

# Results by Location

## UC San Diego - staff

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

- Professional development (18)
- Work-life balance and family friendly policies (7)
- Mentorship and internship programs (5)
- Networking opportunities (4)
- Career Centers/Ombuds Offices/Employee Assistance /Clubs/Committees/Associations (2)
- Internal communications network (1)
- Managers who support and develop staff (1)

### What do you think most inhibits the advancement of women at UC San Diego?

- Limited opportunities for advancement (11)
- Lack of supervisor support and poor management expertise (10)
- UC culture perceived as inequitable (7)
- Limited family-friendly practices and policies/Child Care (5)
- Limited training and professional development opportunities (4)
- Lack of role models who are female and/or women of color (3)
- Lack of support among and between women (2)
- Salary inequity (1)

### What suggestions do you have to improve opportunities for advancement for women at UC San Diego?

- Provide professional development opportunities (9)
- Provide mentoring, coaching and networking opportunities (5)
- Supervisory training (5)
- Provide support for staff through Human Resources policies and practices (5)
- Provide child care/family friendly policies and practices (4)
- Salary equity (1)
- Create UC climate change to value all staff contributions and rectify inequities (1)
- Support for women of color (1)

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

# Results by Location

## UC San Diego - faculty

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

- Mentoring/Professional development (2)
- Create UC climate change to promote equitable practices (1)
- Family friendly policies and procedures (1)
- Accessible and affordable child care (1)
- Positive female role models (1)

### What do you think most inhibits the advancement of women faculty at UC San Diego?

- UC culture perceived as inequitable (8)
- Limited family friendly policies and practices (5)
- Inadequate child care (5)
- Lack of role models who are female (2)
- Internal barriers (1)
- Inadequate financial compensation (1)

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

- Create UC climate change to promote equitable practices (7)
- Institutional support for hiring/retention/advancement (6)
- Data tracking for accountability and reporting of demographics (4)
- Family friendly policies and practices (3)
- Networking (1)
- Child care (1)
- More female role models in leadership (1)