Supplemental Digital Appendix 1

Survey Question Sequence and Wording, From a Study of Use of Family-Friendly Policies by Clinical and Biomedical Faculty, University of California, Davis, 2010

At any time in the past 10 years, have you ever WANTED TO:
- Temporarily modify your duties because of childbirth, family care or personal disability?
  - If yes, explain your primary reason:
- “Stop the clock” (i.e., the time-clock to tenure or tenure-equivalent promotion to associate professor)?
  - If yes, explain your primary reason:
- Change to a part-time faculty position?
  - If yes, explain your primary reason:

At any time in the past 10 years, have you ever BEEN DENIED a request to:
- Temporarily modify your duties because of childbirth, family care or personal disability?
  - If yes, explain the primary reason:
- “Stop the clock” (i.e., the time-clock to tenure or tenure-equivalent promotion to associate professor)?
  - If yes, explain the primary reason:
- Change to a part-time faculty position?
  - If yes, explain the primary reason:

At any time in the past 10 years, have you wanted to do one of the following, but CHOSE NOT TO MAKE THIS REQUEST:
- Temporarily modify your duties because of childbirth, family care or personal disability?
  - If yes, explain the primary reason:
- “Stop the clock” (i.e., the time-clock to tenure or tenure-equivalent promotion to associate professor)?
  - If yes, explain the primary reason:
- Change to a part-time faculty position?
  - If yes, explain the primary reason:

Please provide any other comments you may have on family friendly policies in your school. This could include your ideas for resources not currently available that you would use if available (e.g., peer work-life balance coaches, self-assessment workshops, etc.)