

Results by Location

UC Santa Barbara - staff

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

- Professional development (10)
- Managers who support and develop staff (6)
- Mentorship and internship programs (2)
- Employment opportunities (2)
- Professional development opportunities systemwide (2)
- Career Centers/Ombuds Office/Employee Assistance/Clubs/Committees/Associations (2)
- Work-life balance and family friendly policies (1)
- Networking opportunities (1)
- Self empowerment (1)

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

- UC culture perceived as inequitable (8)
- Lack of supervisor support and poor management expertise (7)
- Salary inequity (4)
- Limited opportunities for advancement (4)
- Staff/faculty dichotomy (2)
- Limited family-friendly practices and policies/Child Care (2)
- Limited training and professional development opportunities (1)
- Need for self-empowerment (1)
- Limited networking opportunities (1)
- Lack of role models who are female (1)
- Limited mentoring opportunities for women (1)

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

- Provide mentoring, coaching and networking opportunities (9)
- Create UC climate change to value all staff contributions and rectify inequities (3)
- Support for women of color (2)
- Provide child care/family friendly policies and practices (2)
- Provide professional development opportunities (1)
- Communicate opportunities (1)
- Provide support for staff through Human Resource policies and practices (1)

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

Results by Location

UC Santa Barbara - faculty

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

- Family friendly policies and procedures (5)
- Positive female role models (2)

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

- Limited family friendly policies and practices (8)
- UC culture perceived as inequitable (2)
- Limited mentoring/professional development opportunities (1)
- Practice of outside job offers (1)
- Inadequate financial compensation (1)

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

- Institutional support for hiring/retention/advancement (4)
- Child care (3)
- Family friendly policies and practices (2)
- Support for women of color (2)
- Data tracking for accountability and reporting of demographics (1)
- Networking (1)