

# Results by Location

## UC Santa Cruz - staff

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

- Professional development (17)
- Managers who support and develop staff (6)
- Work-life balance and family friendly policies (3)
- Professional development opportunities systemwide (2)
- Career Centers/Ombuds Offices/Employee Assistance/Clubs/Committees/Associations (2)
- Mentorship and internship programs (1)
- Networking opportunities (1)

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

- Limited opportunities for advancement (10)
- UC culture perceived as inequitable (9)
- Lack of supervisor support and poor management expertise (7)
- Need for self-empowerment (3)
- Limited training and professional development opportunities (2)
- Staff/faculty dichotomy (2)
- Limited family-friendly practices and policies/Child Care (1)
- Salary inequity (1)
- Lack of support among and between women (1)
- Limited networking opportunities (1)

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

- Supervisory training (7)
- Provide support for staff through Human Resource policies and practices (6)
- Provide professional development opportunities (5)
- Provide mentoring, coaching and networking opportunities (5)
- Provide child care/family friendly policies and practices (3)
- Create UC climate change to value all staff contributions and rectify inequities (3)
- Self empowerment (3)
- Salary equity (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 Cruz - faculty

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

- Mentoring/Professional development (1)
- Tracking data for accountability and reporting of demographics (1)
- Campus Resources (1)

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

- UC culture perceived as inequitable (5)
- Limited family friendly policies and practices (1)
- Inadequate financial compensation (1)

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

- Data tracking for accountability and reporting of demographics (4)
- Family friendly policies and practices (1)
- Mentoring/Professional development (1)
- Institutional support for hiring/retention/advancement (1)