

Results by Location

UC Davis - staff

What do you think works best to advance the careers of women at UC Davis?

- Managers who support and develop staff (6)
- Employment opportunities (4)
- Networking opportunities (4)
- Professional development opportunities systemwide (3)
- Professional development (3)
- Mentorship and internship programs (2)
- Positive female role models (including Chancellors) (1)
- Self empowerment (1)
- Work-life balance and family friendly policies (1)

What do you think most inhibits the advancement of women at UC Davis?

- Limited opportunities for advancement (5)
- Lack of supervisor support and poor management expertise (4)
- Limited family-friendly practices and policies/Child Care (4)
- UC culture perceived as inequitable (3)
- Need for self-empowerment (3)
- Limited networking opportunities (1)
- Lack of role models who are female and/or women of color (1)
- Limited mentoring opportunities for women (1)
- Salary inequity (1)

What suggestions do you have to improve opportunities for advancement for women at UC Davis?

- Create UC climate change to value all staff contributions and rectify inequities (7)
- Provide professional development opportunities (6)
- Provide mentoring, coaching and networking opportunities (6)
- Provide child care/family friendly policies and practices (3)
- Provide support for staff through Human Resource policies and practices (3)
- Salary equity (1)
- More female role models in leadership (1)
- Supervisory training (1)

The comments are organized by frequency of responses, with the exact number listed at the end of each category

Results by Location

UC Davis - faculty

What do you think works best to advance the careers of women faculty at UC Davis?

- Positive female role models (4)
- Hiring/tenure practices (4)
- Mentoring/Professional development (2)
- Family friendly policies and procedures (2)
- Department Chair training – supportive Chairs (1)
- Funding (1)
- Create UC climate change to promote equitable practices (1)

What do you think most inhibits the advancement of women faculty at UC Davis?

- UC culture perceived as inequitable (6)
- Limited family friendly policies and practices (2)
- Lack of role models who are female (1)
- Internal barriers (1)
- Limited mentoring/professional development opportunities (1)
- Practice of outside job offers (1)
- Inadequate financial compensation (1)
- Administrative issues (1)

What suggestions do you have to improve opportunities for advancement for women faculty at UC Davis?

- Create UC climate change to promote equitable practices (6)
- Child care (3)
- Mentoring/Professional development (2)
- Institutional support for hiring/retention/advancement (2)
- Support for women of color (1)