

Let's Talk About... Parental Leave Webinar
April 27, 2023
Survey Questions
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A Broad Perspective of Parental Leave for Academic Librarian Mothers

Qualifying Questions *(respondents must respond Yes to all three to qualify)*

Q1 Are you an academic librarian mother whose child(ren) was born between 2011 and 2021?

- Yes
- No

Q2 Did you take any parental leave (paid or unpaid) when your child(ren) joined your family?

- Yes
- No

Q3 Did you work in an academic library setting in the United States at the time your child(ren) joined your family?

- Yes
- No

Main Survey

Q4 Which of the following formal policies were available to you when your child(ren) was born?
(choose all that apply)

- Paid parental leave from your institution
- Paid family leave through a state program
- Short term disability insurance
- FMLA
- Unpaid parental leave (not part of FMLA)
- Vacation leave
- Sick leave
- Remote work policy
- Flexible schedule
- Other (please write in)

Q5 How helpful were these policies to you as a new parent? (answer choices carry forward from Q4 and respondents rate each one on the following Likert scale)

- Not at All Helpful
- Slightly Helpful
- Helpful

- Very Helpful
- Extremely Helpful

Q6 How much paid time off did you have when your child(ren) was born? (choose all that apply)

- 0 weeks paid
- Up to 6 weeks partial pay
- Up to 6 weeks full pay
- 7-12 weeks partial pay
- 7-12 weeks full pay
- More than 12 weeks partial pay
- More than 12 weeks full pay
- Other (please write in)

Q7 Which of the following informal policies or practices did your workplace, library, or department have to support you as related to preparing for a new baby, being away from work to care for a new baby, or returning to work after leave? (Choose all that apply or add your own)

- Flexible scheduling
- Reduced hours
- Flex time for appointments
- Preferable schedule (e.g. no weekends, no evenings, starting workday later, etc.)
- Celebration for you/your child (e.g. a baby shower, a card, a welcome back coffee)
- Change in duties (e.g. less travel, fewer classes or shifts, or something else helpful)
- Time for lactation needs (if applicable)
- Space for lactation needs (if applicable)
- Bringing new baby to work
- Other (please write in)

Q8 How helpful or not were these informal policies and practices? (answer choices carry forward from Q7 and respondents rate each one on the following Likert scale)

- Not at All Helpful
- Slightly Helpful
- Helpful
- Very Helpful
- Extremely Helpful

Q9 Thinking about all of the formal and informal policies available to you when your child or children joined your family, what was most helpful to you?

Q10 Were there any barriers to using these formal and informal policies at your institution?

Q11 What support do you wish you had had as related to preparing for a new baby, being away from work to care for a new baby, or returning to work after leave?

Q12 If there is anything else you'd like to share related to your parental leave experience, please include it here.

Demographics Questions

D1 What is your gender?

D2 How did your child(ren) join your family? (choose all that apply)

- I gave birth
- My partner gave birth
- Adoption
- Foster Care
- Other

D3 In what year was your child or children born? Please include the year for each child.

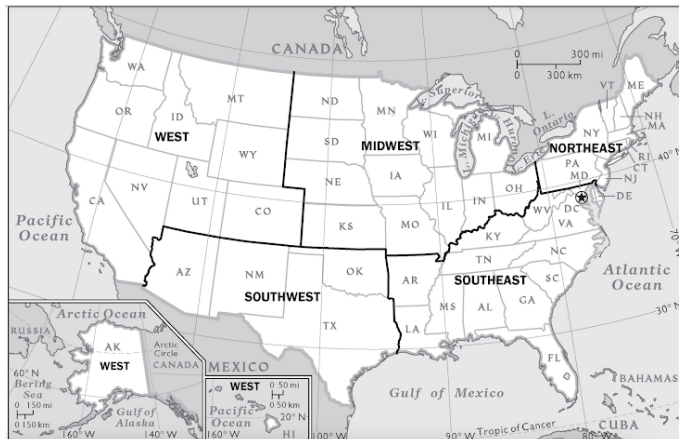
D4 What is the status of librarians at your institution?

- Staff
- Faculty (tenure track)
- Faculty (non-tenure track)
- Other

D5 At what type of institution did/do you work?

- Public College or University
- Private Secular College or University
- Religiously Affiliated Private College or University
- For Profit Institution
- Other

D6 In which region of the United States do you live? (See map)



- West

- Midwest
- Northeast
- Southeast
- Southwest