

Results by Location

UC Irvine – staff

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

- Professional development (6)
- Professional development opportunities systemwide (2)
- Mentorship and internship programs (1)
- Work-life balance and family friendly policies (1)
- Networking opportunities (1)
- Benefits (1)
- Career Centers/Ombuds Offices/Employee Assistance/Clubs/Committees/Associations (1)

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

- Limited opportunities for advancement (10)
- UC culture perceived as inequitable (6)
- Lack of supervisor support and poor management expertise (5)
- Limited family-friendly practices and policies/Child Care (2)
- Salary inequity (2)
- Limited mentoring opportunities for women (1)
- Limited training and professional development opportunities (1)
- Need for self-empowerment (1)
- Staff/faculty dichotomy (1)

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

- Provide support for staff through Human Resource policies and practices (7)
- Provide professional development opportunities (5)
- Supervisory training (4)
- Provide mentoring, coaching and networking opportunities (3)
- Create UC climate change to value all staff contributions and rectify inequities (3)
- Self empowerment (3)
- Salary equity (2)
- Provide child care/family friendly policies and practices (1)
- More female role models in leadership (1)

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

Results by Location

UC Irvine – faculty

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

- Create UC climate change to promote equitable practices (1)
- Mentoring/Professional development (1)
- Tracking data for accountability and reporting of demographics (1)

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

- UC culture perceived as inequitable (6)
- Limited family friendly policies and practices (1)

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

- Create UC climate change to promote equitable practices (5)
- Redress (3)
- Family friendly policies and practices (2)
- Institutional support for hiring/retention/advancement 2)
- Mentoring/Professional development (1)
- Support for women of color (1)