of the research team, including staff support.	Oct 27, 2012 5:26 AM
63	Ensure that postdoctoral fellows employed by PIs from general grants (R01, etc) have 1) competitive salaries so they can afford child care, 2) are employees with benefits, including defined leave policies.	Oct 26, 2012 8:12 PM
64	None it is not their responsibility as it is the University!	Oct 26, 2012 4:57 PM
65	same as above	Oct 26, 2012 3:59 PM
66	Provide no-cost extensions for grants when the PIs are on medical leave.	Oct 26, 2012 12:11 PM
67	Teach PIs how they are allowed to manage funds to support postdocs with family obligations. Provide regulations to make sure postdocs aren't exploited to accomplish the work on the project (do this for all postdocs, not just ones with families.)	Oct 26, 2012 11:59 AM
68	A supplement to cover technical support while on maternity leave so that their research can continue.	Oct 26, 2012 10:16 AM
69	Offer easy avenues to get no-cost extensions on post-doctoral fellowships, and possibly require institutions that receive these awards to cover the costs of up to 3 mo. parental leave to cover the time needed to adjust to new parenting roles.	Oct 26, 2012 8:29 AM
70	no-cost extensions supplements for childcare expenses for professional travel	Oct 26, 2012 8:06 AM
71	Same as above, and allow grant funds to pay for leave	Oct 26, 2012 4:27 AM
72	I don't know.	Oct 25, 2012 4:42 PM
73	See above.	Oct 25, 2012 12:00 PM
74	provide supplemental funding for conference travel add no-cost extension for family needs	Oct 25, 2012 11:36 AM
75	allow PIs to get a non-cost extension and support postdoc travel with kids	Oct 25, 2012 9:29 AM
76	No cost extensions, small supplemental grants for maintaining research that cannot be 'put down'	Oct 25, 2012 7:30 AM
77	likewise	Oct 25, 2012 7:19 AM
78	Adding in child care and maternity/paternity leave to grants or refusing to do business with institutions who don't have sound policies regarding childcare and/or family friendly policies.	Oct 25, 2012 4:36 AM
79	Same as above	Oct 24, 2012 11:59 PM

Page 22, Q2. In your opinion, what are the most important changes that funding agencies could make to help post-docs successfully combine their family and career obligations?

80	same as faculty	Oct 24, 2012 10:05 PM
81	Allow extensions and provide childcare subsidies.	Oct 24, 2012 9:19 PM
82	Allow postdocs to apply for fellowships if they are beyond the "past-PhD" range specified by the grant, if they had a child during that time.	Oct 24, 2012 8:28 PM
83	Create policies with teeth to create better working environments for women at institutions that have federal research grants.	Oct 24, 2012 8:14 PM
84	Add funding to allow funds for children to go to conferences.	Oct 24, 2012 7:27 PM
85	Clear rules about post-doc extensions and paid maternity leaves across all disciplines (cf. NSF EAR division post-doc fellows) and all methods of funding (fellowships vs grant money).	Oct 24, 2012 6:28 PM
86	*Pay for maternity leave for a post-doc funded through the grant. This should include health care coverage. *Allow for an extension for a post-doc who has taken leave.	Oct 24, 2012 6:19 PM
87	Provide supplements for maternity leave	Oct 24, 2012 6:15 PM
88	Extending time (providing funds) postdocs can spend in a lab if rearing a child.	Oct 24, 2012 5:13 PM
89	no cost extensions and funds to hire an assistant	Oct 24, 2012 5:12 PM
90	Ability to extend grant timelines for significant family care events, funding to assist with travel when the post-doc has significant family care responsibilities	Oct 24, 2012 4:47 PM
91	Paid maternity/paternity leave on postdoctoral fellowships and postdoc supporting grants.	Oct 24, 2012 4:47 PM
92	Allow for no-cost grant extensions that fall in line with paternity/maternity leave.	Oct 24, 2012 4:47 PM
93	Allow for PAID maternity (and paternity?) leave and unpaid maternity and paternity leave. There is at least one NSF program that touts a "paid maternity leave" policy that is actually an unpaid leave policy.	Oct 24, 2012 4:46 PM
94	No-cost extension option; allowing for travel funds to be spent on supplemental care or travel companion; allow travel funds to be spent on daycare at conference site	Oct 24, 2012 3:35 PM
95	Supplements to cover parental leaves.	Oct 24, 2012 3:29 PM
96	Easy no-cost extensions.	Oct 24, 2012 3:17 PM
97	supplemental funds to cover paid maternity/paternity leave.	Oct 24, 2012 3:11 PM
98	Same as previous answer.	Oct 24, 2012 3:11 PM
99	No cost extensions. Help pay for travel to conferences. Help pay for maternity/paternity leave. Make grant panels virtual so you don't have to leave home.	Oct 24, 2012 3:01 PM

Page 22, Q2. In your opinion, what are the most important changes that funding agencies could make to help post-docs successfully combine their family and career obligations?

100	extra time.	Oct 24, 2012 2:58 PM
101	Provide funding and time for maternity, paternity, and family leave. Also, ensure that time spent on these activities is not used against faculty in future competition for grants. And, make it clear to postdocs that there is a safety net for them to encourage them to pursue a career path dependent on grant funding.	Oct 24, 2012 2:55 PM
102	additional funds to cover child care / care provider traveling with researcher	Oct 24, 2012 2:47 PM
103	Post docs are working towards moving to the next level. It is important that they be able to get additional funds or extensions when receiving grants.	Sep 18, 2012 7:58 PM
104	I'm afraid to get a fellowship. Why? Because the maternity leave is too short...only 8 weeks. This may seem like a long enough amount of leave for some, but I would feel very upset to leave a new child at 8 weeks old. I'm waiting now for a response to a fellowship application that I submitted. If I get the fellowship, I'll accept, but if I become pregnant, I will quit the fellowship once the baby is born.	Sep 10, 2012 12:32 PM
105	Support leaves	Sep 4, 2012 1:05 PM
106	Allow post docs to take a paid maternity leave (I don't know for sure but I've been told that NIH post docs cannot do so).	Aug 26, 2012 10:25 AM
107	NOT MAKE GRANT DEADLINES AROUND HOLIDAYS!!!! Providing funds for post-doc and grad student parents on grants.	Aug 20, 2012 9:44 AM
108	Extensions	Aug 20, 2012 9:37 AM
109	Creating policies to deal with the reality that between the ages of 22-35, women are in their prime childbearing years and might want to have them.	Aug 7, 2012 6:45 AM
110	providing bridging postdoctoral funding for postdocs who have taken some time off to have children and need a leg back up. providing funding for family leave.	Aug 7, 2012 5:56 AM
111	Written policies for maternity and family leave or reduced work loads with pay.	Aug 6, 2012 7:29 AM
112	financial support	Aug 6, 2012 6:43 AM
113	Encourage development of peer-peer groups.	Aug 6, 2012 5:04 AM
114	Same as for faculty	Aug 6, 2012 2:39 AM

Page 22, Q3. In your opinion, what are the most important changes that funding agencies could make to help graduate students successfully combine their family and career obligations?

1	Provide extensions for family obligations.	Apr 8, 2013 2:43 PM
2	Generally, none.	Feb 27, 2013 5:15 PM
3	Unfortunately, based on my experience, this is totally dependent on the advisor. It would be nice if govt. fellowships could cover some leave, though.	Feb 16, 2013 1:10 PM
4	Providing funds to support maternity leave	Feb 14, 2013 1:18 PM
5	Similar to post-docs.	Feb 14, 2013 1:06 PM
6	People need to know that this is a priority!	Jan 17, 2013 8:27 AM
7	No cost extensions.	Jan 15, 2013 1:50 PM
8	Consider no-cost extensions of graduate assistantship funding to cover family leave time. I do not feel that funding agencies should be obligated to do this, though. Graduate programs are flexible enough that students who decide to start a family can do so. I don't think grad students need to be encouraged/rewarded for doing so; however there should be no penalty either .	Jan 15, 2013 8:35 AM
9	same as above.	Jan 14, 2013 12:03 PM
10	N/A	Jan 14, 2013 11:35 AM
11	paid leave is paramount for parents of young children. Increasing a funded award so a sub or tech can be paid to work on what the student was doing would help progress to continue during the student's paid leave.	Jan 13, 2013 2:40 AM
12	Provide supplemental dollars for mothers funded by grants	Jan 9, 2013 10:30 PM
13	Graduate students are the responsibility of the school to which they belong.	Jan 9, 2013 2:38 PM
14	none	Jan 9, 2013 12:34 PM
15	NA	Jan 9, 2013 11:20 AM
16	Funding agencies should provide grant fund extensions for those who have key grant personnel or PI with a required maternity/paternity leave. Also, I wonder if there could be a diversity option (much like is done with underrepresented populations) to include those post-docs with families?	Jan 9, 2013 8:43 AM
17	Childcare assistance/funding with meeting and conference travel Stipends for childcare cost associated with birth and newborn care	Jan 9, 2013 7:29 AM
18	Provide automatic extensions for arrival of children	Jan 8, 2013 7:11 PM
19	Funds for providing a more flexible work schedule	Jan 8, 2013 7:00 PM
20	Same as above	Jan 8, 2013 5:47 PM
21	same	Jan 8, 2013 3:19 PM

Page 22, Q3. In your opinion, what are the most important changes that funding agencies could make to help graduate students successfully combine their family and career obligations?

22	To some extent, allowing the addition of additional travel-incurred childcare-related expenses could be helpful though the travel is often less critical for a post-doc than for a faculty member. The use of such funds should be more limited than for faculty.	Jan 8, 2013 2:38 PM
23	paid leave for three months for a new parent who takes on the primary childcare responsibilities	Jan 8, 2013 2:14 PM
24	Same	Jan 8, 2013 1:20 PM
25	No cost extensions, paid/unpaid maternity leave, supplemental grants for child care to present grant research at conferences would all be wonderful.	Jan 8, 2013 12:42 PM
26	Provide additional support.	Jan 8, 2013 11:57 AM
27	provide no cost extensions, dependent care travel grants, and subsidies to pay for paid maternity leaves	Jan 8, 2013 11:53 AM
28	contribute to funding in case of maternity leave	Jan 8, 2013 11:41 AM
29	see above	Jan 8, 2013 11:25 AM
30	maternity leave support	Jan 8, 2013 11:20 AM
31	Extensions for pregnancy, adoption and long term illness of child or adult. Recognition of changed career patterns so that potential PIs are not ignored due to less productive years around birth/adoption. Additional time to complete the degree.	Jan 8, 2013 10:55 AM
32	See my post above. But also, there needs to be a way to get extra funding to allow the graduate student paid maternity or paternity leave. Also, I think we need to realize that having a baby is not just a 1-3 month or 1 year break followed by a return to working absurdly long hours. One's time will always be impacted by parenting, and this will affect the graduate student's productivity and graduation date. Ultimately the solution is that we expect a bit too much from everyone at every point in one's career, and there is no good time to have kids.	Jan 8, 2013 10:38 AM
33	NA	Jan 8, 2013 10:19 AM
34	A graduate student who has federal funding already has more flexibility in their schedule because they do not have a teaching assignment. More support of graduate students, in general, would be beneficial.	Jan 8, 2013 9:56 AM
35	3 month paid leave for graduate students supported by federal grants	Jan 8, 2013 9:47 AM
36	grant supplements/fellowships to cover students during maternity/paternity leaves.	Jan 8, 2013 9:09 AM
37	same	Jan 8, 2013 9:02 AM
38	Typically, grad student leave is based on the advisor, so I don't see how funding agencies can help with this issue.	Jan 8, 2013 8:45 AM

Page 22, Q3. In your opinion, what are the most important changes that funding agencies could make to help graduate students successfully combine their family and career obligations?

39	Allowing extensions on grant work or leave of some sort (paid or unpaid) to retain them in the field. I know one woman who dropped out of the PhD when she became pregnant and another who hid the pregnancy and when her baby was born, her husband came to class for her (he was in a Post Doc and had a pretty amazing boss!). She feared losing her graduate assistantship and I really found that tragic.	Jan 8, 2013 8:43 AM
40	No-cost extensions.	Jan 1, 2013 7:43 AM
41	Offer child care funding for PI's that support graduate students who have children. Offer child care funding as part of graduate student funding opportunities (NSF predoc, DDIG, doctoral dissertation completion grants, etc.).	Dec 1, 2012 3:16 PM
42	including a discrimination policy relating to mothers, allowing them certain facilities.	Nov 30, 2012 10:43 AM
43	unsure	Nov 24, 2012 8:10 PM
44	Allow extensions in deadlines for new parents that have already won grants.	Nov 12, 2012 10:56 AM
45	same as above	Nov 12, 2012 9:56 AM
46	flexibility in time constraints - ability for graduate students to discuss issues with funding agencies as family issues arise - if this is funding for tuition or other financial support other than research, ability to put funding on hold and then reissue it upon return to the institution.	Nov 5, 2012 6:47 AM
47	same as above	Nov 2, 2012 12:00 PM
48	See above for no cost extensions on fellowships and IDC support of paid childbirth leave.	Nov 1, 2012 11:45 PM
49	Have graduate students discussion groups to work with administrator or faculty mentor to voice concerns to act as liaison with supervising faculty.	Oct 31, 2012 5:21 PM
50	Extensions of the grant period and reporting deadlines.	Oct 31, 2012 10:25 AM
51	Provide provisions in contracts for eventual pregnancy, birthing and child care costs.	Oct 31, 2012 8:39 AM
52	unsure	Oct 30, 2012 5:43 PM
53	Have real feedback/consequences on progress reports.	Oct 30, 2012 11:32 AM
54	Same as above.	Oct 30, 2012 8:28 AM
55	support/release during first months of infant's lives.	Oct 30, 2012 5:01 AM
56	Extensions on grants for child-birth or adoption (where applicable, such as the NSF fellowship).	Oct 29, 2012 1:37 PM
57	Allow graduate students to work part-time/flex-time for 3-9 months during that period. Should get assistance for child-care expenses especially if income is	Oct 28, 2012 2:04 PM

Page 22, Q3. In your opinion, what are the most important changes that funding agencies could make to help graduate students successfully combine their family and career obligations?

	under a certain level.	
58	no cost extensions & continuation of support with reduced effort	Oct 28, 2012 10:33 AM
59	Graduate school would be an ideal time to have young children if the support were there to allow longer graduate careers and a slower pace of research.	Oct 28, 2012 9:34 AM
60	provide no-penalty extensions for leave time.	Oct 27, 2012 3:14 PM
61	Provide funding for course-release. Faculty with young families are much less likely to even apply for grants due to their enormous duties.	Oct 27, 2012 6:05 AM
62	The most important policy change would be an automatic "pause" button for any family related responsibilities for any member of the research team, including staff support.	Oct 27, 2012 5:26 AM
63	Ensure that graduate students employed by PIs from general grants (R01, training grants, etc) have 1) sufficient salaries so they can afford child care, 2) are employees with benefits, including defined leave policies.	Oct 26, 2012 8:12 PM
64	None it is not their responsibility as it is the University!	Oct 26, 2012 4:57 PM
65	same as above	Oct 26, 2012 3:59 PM
66	Provide no-cost extensions for grants when the PIs are on medical leave.	Oct 26, 2012 12:11 PM
67	Ditto that for postdocs.	Oct 26, 2012 11:59 AM
68	See above.	Oct 26, 2012 8:29 AM
69	paid parental leave (and insurance coverage) through grant funding	Oct 26, 2012 8:06 AM
70	Same as for post docs.	Oct 26, 2012 4:27 AM
71	I don't know.	Oct 25, 2012 4:42 PM
72	See above.	Oct 25, 2012 12:00 PM
73	give them a living wage provide supplemental funding for conference travel add no-cost extension for family needs	Oct 25, 2012 11:36 AM
74	allow PIs to get a non-cost extension and support postdoc travel with kids	Oct 25, 2012 9:29 AM
75	No cost extensions, small supplemental grants for maintaining research that cannot be 'put down'	Oct 25, 2012 7:30 AM
76	likewise -- if grant was extended, also RA support could be extended	Oct 25, 2012 7:19 AM
77	Adding in child care and maternity/paternity leave to grants or refusing to do business with institutions who don't have sound policies regarding childcare and/or family friendly policies.	Oct 25, 2012 4:36 AM
78	Same as above	Oct 24, 2012 11:59 PM

Page 22, Q3. In your opinion, what are the most important changes that funding agencies could make to help graduate students successfully combine their family and career obligations?

79	same as faculty	Oct 24, 2012 10:05 PM
80	Allow paid maternity/paternity leaves and extensions.	Oct 24, 2012 9:19 PM
81	None.	Oct 24, 2012 8:14 PM
82	Add funding to allow funds for children to go to conferences.	Oct 24, 2012 7:27 PM
83	Clear rules about funding extensions and paid maternity leaves across all disciplines and all methods of funding (fellowships vs grant money). Protection from predatory advisors and universities (e.g., giving student a 0.49 FTE so no access even to FMLA, yet insisting a 0.49 FTE requires 40 hours in the lab each week <-- true story).	Oct 24, 2012 6:28 PM
84	*Pay for maternity leave for a grad student funded through the grant. This should include health care coverage.	Oct 24, 2012 6:19 PM
85	Provide supplements for maternity leave	Oct 24, 2012 6:15 PM
86	Extending time (providing funds) graduate students can spend in a lab if rearing a child.	Oct 24, 2012 5:13 PM
87	no cost extensions and funds to hire an assistant	Oct 24, 2012 5:12 PM
88	Ability to extend grant timelines for significant family care events, funding to assist with travel when the grad student has significant family care responsibilities	Oct 24, 2012 4:47 PM
89	Paid maternity/paternity leave on graduate student fellowships and graduate student supporting grants.	Oct 24, 2012 4:47 PM
90	Allow faculty who are funding students flexibility in funding timing to allow for paternity or maternity leave or part time work to meet family obligations.	Oct 24, 2012 4:47 PM
91	No-cost extension option; allowing for travel funds to be spent on supplemental care or travel companion; allow travel funds to be spent on daycare at conference site	Oct 24, 2012 3:35 PM
92	Supplements to allow time out for childbearing and childrearing.	Oct 24, 2012 3:29 PM
93	Easy no-cost extensions.	Oct 24, 2012 3:17 PM
94	supplemental funds to cover paid maternity/paternity leave.	Oct 24, 2012 3:11 PM
95	Same as previous answer.	Oct 24, 2012 3:11 PM
96	No cost extensions. Help pay for travel to conferences. Help pay for maternity/paternity leave.	Oct 24, 2012 3:01 PM
97	Provide funding and time for maternity, paternity, and family leave. Also, ensure that time spent on these activities is not used against faculty in future competition for grants. And, make it clear to graduate students that there is a safety net for them to encourage them to pursue a career path dependent on	Oct 24, 2012 2:55 PM

Page 22, Q3. In your opinion, what are the most important changes that funding agencies could make to help graduate students successfully combine their family and career obligations?

	grant funding.	
98	additional funds to cover child care / care provider traveling with researcher	Oct 24, 2012 2:47 PM
99	Unsure	Sep 10, 2012 12:32 PM
100	Allow graduate students to apply for child care vouchers	Sep 4, 2012 1:05 PM
101	NOT MAKE GRANT DEADLINES AROUND HOLIDAYS!!!! Providing funds for post-doc and grad student parents on grants.	Aug 20, 2012 9:44 AM
102	Extensions	Aug 20, 2012 9:37 AM
103	Creating policies to deal with the reality that between the ages of 22-35, women are in their prime childbearing years and might want to have them.	Aug 7, 2012 6:45 AM
104	Written policies for maternity and family leave or reduced work loads with pay.	Aug 6, 2012 7:29 AM
105	financial support during birth/adoption of a child	Aug 6, 2012 6:43 AM
106	Encourage development of peer-peer groups.	Aug 6, 2012 5:04 AM
107	None	Aug 6, 2012 2:39 AM

Page 23, Q1. In what type of institution do you work?

1	National Lab	Apr 30, 2013 3:18 PM
2	I answer earlier questions based on my experience as a postdoc at an R1	Jan 11, 2013 3:15 PM
3	strictly undergraduate institution	Jan 8, 2013 2:14 PM
4	Research institute	Nov 30, 2012 10:45 AM
5	Government agency	Oct 25, 2012 5:52 AM
6	non profit research institution	Oct 24, 2012 6:53 PM
7	national NGO	Oct 24, 2012 3:00 PM
8	not-for-profit research institute	Oct 24, 2012 2:40 PM
9	national lab	Sep 17, 2012 8:05 AM
10	Work at All of the above.	Aug 20, 2012 9:38 AM

Page 23, Q2. In what department is your position?

1	Environmental Sciences	Apr 30, 2013 3:18 PM
2	Animal and Rangeland Sciences	Apr 8, 2013 2:43 PM
3	Chemistry	Feb 27, 2013 5:16 PM
4	Geosciences	Feb 16, 2013 1:11 PM
5	Biomedical engineering	Feb 14, 2013 1:18 PM
6	Chem	Feb 14, 2013 1:06 PM
7	Crop Science	Feb 8, 2013 11:08 AM
8	Physics	Feb 6, 2013 4:29 PM
9	Civil and Environmental Engineering	Jan 25, 2013 2:35 PM
10	Ophthalmology	Jan 17, 2013 5:30 PM
11	Civil, Structural, and Environmental Engineering	Jan 17, 2013 8:27 AM
12	Engineering	Jan 15, 2013 1:51 PM
13	Molecular Biology and Chemistry	Jan 15, 2013 8:36 AM
14	civil engineering	Jan 14, 2013 2:38 PM
15	Ocean and Civil Engineering	Jan 14, 2013 12:05 PM
16	Geology	Jan 14, 2013 11:35 AM
17	Geology and Geophysics	Jan 13, 2013 2:40 AM
18	science	Jan 11, 2013 3:15 PM
19	Earth Sciences	Jan 11, 2013 6:12 AM
20	Environmental Science	Jan 10, 2013 11:33 PM
21	Forest Ecosystems & Society	Jan 9, 2013 10:31 PM
22	Clinical Assisant Professor	Jan 9, 2013 2:39 PM
23	Earth and Atmospheric Sciences	Jan 9, 2013 2:18 PM
24	Crop and Soil Science	Jan 9, 2013 12:34 PM
25	Physics	Jan 9, 2013 11:31 AM
26	Geoscience	Jan 9, 2013 11:21 AM
27	Ecology	Jan 9, 2013 10:45 AM

Page 23, Q2. In what department is your position?

28	College of Agricultural Sciences	Jan 9, 2013 10:20 AM
29	Horticulture	Jan 9, 2013 8:45 AM
30	Instructional Technology	Jan 9, 2013 7:29 AM
31	Botany and Plant Pathology	Jan 8, 2013 11:23 PM
32	Math & cs	Jan 8, 2013 7:02 PM
33	Civil Engineering	Jan 8, 2013 7:00 PM
34	Earth and Environment	Jan 8, 2013 6:03 PM
35	chemistry	Jan 8, 2013 5:48 PM
36	Mechanical Engineering	Jan 8, 2013 2:38 PM
37	civil engineering	Jan 8, 2013 2:14 PM
38	biological and ecological engineering	Jan 8, 2013 1:42 PM
39	Earth Sciences	Jan 8, 2013 1:20 PM
40	geology	Jan 8, 2013 12:42 PM
41	Civil Engineering	Jan 8, 2013 12:23 PM
42	Earth Sciences	Jan 8, 2013 12:21 PM
43	Geology	Jan 8, 2013 12:21 PM
44	Environmental Studies	Jan 8, 2013 11:58 AM
45	Civil Engineering	Jan 8, 2013 11:57 AM
46	geology	Jan 8, 2013 11:57 AM
47	Civil and Environmental Engineering	Jan 8, 2013 11:53 AM
48	Civil & Environmental Engineering	Jan 8, 2013 11:52 AM
49	Civil Engineering	Jan 8, 2013 11:52 AM
50	Civil Engineering	Jan 8, 2013 11:42 AM
51	Geosciences	Jan 8, 2013 11:27 AM
52	Geological Sciences/Graduate School	Jan 8, 2013 11:25 AM
53	Geology	Jan 8, 2013 11:21 AM
54	Oceanography	Jan 8, 2013 10:57 AM

Page 23, Q2. In what department is your position?

55	Political Science	Jan 8, 2013 10:56 AM
56	Geosciences	Jan 8, 2013 10:38 AM
57	Geosciences	Jan 8, 2013 10:30 AM
58	Geology	Jan 8, 2013 10:19 AM
59	Environmental Science	Jan 8, 2013 10:05 AM
60	Earth and Atmospheric Science	Jan 8, 2013 10:00 AM
61	Earth and Environmental Systems	Jan 8, 2013 9:57 AM
62	Science	Jan 8, 2013 9:50 AM
63	Earth and Oceanographic Science	Jan 8, 2013 9:47 AM
64	Earth, Environmental and Planetary Sciences	Jan 8, 2013 9:28 AM
65	Dept of Geological Sciences	Jan 8, 2013 9:23 AM
66	Chemistry	Jan 8, 2013 9:22 AM
67	Geology	Jan 8, 2013 9:20 AM
68	Physics	Jan 8, 2013 9:03 AM
69	Atmospheric Sciences	Jan 8, 2013 8:46 AM
70	Geosciences	Jan 8, 2013 8:46 AM
71	Environmental Studies	Jan 8, 2013 8:44 AM
72	Earth sciences	Jan 8, 2013 8:26 AM
73	Geosciences	Jan 8, 2013 8:20 AM
74	Geology	Jan 8, 2013 8:17 AM
75	Environmental Science	Jan 8, 2013 8:15 AM
76	Biology	Jan 8, 2013 8:13 AM
77	Geosciences	Jan 8, 2013 8:12 AM
78	Psychology	Jan 1, 2013 7:43 AM
79	Psychology	Dec 4, 2012 8:06 PM
80	Biology	Dec 1, 2012 3:17 PM
81	Pharmacology	Nov 30, 2012 10:45 AM

Page 23, Q2. In what department is your position?

82	geography	Nov 24, 2012 8:11 PM
83	Chemistry	Nov 18, 2012 1:03 PM
84	Biology	Nov 12, 2012 10:56 AM
85	Molecular Biology	Nov 12, 2012 9:56 AM
86	Earth and Space Sciences	Nov 9, 2012 12:53 AM
87	part time lecturer	Nov 5, 2012 6:48 AM
88	Life and Environmental Sciences	Nov 1, 2012 11:46 PM
89	Political Science	Oct 31, 2012 5:22 PM
90	Crop and Soil Science	Oct 31, 2012 10:25 AM
91	Political Science and Public Administration.	Oct 31, 2012 8:40 AM
92	Political Science	Oct 30, 2012 5:43 PM
93	Chemistry	Oct 30, 2012 3:41 PM
94	Biochemistry	Oct 30, 2012 11:39 AM
95	Chemical Engineering	Oct 30, 2012 11:33 AM
96	Information Systems	Oct 30, 2012 9:40 AM
97	Political Science	Oct 30, 2012 8:29 AM
98	Psychology	Oct 30, 2012 5:01 AM
99	English	Oct 29, 2012 5:24 PM
100	Chemistry	Oct 29, 2012 3:54 PM
101	Natural Sciences	Oct 29, 2012 2:23 PM
102	Biology	Oct 29, 2012 2:02 PM
103	Chemistry	Oct 29, 2012 1:37 PM
104	History	Oct 29, 2012 1:11 PM
105	Chemistry	Oct 29, 2012 12:58 PM
106	biology	Oct 29, 2012 12:57 PM
107	chemistry	Oct 29, 2012 12:23 PM
108	School of Management	Oct 29, 2012 9:52 AM

Page 23, Q2. In what department is your position?

109	Anthropology	Oct 29, 2012 7:30 AM
110	chemistry and biochemistry	Oct 29, 2012 6:17 AM
111	math	Oct 28, 2012 11:26 PM
112	Geography & Earth Sciences	Oct 28, 2012 5:29 PM
113	Physics	Oct 28, 2012 2:06 PM
114	Chemistry	Oct 28, 2012 11:15 AM
115	Psychology	Oct 28, 2012 10:34 AM
116	Chemistry	Oct 28, 2012 9:34 AM
117	assistant professor, communication studies	Oct 27, 2012 3:28 PM
118	geology & geophysics	Oct 27, 2012 3:15 PM
119	Mathematical Sciences	Oct 27, 2012 10:18 AM
120	Assistant Professor	Oct 27, 2012 6:46 AM
121	Untenured associate professor	Oct 27, 2012 6:05 AM
122	Mathematics	Oct 27, 2012 5:45 AM
123	Kinesiology	Oct 27, 2012 5:34 AM
124	physics	Oct 27, 2012 5:27 AM
125	Mathematics	Oct 27, 2012 4:17 AM
126	Mathematics	Oct 26, 2012 8:17 PM
127	Chemistry	Oct 26, 2012 8:12 PM
128	biology	Oct 26, 2012 7:50 PM
129	Mathematics/Statistics	Oct 26, 2012 4:58 PM
130	Chemistry	Oct 26, 2012 4:43 PM
131	Chemistry	Oct 26, 2012 4:10 PM
132	physics	Oct 26, 2012 3:59 PM
133	Lecturer	Oct 26, 2012 2:50 PM
134	Mathematics	Oct 26, 2012 1:56 PM
135	Criminal Justice	Oct 26, 2012 1:49 PM

Page 23, Q2. In what department is your position?

136	Biology	Oct 26, 2012 1:18 PM
137	Psychology	Oct 26, 2012 1:15 PM
138	Atmospheric Science	Oct 26, 2012 12:38 PM
139	Dean's Office	Oct 26, 2012 12:04 PM
140	Engineering Education	Oct 26, 2012 11:59 AM
141	This would identify me as uniquely as showing you my driver's license.	Oct 26, 2012 11:59 AM
142	Science	Oct 26, 2012 11:07 AM
143	Assistant Professor	Oct 26, 2012 10:17 AM
144	College of Education	Oct 26, 2012 8:06 AM
145	Geosciences	Oct 26, 2012 8:02 AM
146	Biology	Oct 26, 2012 4:27 AM
147	engineering	Oct 25, 2012 4:42 PM
148	Earth & Atmospheric Sciences	Oct 25, 2012 12:01 PM
149	Physical Sciences	Oct 25, 2012 11:06 AM
150	Atmospheric and Oceanic Sciences	Oct 25, 2012 10:25 AM
151	Professional Education	Oct 25, 2012 9:44 AM
152	Earth Science	Oct 25, 2012 9:42 AM
153	Geological Sciences	Oct 25, 2012 9:32 AM
154	Atmospheric Science	Oct 25, 2012 9:30 AM
155	Physical Sciences	Oct 25, 2012 7:30 AM
156	Computer Science	Oct 25, 2012 7:19 AM
157	Oceanography	Oct 25, 2012 6:02 AM
158	psychology	Oct 25, 2012 5:16 AM
159	Geoscience	Oct 25, 2012 4:37 AM
160	Biological Oceanography	Oct 24, 2012 11:59 PM
161	Polar Science	Oct 24, 2012 10:07 PM
162	Department of Earth, Atmospheric and Planetary Sciences	Oct 24, 2012 9:20 PM

Page 23, Q2. In what department is your position?

163	physics	Oct 24, 2012 8:51 PM
164	Political Science	Oct 24, 2012 8:29 PM
165	Am not in a college, in a research center	Oct 24, 2012 8:28 PM
166	Environmental Studies	Oct 24, 2012 8:07 PM
167	Applied Physics Laboratory	Oct 24, 2012 7:39 PM
168	Visiting assistant professor	Oct 24, 2012 7:34 PM
169	engineering	Oct 24, 2012 7:27 PM
170	tenure track equivalent assistant professor	Oct 24, 2012 6:53 PM
171	Ecology and Evolution	Oct 24, 2012 6:47 PM
172	Geology	Oct 24, 2012 6:28 PM
173	Chemistry	Oct 24, 2012 6:19 PM
174	geography	Oct 24, 2012 6:15 PM
175	Geo	Oct 24, 2012 5:36 PM
176	Earth Science	Oct 24, 2012 5:12 PM
177	Evolution and Ecology	Oct 24, 2012 4:54 PM
178	Mathematics	Oct 24, 2012 4:48 PM
179	Earth Sciences	Oct 24, 2012 4:47 PM
180	Atmospheric Sciences	Oct 24, 2012 4:47 PM
181	Zoology	Oct 24, 2012 3:42 PM
182	Environmental studies	Oct 24, 2012 3:35 PM
183	Provost	Oct 24, 2012 3:30 PM
184	Earth and Environmental Sceinces	Oct 24, 2012 3:18 PM
185	Geology	Oct 24, 2012 3:11 PM
186	Atmospheric Sciences	Oct 24, 2012 3:11 PM
187	Biology/Environmental Studies	Oct 24, 2012 3:02 PM
188	Atmospheric Chemistry	Oct 24, 2012 3:00 PM
189	Civil and Environmental Engineering	Oct 24, 2012 2:58 PM

Page 23, Q2. In what department is your position?

190	geology	Oct 24, 2012 2:58 PM
191	Atmospheric Science	Oct 24, 2012 2:55 PM
192	Chemistry	Oct 24, 2012 2:52 PM
193	Atmospheric Sciences	Oct 24, 2012 2:49 PM
194	Geosciences	Oct 24, 2012 2:48 PM
195	School of Public Health	Oct 24, 2012 2:48 PM
196	geosciences and engineering	Oct 24, 2012 2:40 PM
197	Chemistry and Biochemistry	Sep 18, 2012 7:58 PM
198	Science, Math and Health Professions	Sep 11, 2012 7:53 AM
199	Chemistry	Sep 10, 2012 12:32 PM
200	Chemistry and Life Science	Sep 7, 2012 11:02 AM
201	Chemistry	Sep 4, 2012 1:05 PM
202	Chemistry	Sep 3, 2012 1:24 PM
203	Chemistry	Aug 26, 2012 10:25 AM
204	natural sciences chemistry division	Aug 22, 2012 9:04 AM
205	Chemistry and Biochemistry	Aug 21, 2012 2:01 PM
206	Biology	Aug 20, 2012 10:32 AM
207	Biology	Aug 20, 2012 9:44 AM
208	Chemistry	Aug 7, 2012 2:24 PM
209	Physics	Aug 7, 2012 6:46 AM
210	Chemistry	Aug 7, 2012 5:57 AM
211	Chemistry	Aug 6, 2012 9:55 PM
212	Chemistry	Aug 6, 2012 9:18 PM
213	chemistry	Aug 6, 2012 10:20 AM
214	polymer science	Aug 6, 2012 9:07 AM
215	chemistry	Aug 6, 2012 8:35 AM
216	Chemistry	Aug 6, 2012 8:22 AM

Page 23, Q2. In what department is your position?

217	chemistry	Aug 6, 2012 8:00 AM
218	Chemistry	Aug 6, 2012 7:29 AM
219	Chemistry and Biochemistry	Aug 6, 2012 6:52 AM
220	Chemistry	Aug 6, 2012 6:44 AM
221	Mechanical and Energy Engineering/Materials Science and Engineering	Aug 6, 2012 5:05 AM
222	Chemistry	Aug 6, 2012 4:01 AM
223	environmental science	Aug 6, 2012 2:40 AM
224	Chemistry	Aug 3, 2012 3:56 AM

Page 23, Q3. What is your current career stage?

1	My position is similar to a tenure-track assistant professor. I have to get chosen and then be reviewed by a committee (need full package of work, publications, outside references, etc) in order to get promoted to the next level here.	Apr 30, 2013 3:18 PM
2	On the way out	Feb 16, 2013 1:11 PM
3	Dept Chairman	Jan 15, 2013 1:51 PM
4	Department Chair	Jan 15, 2013 8:36 AM
5	Tenure decision coming in 1-2 months!	Jan 10, 2013 11:33 PM
6	retired, volunteer faculty	Jan 9, 2013 2:39 PM
7	Tenured full professor currently on administrative appointment	Jan 9, 2013 11:21 AM
8	Professional Faculty	Jan 9, 2013 10:20 AM
9	and Administrator (Assistant Dept Head)	Jan 8, 2013 11:27 AM
10	I will start a doctoral position on Septembre 2013	Nov 30, 2012 10:45 AM
11	I have received 2 NSF awards.	Oct 31, 2012 5:22 PM
12	Staff	Oct 29, 2012 9:52 AM
13	Dept. Chair: I still have to cover my department's entire teaching and service responsibilities, no matter who is on leave.	Oct 29, 2012 7:30 AM
14	I have a special kind of position: tenured "academic staff".	Oct 28, 2012 2:06 PM
15	Untenured Associate Professor	Oct 27, 2012 6:05 AM
16	Research faculty	Oct 26, 2012 12:38 PM
17	Dean	Oct 26, 2012 12:04 PM
18	2 roles: 1) Research Assistant Professor 2) Program Director, Faculty Development role supporting STEM faculty Formerly tenure-track assistant professor at a large R1 institution	Oct 26, 2012 8:30 AM
19	Research Associate Professor	Oct 26, 2012 8:02 AM
20	Professor of Practice (non tenure leading)	Oct 25, 2012 12:01 PM
21	Research Scientist II	Oct 25, 2012 9:30 AM
22	Mid-career scientist	Oct 25, 2012 5:52 AM
23	Research scientist + affiliate assistant research professor	Oct 24, 2012 10:07 PM
24	Research faculty	Oct 24, 2012 8:28 PM
25	Researcher	Oct 24, 2012 8:14 PM

Page 23, Q3. What is your current career stage?

26	Provost	Oct 24, 2012 3:30 PM
27	Research Scientist	Oct 24, 2012 3:00 PM
28	pre-tenure associate professor	Oct 24, 2012 2:58 PM
29	Research Associate (non-faculty)	Oct 24, 2012 2:49 PM
30	Faculty Research Asst (non-tenure track)	Oct 24, 2012 2:48 PM
31	principal engineer (two tiers down from top technical position)	Oct 24, 2012 2:40 PM
32	Doctoral student who supplements income at two other universities as an adjunct.	Aug 20, 2012 9:38 AM
33	Associate Dean (50% position) and some teaching (non-teure track) in Chemistry	Aug 6, 2012 10:20 AM

Page 25, Q1. What type of role have you performed? (Please check all that apply)

1	Associate Dean	Feb 27, 2013 5:16 PM
2	Director of facility	Feb 14, 2013 1:19 PM
3	Assistant Vice Chancellor for Research	Jan 9, 2013 11:22 AM
4	Associate Dean of College	Jan 8, 2013 7:11 PM
5	Associate Provost	Jan 8, 2013 2:15 PM
6	Department Senator (to Graduate/Professional senate of the University)	Jan 8, 2013 12:21 PM
7	Assistant Dean	Jan 8, 2013 11:25 AM
8	Laboratory Head	Nov 30, 2012 10:46 AM
9	faculty president elect	Oct 31, 2012 5:22 PM
10	President of the Faculty	Oct 29, 2012 5:24 PM
11	Program Director	Oct 29, 2012 6:05 AM
12	Director of internal program funding UG and G collaborations with Faculty or Staff.	Oct 28, 2012 9:35 AM
13	Program Director	Oct 27, 2012 5:46 AM
14	Interim Dean	Oct 26, 2012 4:44 PM
15	Principal investigator and supervisor	Oct 26, 2012 12:38 PM
16	Dean	Oct 26, 2012 12:04 PM
17	Faculty governance organization leader	Oct 26, 2012 12:00 PM
18	Dean	Oct 26, 2012 8:06 AM
19	PI of a large NSF grant for women faculty	Oct 25, 2012 4:43 PM
20	Director, ADVANCE program	Oct 25, 2012 12:01 PM
21	associate vice chancellor	Oct 25, 2012 5:27 AM
22	associate dean	Oct 25, 2012 5:16 AM
23	head of committee drafting new parental leave policy	Oct 24, 2012 8:51 PM
24	Director of Service Learning Center	Oct 24, 2012 5:13 PM
25	Center Director Vice Provost	Oct 24, 2012 4:55 PM
26	Associate dean	Oct 24, 2012 4:48 PM
27	Student Advisory Committee Representative	Oct 24, 2012 4:47 PM

Page 25, Q1. What type of role have you performed? (Please check all that apply)

28	Provost	Oct 24, 2012 3:30 PM
29	Academic Council	Oct 24, 2012 3:18 PM
30	Business development lead	Oct 24, 2012 2:40 PM
31	Associate Dean	Aug 6, 2012 10:20 AM
32	Director of various programs and journal editor.	Aug 6, 2012 9:09 AM
33	Dean's search committee; university-wide committees (require travel to larger campus in state system); Graduate Program Director; active in ACS governance (councilor); previous local ACS section Chair	Aug 6, 2012 8:24 AM
34	Honors program director	Aug 6, 2012 6:53 AM
35	Currently Director of a Center	Aug 6, 2012 6:44 AM

Page 28, Q1. Please make any additional comments you may have regarding the topics addressed in this survey.

1	How will the information in this survey be shared?	Apr 8, 2013 2:44 PM
2	Had I had a "wife" at home, it would have been so much easier. As it is, we try to share childcare, but my "more flexible" job has always meant that I do more. Also, his salary is much higher than mine, so when push came to shove we protected his career more than mine. Oops.	Feb 16, 2013 1:13 PM
3	Thank you this research - these are important issues.	Feb 14, 2013 1:07 PM
4	It is very important to decouple leave from family care and from women in policies proposed, to start reducing the mommy-track stigma. Both men and women can resent the mommies or the elder care givers if their time and life choices are treated as secondary to those of the mommies and elder-care-givers. Read On-Ramps and Off Ramps, for example (see http://www.amazon.com/Off-ramps-ramps-Keeping-Talented-Success/dp/1422101029) to see a discussion of labor practices, stigmas, etc., although not at universities. Your questions suggest that you are not esp. aware of the policies and experiments conducted by other institutions. This is certainly not a new problem. Georgia Tech, a number of years ago (> 10 yrs?), created a family leave "toolbox" (being GATech) to offer options to faculty, since one size does not fit all -- this was developed as part of their NSF ADVANCE grant. I urge you to look at their work as well as that of other institutions so you can gain the benefits of past studies and experiments. Inevitably universities are places of work and are governed by their budgets. Whatever you propose must support the needs of the university at the same time practices address the realistic needs of faculty/post-docs, if you really want to accomplish change. If a faculty member is not teaching her courses for a semester or a year, for example, someone else must teach them, and, if necessary, fill in other advising, etc., duties. How will that be accomplished? Think holistically. Good organization and flexibility on the part of the faculty member must be an important part of the solution, too. It's give and take. I suggest that you gather a group of sympathetic university administrators and labor specialists together, research various practices (successful and unsuccessful) to present to them as ideas, and get them to hash out some reasonable policies. Ask for support from the Sloan Foundation ... they used to support this sort of thing and, indeed, they are likely to have data on how their previous expts worked out. Maybe NSF, too.	Jan 15, 2013 2:23 PM
5	My husband commutes 45 miles to work and so I have the bulk of the child care work. We ended up getting an au pair for more flexible childcare now that I am back at work (after a 1 semester maternity leave).	Jan 14, 2013 11:36 AM
6	Thank you for doing this survey. Good luck with your work.	Jan 10, 2013 11:34 PM
7	Please send a copy to the University President at Oregon State University	Jan 9, 2013 10:31 PM
8	I am retired but still professionally active. My desire to help with raising grandchildren while my son looks for work has greatly impacted my ability to keep my scientific reputation current. I was able to hire adequate childcare while my children were small since my husband made a comfortable living. However, the balancing act of being a good mother while being seen as a dependable and ambitious worker was difficult, and does not appear to be much better for today's young women. Good luck!	Jan 9, 2013 2:43 PM

Page 28, Q1. Please make any additional comments you may have regarding the topics addressed in this survey.

9	My university is abusing FML by making it virtually impossible for anyone to have a child (father or mother) without taking unpaid leave. Universities need to be encouraged to think of the big picture that happy faculty make good faculty and do the right thing by allowing them to make life choices without penalty.	Jan 9, 2013 2:20 PM
10	Thank you for looking into this important issue. Keep things gender-neutral (even though life isn't really) to encourage men to step up and take a fully active role in parenting. The culture change required has to begin in graduate school settings as graduate students are learning their role in the world. Graduate advisors need to model and promote work-life balance. Although I am past the family care concerns noted in this survey, my daughter is at the beginning of the cycle in her first year of graduate school. That is where patterns are set. I don't know how you educate these driven mentors in graduate schools that they need to change their mentoring style.	Jan 9, 2013 11:33 AM
11	My husband does not work because we have children and care needs. This has significantly affected his career path and he worries about how he may get back into the field someday.	Jan 9, 2013 10:22 AM
12	Thank you for this important research.	Jan 9, 2013 8:45 AM
13	I think that mother's needs vary considerably. When women here have had their tenure clock extended for children, I find that the P&T committee sometimes expects them to produce more than those who do not extend their clock. Thus, different administrators/faculty committees also interpret the rules differently.	Jan 9, 2013 8:36 AM
14	I am expecting my first child currently.	Jan 9, 2013 7:30 AM
15	I would be interested in seeing the summary of this survey.	Jan 8, 2013 7:13 PM
16	We already know that faculty salaries at a university can be lower-than-market value, and furthermore that OSU runs low as compared to peers. Most of us do this because we choose the work and the lifestyle, not for the money and certainly not as a low-stress option! To recruit and retain the best faculty/post-doc/grad students, perks help. Good healthcare plans at low cost, access to university resources (including fitness opportunities), and any other bonuses can make a big difference. Without a written maternity policy commensurate with the policies at our peers, we may be losing good recruits/existing faculty. Adding elements such as back-up sick child or emergency care, drop-in (paid) care for children of faculty at the gym, or even more quality childcare for ages less than 2.5 (where the local supply is most limited) could be a selling point and certainly would improve morale on campus. Also establishing a written policy prohibiting discrimination based on parental status would be an easy but potentially meaningful step in supporting faculty who are parents. We have some truly truly amazing working faculty mothers on campus, I'd just like to see more support for them.	Jan 8, 2013 2:48 PM
17	Life is cyclical. It makes sense for departments to allow mothers and fathers the time off necessary to care for their children. The happier a person is, the more productive they are, so in the big scheme of things, 3 months off and covering teaching assignments really isn't a big deal. In fact, it should be automatic.	Jan 8, 2013 12:25 PM
18	The question asking if child care was provided on campus could have been	Jan 8, 2013 12:11 PM

Page 28, Q1. Please make any additional comments you may have regarding the topics addressed in this survey.

worded better to capture if there is adequate childcare on campus. The University I attend has a childcare program, but it is extremely small and in no way meets the need of our campus, but because your question only asked if we had a childcare facility, I had to answer yes. I wanted to check no because it does not meet the needs of our campus. We have over 30,000 people on campus. The childcare facility only takes 114 children. There are 527 children on the waiting list.

19	I was extremely fortunate to receive two paid maternity leaves (a semester each time, 3 years apart). I wish that everyone had this option.	Jan 8, 2013 12:00 PM
20	Thanks for this survey! These are all important issues that need to be discussed more openly!	Jan 8, 2013 11:39 AM
21	Thank you for addressing these concerns. I think making academic life better for children (and they ultimately are the ones affected) will involve a lot of self-reflection about expectations. I was recently talking with a distraught female colleague who really wants to have kids, but is afraid she will never get tenure if she does. Adding a year to a tenure clock is an ad hoc solution at best, since having a family involves a lifelong time commitment. While many successful people have had kids, we need to make it easier to have a family, and part of that involves making sure that everyone is given the time and resources needed to succeed, plus expectations need to be more realistic. I am not saying this as a bitter person who expects to not get tenure, but as a good parent who still regrets missing out on many important family occasions.	Jan 8, 2013 10:46 AM
22	I appreciate that you included adult care as well as child care. I also feel that it is important to include "blended" or complicated family situations somehow (I am not a biological parent, but I work full-time as a 17-year-old's mom!). Finally, I had a medical issue this past year that was at least as time-consuming and painful as a pregnancy (5 hours of surgery after several months of excruciating pain). You should include medical leave in this discussion as well. Thanks!	Jan 8, 2013 10:22 AM
23	perhaps it's down the road, but there needs also to be a discussion about how post-partum depression factors into length of leave. There's nothing worse than having job-related and financial stress weighing down on someone who is struggling with post-partum depression	Jan 8, 2013 10:02 AM
24	Until the classification of pregnancy is switched from "illness" to a "natural process that all employees have a right to pursue" (if not necessarily achieve), the policies governing it in the U.S. will remain in the dark ages. There has to be a change in mentality that moves opinion away from Family Friendly Policies = child care + lactation rooms. This requires a change in the mentality of administrators, but will ultimately have to be driven by young faculty who no longer want to work under the old structures and frameworks. However, the biggest change in mentality that is required is recognition during the T&P process that it is "what you have done", not "how many hours you had to work to do it". Achieving tenure requires meeting certain teaching, research and service benchmarks; not being seen to be in the Department/Lab at 10 pm every night! If you are efficient and are able to achieve what you need to achieve and go home every night at 5 pm, all credit to you. Second beef - new fathers have to start standing up in Faculty/Departmental situations and support their colleagues who are new mothers. They have to start making it clear that they are working	Jan 8, 2013 9:10 AM

efficiently, going home at 5 to spend time with their families and that they don't care what the old guard think. They must help change the dynamic of the discussion to stop discrimination against maternity and say, if you want to discriminate against mothers, you better be ready to justify and explain why you are not going to discriminate against fathers too.

25 I am glad to see such a survey. There is much work to be done to support women (and men!) in science who also want to have a family. The old model of male scientists having stay at home moms isn't the norm anymore. I would have never dreamed that having a child after completing my PhD would be so difficult in terms of seeking and retaining employment. I really struggled to go back to work 15 days after my baby was born, especially because I was breast feeding. I was given the option (as an non-tenure track Assistant Professor mind you at an R1 institution) to take leave without pay for up to 12 weeks; however, under that scenario I would also have to pay my own health insurance. The reason for this was that I had been employed for less than one year. My family could not afford this, as my husband (also with PhD in sciences) only had a part time position. I did have a private office where I could pump breast milk, which helped, and I used my lunch hour each day to go nurse my baby (some people commented, but I was within my rights, so I didn't care). Ironically, my Post Doc actually offered paid maternity leave for 3 months, so I should have stayed there. When I accepted the new position after my Post Doc however, I was not pregnant. I found out about two weeks after signing a contract that I was pregnant. I am really struggling to get manuscripts out with a toddler at home, so that impacts getting more grant funding as well as my faculty peer reviews. Basically, I got so far behind when he was an infant that I have been just trying to get on track for two years (feel pretty good about it now though). Three years on, we've managed, but our research has definitely suffered terribly. We've moved three times seeking better positions for our family unit. We are positive that with perseverance we can get back on top of our game, however. We have definitely learned a lot and my best recommendation to other young women in science is to learn how to negotiate any position you take and don't be afraid to demand a lot up front because the worst they can do is say no. I find that women scientists are less likely to put a lot into negotiating their new positions. Also, for any dual career families, just know that it is tough and accept that the success stories we read are rare.

Jan 8, 2013 9:02 AM

26 My husband works part time, but is not available to do childcare (e.g., paid part time, works full time). Unfortunately there are not many positions for architects in rural regions, and so he travels a few months each year to work with the National Park Service, and during the remaining time he spends full time work, though is not paid trying to start his own business but requires travelling to nearby cities (Erie, Pittsburgh) in addition to the adjunct teaching he does. School drop offs, afterschool pickups and transport to childcare, etc. are all my responsibility. Consequently we have also little money to cover regular childcare let alone additional costs for conferences etc. The economic climate (and low pay of faculty) makes parenting a challenge. Covering extra costs for conferences (extra airfare for children and childcare individuals, or for childcare at home) out of pocket is prohibitive. I have put in three large grants in the last three years, with one successful one (\$1.4M). The funding support is a challenge with the travel and presentation obligations, so frankly I need to rethink these as well...

Jan 8, 2013 8:21 AM

Page 28, Q1. Please make any additional comments you may have regarding the topics addressed in this survey.

27	Higher education does tend to be pretty flexible, but there is an understanding that women who have kids just before or after tenure are "coasting" and not working very hard. That perception does not apply towards fathers.	Jan 8, 2013 8:15 AM
28	I'd like to add that I wish my institution had some dual-career service or placement policy for spouse/partner.	Jan 8, 2013 8:14 AM
29	Having kids is hard. Science is hard. Combining the two is nearly impossible, but I'm glad I've done it. After ten years of balancing it, my checkbook is getting really thin and I'd love, just love, to be able to afford a place to live that isn't falling down, a car that runs, and a babysitter for just one night a month.	Dec 1, 2012 3:19 PM
30	Although part-time at my current institution, I was a department head at a different institution before I left to take care of my father. In my previous position, we provided all kinds of flexibility. Unfortunately there was not child-care, for which I advocated. I would like to see inter-generational day care where appropriate (many seniors may need more intense care than can be provided in that type of setting).	Nov 5, 2012 6:51 AM
31	My spouse and I have found that, hands down, the best outcomes for our family are when we've had in home all-day or afterschool care for our children. Essentially a third parent that has not only helped with child care, but with meals, laundry, and has even traveled with me when my children were infants. The only limit on this is financial. Each time we've done it, it's been a real stretch financially (and we are reasonably well paid), so has not persisted. But for peace of mind, sanity, productivity, child happiness and success etc., this is the best. It is hard to argue that a University should support this, but I raise it because an increase in the pre-tax dependent care maximum and other government policies that don't dictate the kind of child care would also helpful. Of course a stipend for in home care of a child or other relative would be a fabulous benefit. As would support for a babysitter to travel along to a conference.	Nov 1, 2012 11:54 PM
32	For much of my children's preschool years, my husband was a stay-at-home dad	Oct 30, 2012 9:41 AM
33	There needs to be affordable preschool on campus. Before I was tenured, I had to pay about 15% of my pretax salary for child care, and a similar amount on student loans. This was a huge financial burden, plus the additional driving made it difficult to attend some meetings on campus.	Oct 29, 2012 1:14 PM
34	Day care has been an ongoing absence at this institution. I know that men have taken paternity leave, but it is unclear whether it was paid leave. My assumption is paid leave time. Right now your life outside of academia is of no concern to the institution. The chair has some sympathy, but can do very little. I support this survey as a grandparent who is now taking care of a teenage grandchild. Job searching support for him would be useful, I have had to us personal contacts on and offcampus in his job search. I will be retiring soon. So support for an ailing partner would be useful too.	Oct 29, 2012 11:34 AM
35	As a department chair, I face some of the most difficult issues. My dept. is supportive of parents, very. But, I still have to cover all of the dept.'s teaching and service responsibilities, and research productivity, no matter who is on leave. At best, more and more students are taught by underpaid part-time faculty, which I consider at least as wrong as not supporting new parents. At	Oct 29, 2012 7:35 AM

Page 28, Q1. Please make any additional comments you may have regarding the topics addressed in this survey.

worst, classes get bigger and bigger, other peoples' teaching loads increase, etc. As a person who has not had children (although I have babysat for almost every kid in the dept. in the past 30 years), I cover a lot more weekend events on campus than parents too...and I don't want to be here anymore than they do. So, a key issue is supporting parents without putting the burden disproportionately on non-parents. I believe that non-parents have an equal right to a private life, and should not have to justify or legitimate what they do with their private time any more than a parent.

36	Solving the two-body problem is hard. Often one of the spouses takes a lesser job to ensure that both people can work in the same city. When our children were very young, as a lecturer, I got paid so little that we could only afford part-time child care. High quality day care is expensive! Very stressful times. Often academics move where their are jobs and not necessarily family to help with sick kids.	Oct 28, 2012 2:11 PM
37	There is another interesting issue that is not addressed by any policies I have seen to date. Specifically, time or provisions for becoming a step-parent. This is a big life change and can have a dramatic effect on a child(ren). It is certainly not the same as having a child or adopting, however it does present its own set of complications to life.	Oct 28, 2012 11:18 AM
38	A wonderful campus daycare and a very supportive department made it possible for me to find work/family balance during the early years with my child.	Oct 27, 2012 10:20 AM
39	I have chosen not to have children so far, primarily due to the demands of my job. It sucks.	Oct 27, 2012 6:06 AM
40	Having a child was a very stressful thing to do during my postdoc. I felt like I was doing something wrong, even though everyone was explicitly supportive. My advisor in particular, as a mother of three herself, was very supportive. However, I definitely felt an unspoken atmosphere that having children was discouraged. I never even felt I could talk about wanting to have a baby with anyone at work. Other female postdocs who I talked to after getting pregnant felt the same. I am not sure what this resulted from because outwardly, my advisor and others were supportive and happy for me. But it is a real and palpable, if subterranean, feeling for female postdocs that you are not supposed to have a baby and this strongly affected me and prevented me from feeling ready to have a child for years. Additionally, as the breadwinner for our family (my husband is in grad school and works part-time), I was very concerned about the ambiguous maternity leave, since I had no sick leave since I was not an employee and if I was not paid, we couldn't pay our rent. And my salary was not sufficient early in my postdoc to enable us to afford childcare and rent. Later in my postdoc, I earned enough to afford daycare, but we were still had to live in a tiny one-bedroom apartment in a poor neighborhood very far from my work.	Oct 26, 2012 8:25 PM
41	The University at which you work should provide day care for the children of faculty and be a role model for the rest of the country.	Oct 26, 2012 5:01 PM
42	If it weren't for my spouse who is an active caregiver partner, I don't know how I could have raised these children with a full time faculty job. In one sense, he subsidizes my employment on campus.	Oct 26, 2012 4:45 PM

Page 28, Q1. Please make any additional comments you may have regarding the topics addressed in this survey.

43	The most important for female faculty is having onsite good daycare When comes to funding opportunities, funding agencies need to consider female faculty with little children might not as productive as male faculty	Oct 26, 2012 1:21 PM
44	The real problems my female colleagues and I have experienced as a female faculty have not been due to family responsibilities, which we balance at least as well as the men who are faculty, and often handle to the point where colleagues are completely unaware that we have family responsibilities. Our institution, and many individuals in power within it, often use family responsibilities (or the perceived potential for family responsibilities which might interfere with job duties) as an excuse for not promoting, including, or otherwise treating female faculty professionally, even for unmarried and childless female faculty. Family responsibilities are not more or less "burdensome" than other outside interests, such as recreational athletic competition in fundraisers "for a good cause", yet men who do the latter are praised and accommodated, while female (but not male) faculty who even occasionally ask to reschedule a meeting by an hour (with the option of earlier or later) so they can pick up a child from school, are not. Female faculty without family responsibilities are seen as just waiting their turn to shift their family burdens to the rest of their coworkers. So the more "family-friendly" policies, especially the ones which shift the burden to co-workers, without compensation or additional resources, the greater the backlash the female faculty feel.	Oct 26, 2012 12:19 PM
45	The responses to these questions would be very different for faculty who have partners who are able to participate in childcare. My husband has been very supportive, and we have arranged our work time, as our children grew up, so that one or the other of us has been available when necessary. Without this partnership, I could not have had a career.	Oct 26, 2012 12:06 PM
46	Thank you for studying this important issue.	Oct 26, 2012 11:08 AM
47	THANK you for doing this! Looking forward to the results! Past time to make family care part of the ideal worker norm!!	Oct 25, 2012 12:02 PM
48	my spouse only works part-time because of the lack of childcare where we live-- both broadly in the area and the complete lack at my institution.	Oct 25, 2012 9:43 AM
49	My husband is a full time academic like me at the same institutions. Hence we do share child care duties fairly BTW the fact I mentioned adult care won't affect me, it's because my mother is in Europe, luckily my sister is there for her. My father passed away in 2003 succumbing to cancer and in fact I hardly helped at all in that situation.	Oct 25, 2012 7:21 AM
50	I wish that there were some way for women in academia to take more time off, or to work part time for a number of years when their kids were young. Many times I considered just quitting, but we couldn't afford to live on a single salary. I even considered part-time community college work, but that would pay only a small fraction of my current salary, with many of the same time commitments, and effort.	Oct 25, 2012 6:05 AM
51	It's obviously necessary to have a plan for childcare-- and actually preschool years have been the easiest for our working family-- elementary years are proving more challenging-- 3pm dismissal with few choices for afterschool care,	Oct 24, 2012 10:11 PM

Page 28, Q1. Please make any additional comments you may have regarding the topics addressed in this survey.

	"no-student" days (teacher planning days; 7 of them per year!), early dismissal during conferences, long holiday breaks-- I'm all for spending time with my kids, but my husband and I have to get creative every year to get through breaks, holidays, misc. days off--- thank goodness for summer day camps!	
52	Most of my colleagues are male. They are well-meaning but completely clueless when it comes to children and childcare and the time it takes us to juggle our commitments.	Oct 24, 2012 8:30 PM
53	I left a tenure track position to move closer to my parents without guarantee of employment due to elder care issues. I do not have a position where I'm teaching upper level classes in my field, but instead cover intro level classes for a local university. It's not ideal, but I'm still teaching and present for my parents.	Oct 24, 2012 7:36 PM
54	Glad to see this survey being done and I hope the results are widely distributed. Thank you for asking about both child and elder care.	Oct 24, 2012 6:29 PM
55	Thanks for doing the survey. I love COACH!	Oct 24, 2012 6:20 PM
56	While childbirth and nursing are exclusively in the mother's domain due to physical realities, workplace flexibility and reasonable working and promotion policies are critical for all professional parents. Part-time and contract positions could also benefit working parents. While universities can't change the culture of academia, removing the stigma from these positions, and paying these workers (such as adjunct professors) appropriate pay would benefit families.	Oct 24, 2012 4:51 PM
57	This is a huge issues that needs to be addressed - it is unacceptable for our country to not support families in these ways.	Oct 24, 2012 4:49 PM
58	The lack of maternity/paternity leave for graduate students and postdocs at most R1 institutions is appalling. Postdocs and graduate students are employees of the institution and should be treated, respectfully, as such.	Oct 24, 2012 4:49 PM
59	the question of do i have children did not allow me to answer: I'm expecting a child as a single mother who is pre-tenure. my institute gives same assistance for fathers and mothers, ignoring the demands that pregnancy itself poses on the ability of a mother to work. funding agencies should treat equally parents and non parents when it comes to using limited resources. if there are funds, they should be dedicated first to improving funding rate for everybody. giving more flexibility with time, however, is not an extra cost and the funding agency can be more generous with it. in the day when NSF will be able to fund a reasonable number of projects instead of rejecting good ones due to lack of funds, then we can expect help for parents. help, such as child care availability, should be done by the universities not NSF.	Oct 24, 2012 3:05 PM
60	At this time in my life family policies of my surroundings aren't affecting whether or not I will continue on my present career path. I'm more concerned with being able to have an enjoyable life at and outside of school while still maintaining acceptable productivity to advance my career. Also, I am finding it difficult to find anyone to date, and feel that my present career path might not help this matter.	Oct 24, 2012 2:57 PM
61	This is an important topic. Thank you for studying it!	Oct 24, 2012 2:49 PM

Page 28, Q1. Please make any additional comments you may have regarding the topics addressed in this survey.

62	1) The current norms for maternity/paternity leave and the cultural climate surrounding parenthood for career oriented people are still hostile despite efforts from institutions and individuals to support new parents. In my opinion, we are nowhere close to a real solution. 2) The main issue I'm facing as a parent right now is that if I take off time (ie. a year or more) from the workforce, I will not be considered for positions for which I'm currently very well-positioned to take. 3) I'm considering not pursuing a career in academia because I believe that I will regret the family sacrifices I'll be forced to make in order to have a successful career.	Sep 10, 2012 12:40 PM
63	In terms of conferences and children attending conferences with parents, that children in public schools have attendance policies where they cannot miss school (every school district has an unexcused absences policy - and an academic conference would qualify to a public school as an unexcused absence) so attending a week long conference with a parent would be detrimental to the child's success in public school and could also get the parent into trouble with the school district regarding the attendance policy.	Aug 22, 2012 9:09 AM
64	It is really, really hard financially to have more than 1 child within a 5 year period because the childcare costs are such a high percentage of take home pay for faculty members, postdocs, and graduate students. We need subsidies to make childcare 10% of our paycheck, not 30-40%!	Aug 21, 2012 2:03 PM
65	My spouse works at a different university in another state.	Aug 6, 2012 9:10 AM
66	I wish federal funding agencies were kinder to women's issues. I got lucky when I need a grant extension due to the birth of my children, before tenure, because my program officer was a woman. A collaborator of mine was not so lucky with a family unfriendly institution and a federal agency program officer who would not allow for paid teaching leave from our grant funds due to parenting issues.	Aug 6, 2012 7:34 AM