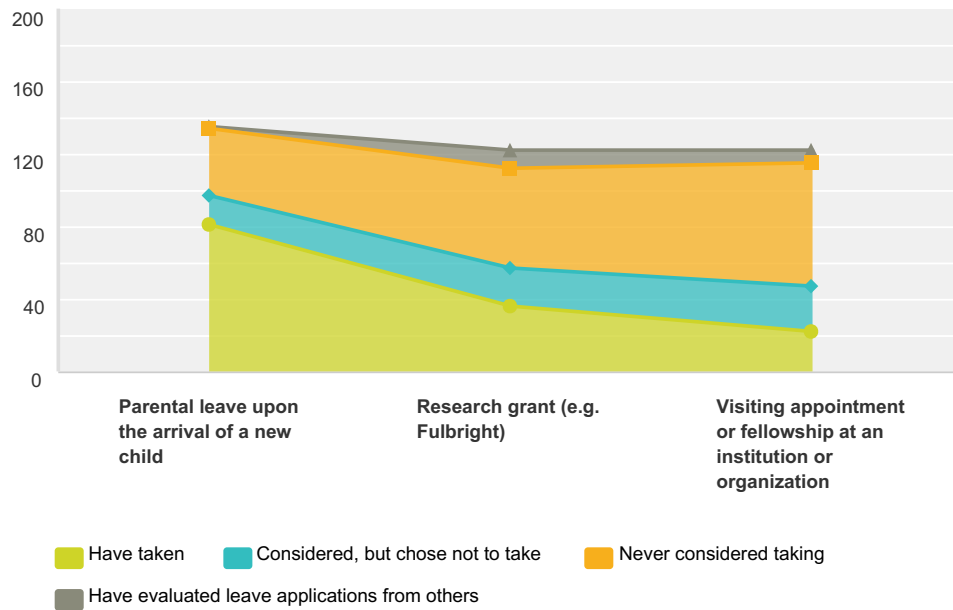


### Q1 Describe your experience with types of short-term leave. Check all relevant boxes.

Answered: 139 Skipped: 1



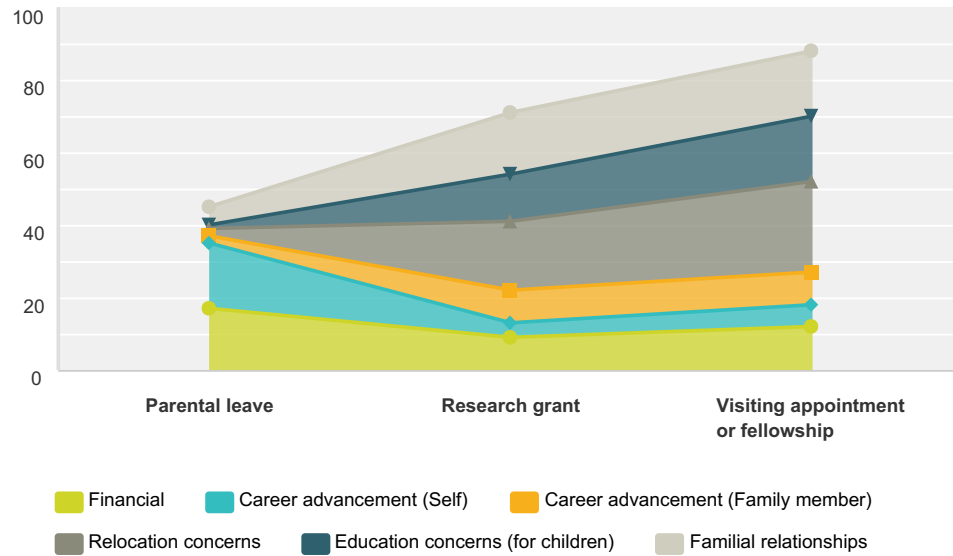
	Have taken	Considered, but chose not to take	Never considered taking	Have evaluated leave applications from others	Total Respondents
Parental leave upon the arrival of a new child	61.36% 81	12.12% 16	28.03% 37	0.76% 1	132
Research grant (e.g. Fulbright)	31.03% 36	18.10% 21	47.41% 55	8.62% 10	116
Visiting appointment or fellowship at an institution or organization	19.13% 22	21.74% 25	59.13% 68	6.09% 7	115

#	Comments (optional)	Date
1	If research grant is sabbatical, then yes, I have taken 2 in my career.	4/21/2017 6:36 AM
2	I didn't actually take a leave- I had a course reduction which I took.	4/21/2017 5:09 AM
3	Planned our pregnancies so that the children would be born after the end of the semester, where I wouldn't have to take time off from teaching to be with my family.	4/21/2017 4:26 AM
4	My school offered 12 weeks at full pay. My son was born 3 weeks before the spring term ended. The summer session (which I taught) started when he was 10 weeks old. So I took 3 weeks off.	4/21/2017 3:46 AM
5	I think that "research leave" is missing from this.	4/21/2017 3:46 AM
6	Needed short-term leave to care for family member after medical emergency, but there was no protocol and no time to be taken. One week of "leave" from classes was given.	12/1/2016 10:26 AM
7	Paid visiting appointment as researcher in Paris at the Centre National de la Recherche Scientifique.	12/1/2016 8:18 AM
8	Medical leave of absence	12/1/2016 8:11 AM
9	When we adopted our daughter, I had the option of a six-week leave, but made the agreement to have a course release instead, since having someone else teach my classes for just a few weeks was very awkward.	12/1/2016 8:10 AM
10	taken two one year maternity leaves	12/1/2016 7:41 AM

11	I have taken two parental leaves (1 semester for each child)	11/30/2016 8:34 PM
12	At our institution, we generally say "yes" to leaves within limits (cannot be away more than 2 years total within a 5-year period, and no more than a year at a time).	11/30/2016 1:29 PM
13	Did not take leave or sabbatical due to financial burden of reduced salary.	11/30/2016 11:47 AM
14	For the research grant and visiting appt you might add an "applied but not accepted" option.	11/30/2016 11:05 AM
15	took parental "leave" by literally leaving my job with no guarantee of re-employment.	10/13/2016 3:39 AM
16	I took a 1 + 1/2 year medical leave during school.	10/7/2016 7:34 AM
17	I'm not sure how you're defining short-term leave - I responded as if it were one year or less	10/6/2016 3:40 AM
18	I had no problems taking parental leave. My husband (who teaches in music at the same institution) asked for paternity leave and was told that he did not need to officially file paperwork because "it's not like [he] would have to make care of [his] wife."	10/5/2016 6:34 AM
19	I have taken FMLA leave once for the birth of my younger son, and an informal leave of 2 weeks for the birth of my oldest son (I did not qualify for FMLA at the time). I've also applied for visiting fellowships and research grants, but ultimately did not take any opportunities to utilize those options because of my family situation.	10/5/2016 5:22 AM
20	I have also taken family leave to take care of a sick family member in addition to a research leave and a leave following the birth of a child.	10/5/2016 2:45 AM
21	I took two paid semester-long parental leaves (95% of my salary), one for each of our two children.	10/5/2016 2:30 AM
22	For my first child, I was an adjunct lecturer and therefore received no leave. In order to not lose the classes that I was teaching, I simply returned to work one week after giving birth. For my second child, I gave birth in May. When inquiring about a leave for the Fall semester, I was offered an unpaid leave, which was not an option for me and my family financially. I instead negotiated a situation in which I would receive full pay and only work two days a week during the Fall semester; I gave lesson plans to GAs to teach the additional two days of my teaching load.	10/5/2016 2:16 AM
23	I'm tenure track, in my 3rd year, currently on Jr. Research Leave (1 year)	10/5/2016 12:44 AM
24	You don't have an option for "considered but haven't had an opportunity to yet!" That would be my answer to both of your second questions (research grants and visiting appointments)	10/5/2016 12:04 AM
25	Have taken a sabbatical.	10/5/2016 12:03 AM
26	Currently taking parental leave	10/4/2016 11:31 PM
27	My institution has a collective agreement that specifies eligibility for parental leave (Canadian)	10/4/2016 11:02 PM
28	Leave was not a real option at my institution when I had my kids. I could have taken sick leave for a couple of weeks (based on what I had accrued -- and that would have left me with the problem of how to cover my courses) or an unpaid semester leave (without stopping the tenure clock--and this would have left my dept with a problem of covering my courses). Leave is now an option (as is stopping the tenure clock). As an administrator, last year I had a faculty member take FMLA for the birth of her child. We run up against 12 weeks of FMLA vs 16 week semester issues, but were able to work with her and the university to allow the FMLA days to be spread across non-consecutive workdays, so she could still teach 2 days a week -- so only a "kind of" leave, but it's what worked best for her and her family. We have much more flexibility now than 10 years ago.	10/4/2016 10:37 PM
29	As an adjunct, this is simply not a luxury that I have.	10/4/2016 5:55 AM
30	Parental leave had to be negotiated as no policies were in place for postdocs.	10/4/2016 4:36 AM
31	I'm strongly considering parental leave when I become a parent.	10/4/2016 3:42 AM
32	Began a new job with a 3-month old. Had previously been on fellowship leave, so chose not to pursue parental leave immediately upon beginning new position. Hoping that wasn't a mistake!	10/4/2016 3:42 AM
33	I/we are not at the stage of starting a family, but currently planning it. I wonder if it's possible in future versions of this survey to include questions to folks at our stage.	10/4/2016 3:38 AM
34	I have never been in the position to consider parental leave.	10/4/2016 3:37 AM

**Q2 If you ever considered taking leave, but later chose not to, what reasons motivated your decision? Answer for each leave type that you considered. You may indicate multiple reasons. Move on to the next question if this question doesn't apply to you.**

Answered: 61 Skipped: 79



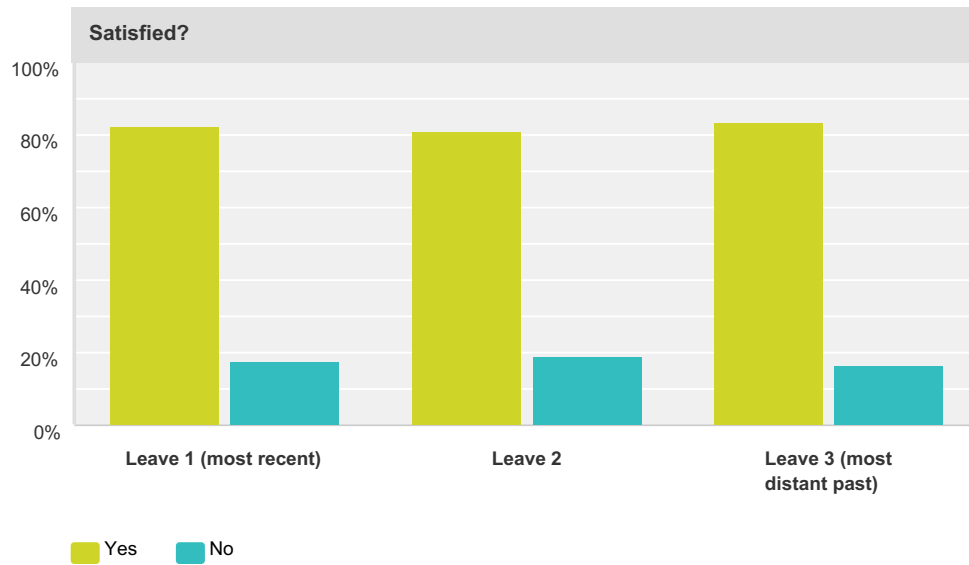
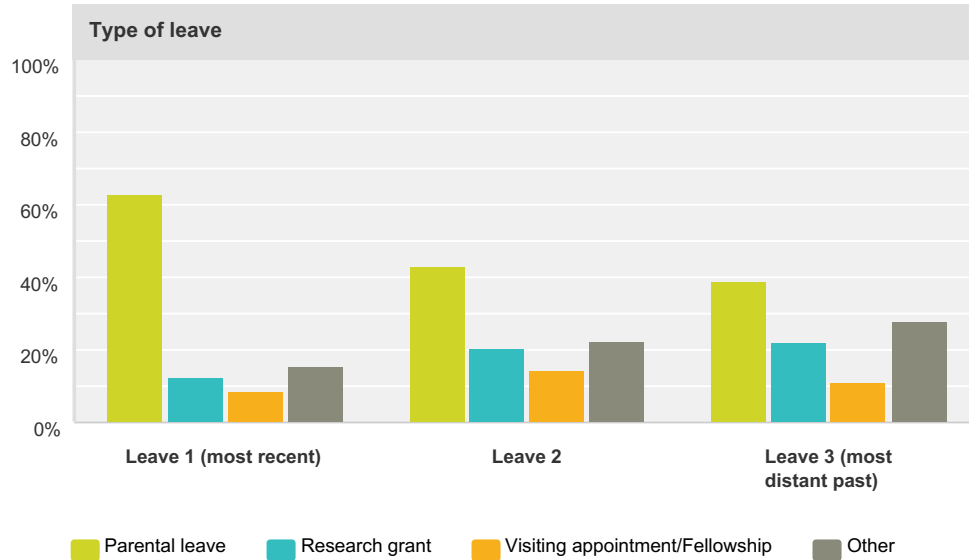
	Financial	Career advancement (Self)	Career advancement (Family member)	Relocation concerns	Education concerns (for children)	Familial relationships	Total Respondents
Parental leave	60.71% 17	64.29% 18	7.14% 2	7.14% 2	3.57% 1	17.86% 5	28
Research grant	30.00% 9	13.33% 4	30.00% 9	63.33% 19	43.33% 13	56.67% 17	30
Visiting appointment or fellowship	31.58% 12	15.79% 6	23.68% 9	65.79% 25	47.37% 18	47.37% 18	38

#	Other (please specify)	Date
1	Applied for fellowship but did not receive funding.	4/25/2017 12:42 AM
2	medical problem	4/21/2017 3:54 AM
3	UNC did not support fellowship, did not grant leave.	12/1/2016 8:15 AM
4	I took an official leave, but ended up working through it under the "reallocation of duties" clause.	10/5/2016 2:46 AM
5	Here again-- your wording surprises me. I have considered research grants and visiting appointments but haven't had the opportunity to yet.	10/5/2016 12:05 AM
6	My applications for research grants or visiting fellowships haven't been successful yet, so hard to tell. My main concern would actually be for my department, because they might not hire a proper replacement and just shift the workload to colleagues.	10/4/2016 8:05 PM

7	Most residential or even non-residential grants don't pay enough to make it at all feasible for most professors, especially junior professors, to take a leave from their current position. Most are tight even for single people, but add a family into the mix and it's not possible.	10/4/2016 9:26 AM
8	Spouse is outside of academia and is our main breadwinner, which precludes my taking site-specific fellowships, at least until late career.	10/4/2016 3:43 AM

**Q3 If you took leave, are you satisfied with your experiences? Answer for your last three experiences, regardless of leave type. Move on to the next question if this question doesn't apply to you.**

Answered: 103 Skipped: 37



Type of leave					
	Parental leave	Research grant	Visiting appointment/Fellowship	Other	Total
Leave 1 (most recent)	63.11% 65	12.62% 13	8.74% 9	15.53% 16	103
Leave 2	42.86% 21	20.41% 10	14.29% 7	22.45% 11	49
Leave 3 (most distant past)	38.89% 7	22.22% 4	11.11% 2	27.78% 5	18

Satisfied?			
	Yes	No	Total
Leave 1 (most recent)	82.29% 79	17.71% 17	96
Leave 2	80.85% 38	19.15% 9	47
Leave 3 (most distant past)	83.33% 15	16.67% 3	18

#	Please explain your satisfaction/dissatisfaction. (optional)	Date
1	As a Canadian, we have a very good government support system in place. Unfortunately, not all postdocs are eligible for parental leave or employment insurance across Canada. At my institution, I needed to withdraw from my postdoc placement and work as a research assistant (!) in order to pay into these government programs. As a result, I lost about 30% of my salary, but was able to take a leave. Luckily, I was able to convince my supervisor to do this switch of status for me, but this may not be possible for many postdocs.	4/25/2017 12:45 AM
2	One-semester "developmental" leave -- full salary but no responsibilities for one semester. Satisfied, but since I didn't physically move away, I didn't disengage entirely from campus. Won't make that mistake again ....	4/24/2017 2:12 AM
3	Again, this would be a sabbatical.	4/21/2017 6:37 AM
4	My most recent leaves were regular sabbatical leaves with research funding from my school.	4/21/2017 5:18 AM
5	Again, I had course releases and was also spared committee work. These breaks made life easier even though it was still hard to get home when I needed to. Work can spread easily, especially when untenured.	4/21/2017 5:11 AM
6	I took leave to be with my father, before he passed away. It was two weeks, informally arranged. My colleagues were very generous and helpful in making this possible.	4/21/2017 4:45 AM
7	I am listing my sabbatical under leave 2.	4/21/2017 4:16 AM
8	I continued to receive my full pay during both leaves. The parental leave was self-funded through extended sick leave days accumulated over the course of 7 years.	12/2/2016 3:50 AM
9	Parental leave 2: I was writing my dissertation, and had little to no financial support. Parental leave 1: I had a postdoc that paid for part of the leave, but not all.	12/2/2016 12:18 AM
10	My institution provides satisfactory parental leave.	12/1/2016 4:51 PM
11	Although my title was "Director of Research," I only had to direct my own research, but had wonderful colleagues. Very productive.	12/1/2016 8:20 AM
12	Sabbatical (1, 3) Medical leave (2)	12/1/2016 8:14 AM
13	The first two leaves listed were one-semester sabbaticals. They were productive and the time away from teaching brought me back refreshed. The last one (most distant past) was my course release. In some ways, it was challenging, as I still had a one-year-old at home, but having one less course to prepare was definitely a help.	12/1/2016 8:12 AM
14	The leave with my first child was fine, I was able to have a real parental leave and keep up with a tiny bit of my professional activities while on leave. The second leave was not satisfactory because at that point, I was expected to be more active professionally, and actually, it really interfered with spending time with my, at this point, two kids	12/1/2016 7:43 AM
15	It was only for a few weeks following the birth of my child. Much too short.	12/1/2016 12:53 AM
16	Yes, I was satisfied with the leaves (1 semester). In terms of staying in the game professionally, 1 semester is fine, but as a new mother, I was wanting about 1 year in order to spend the time I wanted to with each child. Breastfeeding was a logistical challenge with teaching and putting infant in others' care.	11/30/2016 8:36 PM
17	I had a full semester at about 80 percent pay, so it was about 90% for the year (of which some was non-taxable, since it was coordinated with a state-sponsored medical leave). Since I took my leave, my institution has changed its policies so that people on parental leave as the primary caregiver or in conjunction with a medical leave (e.g. for pregnancy and delivery) get 100%.	11/30/2016 1:31 PM
18	Longer leave period would have been nice, but since did not literally give birth (I'm the dad) it was sufficient (if I was the mother I would want more time).	11/30/2016 11:06 AM
19	Paid leave promised, but against university policy. NTT contract not renewed after taking leave.	11/30/2016 10:23 AM

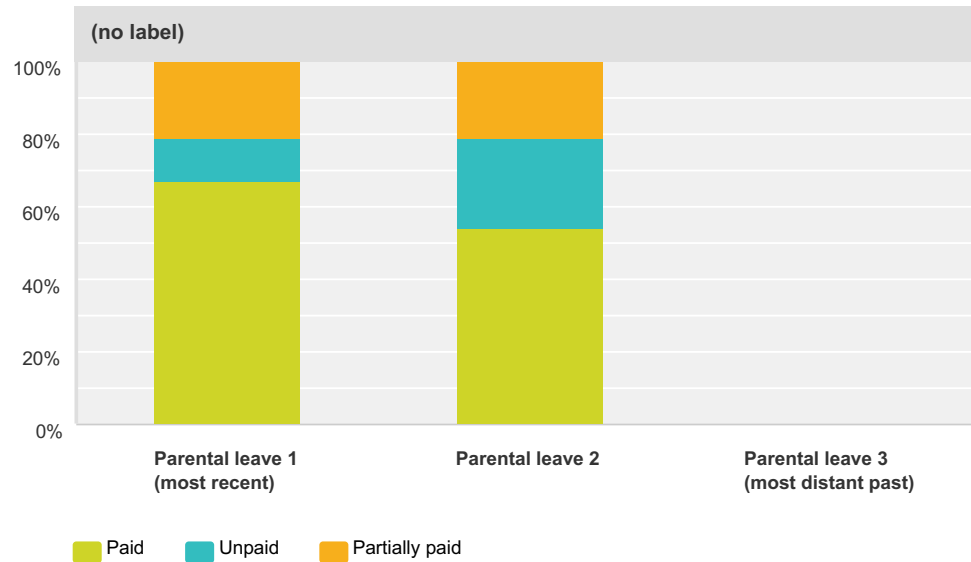
20	I am very grateful to have the time with my new baby. We are all tired enough without me also having to teach and him be in daycare at such a young age. I also had a semester of junior faculty research leave before my first major review. That was lonely, but very necessary as it allowed me to focus on writing the work that would get me the promotion.	10/13/2016 10:11 AM
21	My dissertation grant and first parental leave happened at the same time.	10/13/2016 3:41 AM
22	Primarily, it gave me time to bond with my children and allowed me to keep them out of daycare until they were a little more robust. An unseen benefit was that it gave me mental space to think about my long-term research goal, away from the usual pressures that characterize my semesters.	10/11/2016 5:12 AM
23	As an adjunct instructor, my "parental leave" was simply not teaching during the semester in which my son was born. This was unpaid, of course. Luckily, I was hired again the subsequent semester.	10/8/2016 8:00 AM
24	Enabled me to devote myself to therapy in order to better myself as a person, becoming more motivated for completing degree, and becoming a more healthy and mature adult, both relative to myself and the majority of other students, in my experience.	10/7/2016 7:37 AM
25	Sabbatical	10/5/2016 7:39 AM
26	During parental leave, I did not manage to take off completely from work; I also did not have enough time. During research leave, I did not have enough time doing research due to caring for a family member that was ill.	10/5/2016 7:34 AM
27	The parental leave was the least satisfying. It worked out in the end, but I felt a little bit like I got the short end of the stick. My institution required that I use sick leave for a maternity leave. I didn't care at all for that policy, and since I hadn't worked there long, I didn't have very much accrued sick leave. This left me in a position of agreeing to take an unpaid leave (totally impossible), or negotiating with administrators for a "pay-it-back" scheme in exchange for several weeks of paid leave after I gave birth. Eventually I agreed to teach an extra 1-credit course in some future semester (not the one in which I returned to work). I wished there was a more holistic protection and a basic paid parental leave package that was granted all new parents. I felt quite vulnerable in the negotiations, and I think it's true that my good outcome was left to chance by a rather insufficient policy; luckily I worked with benevolent administrators.	10/5/2016 6:42 AM
28	Because my leave needed extend beyond the period mandated by FMLA (I was on bed rest), I was threatened with having my contract revoked and being fired from my appointment as a tenure-track assistant professor. Ultimately, they renegotiated my contract, but I did not feel comfortable working at that particular institution anymore. I went on the job market, and found another position.	10/5/2016 5:24 AM
29	I was never really "on leave"--we were entitled to 60 "calendar days" of paid leave (ridiculous when you are faculty on a semester system, and my baby was born on the first day of classes.) I negotiated to design an online class so I could be at home that semester, but it was an enormous amount of work.	10/5/2016 5:19 AM
30	My university has a fairly generous maternal leave policy: 6 weeks of "sick leave" and a full semester of "reallocation of duties," to be taken in the semester the baby is born (which typically means no teaching for one semester). Because my baby was due at the end of the term, I was planning to take reallocation the semester following the birth. However, the baby came quite early, which meant that I wasn't eligible to take time when I needed it. Luckily I was able to negotiate a course reduction with my department. On the professional side, I had to decline a large freelance project due to the birth of my child, which ultimately went to a man (who was paid twice as much for half the work).	10/5/2016 2:58 AM
31	Too short	10/5/2016 2:56 AM
32	Other = One month leave for taking care of sick relative / funeral concerns.	10/5/2016 2:03 AM
33	Being on junior research leave while having a newborn is unbelievably trying. My initial parental leave was more like a parental course relief -- I still taught one class during the semester in which my baby was born. But as father/non-primary care giver, I didn't get full leave, which was probably a mistake.	10/5/2016 12:46 AM
34	Leave was too short (8 weeks); baby had colic, so I returned to teaching before baby was through that very trying phase. I could have taken more time, but the semester was starting and who could I have found to cover half a semester or so of teaching? FMLA doesn't cover a whole semester.	10/5/2016 12:35 AM
35	I still worked part-time during my parental leave, but I felt that it was my choice to do so. I found that to be a healthy balance for me.	10/5/2016 12:19 AM
36	Leave is not yet over, but I currently satisfied with my experience. I am continuing to stay in touch with my colleagues and have remotely attended some meetings. While continuing aspects of work during parental leave might technically be discouraged among those taking parental leave in general, I feel better staying involved with my department.	10/4/2016 11:34 PM
37	Mostly satisfied, but I did take a pay cut.	10/4/2016 10:28 PM
38	My most recent leave was very productive in terms of my scholarship. My first one was not, but I treasure it because I was a new father. It allowed me to spend lots of time with my new son.	10/4/2016 6:09 AM

39	<p>The most recent leave--I took FMLA immediately after the birth of a preemie. That was ok, though I did have to do some hand-holding to get my substitutes off the ground. The next semester I was supposed to have a one class (3 hour) sort-of parental leave/research leave to work on a curriculum project. That way I could spend TTh with my newborn. Instead of a real course load reduction, one of my theory courses was overloaded by 50% above normal cap. It ended up being almost twice as big as a normal class So I had to do the curriculum project plus the nearly the identical amount of work as my regular load (theory grading!) plus take care of a newborn TTh. The first leave I took was just a course reduction by a course so I could have TTh with my newborn. I had taken overloads during multiple semesters prior so the extra load would carry over. After it was done, my boss said that he got in trouble with the Dean for my "underload" and that you weren't allowed to carry extra hours over from previous semesters. A few years pass, and one of my male colleagues mentions that he has a reduced schedule given to him by my boss because he'd taken on overloads for several semesters. am quite peeved at my boss for both of these situations, but am non-TT so can't say much.</p>	10/4/2016 5:45 AM
40	<p>I answered yes for this question but want to elaborate. Paid parental leave is offered both to fathers and mothers. Fathers often spend a portion of their leave working on their research. Mothers tend to spend the entire leave recovering from childbirth and adjusting to breastfeeding/pumping and parenting. Among some senior faculty (many of them male), there is a perception that parental leave is like an extra research leave. The behavior of new fathers -- and the period of productivity that many of them enjoy during their parental leave -- contributes to this perception and places female faculty members at a distinct disadvantage.</p>	10/4/2016 4:55 AM
41	<p>I was dissatisfied because the leave was not compensated. I had to work part time from home and use accrued sick leave for the other half time. I had very little sick leave accrued.</p>	10/4/2016 4:02 AM
42	<p>I'm not sure that "yes/no" captures the complexity of the situation. My leave was curtailed for administrative reasons beyond my control, which was unbelievably frustrating. On the other hand, I'm grateful for the portion of my leave that worked out as expected; it was invaluable in completing a major research project.</p>	10/4/2016 3:45 AM
43	<p>Satisfied with the funding + terms of my leave, but not real "leave" since had to continue working on ongoing projects (edited collections, paper submissions, conferences booked before pregnancy, etc.). I took 6 months for second child and a year for first child. I am primary caregiver. I had a total of 10 months (6 + 4) paid maternity leave because of external funding. No paid leave from institution.</p>	10/4/2016 3:45 AM



**Q4 If you took parental leave, was it paid, unpaid or partially paid? Answer for your last three experiences, starting with the most recent. Move on to the next question if this question doesn't apply to you.**

Answered: 76 Skipped: 64



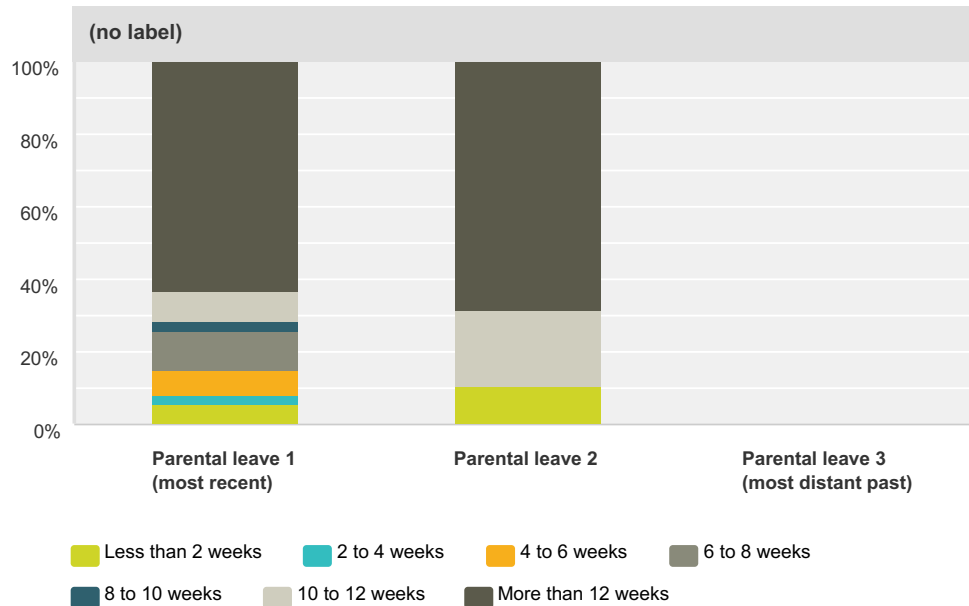
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	Paid	Unpaid	Partially paid	Total
Parental leave 1 (most recent)	67.11% 51	11.84% 9	21.05% 16	76
Parental leave 2	54.17% 13	25.00% 6	20.83% 5	24
Parental leave 3 (most distant past)	0.00% 0	0.00% 0	0.00% 0	0

#	If partially paid, approximate the percentage of leave time that was paid.	Date
1	In Quebec, one of the plans pays 70% salary for 9 months. However, I lost 30% of my salary for the months leading into my maternity leave in order for my supervisor to pay into the government programs. So, I'm actually receiving 70% of a reduced salary.	4/25/2017 12:47 AM
2	My parental leave was a course release.	4/21/2017 6:21 AM
3	The time period up to the start of parental leave and the first 6 weeks were fully paid, and the remainder of the semester was paid at about 50%. So for the year, it wound up as about 90%. Since I took my leave, the college has updated its policy: for those taking parental leave in conjunction with a medical leave (pregnancy) or those who are the primary caregivers right after birth, the college now pays 100% salary for the semester. For those who are taking parental leave, but are not the primary caregivers (e.g. spouse of the mother), the college allows a 1-course reduction or 50% pay leave for the semester.	4/21/2017 5:18 AM
4	1/7- it paid for the course I didn't teach.	4/21/2017 5:11 AM
5	10 months paid out of big total of 20 months (4/12 paid months for my first child; 6/8 paid months for second child)	12/2/2016 4:50 AM

6	The parental leave was technically self funded because I used extended sick leave days to cover it. My university only recently adopted a policy to automatically allow employees to use sick days to cover parental leave--prior to this point, we had to negotiate with chairs for permission to do so.	12/2/2016 3:52 AM
7	Parental leave 2: 4 months paid full salary; 5 months no salary. Taking time off at this point in an academic's career (i.e. before getting on the tenure-track) is nerve-wracking and generally quite stressful. There are many problems with lack of resources while off on leave, lack of collegial support, and lack of understanding from publishers regarding deadlines for articles/books. The lack of financial support also constrains parents' decision to take leave.	12/2/2016 12:19 AM
8	I have sufficient sick leave accumulated to cover 12 weeks of FMLA.	12/1/2016 8:25 AM
9	6 months paid and then 6 months partially paid	12/1/2016 7:58 AM
10	60%	12/1/2016 7:41 AM
11	Please see above.	11/30/2016 1:31 PM
12	Would have been 33% paid had I delivered on my due date. Credited as "working from home" to go around the system for 100% pay.	11/30/2016 10:25 AM
13	I was not paid for my first leave, but did still receive a dissertation grant that I had during that time.	10/13/2016 3:41 AM
14	I should note that my leave wasn't technically a leave but a semester off teaching (so I was still expect to do research, service, and some curriculum development). Although, given that both of my children were born in the summers I did decline any extra work or research summer salary during those years.	10/11/2016 5:14 AM
15	Technically my leave was unpaid, but I was able to use banked sick leave in order to not have a break in pay.	10/5/2016 6:36 AM
16	I received 60 days of pay for the most recent leave. I did not receive pay for the other leave, because it was unofficial, and I didn't qualify for any parental assistance.	10/5/2016 5:25 AM
17	I was compensated at 90% for my leave time.	10/5/2016 2:38 AM
18	95% of my salary for one semester/leave	10/5/2016 2:31 AM
19	Unimaginable to pursue any form of leave w/o pay since I'm the only one in my family w/ income.	10/5/2016 12:47 AM
20	Paid only for the required 8 week medical leave. any additional would have been unpaid, which I would have taken, but I couldn't get replacement for part of a semester.	10/5/2016 12:35 AM
21	Parental leave 2 was somewhat unofficial: I had just graduated from my doctoral institution and did not yet have a full time position so I was on leave from my career but not from a particular position. I didn't qualify for maternity leave through the Canadian government since I wasn't employed prior to the birth of my child. But I applied for a stipend through my teaching assistants' union, which I received and used for 2 months' leave. I had a couple of part-time teaching positions in the fall to stay active in the field and support my family.	10/5/2016 12:22 AM
22	75%	10/4/2016 11:03 PM
23	British universities usually offer better benefits than the private sector, though it varies widely from university to university. I received 3 months full pay, 3 months half pay, and another few months just the government minimum, which is about 150 pounds per month.	10/4/2016 8:06 PM
24	we are only given three days paternal leave at my institution.	10/4/2016 11:51 AM
25	I combined the few weeks of parental leave with all of my sick leave which all added up to 8 weeks.	10/4/2016 9:28 AM
26	FMLA for the most recent one but I had 6 weeks accrued paid vacation and used that. The previous one was just a course release after taking an overload earlier. No one here (even TT) get real "paid" parental leave--but most faculty do have some accrued paid vacation they can take since no one ever reports their sick days.	10/4/2016 5:47 AM
27	I took parental leave for a semester with each of my children when they were born. While both leaves were officially unpaid, I was able to use accumulated sick days from my years at the institution which almost covered the entire leave on both occasions.	10/4/2016 4:38 AM
28	I was allowed to take sick pay that I had accrued.	10/4/2016 4:02 AM
29	10 months total out of 18 months. Paid by external funding (Canada), no paid leave from institution.	10/4/2016 3:48 AM

**Q5 If you took parental leave, how long was it? Answer for your last three experiences, starting with the most recent. Move on to the next question if this question doesn't apply to you.**

Answered: 74 Skipped: 66



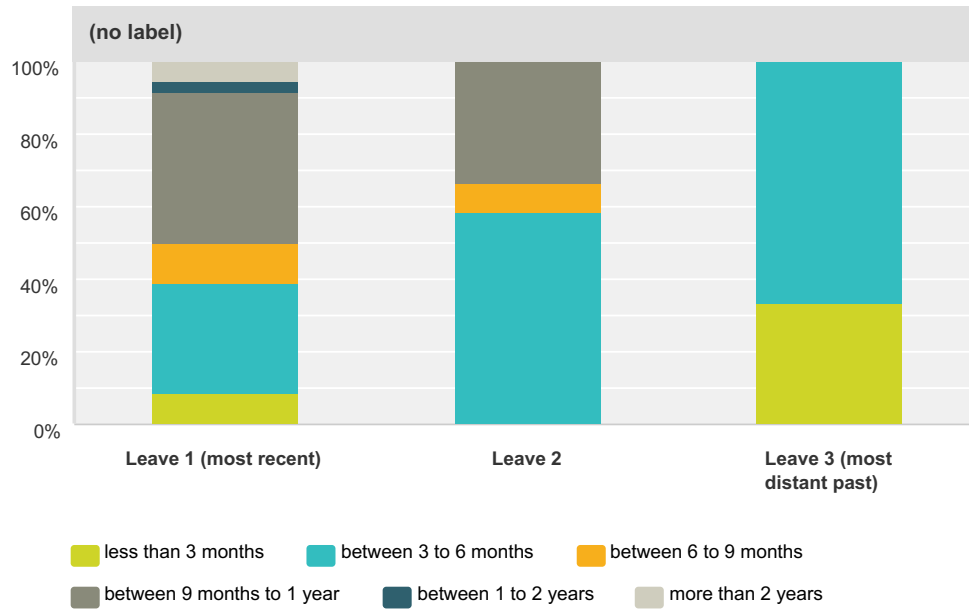
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	Less than 2 weeks	2 to 4 weeks	4 to 6 weeks	6 to 8 weeks	8 to 10 weeks	10 to 12 weeks	More than 12 weeks	Total
Parental leave 1 (most recent)	5.41% 4	2.70% 2	6.76% 5	10.81% 8	2.70% 2	8.11% 6	63.51% 47	74
Parental leave 2	10.53% 2	0.00% 0	0.00% 0	0.00% 0	0.00% 0	21.05% 4	68.42% 13	19
Parental leave 3 (most distant past)	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0

#	Comments (optional)	Date
1	I can take up to 2 years off, but I'm opting to take off 9 months full time, and then the final 3 months I will go back part-time.	4/25/2017 12:48 AM
2	It was a single course release for a semester.	4/21/2017 6:21 AM
3	I was given an entire semester paid maternity leave	4/21/2017 4:16 AM
4	I took a semester.	12/2/2016 3:52 AM
5	Parental leave 1: 9 months Parental leave 2: 3 months; I taught a summer course, then worked part-time for 3 more months	12/2/2016 12:21 AM
6	My institution recently -- largely thanks to me, in fact -- implemented a system by which all new parents, regardless of gender, circumstance, means of becoming a parent, etc., get one full semester of paid parental leave.	12/1/2016 8:40 AM
7	It applied for the whole semester.	12/1/2016 8:13 AM
8	I took one year leaves for my maternity leaves. This is allowed in Canada	12/1/2016 7:58 AM

9	1 year of leave - not the US!	12/1/2016 7:42 AM
10	Again, I wanted more as a breastfeeding mother. It is just very hard to concentrate on other things when still nursing a child. Physically draining, mentally/logistically challenging. But I was very grateful to be at an institution that supported me very generously, especially in comparison with other institutions. I probably would not have stayed in academics without that kind of progressive, proactive support on the part of the University, my department, and my advisor, especially due to health challenges of second child. Looking back, I am very grateful for what they all did to keep me in the game. I am glad to be able to continue my career and to have my children, needless to say.	11/30/2016 8:41 PM
11	My parental leave was for a semester, but the "leave" consisted of a single course release, not a full break from teaching.	11/30/2016 2:56 PM
12	Legal allotment of 6 months (in Ireland)	11/3/2016 10:23 PM
13	One full semester of teaching release. Some committee work and other assorted tasks still running, but not particularly time consuming.	10/13/2016 10:12 AM
14	Again, it was an actual leave but a semester off teaching when I could work remotely.	10/11/2016 5:15 AM
15	I took off the entire semester during which my son was born.	10/8/2016 8:01 AM
16	1 academic quarter	10/6/2016 3:42 AM
17	60 calendar days	10/5/2016 5:19 AM
18	My university used to allow 6 weeks paid, an additional 6 weeks either unpaid or counted as sick leave (paid). I think they realized the difficulty of replacing someone for 12 weeks of a 15 week semester and decided to offer an entire semester off at 90% pay. The Provost, Dean, and Department are supposed to split the cost of replacing the person (beyond the 10% remaining of my pay) evenly.	10/5/2016 2:40 AM
19	all of my parental leaves have been in the form of a single 1-quarter course release	10/5/2016 1:40 AM
20	One semester of teaching leave	10/5/2016 1:17 AM
21	Parental leave 1 was officially a term (fall term), but I also had the summer prior, and the winter term after, where I was not teaching full time but was being paid. Parental leave 2 was officially 3 months, although I was only working part-time in the following year so mentally I think I was 'on leave' for a year (which is the standard maternity leave in Canada). I would say that my 'mental leave' was shorter for parental leave 1, since I work in the United States where there's not a culture of year-long maternity leaves.	10/5/2016 12:24 AM
22	I have a very unusual situation--I was pregnant when hired, and needed to take leave during my first semester working. My Dean was able to offer me paid leave during my entire first semester on the job.	10/4/2016 11:36 PM
23	In the UK you can take maternity leave (and I think most recently paternity leave) of up to 12 months, though most of it will be unpaid.	10/4/2016 8:07 PM
24	I live in Canada, where parental leave (with some pay from EI) goes up to a year. My institution tops up this leave to 90% of one's salary for 19 weeks. I took these 19 weeks; my partner took the rest of the year at the EI rate.	10/4/2016 6:57 AM
25	One semester	10/4/2016 6:10 AM
26	For parental leave 2, I took off Tuesday/Thursdays.	10/4/2016 5:48 AM
27	One semester, but for two children (twins). If the children had been born separately, there would have been two periods of leave.	10/4/2016 4:56 AM
28	12 months first child; 6 months second child.	10/4/2016 3:49 AM

**Q6 If you took leave for a research grant or visiting appointment, how long was your leave? Answer for your last three experiences, starting with the most recent. Move on to the next question if this question doesn't apply to you.**

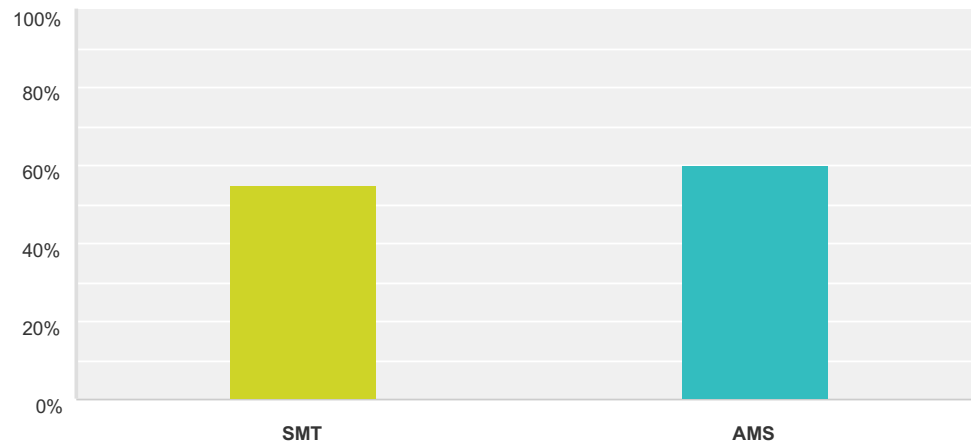
Answered: 36 Skipped: 104



(no label)							
	less than 3 months	between 3 to 6 months	between 6 to 9 months	between 9 months to 1 year	between 1 to 2 years	more than 2 years	Total
Leave 1 (most recent)	8.33% 3	30.56% 11	11.11% 4	41.67% 15	2.78% 1	5.56% 2	36
Leave 2	0.00% 0	58.33% 7	8.33% 1	33.33% 4	0.00% 0	0.00% 0	12
Leave 3 (most distant past)	33.33% 1	66.67% 2	0.00% 0	0.00% 0	0.00% 0	0.00% 0	3

**Q7 Are you a member of SMT or AMS?  
Check all relevant boxes.**

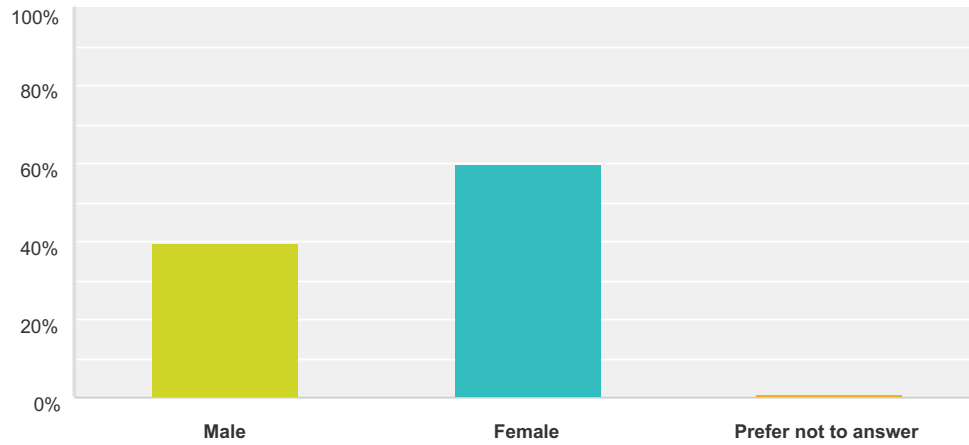
Answered: 115 Skipped: 25



Answer Choices	Responses	
SMT	54.78%	63
AMS	60.00%	69
<b>Total Respondents: 115</b>		

### Q8 What is your gender?

Answered: 117 Skipped: 23

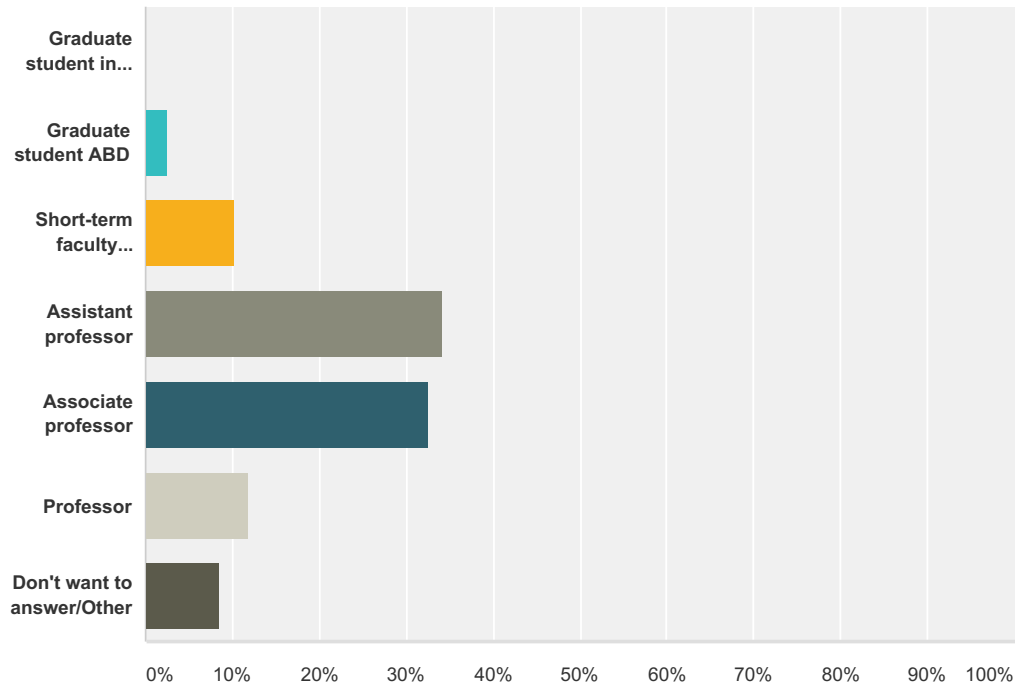


Answer Choices	Responses
Male	39.32% 46
Female	59.83% 70
Prefer not to answer	0.85% 1
<b>Total</b>	<b>117</b>

#	Other (please specify)	Date
	There are no responses.	

### Q9 What is your job title?

Answered: 117 Skipped: 23



Answer Choices	Responses
Graduate student in coursework	0.00% 0
Graduate student ABD	2.56% 3
Short-term faculty (adjuncts, visiting appointments, etc.)	10.26% 12
Assistant professor	34.19% 40
Associate professor	32.48% 38
Professor	11.97% 14
Don't want to answer/Other	8.55% 10
<b>Total</b>	<b>117</b>

#	Comments (optional)	Date
1	postdoctoral fellow	4/25/2017 12:49 AM
2	When I took leave, I was not at a tenure-granting institution.	4/21/2017 3:48 AM
3	Paid leave only concerns tenured faculty. Most adjuncts aren't getting paid enough to live on. Paid leave, like travel funding or benefits or job security or retirement, is an unheard of luxury. Why are so many universities employing adjuncts at such low wages? Would tenured faculty want to live on what we make? If not, why don't tenured faculty do more to help us? I'm sure that paid leave is a concern for you, but it reveals a startlingly lack of awareness about the class divide in academia.	12/4/2016 6:33 AM
4	full-time non-tenure-track	12/3/2016 7:40 AM
5	Professor emeritus (retired 1995)	12/2/2016 4:13 AM
6	Both leaves occurred after tenure	12/2/2016 3:53 AM



7	postdoctoral fellow (this choice is not on your list)	12/2/2016 12:22 AM
8	Research leaves (that don't come with outside funds) aren't available to us until we are tenured. Even then they are only available in our music dept if the dept can cover the courses in other ways. Because of the expensive nature of running a music dept (compared to say a larger English dept), that means that music faculty can't take the leaves their colleagues elsewhere on campus can take. I find this a disturbing inequity on our campus.	12/1/2016 8:28 AM
9	Emeritus now, but leave was when I was before my retirement.	12/1/2016 8:21 AM
10	My baby was born in the middle of a semester, and I took "leave" over the following summer (didn't teach any classes or really do work), whereas my wife took full leave as soon as the baby was born.	12/1/2016 8:03 AM
11	was a late assistant professor when I took the leave -- it made me a whole lot less worried about the tenure process having a baby at home.	11/30/2016 1:33 PM
12	Non-tenure track	11/30/2016 11:07 AM
13	non-tenure track, renewable appointment	10/13/2016 3:41 AM
14	also work in publishing	10/7/2016 7:38 AM
15	I never took parental leave, because I have heard of too many women being denied tenure after doing that. My university has a generous one-semester paid leave policy that many fathers use to advance their research even while doing very little caregiving (a statement made by a friend who actually was taking care of his child while on paternity leave when asked by other male colleagues why he wasn't being more productive while on leave)	10/6/2016 10:38 PM
16	at the time of leave: lecturer	10/5/2016 6:36 AM
17	I was just promoted to associate prof. when my baby was born	10/5/2016 5:20 AM
18	Postdoctoral Researcher is my current position	10/5/2016 2:21 AM
19	My institution does not have rank. I am a full-time employee in the music theory department.	10/5/2016 2:18 AM
20	Though I was Assistant Prof when I took leave	10/5/2016 1:17 AM
21	Senior Lecturer	10/4/2016 8:07 PM
22	Senior Lecturer	10/4/2016 5:49 AM
23	Librarian (professional level, at an institution with quasi-tenure for librarians)	10/4/2016 3:47 AM
24	now retired	10/4/2016 3:45 AM
25	Multi-year renewable non-tenure-track full-time	10/4/2016 3:38 AM

## Q10 If you don't mind follow-up contact, leave us your email address.

Answered: 56 Skipped: 84

#	Responses	Date
1	cg34@txstate.edu	4/24/2017 2:13 AM
2	paula_tesco@uml.edu	4/21/2017 6:38 AM
3	dheetder@oberlin.edu	4/21/2017 6:21 AM
4	ykang@scrippscollege.edu	4/21/2017 5:18 AM
5	barolskd@beloit.edu	4/21/2017 5:11 AM
6	yonatan.malin@colorado.edu	4/21/2017 4:46 AM
7	snodgrassjs@appstate.edu	4/21/2017 4:17 AM
8	mguck@umich.edu	4/21/2017 3:57 AM
9	mohriner@gmail.com	4/21/2017 3:48 AM
10	danielle.sofer@nuim.ie	3/1/2017 10:26 PM
11	hausmajp@mail.uc.edu	12/4/2016 6:33 AM
12	rfcamus@icloud.com	12/2/2016 4:13 AM
13	jennifersaltzstein@ou.edu	12/2/2016 3:53 AM
14	jessica.sternfeld@gmail.com	12/1/2016 8:40 AM
15	gustafson.musicology@gmail.com	12/1/2016 8:21 AM
16	feurzeil@gvsu.edu	12/1/2016 8:13 AM
17	kyri@wlu.ca	12/1/2016 7:59 AM
18	b_proksch@yahoo.com	12/1/2016 7:47 AM
19	kara.leaman@yale.edu	11/30/2016 8:42 PM
20	dheetder@oberlin.edu	11/30/2016 2:56 PM
21	tpfmusic@gmail.com	11/30/2016 2:56 PM
22	ykang@scrippscollege.edu	11/30/2016 1:33 PM
23	musmac67@yahoo.com	11/30/2016 11:48 AM
24	mboyd50@gmail.com	11/30/2016 11:07 AM
25	elizabethlenasmith@gmail.com	11/30/2016 10:27 AM
26	epstein@stolaf.edu	10/27/2016 12:33 PM
27	gfankhauser@ung.edu	10/17/2016 3:37 AM
28	jkochav1@swarthmore.edu	10/13/2016 3:41 AM
29	devaney.12@osu.edu	10/11/2016 5:15 AM
30	fonsma01@luther.edu	10/8/2016 8:01 AM
31	ccolletti77@gmail.com	10/7/2016 5:03 AM
32	epoudrier@gmail.com	10/5/2016 7:35 AM
33	iversonj@uchicago.edu	10/5/2016 6:43 AM
34	seyerly@fsu.edu	10/5/2016 5:26 AM

35	krrubino@uncg.edu	10/5/2016 5:20 AM
36	catherine.mayes@utah.edu	10/5/2016 2:31 AM
37	saraeckerson@gmail.com	10/5/2016 2:21 AM
38	itojp@cmu.edu	10/5/2016 1:41 AM
39	fmlehman@gmail.com	10/5/2016 12:47 AM
40	rattas@elon.edu	10/5/2016 12:25 AM
41	Eheine@okcu.edu	10/5/2016 12:05 AM
42	cstroud@msu.edu	10/4/2016 11:37 PM
43	cjsendrinal@gmail.com	10/4/2016 11:33 PM
44	dr.gregmccandless@gmail.com	10/4/2016 10:52 PM
45	hayoungheidi@gmail.com	10/4/2016 9:46 PM
46	barbara.eichner@brookes.ac.uk	10/4/2016 8:07 PM
47	belevy@ucdavis.edu	10/4/2016 2:04 PM
48	thyrsus@colorado.edu	10/4/2016 9:02 AM
49	baadec@mcmaster.ca	10/4/2016 6:58 AM
50	jstokes@juilliard.edu	10/4/2016 5:56 AM
51	re20@txstate.edu	10/4/2016 5:49 AM
52	pruettl@merrimack.edu	10/4/2016 5:43 AM
53	jfilleru@richmond.edu	10/4/2016 4:56 AM
54	Morganpiano@gmail.com	10/4/2016 4:39 AM
55	Sarahcprovost@gmail.com	10/4/2016 4:03 AM
56	chelseab123@gmail.com	10/4/2016 3:38 AM