**Questionnaire**

**Study title: Mid-career Academic Women in Higher Education in China: Barriers and Strategies.**

**中国高等教育职业生涯中期的女性：阻碍与对策**

您好，很高兴邀请您参加关于从事中国高等教育工作的女性员工职业发展道路的研究。该研究旨在了解女性职业发展中的阻碍和机会，探索女性职业发展的策略。完成本问卷的时间不超过15分钟。参加这项研究完全是出于自愿，您可以忽略不想回答的问题。问卷完成之后，您的答复将被保密，并且在提交后保证您的数据不被篡改。填写此问卷之前，请您确认您了解该研究的目的，并同意在未来的出版物中您的数据会被匿名使用。

I would like to invite you to take part in a study about the career paths of academic women working in universities in China to understand barriers and opportunities to career progression, and the strategies women adopt to progress their careers. It should take no more than 15 minutes to complete. Your participation in this study is entirely voluntary and you are free to omit any question. After completion, there is no way of identifying your responses as yours, so bear in mind it will not be possible to remove your data after submission. By completing this questionnaire, you are confirming that you understand the purpose of the study and that you give your consent for the use of your anonymous responses in presentations and in publications.

该研究由英国雷丁大学教育学院在读博士生赵嘉仪（电子邮箱： j.zhao3@pgr.reading.ac.uk ）负责开展，其导师为雷丁大学教育学院副教授Karen Jones博士（电子邮箱：karen.jones@reading.ac.uk）。该调查已严格按照雷丁大学研究伦理委员会的程序进行审查，得到了调查的许可。如您需要，可要求提供关于该调查的详细信息。

This study is being undertaken by Jiayi Zhao (PhD student, Institute of Education, University of Reading, UK, email: j.zhao3@pgr.reading.ac.uk), supervised by Dr Karen Jones (Associate Professor, Institute of Education, University of Reading, UK, email: karen.jones@reading.ac.uk). This project has been reviewed following the procedures of the University Research Ethics Committee and has been given a favourable ethical opinion for conduct. The University has the appropriate insurances in place. Full details are available on request.

**Questionnaire**

1. 您的出生年份？In what year were you born? (enter 4-digit birth year; for example, 1976)

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

1. 您的最高学历What is the highest level of education you have completed?

* 专科学历College degree
* 本科学历Bachelor’s degree
* 研究生学历Master’s degree
* 博士学历Doctorate degree
* 其他，请具体描述。Other (please specify)

1. 请您选择您所在的区域Which area do you come from?

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

1. 您在目前的机构（学校）已经任职多少年？

How many years have you been employed in the current higher education?

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

1. 您在高等教育领域已经任职多少年？How many years have you worked in the higher education system?

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

1. 您任职于哪一个部门/学院？In which faculty/department do you work? (please select one only)

* 艺术与人文学科Arts & humanities
* 信息类相关专业Information services
* 自然科学与工程技术Science & technology
* 国际相关International unit
* 商学院呢Business school
* 市场与发展类Marketing & development
* 其他，请具体描述。Other (please specify)

1. 您现在的职称？What is your current title?

* 助教 Teaching Assistant
* 讲师 Lecturer
* 副教授 Associate Professor
* 教授 Professor
* 行政岗位，请具体描述 Administrative position (please specify)
* 其他，请具体描述。Other (please specify)

1. 您有照顾他人的责任吗？Do you have caring responsibilities outside work?

* 是的，我需要照顾孩子。Yes – I have childcare responsibilities
* 是的，我有其他（家）人需要照顾。 Yes – I have career responsibilities
* 是的，我要兼顾孩子和其他（家）人。Yes – I have both childcare and career responsibilities
* 没有。No

1. 以下哪一种最符合您现在的婚姻状况？Which of the following best describes your current relationship status?

* 已婚。Married
* 丧偶。Widowed
* 离婚或分居。Divorced or Separated
* 同居伴侣关系或民事伴侣。In a domestic partnership or civil union
* 单身，但是有稳定的关系。Single, but cohabiting with a significant other
* 单身，从未结过婚。Single, never married

1. 以下哪一种最符合您的配偶的状态？如果没有，请选择‘不符合’。Which of the following categories best describes your spouse's/ partner's employment status? If not applicable, please choose N/A.

* 有全职工作。Employed, working full-time
* 有兼职工作。Employed, working part-time
* 没有工作，正在寻找中。Not employed, looking for work
* 没有工作。Not employed
* 没有找工作的打算。Not looking for work
* 退休。Retired
* 残疾，没有工作能力。Disabled, not able to work
* 以上都不符合。N/A
* 其他，请具体描述。Other (please specify)

1. 以下哪一种最符合您的子女状况？Do you have any children?

* 是的，都已经成年。Yes, all 18 or over
* 是的，一个/多个未成年。Yes, one or more under 18
* 没有。No

1. 您如何形容您的职业规划？How do you describe your career planning?

* 十分清晰Extremely clear
* 很清晰Very clear
* 清晰Somewhat clear
* 不太清晰Not so clear
* 一点也不清晰 Not at all clear

1. 请说明您在多大程度上同意或不同意如下关于不同性别的陈述。Please indicate to what extent you agree or disagree with these statements about different genders.

完全不同意Totally disagree (1)

不同意Disagree (2)

中立态度Neither disagree, nor agree (3)

同意Agree (4)

完全同意Totally agree (5)

1. 女人应该被男人珍视和保护。Women should be cherished and protected by men.
2. 在紧急情况下，相对于女性，男性更不容易崩溃。Men are less likely to fall apart in emergencies than women are.
3. 男人比女人更加适合领导岗位。Men are more suited to leadership than women.
4. 在我国，对女性的歧视已经不再是一个问题。Discrimination of women is no longer a problem in this country.
5. 社会上男女实现了平等。Society treats men and women the same way.
6. 应采取更好的措施，在工作场所中实现男女平等。Better measures should be taken to achieve equality (between the sexes) in the workplace.
7. 请说明您在多大程度上同意或不同意如下关于您所在机构的这些观点。Please indicate to what extent you agree or disagree with these statements on your institute.

强烈不同意Strongly disagree (1)

不同意Disagree (2)

中立态度Neither disagree, nor agree (3)

同意Agree (4)

强烈同意Strongly agree (5)

1. 我所在机构的高级管理人员是开放的、可接触到的。Members of senior management in this institution are open and accessible.
2. 根据我的经验，我们机构的管理人员/领导具有有效的人际交往能力。In my experience, managers at the institution have effective people skills.
3. 我认为对有管理职责的员工来说，拥有有效的人际交往技能是很重要的。I think it is important for staff with management responsibilities to have effective people skills.
4. 根据我的经验，我所在部门的领导善于调整他们的管理风格，使团队中的每个人发挥最大的作用。In my experience, managers in my department are good at adapting their management style to get the most out of individuals in their team.
5. 我认为我所在部门的领导会认真对待有关平等和多样性的问题。I feel the managers in my department take equality and diversity issues seriously.
6. 总的来说，我认为我们的晋升机制是公平的，是重视个人绩效的。On the whole, I believe our promotion processes are fair and based on merit.
7. 我觉得我的领导是支持弹性工作的（如兼职、工作分担安排、照顾家庭工作等）。I feel my manager supports flexible working (such as part-time working, job-share arrangements, home-working, etc).
8. 我觉得自己能够在工作职责和家庭生活之间找到平衡点。I feel able to strike the right balance between my work responsibilities and my home life.
9. 请您站在管理者/领导的角度选择提拔女性员工的主要标准（多选）：Please select the major criteria for women to be promoted based on their managers’ view:

* 有卓越的成就Excellent achievement
* 出色的工作能力Outstanding work capability
* 与领导保持良好的关系Good relations with senior leaders
* 与同事/下级保持良好的关系Good relations with colleagues/employees
* 高学历High educational degree
* 丰富的工作经验Rich work experience
* 领导重视提拔女性Leaders’ emphasis on promoting women
* 以较少的性别偏见公开竞争职位Open competition for position with less gender bias
* 其他，请描述Other (please specify)

1. 您认为您是否适合目前的工作？Please self-assess how well you are suited to your current job：

* 我觉得这份工作适合我，而且我还有更大的潜力I feel the job is suitable for me, and I still have more potential.
* 我觉得这份工作正好适合我I feel the job is suitable for me.
* 我感觉到压力，但我可以自我调节压力。I feel the pressure, but I could overcome that by adjustment
* 我尽我所能，但有些工作还是不太理想I do my best, but there are some tasks being completed with imperfection .
* 我觉得这份工作不适合我，我需要提高我的工作能力、知识储备和经验。I do not feel the job is suitable for me, and I need to improve my capability, knowledge and experience.
* 我觉得我无法胜任这项工作，我需要在几年内调到比现在工作水平低一些的岗位。I feel I am not able to handle the job, and I need to move myself to a lower level of job for several years.
* 其他，请描述Other (please specify).

1. 以下哪项陈述最能描述您目前职业发展中的机会：Please select which of the following statements best describes the opportunities you have to develop your career：

* 我在这个职位上非常出色，将被提升到更高的职位。I am very good in this position and will be promoted to a higher position.
* 我对目前的职位很满意，有晋升的机会。I am fine with the current position and there are opportunities for promotion.
* 我觉得晋升受到了限制。I feel there is a limit for further promotion.
* 我觉得晋升是不可能的。I feel further promotion is impossible.
* 其他，请描述Other (please specify).

1. 与您同岗位的男性同事相比，以下哪项陈述最能描述您的想法：Please select which of the following statements best describes how you compare yourself to male colleagues:

* 我的工作表现比我的男同事好，我会有比他们更好的晋升机会。My performance is better than my male colleagues, and I will have a better promotion opportunity than they.
* 我的工作表现比我的男同事好，但是他们比我有更好的晋升机会。My performance is better than my male colleagues, but they have better promotion opportunities than me.
* 我的男同事们的工作表现比我好，他们比我有更好的晋升机会。The performance of my male colleagues is better than me, and they will have better promotion opportunities than me.
* 我的男同事的工作表现比我的好，但我会有比他们更好的晋升机会。The performance of my male colleagues is better than mine, but I will have better promotion opportunity than they.
* 无论性别差异，我所在的机构都有平等的晋升机会。The organization has equal promotion opportunities regardless of gender differences.
* 其他，请描述Other (please specify).

1. 在您看来，怀孕是否会影响一个女性管理者目前的岗位和未来的晋升？In your opinion, does pregnancy influence the managerial position and promotion opportunities for a female manager?

* 一点也不。Not at all
* 有很小的影响Has a little influence
* 有一些影响Has some influence
* 有很大的影响Has much influence
* 有极大的影响Has very much influence

1. 您有兴趣参与进一步我们的调查吗（采访的形式）？ Would you like to be involved in further research (interview)?

* 是的 Yes
* 没有 No

1. 如您对我们的进一步调查感兴趣，请您留下您的联系方式：If you are interested in our further research, please leave your contact information:

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